

INDUSTRIAL REL. — DISPUTES

1990

JULY — DEC

# Seifsa labour pact expiry leaves hiatus



Expiry "fairly regular", says Seifsa's Brian Angus. Picture ROBERT BOTHA

THE main agreement signed between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa), determining annual wages and working conditions for the industry's 380 000 employees, expired at the weekend

Although the expiry technically leaves the industry without defined working conditions and could throw the sector into disarray, industry and union sources did not seem worried by the passing date, and said the incident was almost ordinary in its yearly occurrence

Seifsa executive director Brian Angus said it "was a fairly regular occurrence" as there was almost always a hiatus between the signing of a new agreement and the expiry of the old one. With no agreement applicable, working conditions are defined purely in terms of the Basic Conditions of Employment Act (BCEA)

However, Angus said the industry would undoubtedly apply the old agreement's conditions until the cur-

DANIEL FELDMAN

rent dispute was settled. He also said a dispute meeting between Seifsa and the union would probably be held on July 5 (151) (25)

A Numsa spokesman also said the expiry of the old agreement was "nothing unusual"

The employers' final offer was a 15% wage increase for artisans and an 18% increase for labourers, bringing the lowest monthly wage to more than R800. Seifsa also agreed to raise their contribution to the pension fund from 6,5% to 7%

Employers and unions were also prepared to settle on issues of training, job security, and extension of the agreements' scope to the homelands and other sectors of the industry

But Numsa, still demanding a R2 an hour across-the-board increase, decided at its second national bargaining conference a week ago to reject the offer. It demanded further progress on the implementation of new labour relations laws

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# Buslines dispute with union finally resolved

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THE 13-week-long dispute between the Transport and Allied Workers' Union and the Eastern Buslines company was resolved on Friday.

Tawu organiser Mr Charles Kgopa said yesterday that all the workers who were dismissed by the company in April after embarking on a

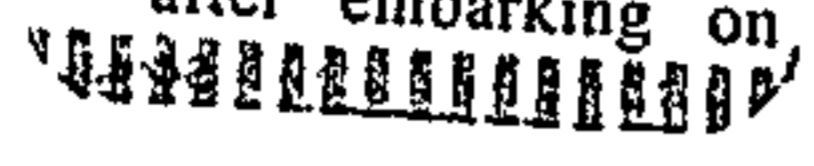
wage strike had been reinstated

He urged all workers at the Middleburg and Witbank depots to report for duty today.

He also assured the communities of these areas that buses would operate towards the end of the week - Sapa.

3/7/90

Made in South  
Ireland  
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# Union up in arms over private hospital fees

*Sowetan 4/7/90*  
TARIFF increases at private hospitals announced by Dr E de la Hertzog, chairman of the National Association of Private Hospitals, are unacceptable, a union has said.

Mr Siphon Ngwenya, secretary of Black Health and Allied Workers' Union of South Africa, said although tariffs were to rise, working conditions for workers were not up to the required standards

By DON SEOKANE

"There is no housing subsidy for the workers and no transport to and from work for nurses on call.

"The rise of tariffs at private hospitals means that the man-in-the-street will not afford medical treatment at a private hospital," he said.

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NEGOTIATIONS between OK Bazaars and

the South African Commercial, Catering and Allied Workers, Union, which resumed last week, have been postponed to Friday. Saccawu official Mr Jeremy Daphne said yesterday. *Sowetan 4/7/90*

However, the union is proceeding with the application to the Industrial Court to declare OK's conduct an unfair labour practice. (151)

"The union is still waiting for the Commissioner of Police to reply to its request regarding the legality of the union's pickets," said Daphne. (S)

The strike, which started four weeks ago and involves about 6 000 workers at 131 stores, is still continuing.

Saccawu members are demanding a R160-across-the-board increase, a minimum salary of R800 a month and recognition of March 21 as a paid holiday.

The chainstore has offered workers R115 to R145 a month more and a minimum salary of R710 after a year's service.



## Strike hits Sun hotels

MORE than 6 000 Southern Sun Hotel employees countrywide began a wage-related strike yesterday.

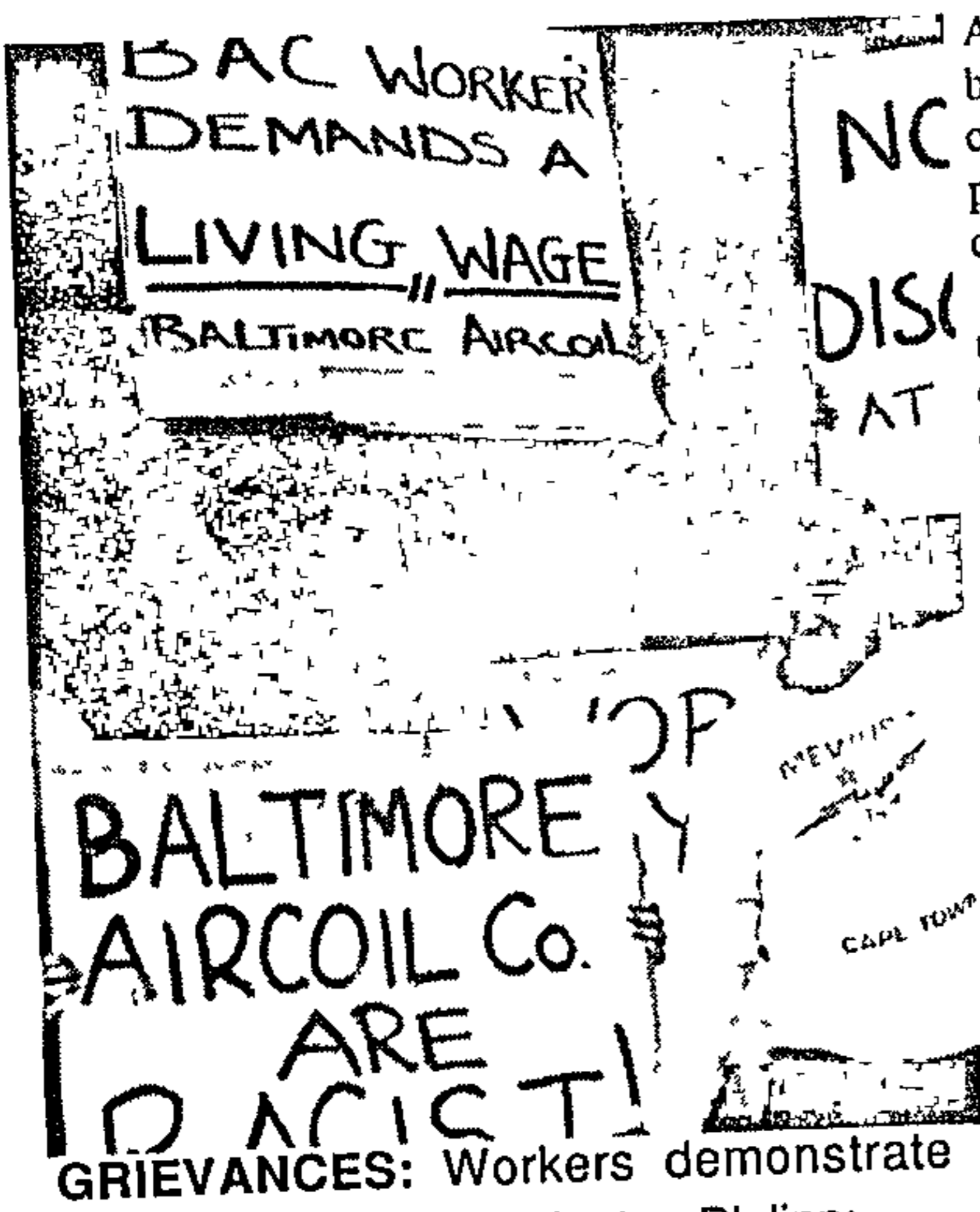
The South African Commercial, Catering and Allied Workers' Union held a strike ballot last week after a conciliation board failed to resolve the wage dispute.

On deadlock, management offered an across-the-board monthly increase of R100 or 15 percent whichever was greater.

Saccayu was demanding R160 a month more and a minimum wage of R800 a month.

A major issue in dispute was the union's demand for an end to fixed-term contract labour. - Sowetan Correspondent.

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GRIEVANCES: Workers demonstrate outside Baltimore plant in Philippi

A WEEK-LONG strike by workers at an American multinational company factory in Philippi ended on Wednesday

About 30 workers downed tools at the Baltimore Aircoil factory last Tuesday over a dispute about the recognition of a semi-permanent shop steward at the plant

The workers had previously agreed to drop the dispute if the company agreed to pay all workers the same attendance bonus

A spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa) said the strike was over "principles rather than pay".

"We believe the

# Strike at US firm called off

South 5/7-1117790

company's policy of paying higher earners a larger attendance bonus than lower-paid workers is discriminatory," he said

The company was using "apartheid legislation" to prevent the union from taking strike action over a dispute about the grading system, he claimed.

The company has denied this, saying the union can-

not go on strike over the grading issue because it is covered in the industrial council agreement

About 30 of the strikers demonstrated outside the US embassy in Cape Town at lunchtime on Thursday last week

They gave a memorandum listing their grievances to a member of the embassy's diplomatic staff

# Result of strike poll out today

THE outcome of the  
countrywide strike ballot  
being held at Checkers  
Stores will be known  
today.

The ballot was taken  
after negotiations between  
Checkers and the SA  
Commercial Catering  
and Allied Workers  
Union broke down last  
week. *Sowetan 5/7/90*

## Rejected

Negotiations dead-  
locked when the union re-  
jected an offer of an  
across-the-board increase  
of R135 from July 1 1990  
and a further R5 increase  
on January 1 1991.

Saccawu is demanding  
a minimum wage of R830  
and an across-the-board  
increase of R165.

Meanwhile a Che-  
ckers spokesman said the  
ballot was being carried  
out in a "very peaceful  
and non-confrontational  
manner". Sapa.

# No return, no 'backdoor' retrenchment'



**INJURED WORKER:**  
Desmond Solomons

THE National Union of Metalworkers of South Africa (Numsa) is locked in discussions with management at a strife-torn factory in Atlantis where about 21 workers were injured by police

The talks come after thousands of workers downed tools in Atlantis Industria to protest against the violence which followed a wildcat strike by about 400 workers at the Grapnel exhaust and towbar sections

At a meeting between the two sides last week, the company agreed to request

the SA Police to withdraw from the area in return for an undertaking from workers that they would not "re-occupy" the factory.

The company also agreed to change its negotiator but the two parties are still in conflict over wages

The workers have lowered their demand from a R2-an-hour across-the-board increase to R1,80

The company is holding out for an increase of 16,5 percent for workers earning less than R1 000 and 14,15 percent for workers who earn more than R1 000

A Numsa spokesperson

said the workers, who have been on strike for more than two weeks, are refusing to return to their jobs until the company raises its offer

A further meeting is scheduled to take place this week

Meanwhile, talks are continuing between the Chemical Workers' Industrial Union (CWIU) and management at an Epping plastics factory which last week dismissed 145 union members after a wildcat strike

A spokesperson for the CWIU said the union had rejected an offer by management at the Kohler Xactics factory to take back

fewer than half of those dismissed

He said the union viewed this as an attempt at "retrenchment through the back door"

The two parties are scheduled to meet later this week

# Lockout follows deadlock

MEMBERS of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) were locked out yesterday morning after wage negotiations between the union and SA Wine and Spirits Industry Employer Association reached deadlock. *Sowetan 6/7/90*

President of Nuwsaw Mr November Nkosi said the lockout came after employees had received letters from employers on Wednesday stating the negotiations between the employer association and Nuwsaw had reached a deadlock.

The letter said as full legal procedure had been followed, the employers could legally lockout Nuwsaw members, just as Nuwsaw could legally call a strike - Sapa



# Delta shuts PE plant after strikers clash with police

By DREW FORREST

DELTA Motor Corporation closed its Port Elizabeth plant after the eruption of a highly significant strike over demands the company join the national bargaining forum in the auto assembly industry.

In a sequel to the strike, which involves 3 000 members of the National Union of Metalworkers, two people were seriously injured and 38 arrested on charges of attending an illegal gathering when police clashed with workers on their way to union offices in the city.

A police representative confirmed tear-gas had been used. The two injured men, hospitalised with multiple fractures, had been accidentally run over by a Casspir, he said.

In a statement, Delta said it closed its plant until further notice after workers walked off the job on Wednesday and returned to the plant yesterday but refused to work.

Discussions on the workers' demands could only take place once workers returned to work, it said.

In line with Numsa's push for central bargaining in the auto assembly industry, workers are demanding Delta join a national bargaining forum comprising

all major manufacturers. Wage negotiations in the forum are under way.

Last year, Delta took supreme court action after attempts to broaden the scope of wage bargaining in the Eastern Cape industrial council by admitting Mercedes Benz and Samcor's Pretoria operation to the Eastern Province Automobile Manufacturers Association (Epama).

In a recent declaratory order, the court ruled the move *ultra vires*. Numsa and employers plan an appeal.

Attempts were also made to reach an industry-wide agreement by negotiating through a sub-committee of the industrial council.

As a provisional step, a separate national forum was formed outside the industrial council to negotiate common-law wage deals. Delta's refusal to join it sparked Numsa threats after its recent bargaining conference that action would be taken against the company.

Numsa's Eastern Cape regional organiser, Dimba Mangqabashana, warned yesterday workers would not resume working until Delta agreed to negotiate.

Delta's resistance to national bargaining meant its wage offer last year was a lot lower than competitors, he said.

(151) WMAW 617190



## No progress seen in Seifsa stalemate

NATIONAL Union of Metalworkers (Numsa) national organiser Bernie Fanaroff yesterday said he saw difficulties ahead as the stalemate in wage negotiations with Seifsa continued

Seifsa heard latest proposals from Numsa and the 14 other unions representing the industry at a dispute meeting in Johannesburg yesterday.

The industry's employers will meet on Monday to discuss issues raised, and negotiations with union representatives will continue at their monthly executive

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MATTHEW CURTIN

committees' meeting on Tuesday.

Fanaroff would not elaborate on Numsa's new proposals, ~~SEIFSA~~

NUMSA's bargaining conference at the end of June rejected Seifsa's revised and final pay offer of a 15% increase for artisans and 18% for labourers.

Fanaroff said he did not expect Seifsa to move far above this offer "if at all".

No further dispute meetings have been scheduled.

8/10/90 11:37 AM

# Meeting to break impasse over LRA

By DREW FORREST

THE ground-breaking first meeting of the "joint working party", proposed at the recent talks between President FW de Klerk, employers and unions as a means of breaking the impasse over the Labour Relations Act, is to take place next Wednesday

Manpower Director General Joel Fourie confirmed that Manpower Department representatives would attend the meeting at the department's Pretoria headquarters

Saccola and a Cosatu team, including general secretary Jay Naidoo, will also attend, but the other union player, the National Council of Trade Unions (Nactu), has yet to decide its response.

This week Nactu's acting general secretary, Cunningham Ngcukana, said his personal view was that the working party proposal was a "delaying tactic" by the state aimed at outflanking the Saccola process

"It will enable the National Manpower Committee (NMC) to conclude its in-

quiry into the whole LRA, while Saccola and the unions are concerned with interim changes," he said.

The Nactu national executive would decide its stance at the weekend.

Cosatu's Geoff Schreiner said the federation would push in the working party for the recall of parliament later this year to enact the Saccola proposals.

Failing this, the federation would demand broader changes, including the immediate extension of the Act to the public sector. Proposals on the position of domestic and farmworkers would also be made.

Cosatu has also asked for the NMC, the Commission for Administration and the SA Agricultural Union to be represented in the forum, and director general Fourie said this would be discussed at the meeting next week

He stressed that at the talks with Saccola and the unions, De Klerk had made it clear that there was no prospect of another parliamentary session this year.

## Rightwinger raided

A CROWD of 35 policemen searched the house of Boerestaat Party leader Robert van Tonder on his farm Sandspuit, outside Randburg, early on Friday.

An angry Van Tonder said he could not understand the reason for the search as he was not the leader of an underground organisation but of a registered political party.

"All they confiscated were a number of party newsletters which were available to the public," he said.

Van Tonder said police filmed the whole search with a video camera.

He said the police action confirmed democracy in South Africa was dying and political parties were now also becoming victims of the government's persecution of Boers, Afrikaners and rightists. — Sapa

## 'No evidence of Wit Wolwe'

q/mw 8/7/90

INDIVIDUALS were using the name "Wit Wolwe" to create fear among the public, head of the South African police public relations division Gen Herman Stadler said in Pretoria this week.

He said the SAP had found no solid evidence of such an organisation.

He was responding to the escalating number of telephone calls made to newspapers by people claiming to represent the organisation.

Discussing recent blasts at "leftwing targets" in and around Johannesburg, Stadler said the type of explosive used

indicated "rightwing groups" were responsible.

Gen Stadler could not explain a phone call to a Johannesburg newspaper by someone who said a number of conservative figures were on the hit list of a new organisation, the "BHS".

He said the initials may stand for "Boere Hitsuad" "It would not serve much purpose to speculate too much."

The slaying of Sowetan assistant editor Sam Mabe and the death crash outside Bloemfontein of Azapo official Muntu Myeza were also "being investigated in depth". — Sapa.



# SA sitting on a time-bomb as strikes threaten industry

By **CONNIE MOLUSI** c/Press 8/7/90

SOUTH Africa is sitting on an economic time-bomb, with thousands of black workers on strike in the mining, health, metal, and transport industries.

And a large section of organised labour is this week bracing itself for massive strike action in coming months.

"This large-scale mobilisation will not abate in the months ahead, in the light of the government's decision regarding amendments to the Labour Relations Act and the possible results of the annual wage talks," said labour consultants Levy, Piron and Associates.

They warned of "an unprecedented wave of industrial action which employers would find difficult to counter".

Employer, union and government spokesmen said the strike surge is due to a combination of heightened worker expectations resulting from recent political changes, and South Africa's economic problems.

Already 50 540 workers are on strike countrywide. The number swelled by a further 25 000 this week when mineworkers downed tools in the Free State goldfields to protest against the arrest of colleagues.

The retail industry has been hard hit, with leading chain-stores OK Bazaars and Checkers crippled by

wage strikes countrywide.

The South African Commercial and Catering Allied Workers' Union (Saccawu) is leading the field in terms of man-days lost as the result of the prolonged OK Bazaars strike involving 7 000 workers.

OK has threatened to retrench 500 workers if the strike does not end soon.

In the catering industry, 5 500 workers employed by the giant Southern Sun hotel group are out on a wage strike, while 10 000 workers at Checkers are on strike.

Saccawu also has wage disputes with Edgars, Metro

■ To Page 2

## Strike time-bomb threatens economy

c/Press 8/7/90

■ From Page 1

Cash and Carry and Frasers Mine Stores involving 6 000 workers.

This week more than 300 workers were locked out of the Mama's Pies factory after seven drivers were dismissed for refusing to deliver pies to OK Bazaars.

The National Union of Mineworkers (NUM) has disputes pending with the Chamber of Mines' coal division and the De Beers group.

Although the NUM has settled its wage dispute with the Chamber's gold division, another nine disputes are in progress involving some 63 000 mineworkers.

In the metal industry, the National Union of Metalworkers of South Africa (Numsa) has declared a dispute with the Steel and Engineering Industries Federation of South Africa (Seifsa) in which better wages head the list of demands.

Seifsa executive director Brian Angus said the unions involved had not indicated whether they accept the employer's final offer, tabled at the sixth round of bargaining on June 14.

The bargaining with Seifsa affects 150 000 workers in the metal and engineering industries.

Already 1,2 million man-days have been lost this year through industrial action, almost treble the number for the same period in 1989.

Wages accounted for the largest percentage of strikes in terms of man-days lost (63,5 percent), followed by grievance and disciplinary actions (26 percent), and dismissals (1,7 percent).

The six most active unions in terms of man-days lost are Numsa (19,1 percent), Chemical Workers Industrial Union (11,8 percent), NUM (11 percent), Printing, Paper, Wood and Allied Workers Union (6,6 percent), Saccawu (6,6 percent), and Food and Allied Workers Union (4,4 percent).

# No end in sight - Saccawu

THE South African Commercial, Catering and Allied Workers Union, a key player in the wave of industrial action presently sweeping the country, has offered little hope that its thousands of striking members would be returning to work soon.

If anything, more Saccawu members are ex-

pected to join their colleagues on strike if present trends are anything to go by, union spokesman Jeremy Daphne said in a telephone interview.

The union's longest running dispute is with OK Bazaars, where between 7 000 and 7 500 workers have been involved in a legal strike for

higher wages at 130 stores countrywide since June 4, after conciliation board attempts to resolve the dispute collapsed on May 21.

Intense negotiations between Saccawu and OK management, which opened on Friday and which were still going strong on Saturday morning, were unlikely to resolve the dispute and so allow the strikers to return to work, Daphne said.

## Details

Although he was prevented by prior agreement from revealing details of the negotiations, he said the situation did not look positive. "The differences (between management's wage increase offer and the union's

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demand) are enormous. The negotiations could go on all weekend without producing a result."

Despite this, the fact that Saccawu and OK were for the first time negotiating since the start of the strike over a month ago, was cause for some optimism. Labour lawyer Graham Damant is mediating in the negotiations.

Daphne said there had been an incorrect report broadcast by the SA Broadcasting Corporation, saying that the dispute was over. This, he said, had caused immense confusion because some strikers had tried to return to work while the strike was in fact a long way from being resolved. Sapa

# Strikers dig in as talks fail

THE OK Bazaars strike continued yesterday as talks between management and the South African Commercial Catering and Allied Workers

**SOWETAN  
Correspondent**

Union failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said.

The talks were adjourned until tomorrow.

About 7 500 workers downed tools on June 4 after a conciliation board failed to break a wage deadlock.

The strike affected 135 of the chain's stores.

Saccawu is demanding an across-the-board wage increase of R160 and a monthly minimum wage of R800.

Management offered between R115 and R145 depending on length of service.

The union said settlement of the strike which entered its 36th day today hinged largely on management's willingness to increase its offer.

Saccawu was also involved in major strikes at Southern Suns Hotels and Checkers and the union was in dispute at several other chain stores.

The union estimated that about 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

## ors

tection will have to be passed on to developers and ultimately the eventual home-owners."

His call for the authorities to act follows a report by the SA Federation of Civil Engineering Contractors that unrest had already cost civil contractors R15 million, excluding the thousands of rands being spent each month on on-site security.

SAFCEC branch manager Mr Des King said 3 000 jobs in the

**FOR YOU IF**



Bellyville  
Cape Times 11/7/90  
municipal  
wage talks  
continue

BELLVILLE Municipality was offering members of the SA Municipal Workers' Union (Samwu) a R58 increase on the current monthly minimum wage of R406,77, but the union had dropped its demand by only R50, a council spokesman said yesterday.

Director of management services Mr Peet van den Heever said the council had offered R465 at its last meeting with the union on Monday.

"We are realistic and are moving while we can, but they (Samwu) are unrealistic," he said.

But accusing the council of distorting the bargaining situation, Samwu Western Cape regional secretary Ms Merle Brown said the municipality had only increased its offer by R10 from its original position of R455, while the union had dropped from R800 to R750.

The parties were still in the process of talks, and Samwu negotiators would be reporting back to the Bellville membership on Friday, she said.  
— Sapa

Natal hospital  
Cape Times 11/7/88  
'disaster area'  
— professors

Own Correspondent

DURBAN — The Minister of Health and Population Development, Dr Rina Venter, should publicly declare King Edward VIII Hospital here a "disaster area or institution of the magnitude matched by the floods in Laingsburg and Natal".

That was the view of the heads of the four main clinical departments at the adjoining Medical School of the University of Natal, writing in the latest issue of the SA Medical Journal.

The department heads — Prof H M Coovadia, head of the Department of Paediatrics, Prof R W Green-Thompson, head of the Department of Obstetrics and Gynaecology, Prof J V Robbs, head of the Department of General Surgery, and Prof D A Rocke, head of the Department of Anaesthetics — said that putting the gravity of the situation on the level of a "disaster area" would secure additional funding from the state.

They said the time available to save King Edward VIII Hospital as a teaching centre was fast running out.

"This may be the last opportunity we have before the steady decline becomes irreversible and results in the closure of the hospital," the professors wrote.

The department heads said the physical size of the hospital meant that it could not contain more than 1 914 beds, its official capacity. "However, we would expect this to be implemented in a meaningful way in Durban now. At Addington Hospital there are five empty wards with space for 150 patients."

Last week militant interns, protesting at the "intolerable" conditions at the hospital, decided they would no longer administer dangerous drugs to cancer patients.

Dr Tom Sutcliffe, chief director of hospital services for Natal, said last night that the crisis at the hospital had been exacerbated by the unrest situation.

## BARBS ACROSS THE NEGOTIATING TABLE

FIN 13/7/90

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Perceived effete management and lack of identity are perhaps most intensely reflected by OK's embattled labour relations. Many find this particularly odd in a firm whose main customer base equates with its work force — they're both black.

What competitors — let alone the union — have to say about OK's management practices has to be taken with a pinch of salt. Yet it's revealing.

Jeremy Daphne (see *People*), bargaining co-ordinator of the SA Commercial, Catering & Allied Workers' Union (Saccawu), which has struck at OK, says there's a long history of conflict between management and the union. "While there are always tensions between management and staff, the relationship at OK is exceptionally hostile. We see this as a reflection of OK's specific way of relating to us. It uses antiquated methods."

The strike (now in its second month, though there was a chance of resolution as the *FM* went to press) is fundamentally linked to the firm's "attitudinal problems." This allegedly prevents it from "prioritising" the wage issue.

The company's "baaskap attitude," the union claims, goes back at least to the earlier damaging three-month strike in 1986-1987. Worker discontent, says Daphne, was always there, but "The present dispute reflects what's going on deep down at shop-floor level, which management seems incapable of understanding."

He adds: "With the shift in political climate and consolidation of the union movement, workers are more confident and determined to fight for their rights."

Though the company claims it's really tried to improve its image, says Daphne, "all we've seen is someone who wears blue jeans and speaks softer than his predecessor, who was incapable of expressing himself diplomatically. But it's been as hard-line and unimaginative as in the past."

OK replies that it takes both sides to create a conciliatory environment and doesn't believe the union has played its part — while the company this year facilitated time-off, transport and didn't limit the size of the union negotiating team.

Continuing the union's catalogue of complaints, Daphne says OK only announced store closures three months into the negotiations, generating intense shop-floor hostility. It also switched from an across-the-board offer to a service-related increase at an advanced stage in the negotiations — at conciliation board level.

"If OK knew anything about industrial relations it would have approached the union months before negotiation started." (OK says it told the union last year it intended to correct wage-curve problems caused by across-the-board increases in the past eight years.)

The manpower spokesman for one retailing chain has this to say (without pretending his own company's industrial relations are hunky-dory): "OK has always adopted the confrontational 'we'll show you' approach. Its attitude in wage negotiation seems to be 'if you want

something, drag it out of me.' It's a power play all the time."

It has been suggested that OK's approach may be influenced by SA Breweries' tough line in last December's beer strike, which the company was perceived to have won, after the MDM interceded and effectively told the union to settle.

If so, could it be that Saccawu decided to take on the group of which OK is part? OK personnel director Keith Hartshorne says the company doesn't believe in confrontation for the sake of it and always tries to find compromises. However, it has to take a realistic, businesslike approach. This is determined by harsh economic realities in the retail trade.

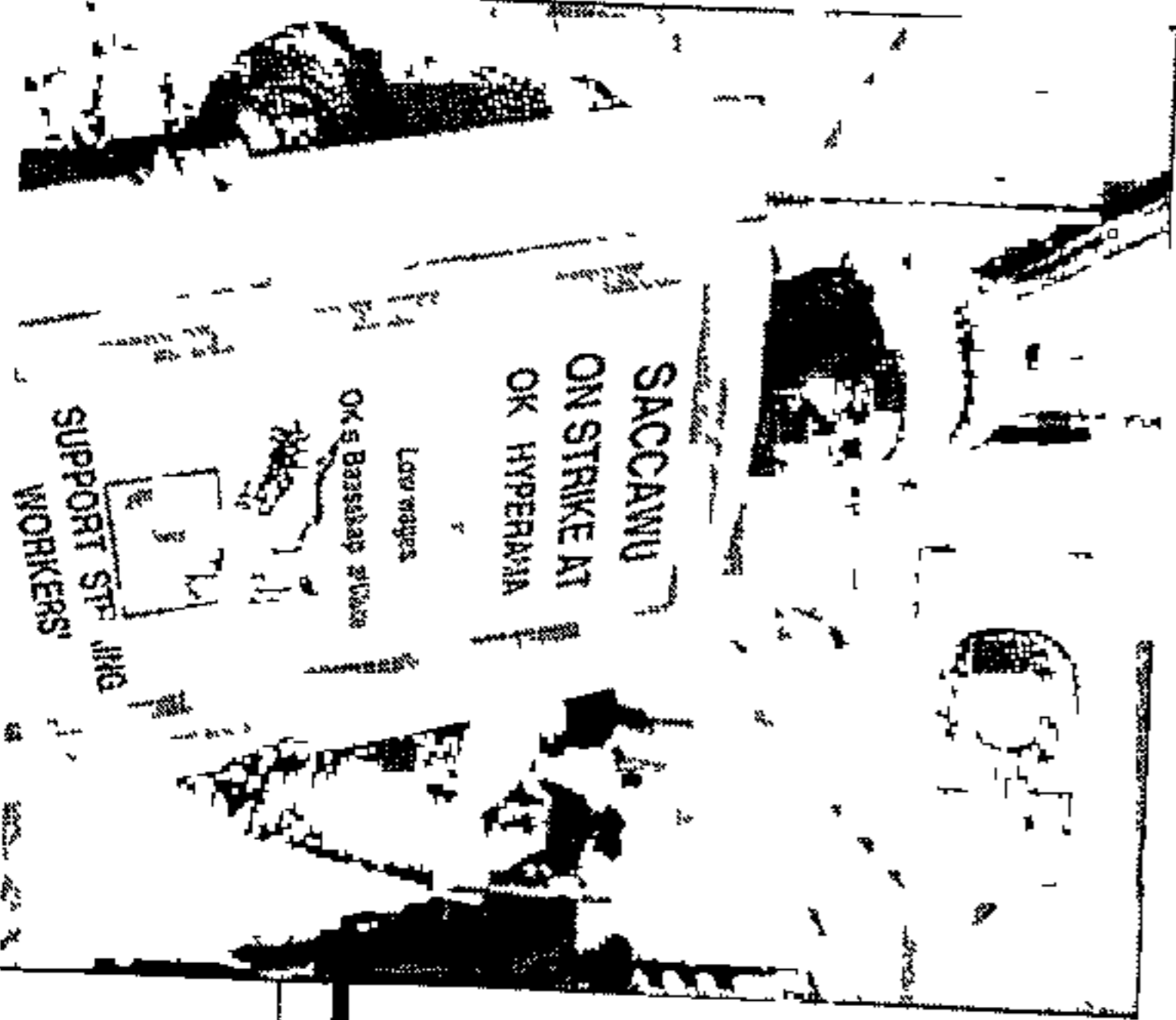
Shareholders have taken a drop in dividends this year, he points out. The company has to protect its own and shareholders' interests which shouldn't be confused with simply giving the unions what they want, he observes.

The company is indeed sensitive to its customer base, adds Hartshorne. But that doesn't remove the necessity to stay in business. On the contrary, "We therefore have to run a business which is viable." In a low-margin sector like food, moreover, to remain in business requires having to adjust costs accordingly.

"We would gladly engage in relationship building solutions and have made a few suggestions along these lines during this year's discussions," he says. "The union's approach to this and the economic realities of wage-related causes of the strike has been dismissive and not conducive to a negotiated settlement. Nor are numerous incidents of intimidation and assault by union members on the majority of workers who have ignored the call to strike."

OK remains open to any specific suggestion the union may have to create a constructive solution, Hartshorne states.

### OK strike . . . a shortage of goodwill





# Post-strike cheers for 'non-hostile' boss Albert

Wmail 1317190  
By DREW FORREST

A UNION praising management after a strike? Absurd! But that is precisely what happened this week at wholesale chain Trador Cash and Carry.

The Trador strike — settled after two days yesterday — makes an interesting contrast with other bitter and protracted disputes under way in the commercial sector.

Its management style can be traced to managing director Albert Koopman: well-known proponent of "participative management", co-author of *Corporate Crusaders* and one of the Afrikaners who attended the 1987 Dakar talks with the ANC.

Yesterday Saccawu praised Trador's "non-hostile" approach to its 1 600 strikers.

After Trador closed its 30 stores — to prevent conflict, Koopman says — workers were allowed to sleep in company canteens, where they were catered for; to picket and to move freely to and from company premises.



Trador's Albert Koopman

es. The company was also lauded for not using the courts.

Significantly, Saccawu settled for the company's final R160 offer. But it also won the vital concession that there will be no retrenchments or store closures for 18 months. Other companies have linked higher increases with retrenchment threats, Saccawu says.

Describing himself as a "humanitarian", Trador's Koopman said the company's first strike in no way reflected on management's "excellent" relationship with the union. "Saccawu is consolidating — we were caught up in a general upsurge," he said.

F14 1317190 (151)

workers would earn below the supplemented living level, he says.

According to Daphne, there is an "exceptionally hostile relationship" between OK management and its staff, a relationship he finds astonishing even after eight years of exposure to OK labour relations.

Yet the union managed "after considerable pressure" to extract what was then the most progressive maternity benefit agreement — as part of its first recognition agreement — with OK in 1983. It provided for a year's unpaid maternity leave and a job-back guarantee. Parental rights for workers is a special interest of Daphne's. Since then, Daphne and the union have negotiated far more generous maternity (and paternity) terms with Pick 'n Pay and Metro.

Daphne (41) says he comes from a "very ordinary, white middle-class family". He was born in Dunnottar, Transvaal, and grew up at Stutterheim in the eastern Cape.

He enrolled at university later than is usual, graduating from the University of Natal with a degree in biological sciences and agriculture in 1975. "A desire to contribute to change in SA" led him into trade union work, which he'd begun earlier with Saturday morning stints at the student-run

cal tendencies within unions — a healthy feature which they should strive to accommodate. "The unions must provide a platform for different viewpoints." He backs unification of Cosatu, Nactu and the independent unions. Daphne, a bachelor, retains his interest in biology, is a keen bird-watcher and enjoys camping and canoeing. He has taken courses in archeology and pre-history and likes reading "good English literature." (151)

JEREMY DAPHNE (151)

'Baasskap' in dispute

Jeremy Daphne, the collective bargaining coordinator of this year's most strike-prone union, SA Commercial, Catering and Allied Workers' Union, seems almost too retiring to be at the cutting edge of bitter industrial conflict. F14 1317190

But it's Daphne, rather than general secretary Vivian Mtwa, who's been thrust into the limelight as the union prosecutes a string of disputes. the five-week strike at OK Bazaars, action against Southern Suns-Holiday Inns, Edgars and Checkers.

The strike at OK, says Daphne, centres on management's "baasskap attitude" and low wages. The average is R750 a month but the minimum R620 is still R359 below February's supplemented living level for a family of six in Johannesburg.

"Wages are generally low and workers are struggling to survive. OK should have prioritised the wage issue long ago." Even with R160 across-the-board (the union demand)



Daphne ... hostile relationships

law advice office in Maritzburg

In 1981 he joined the National Union of Distributive & Allied Workers. Daphne was employed as an organiser by Ccawusa (forerunner of the present union) in the Durban branch the following year.

He observes there are a number of politi-

**Numsa** *Caff-Tmt 3*  
**strikers** *14/7/90*  
**in sit-in** *(182) (152)*

WORKERS at Gabriel SA, manufacturers of shock absorbers, are occupying the company's Retreat canteen as a strike over wage demands continues

The canteen occupation by more than 200 National Union of Metalworkers of South Africa (Numsa) members began on Tuesday after a strike was called in rejection of a wage offer

On Thursday the company served a Supreme Court interdict on the workers to vacate the canteen by 8am yesterday and return to work. The strikers were, however, permitted to remain in the canteen

# Tables turned on cops linked to shootings

By DAN DHLAMINI

151  
c/1/15/7/12  
THE tables were turned this week on two Stilfontein cops linked to the fatal shooting of an activist and the injuring of two others at a June 16 rally.

The two cops were arrested minutes after one of their victims was acquitted on charges they had brought against him.

Constables Solomon Tumi, 23, and Bezwell Mokgothu, 29, of Khuma township were arrested at the court minutes after Hopewell Mgozi, 20, one of their victims in the June 16 shootings, was acquitted by magistrate J de Beer on charges of malicious damage to property.

The charges against Mgozi were brought by the two cops who alleged he had stoned their vehicle in Khuma township on April 5.

Two days after Mgozi's acquittal this week, the two cops appeared before the same magistrate to face a charge of murder.

This is a sequel to the shooting in Khuma after the June 16 service during which another activist, Hendrik Mkhwanazi, was shot dead. The same cops allegedly also shot and injured Mgozi and the dead boy's cousin, Johannes Lebitso, 45.

Mkhwanazi was to be a principal witness in a civil claim Mgozi had brought against the two cops, claiming they had tortured and assaulted him before "falsely" charging him for stoning their vehicle.

The civil claim is still pending.

The cops' murder trial, following their arrest this week, was postponed by magistrate De Beer to July 27.



B / Day 16 / 7 / 90

## Couriers may help out with postal delays

THEO RAWANA

A HUGE backlog in postal deliveries has forced the Post Office to look into the possibility of using private couriers in a bid to speed up deliveries

Posts and Telecommunications spokesman Amanda Singleton said the probability of contracting couriers to transport mail was being investigated.

She said the Post Office would write out specifics for tenderers and couriers could tender.

• "The couriers will only transport mail from main post offices to depots — not do a door-to-door delivery operation," she said

Sapa reports Western Cape deputy senior director of postal services Jurie Swart as saying courier contractors had helped to deliver to rural area depots for some time

Referring to business complaints about outdated sorting equipment compounding delays, Swart said "We believe we have an efficient mail-sorting system at Cape Town and technicians are in the process of further updating our equipment"

Postmaster-General Johan de Villiers said last month the Post Office was giving urgent attention to the problem of delays in mail deliveries

### Prohibited

An effort would be made to expand the in-house transport network and the transport facilities of couriers.

He said private couriers were not allowed to deliver mail "Private couriers are prohibited from delivering direct mail to the public or mail from individuals to private houses

Deputy chairman of Sun Courier's holding company Uniserv Barry Saxton said Post Office delivery problems could be solved within price ranges acceptable to the public.

He said his companies had the infrastructure for fast and efficient national delivery, including outlying areas and small towns

The Post Office could be helped with major problems areas such as speed and reliability in transporting mail to post offices, especially those in outlying areas and also in minimising the sorting delays.

The SA Post and Telegraphs division announced on Friday that a priority mail service between Pretoria and East London was going to be put to the test for six months.

BUSINESS DAY, Monday, July 16 1990

# OK gives notice of 570 retrenchments

DANIEL FELDMAN

OK BAZAARS has issued retrenchment notices to 570 employees in the PWV area due to the effects of prolonged striking by SA Commercial Catering and Allied Workers' Union (Saccawu) members'

However, talks will resume this week between the union and OK, Checkers, and Southern Sun in an attempt to end industrial action

OK spokesman Gavin Brown said wage negotiations with the union would continue on Thursday, but the retrenchments would go ahead as initially planned.

Affected workers were notified on Friday that their employment contracts would be terminated at the end of the month Brown refused to comment on the nature of the talks, which have been held sporadically over the past two weeks

Saccawu national organiser Jeremy Daphne denounced the retrenchments and said the company had undertaken at talks held last week to consider the union's demand to withdraw the notices.

As the strike entered its seventh week, Daphne said the union would take an improved management offer

to its members for consideration this week

The union originally demanded a R160 across-the-board monthly increase, as well as an R800 minimum monthly wage, while OK offered service-related increases and a minimum wage of R710 a month after a year's service

Mediation between the union and Checkers is scheduled to resume today. Saccawu has lowered its demand to a R150 across-the-board increase, and management has offered R138

Talks between the union and Southern Sun continued throughout last Thursday night and into Friday The outcome of the talks could not be established yesterday.

Daphne also said the union had written to Law and Order Minister Adriaan Vlok "in the light of ongoing police harassment" The letter stated that the arrests of picketers were not only without any justification in law, but constituted "a gross interference with workers' rights to picket"

Unless arrests were discontinued, the union would reserve its right to seek relief in the Supreme Court

# Nationalisation of mines must hit economy expert

DANIEL FELDMAN

NATIONALISATION of the mining industry will inevitably lead to a misallocation of resources, inefficiencies and the detriment of the economy, says Chamber of Mines senior economist David Kennedy

In the latest edition of the chamber's newsletter, Kennedy said "The risks involved in tampering with an industry that employs over 750 000 people and provides some 55% of the country's foreign exchange earnings must outweigh any perceived advantages" B / Day 16 / 7 / 90

Economic research showed there were no imperative economic or financial reasons for nationalisation, and any government already had the power and the necessary means to exercise fairly effective control without resorting to public ownership, he said

In addition, the experiences of Eastern Europe, the cost of nationalisation in Western Europe and the failure of nationalisation in Third World countries like Zambia and Burma offered proof that nationalisation did not work.

sation did not work.

Modern economic studies had shown empirically that State-controlled industries were almost certain to be less efficient than privately-owned businesses

"For private enterprise to survive and prosper in SA it may be necessary to depart from its proper and correct role of aiming to maximise profit and to take a more active part in fulfilling socio-economic expectations," said Kennedy

"This may include allocating more resources to education and training, and perhaps even some kind of affirmative action employment programme This should help to defuse current antagonisms and help provide an acceptable face for capitalism in SA"

Kennedy said nationalisation was not based on tangible economic/financial criteria, but was in fact an emotional reaction to perceived injustices



## Mandela to address rally

MAPUTO — ANC deputy president Nelson Mandela, who arrived in Maputo on Saturday, was to have talks with Mozambican leaders yesterday.

Today he is to address a rally in Maputo's Independence Square.

Mandela, on the last stop of a triumphant tour of Europe, North America and Africa, was met by President Joaquim Chissano at Maputo airport, where he received a hero's welcome from tens of thousands of Mozambicans.

Asked at a Nairobi news conference before his departure for Maputo about prospects of an ANC link-up with the PAC, he said "There are certain organisations which have no significance whatsoever to our struggle" — Sapa-Reuter.

# Jo'burg council to spend R300 000 fighting AIDS

TANIA LEVY

THE Johannesburg City Council has earmarked R300 000 for AIDS education this year.

By the end of 1991 an estimated 40 000 people in greater Johannesburg will test positive for HIV.

According to the council's acting Medical Officer of Health, Nicky Padayachee, about 6 000 people in the area tested HIV positive by the end of last year. This figure is doubling every eight and a half months.

Of the 463 cases of full-blown AIDS reported in SA by 21 June, 178 are in the greater Johannesburg area.

Padayachee says the area probably accounts for between 50% and 60% of the country's total number of people with AIDS.

Health and housing committee chairman Marietta Marx says

R300 000 has been allocated separately from the health budget and will be controlled by the management committee.

Padayachee says most of the money will be spent at the council's AIDS centre in Hillbrow — training volunteers from existing non-governmental organisations. These people have the credibility and skills to reach communities but need material and training assistance from City Health.

He says some of the money will go towards existing AIDS awareness programmes such as bus advertisements and the health department's AIDS play which has already been performed for more than 15 000 unskilled workers.

Schools are a crucial site for AIDS education, particularly in SA where more than half the population are of school-going age. Young people are the most sexually active and therefore most at risk of becoming infected with the virus.

While black and coloured schools have welcomed the council's AIDS programmes, the Transvaal Education Department refuses to allow this sort of education at white government schools, Padayachee says. Parents have to pressurise government to allow AIDS education in schools.

One of the greatest tragedies of AIDS is that people will not take the disease seriously until they start seeing many cases — and by that time it will be too late to contain the epidemic, he says.

## Stresses of township life heighten labour conflict, says study

TOWNSHIP life, characterised by high levels of social and political unrest, was found to heighten labour-management conflict and increase worker militancy, a recent study said.

Wits industrial psychology lecturer Jacqueline Duke, who conducted the survey, said "The turmoil evident in the wider SA society has exerted a direct, negative effect on black community life." This affected labour relations.

Duke found 76% of the sample of township residents experienced disturbed sleep because of township unrest, 75% reported that life was dangerous in the townships, 67% experienced an atmosphere of tension, 58% reported a general breakdown of law and order in the townships, and 52% experienced violence on public

DANIEL FELDMAN

transport B 104/617190

The unemployment crisis was also highlighted — 60% of respondents said a family member was unemployed or had lost his job during the past year. Other stresses were accommodation and rent problems, education and the effect of the legal system on black community life.

Duke said township stress led to intensified conflicts between different factions in the workplace, decreased job satisfaction, and negative attitudes toward the company, including perceptions of company policy, supervision and the handling of grievances.

It was essential that organisations ascertain what stressed employees and what their community-based needs were before embarking on social responsibility programmes.

"Managers need to communicate across different cultural and ethnic groups in organisations. Through an understanding and awareness of different cultural groups, managers can develop creative strategies that will satisfy the divergent needs, motivations and aspirations of all employees in the organisation."

Industrial relations consultant Stuart Pennington and SA Clothing and Textile Workers' Union assistant general secretary John Copleyn will speak on these issues at a seminar next month.



VIOLENCE in the workplace must surely rank as one of the most pressing dangers preventing the development of a democratic culture in the workplace and in the rest of the society. But solving this problem is no simple matter.

In his speech at the May 23 Consultative Business Movement conference with the ANC, Gavin Rilly said "Collective bargaining is a widely practised redistributive mechanism". But I would question whether the trade unions actually have sufficient substantive bargaining rights to ensure effective bargaining.

Conflict is the product of unequal and divided societies and is essentially a struggle by social forces to effect equilibrium or a change in social arrangements.

In the political arena it is about forms of political representation; in the industrial arena it is about bargaining and organisational rights for workers and trade unions, and on the economic terrain it is about how wealth is to be created and distributed.

Put simply, conflict is a necessary component of our society and will remain so even after a non-racial, democratic SA has been established. What is important is whether con-

# Now 1979 Workers need real freedom

Conflict can be managed in ways that ensure proper regulation through institutions enjoying consent and legitimacy.

While the Labour Relations Act promotes collective bargaining as the primary method of resolving industrial disputes and provides for the extension of formal rights or freedoms such as the right to participate in trade union activity, in many areas these rights are at best formal and have no real substantive content.

The ancillaries to the free organisation of workers, such as the right to assembly, free speech and movement are limited and, where they are granted, they are severely curtailed and regulated by the employer.

A classic example of management intervention and control over trade union activity is contained in an agreement which one mine in the Anglo American group (the very group of which Rilly was chairman) insisted our union sign before they granted permission for union meetings.

We had to agree that only bona fide union-related matters may be

## MARCEL GOLDING

discussed; that any management representatives, including security staff, may be present; that no political issues be discussed or political slogans used, that no singing and/or dancing take place and only such business as stated on the agenda may be discussed. No speaker, other than those whose names appear on the letter of application, may address the meeting.

Without basic liberties and trade union rights — including the right to strike without fear of dismissal — we cannot talk of the real freedom to pursue democratic trade union activity.

Conflict resolution cannot have the remotest possibility of regulation if there is no relative equality in the relationship between the trade unions and the employers, and where the institutions and legislation do not enjoy the support and legitimacy of the parties involved.

Collective bargaining as the primary method of conflict resolution is

futile if substantive rights do not exist for workers and their unions. Without those rights there will be no accountability, no institutional relationships, no regulation, and no incentive to abide by these rules.

Any serious unionist knows that violence is not beneficial for organisations. And union leadership does not accept violence as a method of achieving objectives. We have to use patient and persuasive work among workers to achieve consent.

But it would be naive to discount the real presence of what is perceived as violent and intimidatory behaviour (although employers often exaggerate its extent, and misinterpret arguments between strikers and non-strikers, or singing, as intimidation).

The questions are, how can it be eliminated or is it containable?

Take the mining industry as an example. The range of authority structures, the unnatural environment of housing thousands of people in hostels, the limited avenues to pursue recreation and the highly re-

stricted environment, with an over-zealous security force, all contribute to a climate of heightened conflict and even violence.

When industrial action occurs, because picketing is restricted workers have little means to bring legitimate social pressure to bear on scab workers.

These restrictions do not eliminate picketing. Instead, it is driven to areas where it is less manageable and where over-zealous strikers are left unregulated. Instead of having it managed openly at the workplace, it is driven to the townships, buses and trains where unions have little prospect of monitoring conduct.

The absence of facilities and substantive rights is a recipe for greater conflict and violence.

I believe that if democratic and organisational rights are extended to workers, and unions have access to counsel workers, greater prospects exist of dealing with violence at the workplace.

□ Golding is assistant general secretary of the National Union of Mineworkers. These are excerpts from a speech at a recent Unisa seminar.

# Court stops protest against law firm

THE SA Commercial Catering and Allied Workers' Union "as yesterday stopped by a Supreme Court order from staging a protest campaign against law firm Deneys Reitz, which represents OK Bazaars and Southern Sun/Holiday Inn in the current strikes

Saccawu passed a resolution at its national congress at Wits last week to conduct the campaign against Deneys Reitz, which it claimed had been responsible for "union-bashing tactics" and "disruption of established collective bargaining processes"

Deneys Reitz was granted an interim order against the union after an urgent application before Mr Justice Strydom in the Rand Supreme Court

In terms of the interim order, Saccawu, its national organiser Jeremy Daphne and general secretary Vivian Mtwa were interdicted from implementing the resolutions passed at the congress to institute the campaign to pressure and embarrass Deneys Reitz

The union was also interdicted from staging pickets outside the law firm's Sandton office

Saccawu must show cause on July 24 why the interim order should not be made final

Deneys Reitz senior partner Peter Simkins said in an affidavit in support of the application that his firm had acted for OK Bazaars and South-

SUSAN RUSSELL

ern Suns/Holiday Inns in of court applications arising from the strikes

The suggestion that the firm was responsible for union bashing was without foundation, amounting to an attack on the propriety and integrity of Deneys Reitz and the legal profession as a whole, said Simkins

"The suggestion that the (firm) is responsible for 'the disruption of established collective bargaining processes' is equally unfounded

"The bargaining processes take place directly between the (union) representing the employees, and the (firm's) clients and 'their industrial relations consultants"

Deneys Reitz played no part in the negotiating process as such or in defining employer's bargaining and industrial relations strategy

"The role of (Deneys Reitz) has been confined to the giving of legal advice and, on instructions, acting as attorney in applications to this Honourable court or in opposing applications in the Industrial Court"

Simkins said the union's programme of action against Deneys Reitz was an attempt to interfere with the administration of justice

The threatened action would cause considerable and irreparable harm to the firm's practice, reputation and business, he said

## Support for FW from Suzman

KIN BENTLEY

LONDON — After 36 years spent opposing the National Party as it implemented apartheid in Parliament, Helen Suzman yesterday came out firmly in support of President F W de Klerk's initiatives

She said the NP was now implementing the constitutional proposals which were first advanced by the Progressive Federal Party years ago, a claim that could add to the beleaguered DP's identity crisis.

Writing in The Times, the former MP for Houghton again called on the West to assist the "irreversible process" now under way, by lifting sanctions and boosting new investment

She warned that a failure to achieve rapid economic growth would result in uncontrollable violence as half a million young blacks enter the labour market each year with little prospect of employment. This would be accompanied by a massive backlash of white militants

Responding to an article by De Klerk which appeared in the same newspaper a week ago, Suzman said he "gave details of the new SA he aims to build, in partnership with other leaders, and the message that comes across loud and clear is: 'We have to try democracy and show that it will work'."



# Hotel industry blames unions for slow growth

By CLIVE SAWYER  
Tygerberg Bureau

THE hotel industry has regressed five years because Co-satu-affiliated unions enter disputes, no matter what the cost, the Federated Hotel Liquor and Catering Association (Fedhasa) Western Cape chairman, Mr Angus Dodds, has said

Speaking at Fedhasa's annual meeting in Brackenfell yesterday, Mr Dodds said union activity had caused a traumatic time for hotels in the past six months

## "PAINFUL TRANSITION"

The health of the hospitality industry had increased only slightly, with overseas visitors "coming to see the new South Africa"

Room rates had increased because of wage demands in excess of inflation, he said

In his report as chairman of the labour relations sub-committee, Mr Dodds urged mem-

bers to implement disciplinary and grievance procedures to make "the painful transition into unionisation much easier".

Unions often won matters taken before the industrial council because employers had not followed statutory procedures.

He warned that Fedhasa would abandon the industrial council if unions were unreasonable

He called on those who planted bombs in hotels to stop, and on hoteliers to do everything they could to protect their guests

"We are prime targets because we are foreign currency earners," he said

Muggings were also a problem for the industry, and more policemen were needed on the beat

The idea of a municipal police force should be revived  
Fedhasa regional director

Mr James Vivier said the Western Cape area membership had increased by 28 per cent.

He criticised the SA Commercial Catering and Allied Workers' Union for "poor attendance" at industrial council meetings

Referring to the coming national congress in Johannesburg, Mr Viviers said liquor licensing laws would be a key issue

"We are not concerned with the length of trading hours, but with uniformity in granting applications," he said

Mr Dodds was re-elected chairman and will share the labour relations portfolio with Mr Wim de Haas

The rest of the committee is Mr Ian Rubin (vice-chairman), Mr Burch Wykerd (liquor), Mr Aldo Girolo (Guild of Restaurants), Mr Keith Lamb (tourism) and Mr Nic Podmore (training)

6, 10 am 19/7/70

## Numsa to hold strike ballot

MATTHEW CURTIS 151

THE National Union of Metal Workers (Numsa) yesterday announced a strike ballot of its 115 000 members in the metal industry on July 30.

At yesterday's dispute meeting the Steel Engineering Industries' Federation (Seifsa) revised its final wage offer by 3c to 5c between lowest and highest rates by converting into a wage increase an extra 0,5% contribution to provident and pension funds.

This means labourers and artisans would receive increases of 19% and 15,5% on minimum rates. Numsa has demanded a R2 across-the-board increase, a 56% increase on lowest rates.

A Numsa statement said members would be consulted this week on the latest Seifsa proposals.



# Boycott ~~(151)~~

threat <sup>So we fan</sup> 2017/190

THE strike-torn liquor industry is threatened with a nationwide consumer boycott after attempts to resolve a wage dispute failed yesterday. ~~(151)~~

Talks between the National Union of Wine, Spirit and Allied Workers Union and the South African Wine and Spirit Industry Employers ended in deadlock. (151)

A consumer boycott of the six strife-related companies - Stellenbosch Farmers' Winery, Distillers Corporation, Union Wine, Gilbeys, Douglas Green and Henry, Taylor and Ries - began on Monday and the union has warned it would spread

FIM 20/7/90

SHOP STEWARDS (151) (13)

## Men in the middle

Most shop stewards seem to prefer negotiation to strikes as a method of solving disputes. Strikes are seen as a last resort, says Human Sciences Research Council senior researcher Ros Hirschowitz, project leader of a study into industrial relations and the role of the shop steward

The study probed the views of 123 shop stewards on their role and status in the workforce and examined skills required and training received. It also records the views of trade union officials and industrial relations managers

"The shop steward plays a key role in industrial relations," says Hirschowitz. "He is the elected representative of the workers at a factory or other place of work."

But differences in perceptions between managers, trade unionists and shop stewards regarding the role of shop stewards sometimes lead to misunderstandings and tension.

Unionists are more likely than managers to understand the complexity of the shop steward's role in industrial relations, the study finds. However, workers often have unrealistic expectations of what the shop steward can achieve.

"The most common problem identified by all the groups related to communication between shop stewards and lower- to middle-managers and supervisors," says Hirschowitz.

Shop stewards saw as their most important function the fostering of good relations between workers, managers and union officials.

Specific duties include keeping the records of incidents in the workplace and all documents that can affect labour relations, recruitment of union members, dealing with workers' grievances, and representing fellow workers at disciplinary procedures.

The report recommends that as many shop stewards as possible receive training.

This should include methods of recruitment of union members, understanding grievance procedures, negotiating skills, communication and interpersonal skills, and understanding cultural differences that can influence labour relations.

While unions should be responsible for training courses, says the report, companies should assume responsibility for industrial relations training at all levels of management. It's also recommended time be set aside for management-worker contact and that regular shop steward-manager and shop steward-worker meetings be permitted. ■

## Employers lash out at wildcatters

CAPE TOWN· A volatile situation is brewing in the Western Cape engineering sector as wildcat stoppages lead to firings, lockouts and even police intervention — compounded by retaliatory protests. (ISA)

And, overshadowing the local shop-floor turmoil over deteriorating standards of living, is the national pay dispute in the metal, steel and engineering industry. w/mail 2017-22779

Pitted against each other are the 200 000-strong National Union of Metalworkers (Numsa) and the Steel and Industries Employers Federation of South Africa (Seifsa), representing some 10 000 employers.

By yesterday there were 400 dismissals following snap strikes in the engineering industry, while another 110 workers were still on strike at the Steeldale FBE plant in Epping Industria.

The industry has been plagued by wildcat strikes since the beginning of the year, ranging from differences over

wages and working conditions to protests against retrenchment.

A local Numsa official admitted that many workers were flouting existing bargaining procedures and walking off the job during scheduled wage talks.

Illegal stoppages have taken place at four companies. (ISA)

In Atlantis, police fired at workers occupying the Grapnel Exhaust Systems plant, wounding three and sparking union and community outrage which ended in a massive protest, emptying factories in late June.

The Numsa official said the union refused to intervene in defusing illegal actions until employers had waived their rights to sue the union in terms of the controversial Section 79 of the amended Labour Relations Act.

A Cape Town representative of Seifsa, Colin Boyes, said it was most distressing seeing wildcat strikes undermining a sophisticated collective bargaining system in the industry. — Sapa



□ That collective bargaining must be institutionalised at relatively central levels if there's to be any kind of social regulation or compact between the State, capital and labour

The assistant director of the Wits Centre for Applied Legal Studies, Halton Cheadle, argues that some form of regulation is important to set reasonable standards. The Free Market Foundation is very wary about this.

The Labour and Economic Research Centre's Taffy Adler illustrated how industrial councils have made a significant contribution to general social welfare, preventing wages from sinking to very low levels. He argues that the gradual demise of industrial councils has had the effect of lowering employment standards and damaged collective bargaining as an institution.

Ironically, says Adler, the result of the break-up of industrial councils is a massive additional burden to the State and society as a whole.

It is argued that deregulation and privatisation are taking place without reference to unions or negotiation, and here Competition Board chairman Pierre Brooks, unable to gainsay the charge, came in for a roasting. Natal University's Chris Albertyn describes this by-passing of the unions in the changing of regulations as typical of the features of the authoritarian state, as outlined by UCT Prof Andre du Toit in an earlier address.

The charge seems to be supported by the concerns expressed by Adolph Landman (chairman of the labour relations committee of the National Manpower Commission), about the Department of Manpower holding back the law-making process for pushing through the Saccola-Cosatu-Nactu accord. "I suggest the department is overstepping the mark," Landman stuck his neck out, adding that though the NMC is government's official adviser, "it does seem to have other advisers who are not publicly accountable."

UCT's Clive Thompson says any new legislation has to serve two periods — the present transitional phase as well as the new order to come.

It is ironic that labour, once at the progressive forefront, has now started to lag behind political developments. The search for better dispute resolution procedures that measured up to ILO standards, says Thompson, is being thwarted by the Department of Manpower.

He believes it a curious omission that the draft labour legislation makes no mention of affirmative action — essential to the future.

While we have a core of fairly well-protected industrial workers, says Thompson, there is a crucial need, linked to the land issue, to extend such rights to rural workers. Labour and management are going to have to adjust their attitudes in order to replace SA's deeply adversarial labour relationship with a co-operative one. Union autonomy, he adds, is going to be crucial in the new SA if democratic pluralism is to succeed.

But should the right to strike be inalienable? Thompson believes the ILO convention should form the basis of this right in law. Cheadle says it isn't inalienable but a question of where you draw the line — either the court is given that power or it's written into the statute.

Numsa's Geoff Schreiner reckons the line should be drawn by the parties themselves, adding "we don't believe in the absolute right to strike." He suggests more emphasis should be placed on compulsory arbitration in extreme cases.

Cheadle revealed that the Saccola-union accord proposes restructuring the labour appeal court to make it more of a specialist labour court — with the status of an appeal court, beneath which would function the industrial court.

Discussing unions and political affiliation, Chris Gilmore, of the Italian union federation CGIL, drove home the message of the "incompatibility between trade unions and political office," which has been formally adopted by his union.

Not only does this make the formation of more cohesive unions possible, it is a question of different roles, says Gilmore, who is here advising Cosatu. This does not mean unions reject intervention on socio-political issues that affect workers as citizens. ■

## LABOUR CONFERENCE <sup>FIM</sup> 20/7/90

### Guarding the flame

Deregulation and privatisation — and their impact on collective bargaining — were at the core of this year's labour law conference, jointly organised by the labour law departments of UCT, Wits and Natal.

The conference, now the premier event of its kind, commenced with the general issues of economic restructuring and democracy in societies in transition, before tackling the impact of political policies on collective bargaining, directions in labour law and the role of collective bargaining in what was assumed would be a social democratic state (undefined) in future. ~~(151)~~

It was regretted that there was "unwillingness by government and certain large employer representatives to participate and advance positions in public which they espouse in practice. For example, on levels of bargaining" — an indirect reference to Barlows' preference for plant-level bargaining.

Broadly, three themes emerged:

- That democratic regulation of organisations and, ultimately, society involves pluralism and the importance of maintaining free and independent trade unions;
- That some level of regulation is necessary to ensure a balance of power between unions and employers, and to check the unfettered use of power by either; and

Star  
25/7/90

# 300 hospital workers reject racist remarks'

About 300 workers at the J G Strijdom Hospital in Johannesburg downed tools yesterday over what they claim were racist remarks by a supervisor.

And at private hospitals on Wednesday, hundreds of workers demonstrated against wages and working conditions.

A spokesman for the National Education, Health and Allied Workers' Union said the kitchen supervisor at J G Strijdom had said she was going to fire black workers and replace them with coloureds. She said black workers were always ready to strike.

Workers demanded management take disciplinary action against her. She had made the remark before, and management had calmed workers by saying her attitude was not hospital policy. — Staff Reporter.

# Unions clash over Edgars pay offer

MEMBERS of the Federal Council of Retail and Allied Workers Union and the Cosatu-affiliated South African Commercial, Catering and Allied Workers Union clashed heatedly yesterday at a joint meeting in Johannesburg to discuss a wage offer by Edgars. *Sowetan 23/7/90*  
The company has

offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accepted the offer and are due to sign the agreement today.

However, Fedcrow members are sticking to their original demand of R180 a month and a 100 percent bonus after five years

A Fedcrow shop steward, Mr Paul Sheku, told the meeting his union was adamant they would strike if their demands were not met. "The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record offer. "There were no

formalities attached to this offer. They have not put this offer down on paper," said Sheku.

The meeting became chaotic at one point with Fedcrow members accusing their Saccawu counterparts of compromising, while Saccawu threatened to go to work "with pangas and guns" if there was a strike.



# OK strike settled

**SOWETAN REPORTER and SAPA**

**MORE than 6 000 OK Bazaars employees return to work today after their union, the SA Commercial Catering and Allied Workers Union, and management reached agreement on Friday.**

OK Bazaars has become the second major supermarket chain to settle a nationwide strike with Saccawu

The settlement follows seven weeks of bitter strike action, numerous retrenchment orders, court interdicts and accusations of intimidation by OK and of police and right-wing harassment by Saccawu

Conflict levels were raised by management's ban on workers' access to company facilities, Saccawu said.

Workers would receive from April 7 increases of between R125 and R145 a month depending on the number of years service, with an additional R10 to be implemented from January 7, according to the settlement agreement.

Management originally offered between R115 and R145 depending on the number of years of service, and Saccawu demanded R160.

The company undertook to withdraw 587 retrenchment orders issued during the course of the strike and agreed to recognise March 21 as a day of commemoration, according to the agreement

The sides agreed that an important aspect of the settlement was their commitment to a process of negotiation and consultation.

OK Bazaars committed itself to



In relaxed mood at the end of the OK Bazaars strike talks are, from left, Saccawu officials Mr Dexter Twala, Mr Jeremy Daphne and Mr Kaizer Thibedi.

negotiate with the union on the basis of an across-the-board increase for 1991/1992 unless otherwise agreed.

Saccawu said it expected the company to implement the commitment "in a concrete fashion."

OK hoped the settlement marked the beginning of "a period of reconciliation and dialogue aimed at establishing a relationship based on mutual respect, understanding and a shared economic interest"

"Apart from the material improvements coming out of the strike action, it has served the important purpose of bringing to the surface the

principle underlying issues to the wage dispute," the union said

The union would go ahead with its national Hour of Action on July 27 to highlight the right to picket and the right of access to company premises by strikers, Saccawu said.

Saccawu has congratulated the company for allowing workers access to its premises during the strike. This did a lot to prevent the high levels of conflict evident in the OK Bazaars and Southern Sun strikes, it said.

Meanwhile mediation talks between Southern Sun and Saccawu on resolving the 17-day-old strike at the hotel chain

ended in deadlock on Friday night, according to a management statement

The statement, issued in Johannesburg, said the deadlock came after Saccawu "rejected the company's offer on re-employment of retrenched workers at (company hotels at) Sabie River and Pine Lake"

According to Carl Ludick, Southern Sun's spokesman on industrial relations, "the union insisted on immediate re-employment (of workers) whereas the company offered re-employment as soon as possible"

He maintained "basic agreement had been reached on all wage-related issues which included an offer by the

company to increase the minimum wage to R710 on 1 October 1990 in addition to the current wage offer of R100 or 15 per cent, whichever is the greater"

Agreement had also been reached, according to the Southern Sun statement, "whereby dismissal of 51 workers at Pietersburg and 27 at Cape Sun would be referred to arbitration"

Mr Ludick said the parties will meet on Monday "to negotiate suitable venues for the union to report back to its members"

"No further wage talks have been scheduled," the Southern Sun spokesman said - Sapa

## A party for the silent masses

**By MONK NKOMO**

A NEW multi-racial political party which aims to unite all races was officially launched in Pretoria on Saturday night

The All Races Alliance Party (ARAP) was formed to bring the "silent masses" together and advocate the fact that blacks and whites in this country needed each other and must therefore be all represented in Parliament," co-leader of

the party Mr Frik van Schalkwyk, a former magistrate and commissioner, said

About 50 people attended the launching of the party, whose interim executive members also include former community councillor Mr Joe Mahoi, Mr T J Rafadi, Mr George Masuoana and Mr John Makhaya, all of

Atteridgeville would be enticed back into the teaching field

Van Schalkwyk said the party's first priority was to uplift the standards of the under-privileged masses by offering them housing. Explaining the party's educational policy, Van Schalkwyk said their aim was to ensure that all children develop their talents fully. Teachers and educationalists who were not satisfied with their salaries and other benefits

Makhaya said their party rejected the principle of nationalisation. He said that they believed in the system of free enterprise

"Our aim is also to protect the minority We cannot chase our Boer colleagues into the sea We are going to stay here with them and determine our future together"

Political scientist Professor Willem

Sowetan 23/7/90

# Agreement on wages (151)

*Sowetan 26/7/96*

STRUCTURAL Hollow Floor Company and the United Peoples Union of South Africa have reached an agreement over wage increases and other benefits

The two parties said in a joint statement that all labourers in the factory would receive an increase of R35 a week while salaries for workers in specialised jobs had been increased by R50 a week

The company guaranteed to pay R3 000 plus the cost of the coffin for any employee killed while on the job

The company has withdrawn the attendance bonus and, instead, agreed to introduce a

four-week leave pay and leave bonus for all employees

Mr Siphon Magubane, regional secretary of the union, hailed the settlement and said it was one of many signed by the union this year



SIPHON MAGUBANE

## Long wage talks end in pay increase

MATTHEW CURTIN

PROTRACTED wage negotiations in the leather industry between unions and the Footwear Manufacturers' Federation of SA (FMFSA) ended on Wednesday with a 19% pay award for the industry's 30 000 employees (151)

Wage negotiations between FMFSA, the SA Clothing and Textile Workers Union and the National Association of Leather Workers began in April

Sactwu spokesman Mike Murphy said the deadlock in negotiations was broken by the exhaustion of all parties and produced only a "hotch potch" settlement.

Negotiations were marked by wildcat strikes all over the country, one of which started this week in Durban, Murphy said.

Sactwu demanded a R45 across-the-board increase on minimum rates at the start of the negotiations, and were finally awarded R30. FMFSA originally offered a 12% increase.

FMFSA director Dennis Linde said production dropped by 20% in the first five months of this year compared with 1989.



# Most metal unions accept Seifsa offer

MATTHEW CURTIN

THE majority of unions in the metal industry yesterday accepted the wage offer made by the Steel Engineering Industries Federation of SA (Seifsa) on July 18.

The offer gives artisans and labourers pay rises of 15,5% and 19% respectively.

However, the National union of Metalworkers (Numsa), which represents the majority of the 380 000 workers in the industry, has rejected the Seifsa package.

Seifsa industrial relations director David Carson said yesterday two white unions, the Confederation of Metal and Building Unions, which represents nine in-

dividual unions, and the Mine Workers Union, officially accepted the offer. 151

Carson said unofficial acceptance had come from SA Yster en Staal

He said he expected all unions involved, except Numsa, to settle

Numsa is set to hold a strike ballot on July 30. The union wants a R2 an hour across-the-board increase — a 56% improvement on the lowest rates.

Fourteen unions take part in the industry's collective bargaining agreement.

13/10/87 27/7/9

# Offshore riggers win wage dispute



A FOUR-DAY strike by more than 100 deep-sea oilrig workers ended last week with an agreement hailed by the Chemical Workers' Industrial Union (CWIU) as "historic".

The workers, who are employed by Sopelog, an oil drilling outfit contracted by Sockor, downed tools on Monday last week in support of wage demands.

In terms of the agreement concluded last Friday, workers will get a minimum wage of R1 200 a month — an increase of 35 percent on the previous minimum of R890.

Other employees will get increases of between 16,5 and 18,5 percent implemented in two parts

2816-417190

## LABOUR BRIEFS

### Workers strike at Phillipi plant



*South 28/61-41790*  
ABOUT 30 workers downed tools at the Baltimore Air-coil factory in Phillipi on Tuesday in support of a demand for an extra 10 cents' attendance bonus

The move followed a last-minute attempt to stave off a strike at the factory. Representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) and the company held what both parties described as "constructive talks" on a range of disputes at the company.

Baltimore spokesperson Mr Tim Deversen said he still intended to discuss the matter with Mewusa representatives and was "startled" to find more than half the workforce had downed tools



8 to July 4 1990

# South LABOUR

South 28/6 - 7/4/90

151

## Numsa edges closer to national strike

THE grant National Union of Metalworkers of South Africa (Numsa) moved one step closer to national industrial action by thousands of workers in the metal, auto and tyre industries at its second national bargaining conference (NBC) in Johannesburg last weekend.

More than 200 delegates attended the conference and discussed the results of national bargaining for wages and working conditions in all four sectors of Numsa

These are the iron, steel, engineering and metallurgical industries, the motor industry, the auto assembly industry and the tyre industry.

The NBC decided to deadlock on the final offer by employer body Seifsa in the metal industry.

A Numsa spokesperson said that, while good progress had been made in certain areas, the NBC felt

Seifsa's offer was inadequate in terms of wages, job security, parental rights, working hours and the LRA.

The NBC decided industrial action would be taken if employers did not improve their offer.

The NBC said further negotiation would take place in the auto and tyre industries.

If no adequate offer is made, the NBC said strike

action should be considered.

Numsa's demands to employers are based on central demands compiled at the first NBC earlier this year.

These include an across-the-board increase of at least R2,00 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.

The union's demands relating to job security include a ban on temporary labour, tighter conditions on re-employment and redundancy and minimum severance pay of one month's wages for each year of service.

Numsa is demanding that companies implement a job creation programme and end all segregated training.

The union is also campaigning for a "democratic" sation of industrial courts.

Another major focus of this year's negotiations is parental rights.

Numsa is demanding six months' maternity leave, paternity leave, child care leave and the provision of annual pap smear tests.

The union has also adopted a demand for wages to be paid to all political prisoners.

# Union praised for Woolworths

By DICK USHER  
Business Staff

IN all the hurly-burly of industrial action that has characterised the retail sector in recent months, one national chain has quietly and without fuss concluded its annual wage negotiations with Saccawu

Over five days of bargaining, Woolworths and the union reached agreement on a national minimum wage of R800 a month and an across-the-board increase of R175 a month

According to Saccawu organiser Mr Papi Kganare the agreement also provided for a 100 percent bonus in the fifth year of service, rising in steps from 20 percent after the first year, long-service awards of R350 after 10 years' service and R2750 after 20 years and the recognition in principle of members to consult traditional healers

Mr Kganare said an important area which Woolworths took seriously was education and the parties had agreed in principle that assistance for

staff and family would be provided with the nature of assistance to be decided in future negotiations

He said the main difference between the Woolworths negotiations and others which have ended in strike action was that the union was accepted as an equal bargaining partner by enlightened management

"Their approach to negotiations was simply more mature and realistic, not the adversarial approach that other companies took," said Mr Kganare

"They were quite realistic about the situation. They made it clear they were in business but recognised that part of that business was being aware of employee needs and finding ways of meeting them.

"Woolworths recognises the essential conflict between workers and management but has institutionalised that conflict so that it can be dealt with fairly and rationally through collective bargaining.

"They are not class warriors"  
He said that the union was

quite prepared to recognise company problems if it had not made profits during the year, but if management became arrogant about its position then the issues tended to move away from wages and focus on other matters

"We had done our research and knew what Woolworths financial position was," said Mr Kganare.

"But we also felt that if we had asked for information they would have been prepared to disclose it to us

"The negotiations were quite frank and open which is a reflection of the understanding we've developed with each other over the years

"It's really a question of the company's whole philosophy

"On a day-to-day level we find that if there are problems with Woolworths these can be sorted out quite quickly because they're generally the result of a misunderstanding or a mistake by individuals rather than the result of the company's general approach"

## De Beers silences critics

From SVEN LUNSCH

JOHANNESBURG — Over the past few months the market has been rife with rumours that De Beers was losing its grip on the diamond market, which it has controlled with remarkable success for over 50 years

But this week De Beers silenced critics by entering into a multi-billion-dollar agreement with the Soviet Union that firmly re-establishes its virtual monopoly of the market

Analysts say that at the same time De Beers is doing more to help the Soviet Union overcome its shortage of hard currency than any country or financial institution

In terms of the agreement, De Beers Centenary will lend \$1 billion to the Soviet Union's diamond industry in exchange for the exclusive rights to sell its rough diamond exports, val-

ued at more than \$5 billion, over the next five years

Swiss-based De Beers Centenary controls De Beers' non-South African interests, including the Central Selling Organisation (CSO), which markets roughly 80 percent of the world's diamonds

The CSO buys and sells gemstones from its own mines, but mainly those from producers such as Australia, Botswana, Angola, Namibia, Zaire and the Soviet Union

De Beers has been worried that the Soviet Union and other producing nations were selling increasing amounts of diamonds outside the cartel

But as De Beers enters into negotiations for new sales contracts with Botswana and Australia, so the Soviet agreement will be a powerful incentive for other members to toe the line

"The fact that the Soviets have become an official mem-

ber of the cartel will go some way in convincing other producers that De Beers is too powerful a force to deal with," says a dealer

The deal with the Soviet Union's diamond organisation Glavalmazoloto goes a great way to ensuring the stability of the diamond price

"There was always a nightmare for the CSO that the Soviet Union would flood the market," a London analyst told The Argus Bureau

Although not formally stated, the CSO believes the \$1 billion loan will go to helping finance the further development of the mines

The Soviets have been forced into commodity-for-foreign-exchange swaps because delays in payments to German, Japanese, Scandinavian, Australian, New Zealand and other Western suppliers are discouraging bankers from lending to the So-

## Body Shop for Tokyo



# R3m pay claim in Numsa dispute

ALAN FINE

NUMSA has declared a dispute with Delta which involves a backpay claim for Delta employees of at least R3m, union spokesman Gavin Hartford disclosed yesterday.

The main thrust of the dispute — which sparked a brief unprocedural strike earlier this month — is an attempt by the union to compel Delta to join the national bargaining forum Numsa established with the six other motor manufacturers last year.

## Excluded

The union is also demanding that the company "implement the provisions of the 1989 agreement" between the union and the other motor assemblers.

Hartford said Numsa's R3m to R4m estimate excluded the effect on the claim, if met, of overtime pay.

Last year Numsa agreed with the six on a R1 across-the-board increase in the hourly wage from July 1.

Delta implemented 50c hourly increases during August and in February.

Efforts by Numsa to compel Delta to join the bargaining forum last year failed.

For technical reasons, the 1989 agreement was also made an agreement of the long-established Industrial Council for the Automobile Manufacturing Industry / Eastern Cape, to which Delta is party.

The agreement has not yet been gazetted because of various delays, according to Hartford.

The Delta/Numsa wrangle has already been to court, but the effect of previous decisions on Numsa's demands is not clear.

Repeated attempts to reach Delta spokesmen were unsuccessful.

Meanwhile, it appears that wage talks between Numsa and the other manufacturers could be headed for dispute.

Hartford said the parties remained far apart. A negotiating meeting is scheduled for next week.



# More disputes loom

South 2/8/90 - 8/8/90  
MORE than 28 000 workers countrywide are still on strike over wage disputes and, while several major strikes have been settled, at least four new disputes are looming.

More workers this week joined a marathon national strike in the liquor industry.

National Union of Wine Spirit and Allied Workers' spokesperson Mr November Nkosi said three more plants in Natal had joined the strikes, bringing the total number of strikers to 450.

Nkosi said that while the union remained prepared to meet management, no meeting had been scheduled.

Nusaw is demanding a R40 across-the-board increase while the Wine and Spirit Employers' Association has offered R35.

Meanwhile, more than 5 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) members are on strike in support of wage demands at Metro Cash and Carry stores countrywide.

The dispute has been submitted to mediation and a company spokesperson said they hoped a solution would soon be found

The national union of Mineworkers is still balloting about 20 000 workers on coal mines

A Numsa spokesperson said the union had begun an 11-day strike ballot among at least 100 000 members

Numsa has rejected Scifsa's offer of a 19 percent wage increase for labourers and 15,5 percent for artisans

● The union is demanding 56 percent

across the board

Fourteen other unions, representing about half Scifsa's employees, have accepted the wage offer

A strike is also looming at the giant Delta Motor Corporation in Port Elizabeth over a dispute which involves a pack pay claim of least R3-m

The matter has already been to court and sparked unprocedural strike action earlier this month.

## Forum

At stake is Numsa's year-long campaign to force Delta to agree to join the national bargaining forum, a move Delta regards as an unfair labour practice

Meanwhile, Numsa and other motor and tyre employers remain far apart, according to Numsa spokesperson, Mr Gavin Hartford

The union will declare a dispute if progress is not made in the next round of negotiations

Delta is the largest private employer in Port Elizabeth with a workforce of 4 000

Some 6 000 Southern Sun workers are still on strike

## SAB workers list demands

SOUTH African Breweries workers marched on the SAB head office in Johannesburg at the weekend

Their demands included a living wage

for all SAB workers, an end to all racist employment practices, an end to union-bashing tactics, and public confirmation that SAB strikers have the right to picket and to hold sympathy strikes.

South 2/8-8/8/90 (151) (151)

**Numsa**

**dispute:**

*(151)*

**Delta**

*Some time 2/6/90*

**asks for**

**time**  
DELTA Motor Corporation has applied for a postponement of an Industrial Council hearing between it and the National Union of Metalworkers of South Africa.

The meeting was scheduled for today but Delta maintains it has not had sufficient time to prepare and has asked for a postponement to August 16 or 17.

A show-down has been forced between Numsa and Delta over the company's steadfast refusal to join the National Bargaining Forum for the motor industry to which the country's six other major car manufacturers belong.

As a result, Numsa declared a dispute with the company and the matter was referred to the Industrial Council for Automobile Manufacturers in the Eastern Cape

Meanwhile, industrial action continues at two hotels, liquor companies, a retail chain and at railway depots in the city

Sympathy strikes have spread to railway operations in other parts of the Eastern Cape

\* Members of the Natal Liquor and Catering Trades Employees' Union employed at Durban's Malibu Hotel were granted an interdict on Tuesday in the Supreme Court, Durban, against being prevented from going to or doing their work at the hotel

The interdict, confirmed by Mr Justice Levinsohn, follows strike action which started at the Malibu Hotel early in July

The application was brought by the Natal Liquor and Catering Trades Employees' Union and five members of the union employed at the Malibu

# Numsa accuses Delta of using 'delaying tactics'

By DREW FORREST

THE National Union of Metalworkers yesterday accused the Delta Motor Corporation of "delaying tactics and intimidation of workers" in a bid to head off a legal strike threat.

Executives of the Port Elizabeth car giant were locked in a meeting yesterday and were unavailable for comment.

Numsa's angry statement followed the postponement of a vital industrial council dispute meeting yesterday because Delta could not attend.

"The company said it needed more time to prepare, but we believe it's trying to take the steam out of the dispute," said Numsa's Gavin Hartford.

Alleging management intimidation of the union's 1 800 members, he said a senior shop steward had been fired for addressing a union gathering on company premises.

W/Mail 316-518190



## Hotel and textile strikes resolved

MATTHEW CURTIN

STRIKES by 5 500 workers at 41 Southern Sun/Holiday Inn hotels and 11 000 workers at the Frame Group's Consolidated Cotton Corporation (CCC) ended yesterday.

Southern Sun/Holiday Inn industrial relations consultant Carl Ludick said the dispute with the SA Commercial Catering and Allied Workers' Union (Saccawu) was settled yesterday afternoon and staff would return to work tomorrow.

The union accepted a wage offer of R100 a week or a 15% across-the-board increase, with a further maximum R20 increase from September 1 to bring the annualised increase to R120.

The monthly minimum wage for hotel workers now stands at R710, R90 short of Saccawu's original demand, but up from the existing R590 wage.

Ludick said the major compromise from the company was in the minimum wage agreement, but the company had successfully managed to contain the escalation in the payroll of recent years.

He said the company was pleased Saccawu recognised the impracticality of an end to contract labour and the establishment of fixed-term casual labour given the seasonal nature of the hotel trade.

Ludick said the company's losses during the strike were negligible and industrial relations between the two parties were on a sounder footing as there was now mutual recognition of each other's rights.

□ To Page 2

(151)

## Strikes resolved

Saccawu national organiser Alan Horwitz said the union was happy to have secured an improvement on the company's final pay offer and cited breakthroughs on other issues. Southern Sun/Holiday Inn now recognised the right of casual workers to join the union.

The SA Clothing and Textile Workers' Union (Sactwu) accepted a 17,9% to 20% wage increase for its members from Frame management yesterday.

Sactwu national organiser Elias Banda said that at a general meeting on Friday workers had agreed to return to work yesterday and accept Frame's revised pay offer.

Banda said workers at CCC would receive two six-monthly increases, one back-dated to July 1 and another from January 1 1991, of R14, R14,50 and R16 a week for lower, middle and upper grades.

Banda attributed the breakthrough to

the referral of the dispute to mediation two weeks ago, which he said had led to management moving from its final offer.

He said the wage increase was "not great" but satisfactory given the difficult economic conditions in the textile industry.

Sactwu declared a dispute with Frame on June 7, rejecting management's final offer of two six-monthly R13 a week increases for July 1 and January 1 1991. The union had lowered its demand to R20 increases from an initial call for R40.

Frame communications manager Sharon Wagner said staff returned to work yesterday.

Meanwhile, a coal strike by the NUM lay in the balance yesterday as the union awaited a response from the Chamber of Mines on its revised pay demand of 19% across-the-board. A chamber spokesman said the demand was being considered.

□ From Page 1

(151)

# Second round talks to end Cape strike

~~SAW~~  
Sowet  
8/5/90  
151

EMPLOYERS in the wine and spirit production industry have initiated a second round of talks to resolve a 26-day national wage strike

The meeting between the SA Wine and Spirit Industry Employers' Association and the National Union of Wine, Spirits and Allied Workers has been scheduled for today, SAWSIEA spokesman Mr Charhe Hoeflich said

The parties will meet in Stellenbosch, the venue of the first meeting since the legal strike by some 3 800 employees began on July 11.

Hoeflich said

employers would go into today's meeting with an open agenda.

Talks on July 18 ended inconclusively, with the union claiming it would not budge from its mandate of a R40 increase on the weekly wage and vowing to strengthen the strike.

The six companies represented by the SAWSIEA are offering a R33 increase.

They are Stellenbosch Farmers' Winery, Distillers Corporation, Union Wines, Gilbeys, Douglas Green and Henry, Taylor and Ries. - Sapa.

... issue of child labour is also  
a thorny issue on the agenda of

## Dispute called *South 9/8-157 & 190* at beer plants

LESS than a year after a marathon national beer strike, the Food and Allied Workers' Union has declared a dispute with the giant South African Breweries ~~151~~ ~~151~~ ~~151~~

The dispute about overtime arises from annual wage negotiations between the two parties.

Fawu organiser, Mr Rajn Naicker, said that workers were not prepared to agree to contract into overtime.

Naicker said that such an agreement would negate the gains won by workers in shopfloor battles against overtime and an Appellate Court ruling last year which found that workers had the right to refuse to work overtime.

The dispute involves more than 6 000 workers at SAB, which has a virtual monopoly of the industry.

At the time of going to press SAB could not be contacted for comment

# Critical LRA talks resume today

CRITICAL talks on the Labour Relations Act resume in Johannesburg today between unions, employers and government, with Cosatu threatening a stayaway from October 8 to 10 as the price of deadlock.

And it was disclosed yesterday that a special Cabinet committee, chaired by Administration and Economic Co-ordination Minister Wim de Villiers, had been appointed to examine union demands regarding bargaining rights for public sector employees. *B/Dan 10/8/90*

Today's talks occur at the third gathering of the working group which was estab-

ALAN FINE

lished at a meeting between the parties and President F.W. de Klerk earlier this year

The group's task is to resolve the conflict which arose out of government's failure to translate into legislation this year those aspects of the Cosatu/Nactu/Saccola (CNS) accord on amendments to the Act which were supported by the National Manpower Committee (NMC).

Union spokesman Marcel Golding says

□ To Page 2

## LRA talks

*B/Dan 10/8/90*  
the unions have demanded further commitments from government early next year in addition to passage of the NMC draft Bill and changes to the Labour Appeal Court structure.

It is these commitments the Cabinet committee is to examine

The unions have also proposed to Saccola that certain measures be taken to encourage the observing of the terms of the CNS accord by employers in the interim. These issues will form the bulk of today's agenda

The union is demanding of government that it confirm its belief in full collective bargaining rights for the public sector and, pending legislation, that it guarantee basic organising rights.

*151*  
It also wants a member of the Commission for Administration to be appointed as a person with whom unions can discuss complaints of alleged contraventions of these rights, and a system of compulsory arbitration in cases of dispute.

Manpower Department sources said yesterday the unions were giving the state too little time to consider complex issues

The unions also want Saccola to agree to the establishment of a complaints board with advisory powers to examine areas of non-compliance by employers with the CNS accord

Should these issues not be resolved, Cosatu has decided its threatened stayaway would be preceded by a month of national and regional conferences and countrywide marches on September 29

□ From Page 1



just 10 1990

# Barlow Rand bugging us, say unions

By Brendan Templeton

Two Cosatu unions yesterday accused Barlow Rand of a "drastic breach of trust" after bugging devices were found in offices used for union meetings

The National Union of Mine-workers (NUM) and the Paper, Print and Allied Workers' Union (PPAWU) said they believed secret bugging of union premises was a general practice.

This was denied by Barlow spokesman Ken Ironside: "The practice of bugging, if and when it occurs in the group, is completely unacceptable to us."

"But I will only be able to make a more detailed statement tomorrow," he said.

Companies who discovered bugging was being practised should "take appropriate action", he said.

A listening device was found last week in an office used by PPAWU at Barlow subsidiary Nampak Corrugated, in Rosslyn,

PPAWU said.

Management initially refused to confirm or deny any knowledge of bugging, but "broke down" when the union called in experts. Management said the device, which was linked to the managing director's office, had been used for over two years, the union said.

Another bug was found this week in NUM's office at Barlow Rand's Harmony mine in Welkom, a union spokesman added

This followed the discovery of a similar bug last year. Management removed it and the union thought that was the end of any secret surveillance of the union's activities, it said

But the latest one was found when a worker at the mine who was fiddling with his portable radio, suddenly tuned into the local NUM meeting. He warned the union and a subsequent search of the room revealed the hidden transmitter.

The unions were investigating the possibility of legal action

resolved this week when both parties agreed to an across-the-board increase of R100 or 15% a month effective from April 1, and a further maximum R20 from September 1. The increase raises the monthly minimum to R690. This is R110 short of the union's initial demand.

Southern Sun-Holiday Inn industrial relations spokesman Carl Ludick says the parties agreed that disciplinary action related to the conduct of strikers during the strike, dismissals at the Cape Sun and Pietersburg Holiday Inn and retrenchments at Pine Lake and Sabie should be referred to arbitration.

The union's Alan Horwitz says important breakthroughs include the right of casual workers to join the union, doubling of the nightshift allowance to R110 a month, the right to join the company medical aid, and an increase of R120 in the probation wage to R620 for a maximum of three months.

March 21 (Sharpeville Day) is now also recognised as a paid public holiday.

In the Metro Cash & Carry settlement the parties agreed to a R140 across-the-board increase a month effective since July 1. The increase raises the minimum wage to R765, a 22% rise, and will apply to stores in home-lands. The company had offered R135 against the union's demand for a R150 across-the-board increase.

The company also agrees to a "cooling off" day for union members provided they returned to work the day after the agreement.

The union's Jeremy Daphne says that on the whole the strike was peaceful with pickets at selected stores countrywide. Canteen sit-ins were staged in all stores, except two in Pietersburg which had been closed. He attributes the briefness of the strike to the good discipline and organisation of Metro workers. There was also no huge gap between the union demand and company offer.

The union is planning an overall review of strikes and settlements, including those not preceded by industrial action.

□ Stalemate persists in the national liquor strike involving about 3 800 National Union of Wine, Spirits & Allied Workers' members at 83 wineries and depots. A second round of talks is scheduled this week.

The Wine & Spirit Industry Employers' Association is offering a R33/week across-the-board increase in response to a demand for R40. Employers say 14 000 union mem-

LABOUR DISPUTES <sup>FM</sup> 10/8/90

## Relief at last (151)

Settlements at Southern Sun-Holiday Inn and Metro Cash & Carry have ended the massive wave of industrial action by almost 30 000 members of the Commercial, Catering & Allied Workers' Union over the past two months.

The five-week-old strike by 6 000 workers at 41 Southern Sun-Holiday Inn hotels was over wages, conditions and dismissals. It was

FINANCIAL MAIL AUGUST 10 1990

F1M 10/8/90  
bers accepted the offer after a national lock-out last month (151).  
The union says about 70 workers have been arrested during the five-week strike ■

FIM 10/8/90

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In the Metro Cash & Carry settlement the parties agreed to a R140 across-the-board increase a month effective since July 1. The increase raises the minimum wage to R765, a 22% rise, and will apply to stores in home-lands. The company had offered R135 against the union's demand for a R150 across-the-board increase.

The company also agrees to a "cooling off" day for union members provided they returned to work the day after the agreement.

The union's Jeremy Daphne says that on the whole the strike was peaceful with pickets at selected stores countrywide. Canteen sit-ins were staged in all stores, except two in Pietersburg which had been closed. He attributes the briefness of the strike to the good discipline and organisation of Metro workers. There was also no huge gap between the union demand and company offer.

The union is planning an overall review of strikes and settlements, including those not preceded by industrial action.

□ Stalemate persists in the national liquor strike involving about 3 800 National Union of Wine, Spirits & Allied Workers' members at 83 wineries and depots. A second round of talks is scheduled this week.

The Wine & Spirit Industry Employers' Association is offering a R33/week across-the-board increase in response to a demand for R40. Employers say 14 000 union mem-

## LABOUR DISPUTES

### Relief at last

Settlements at Southern Sun-Holiday Inn and Metro Cash & Carry have ended the massive wave of industrial action by almost 30 000 members of the Commercial, Catering & Allied Workers' Union over the past two months. FIM 10/8/90

The five-week-old strike by 6 000 workers at 41 Southern Sun-Holiday Inn hotels was over wages, conditions and dismissals. It was



## SAB set for dispute talks

CHL 7mfs 11/8/90 Staff Reporter

SOUTH AFRICAN BREWERIES are to meet representatives of the Food and Allied Workers Union (Fawu) next week in an attempt to resolve a dispute concerning overtime.

A union spokesman said yesterday although SAB was prepared to pay an above-average wage, they "become repressive in their working conditions in an attempt to gain extra productivity in return".

He called on SAB to "pay a living wage within normal working hours", as workers did not want to be "well-paid slaves".

SAB national public relations manager Mr Andre Botha, who described the declaration of a dispute as "premature", said the lowest wage paid to SAB workers was R1 200 a month.

# Blacks to decide on wages for workers

BLACK local authorities are to be granted autonomy by the Cape Provincial Administration to determine wages for their employees.

This follows talks between senior CPA officials and the SA Municipal Workers' Union (Samwu) on Thursday and Friday — precipitated by a protest march by more than 400 workers last week to draw attention to an "intolerable situation" regarding the authorisation and payment of wages.

The decision hailed "a new era in the managing of wage disputes between black local authorities and their employees" in that authority to grant increases formerly rested with the chief director of local authorities, a CPA statement said

## DISSATISFACTION

During the march in Cape Town a memorandum was handed to the CPA in which workers criticised the system of different wages being paid to workers doing the same jobs but employed by either black local authorities or the CPA

"The system causes divisions among workers and dissatisfaction and industrial unrest," the document said.

The three local authorities involved are the Ikapa and Crossroads town councils and the Lingeletu-West Town Committee.

Dr Albert Louw, chief director of local authorities, who chaired the meetings, said the CPA was grateful that it could be instrumental in getting parties to the negotiating table

"The CPA wishes to express the hope that the new approach and commitment to discussions will be continued to the satisfaction of all the parties," he said

Proposals on ways of resolving the issues were tabled, discussed and accepted by all the parties

It was also agreed that talks between the union and local authorities would take place on a continuous basis and the CPA requested all workers to "give their full-cooperation to Samwu". — Labour Reporter and Sapa

ARGUS 13/8/90

253 300 151

# Talks in jeopardy

Sowetan 14/8/90

(151)

TALKS on a recognition agreement between Venda Sun Hotel and the Allied Workers Union may be jeopardised following the expulsion of employees by the hotel's management.

This was revealed yesterday by AWU general secretary Mr Thivhileli Mutobvu, who was responding to the expulsion of the latest victim, Mrs Mirriam Siguda.

Sowetan  
Reporter

Siguda was expelled on August 8, allegedly without notice, for failing to sign a register book.

Siguda is one of the six members of AWU who have been expelled from the hotel in recent weeks for what they term "unfair labour practice".



## Strikers to decide on offer

AFTER intense negotiations to end the longest nationwide strike in the wine industry, thousands of striking workers will decide this week whether to accept a revised management wage offer tabled at talks in Stellenbosch.

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The National Union of Wine, Spirits and Allied Workers' Union (Nuwsaw) met the SA Wine and Spirit Industry Employers' Association (Sawsiea) last week in an attempt to resolve the five-week strike by more than 3 800 workers

*Sowetan 14/8/90*

Association spokesman Mr Riaan Kruger said a revised employers' offer would be communicated to union members by officials.

## New pay offer in wine strike

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MATTHEW CURTIN

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AS THE strike by 2 800 workers in the wine industry entered its sixth week yesterday the National Union of Wine Spirits and Allied Workers (Nuwsaw) adjourned negotiations with SA Wine and Spirit Industry Employers' Association (Sawsiea) to present a revised pay offer to its members *81 pay 14/8/90*

Sawsiea spokesman Riaan Kruger said yesterday he was "cautiously optimistic" both sides were on the verge of settling the strike.

He said both Sawsiea and Nuwsaw revised their stances on wages during the talks held last week in Stellenbosch to try and break the deadlock. He gave no details on the new bargaining positions.

Union president November Nkosi was not available for comment yesterday.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action. The ballot followed a management lock-out after a national go-slow campaign by 5 400 workers began at 83 depots on July 4.

The union's last official demand was for a R40 a week across-the-board wage increase.

Sawsiea's final offer was a R33 or 18,7% increase on lowest rates which Kruger said 1 600 out of 4 400 workers in the industry had accepted.

# No time for overtime

OVERTIME is again a contentious issue among workers at South African Breweries. (151)

Last week, the Food and Allied Workers' Union (Fawu) announced it had declared a dispute with the company about overtime

The move followed five rounds of talks between the two parties.

A statement issued by Fawu said SAB was insisting that workers agree to contractual overtime and that a refusal to do so would constitute a form of industrial action.

"Workers do not want to be well-paid slaves. We call on SAB to pay a living wage within normal working hours," the statement said

SAB workers have led the battle against compulsory

overtime. Last year, the Appellate Court ruled that an overtime ban during previous wage negotiations at SAB was not a strike South 16/8-22/8/90

At the time overtime was not part of the contract at the company but, after a lengthy and bitter national strike over wages and working conditions in December last year, Fawu agreed to contractual overtime.

## Status quo

SAB spokesperson Mr Adrian Botha said the company was merely seeking to maintain this status quo in the new agreement

Botha described the dispute as "premature", saying the company was still willing to talk to the union

He said the company needed contractual over-

time. "Beer is not the kind of product you can stop and start," Botha said

He said it was unfair of Fawu to link the beer division with other SAB operations such as OK Bazaars because SAB paid "impeccable" wages.

The company is presently offering a basic minimum wage of R1 232

While the Supreme Court has ruled a refusal to work voluntary overtime is not a strike, the industrial court still has the power to find it is an unfair labour practice

This is the basis for an interim interdict issued by the industrial court in Cape Town last week against the Transport and General Workers' Union (TGWU) and 11 shopstewards at Fidelity Guards

Fidelity Guards argued that it rendered an essential service, that it was an historical custom for guards to work on Sundays and it was an unfair labour practice for the union to call meetings on a Sunday

The company's roster system is built upon Sunday work, with workers working a six-day week and a 12-hour shift on Sunday

The company says employing more workers would raise costs by almost 20 percent, in the cut-throat security business, it cannot afford this.

The interdict has not yet been served and the company has suggested mediation over the issue

Low wages paid in the security industry constitutes a serious problem for the union in fighting overtime

At Fidelity Guards, the company offers R469 a month, while the union is demanding R550

The two parties are presently in deadlock and the company has warned it cannot afford a strike

Overtime is governed by the Basic Conditions of Employment Act which provides that no worker can be asked to work more than 10 hours overtime a week or three hours a day

Industrial Council agreements and wage determinations also regulate overtime

Unionists argue a reduction in overtime will create more jobs. But many companies argue they cannot afford such a move and in low-paid industries, workers are dependent on overtime earnings

## REGIONAL PROGRESSIVE HEALTH CARE NETWORK

## REGIONAL PRIMARY HEALTH CARE TRAINER / SERVICE DEVELOPER

The network aims to help build a primary health care service to address the socio-economic causes of ill health, that is activities, and that offers good quality, available from a cadre of concerned and humble health care workers. The network is seeking a primary health care trainer and a service developer to support this effort.

Responsibilities include: developing courses for community and professional health workers, training regional co-ordinators and implementing projects in various regions and projects.

Applicants should be able to: engage community organisations on health care needs, identify and develop new projects and consult on existing projects.

## South 16/8-22/8/90 Railway racism claimed

THE South African Railway and Harbour Workers' Union (Sarhwu) in the Western Cape has hit out at racism at Sats/Transnet

Sarhwu regional organiser Mr N Tilela said workers in the Philippi department were being divided on the grounds of race by an inspector who recently began work at the department

A Sats spokesperson said the company was investigating the matter.



# Union wants 50 percent hike

By CHIARA CARTER

CLOTHING bosses squared up to the South African Clothing and Textile Workers' Union (Sactwu) for a preliminary round of talks in Cape Town this week.

The talks were a "scene-setter" for annual industrial council wage negotiations in the largest industry in the Western Cape.

Sactwu is demanding an across-the-board increase of R45 — an increase of almost 50 percent.

The union has asked for a service

bonus of R1 a week for each year of service, five extra days annual leave and a 40-hour working week

While this year's negotiations are taking place at a regional level, Sactwu wants employers to agree to establish a single national clothing industrial council.

In response to Sactwu's demands, bosses are likely to plead poverty and point to the slump in the industry.

The industry has been hard hit by retrenchments this year, with thousands of workers throughout the country losing their jobs.

The union says a slack pay fund should be established to assist workers placed on short time or retrenched.

It wants basic rights about grievance, disciplinary and retrenchment procedures to be included in the main industrial council agreement.

Sactwu is also asking for an extra paid public holiday, 10 days paid leave a year for shopstewards and free overalls for workers.

The union wants employers to do away with the learning period for Category C workers and reduce all other learning periods to a year.

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# Deneys Reitz argues for final order against union

B/Dm 11/8/90

151

CONTROVERSY surrounding submissions to Manpower Minister Eli Louw by attorneys Deneys Reitz on the Saccola-Nactu-Co-satu Labour Relations Act accord was being used by the South African Commercial Catering and Allied Workers' Union (Saccawu) to justify unlawful conduct against the law firm, it was argued in the Rand Supreme Court yesterday.

Counsel for Deneys Reitz, C Plewman SC, made this submission before Mr Justice Flemming in seeking a final order restraining the union from conducting a protest campaign against the firm and picketing its Sandton office.

Deneys Reitz obtained an interim interdict against Saccawu on July 17 following a resolution passed by the union at its annual congress to conduct a campaign to "pressurise and embarrass" the firm which represented management in the recent OK and Southern Sun/Holiday Inns strikes.

The resolution followed the union's claims that Deneys Reitz was involved in "union bashing" and was

SUSAN RUSSELL

responsible for disrupting established collective bargaining processes

In applying for an interim interdict last month, Deneys Reitz submitted that the planned union action was an unlawful attack on the independence and integrity of the firm and legal profession as a whole

The firm also claimed the proposed action was an attempt to interfere with the administration of justice

## Undertaking

In opposing the granting of a final order, Saccawu argued that its terms were too wide and would curtail the union's rights to legitimately criticise Deneys Reitz on matters outside its professional activities

The union has tendered an undertaking not to interfere with the firm's professional activities while reserving the right to publicly criticise its conduct outside the sphere of its legal practice

Saccawu has also said it will con-

sent to an order interdicting it from picketing in relation to the firm's practice and engaging in activities which impeded its attorneys' professional activities

Deneys Reitz has not accepted either and has asked for a final interdict in the terms of the order originally sought

Counsel for Saccawu, J Gauntlet SC, argued that the union was entitled to "pressure and embarrass" Deneys Reitz within the law's limits

An example of where this would be permissible, Gauntlet said, was public criticism of the submissions made to Eli Louw by Deneys Reitz which were perceived as delaying the passing into law of the Saccola agreement

Gauntlet said it was not unlawful and in contravention of common law to criticise lawyers advancing views on a highly contentious political, social issue

He argued that the firm was asking for a blanket order against the union

Mr Justice Flemming reserved judgment and with the consent of both parties extended the interim order until he reached a final decision on the matter



**WORKER EMPOWERMENT**

WHILE trade unions in South Africa strive for the empowerment of workers through centralising the bargaining might of employees, wholesale firm Cashbuild has redistributed a degree of power through an elaborate decentralisation process.

Cashbuild is a building materials wholesaler aimed mainly at the black housing market. It supplies traders and builders, and until recently focused on the rural areas of South Africa and its southern African neighbours.

With the increasingly broad acceptance and accommodation of urbanisation in South Africa, Cashbuild has shifted its attention towards the major towns and cities.

Seven years ago the firm introduced a system of decentralised worker power focused on store-based committees called "venturecoms". Each

*WIM and suppl*  
**Decentralising worker power** *(ISI)*

*1718 - 1718/40*  
 venturecom is elected by all the workers in a store, and consists of five individuals with a range of personnel-oriented management portfolios.

Each branch manager is appointed by the head office and is responsible for what Cashbuild human resources director, Roy Bagatini, calls the "hard functions" decisions about orders, pricing, and discounts. The elected venturecom makes decisions about employment conditions and employee management relations.

For example, if a worker is considered to have behaved incorrectly the venturecom decides on what action should be taken.

The branch manager is also subject

*Store-based committees at Cashbuild make decisions about employment conditions and review management's behaviour*  
**WEEKLY MAIL REPORTER**

to the discipline of the workers. Three months after appointment, the manager is subject to a review process by employees, at which point a head office representative meets with the venturecom. So far workers have

not blocked a manager, says Bagatini, but more than one branch manager has been removed at the bidding of the venturecom.

Each year wages are settled at a "great indaba" at which each venturecom has two representatives. Wages are not so much negotiated as discussed. According to Bagatini, because the company has prospered it has been able to offer better wage increases than rivals in the building supplies industry, so major disputes have not emerged.

This looks like a virtuous circle — enlightened management practices leading to successful operations, making adequate wage settlements

possible and averting disputes. But it could also be argued that the system has not really been tested.

Very few Cashbuild workers belong to unions, Bagatini says that after a Frasers operation was taken over by Cashbuild a few years ago, workers steadily and voluntarily withdrew from their erstwhile union. Though Bagatini says the firm is not hostile to unions, some researchers have noted a degree of hostility from head office.

How different is the venturecom from the kind of work committees the government encouraged black workers to join before it recognised black unions? The decentralisation of power, and anti-union dynamic (if not policy) are features the institutions have in common. But the degree of power exercised, or at least granted the committees is very different.

For power to be effectively exercised by the workers in these circumstances, workers would need a continuing education and training programme.

Bagatini argues that the value system internalised in the company — of the mutual interests of management and workers — also distinguishes the Cashbuild set-up from conventional industrial relations systems. He says, and sociological evidence backs this up, that over the years the firm has won the trust of the workers.

One feature Bagatini regards as critical is the "wealth creation incentive". This operates on the principle that the earnings of shareholders should not rise faster than the earnings of the workers. If payouts to shareholders rise, the same proportional increase in income (over wages) is set aside for the wealth creation fund, which is paid out to workers as an end-of-year bonus.

Another way of getting commitment to the firm's interests is the "loss-prevention bonus", which works by workers combining to take shrinkage below the pre-set loss-provision allowance. The difference between the allowance and actual losses is shared between workers at each branch. Bagatini says shrinkage has shrunk dramatically as a result of the system.

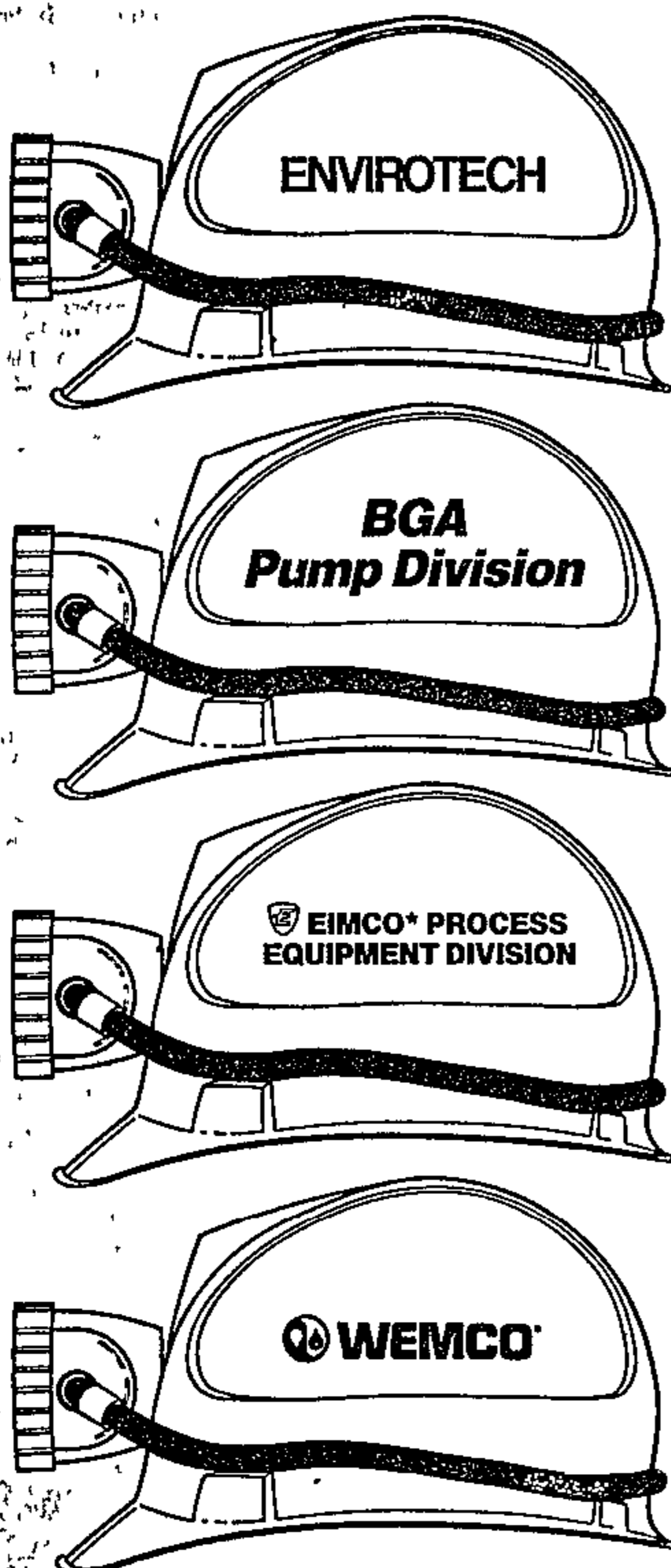
Though profits are shared, workers do not, by their own choice, have representation on the company's board. At the last "great indaba", management raised the question of worker representation, but got a negative response, according to Bagatini.

Cashbuild was listed a few years ago, and is 78 percent owned by Sanlam subsidiary Sankorp. At first, long-serving employees and venturecom members were issued with shares, but this practice has been dropped. Now shares are occasionally awarded to workers for exceptional service. Bagatini says employee share ownership schemes do not work because workers are not educationally equipped to understand and accept share ownership.

A new venture by Cashbuild is taking the concept of empowerment in a different direction. The company is franchising former branch managers who set up their own retail stores building supply stores called "U-Build". Bagatini says the six U-Build outlets now running in Soweto are doing well.

The great achievement of the firm, Bagatini says, is the workers' commitment to the firm which derives from a combination of material incentives and trust between management and labour.

An independent sociologist's analysis indicates that though the system does not always work according to the model, there was a very unusual degree of acceptance by workers that their interests coincided with management's.



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## Bifawu, SA Eagle dispute to go to industrial court

CONCILIATION board talks aimed at ending a recognition dispute between Nactu's banking union and the SA Eagle insurance company ended in deadlock yesterday, according to a union statement. *W/M and 17/8/1-19/8/90*

The dispute would now be settled in the industrial court, said Tom Phalama, general secretary of the Banking, Insurance, Finance and Assurance Workers Union (Bifawu). He said the dispute turned on SA Eagle's "unilateral determination of an appropriate bargaining unit and refu-

sal to discuss appropriate bargaining units and representivity" (151) ~~151~~

Also at issue was the company's refusal to agree to wage negotiations covering Bifawu's members.

Describing the company's conduct as "clearly obstructive and an unfair labour practice", Phalama said it had told the union that representivity was meaningless in the absence of discussions on the bargaining unit.

Company comment could not be obtained.

## Ballot refused in recognition battle at two City Tramways bus depots (151)

TALKS aimed at resolving a wrangle over trade union representation at two City Tramways bus depots continued in Cape Town yesterday.

Members of Cosatu's Transport and General Workers Union (TGWU), claiming to be in the majority at the Arrowgate and Phillipi depots, stopped work on Monday, demanding a ballot to test their numbers.

This was refused by the company, which said it was up to the recognised union, the Tramways and Omnibus Workers Union, to decide if a vote should be held.

In a statement earlier in the week, City Tramways managing director BW Gie said the TGWU's action was "without justification" and unprocedural. Strikes in essential services were illegal, he said. The company remained committed, however, to settling labour disputes according to procedures and was willing to discuss the matter with worker representatives.

Thousands of commuters were late for

work on Monday morning when drivers at the two depots refused to work.

A TGWU spokesman said management had refused the ballot request as the other union represented fewer than 50 percent of workers at the two depots.

The parties had been involved in recognition talks in the wake of drivers resigning from the Omnibus Workers Union to join the TGWU.

Gie rejected the allegation as "a gross distortion of the facts".

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the union's claim that it represents the majority of workers."

Documentary evidence handed in by the TGWU failed to prove majority support and the union had conceded this, he said.

"Under these circumstances, management decided there were no grounds for holding a ballot and the union was informed accordingly, both verbally and in writing" — Sapa

AUGUST 1990

# NUM's members consulted on strike

OWEN MAUBANE

THE National Union of Mineworkers (NUM) would not take strike action at collieries until it had reported back the Chamber of Mines' revised offer to members, union spokesman Jerry Majatladi said at the weekend.

Chamber public affairs manager John Imrie said yesterday it would meet the NUM this week to establish what the union's decision on the revised offer was.

The offer involved increased holiday leave allowance, but the wage offer remained unchanged. Only Lonrho's Duker Exploration Ltd raised its wage offer to an across the board 17%.

Majatladi said after Wednesday's meeting Amcoal had increased its holiday allowance offer by a range of 16,4% to 18%, a 20% increase compared with last year. Genmin, JCI and Rand Mines had also increased theirs by 20%. Only GFSA had not improved its offer.

The chamber and the NUM would enter into discussions on the current charges applied to miners for food and medical care, he said.

The NUM had demanded a wage increase of between 18% and 20%, while the Chamber of Mines' "final" offer was for a 14,5% to 17% increase.

The union had rejected the chamber offer and separate offers from Amcoal (16,4%-18%) and Trans-Natal (14,5%-28%) and had conducted a strike ballot.

Results from the strike ballot were that 16 117 members polled at 22 collieries were in support of a strike over the wage demand, while 3 878 were against.

Meanwhile, the wage strike at Rand Mines's Harmony gold mine was resolved last Thursday after discussions between strikers' representatives, the NUM and mine management concluded amicably. Miners had returned to work on Friday, a mine spokesman said.

About 4 500 miners went on strike at the V-1 shaft after confusion about the reflec-

tion of wage increases on their pay slips. In other developments last week, the dispute between Metro Cash and Carry and Saccawu over a wage increase was resolved after the union agreed to accept a R40 across-the-board wage increase.

The metal industry was facing possible strike action as the National Union of Metalworkers of SA (Numsa) and Steel and Engineering Industry Federation of SA (Seifsa) wage dispute reached deadlock.

Numsa began an 11-day strike ballot on July 30. Numsa national organiser Alistair Smith said a decision on strike action would be taken shortly after August 10, the last day of the ballot.

## Handicap

The four-week old wage dispute between the National Wine and Spirit Allied Workers' Union (Nuwsaw) and the SA Wine and Spirit Industry Employers' Association showed no signs of ending at the weekend.

Industry spokesman Riaan Kruger said that while the strike involving 3 800 workers at 83 depots was a handicap, employers made use of casual workers.

Nuwsaw president November Nkosi said that no meetings had been scheduled with the industry.

The strike began on July 11 after the industry failed to raise its R33 across-the-board wage increase offer to the union's demand for R40.

Meanwhile, the SA Commercial Catering and Allied Workers Union (Saccawu) and Southern Sun/Holiday Inn management wage dispute remained unresolved after five weeks of mediation.

Saccawu national organiser Jeremy Daphne said the union negotiated with management last Friday.

"A settlement now seems likely but we are not prepared to comment on what agreements have been reached," he said.



Sowetan 21/8/90

## Workers reject Numsa decision

WORKERS at the Mercedes-Benz plant in East London are at loggerheads with their union and management over the company's participation in the motor industry's National Bargaining Forum.

Production was halted on Friday after "unprocedural industrial action" by some workers, the company said.

It is not known how many workers were involved in the action.

### (151) Undemocratic

The National Union of Metalworkers, which represents most the about 3 000 workers at the plant, was the major driving force behind the formation of the NBF in 1989.

Protesting workers accused the union of making undemocratic decisions on their behalf.

But Numsa recommitted itself to centralised bargaining in a statement on Saturday and said Mercedes workers would be "strongly advised" to remain in the NBF - *Sowetan Correspondent*

# Sacca union reach accord

A TWO-MONTH wage-deadlock was broken on Monday when the South African Commercial, Catering and Allied Workers Union and biscuit company Sacca reached an agreement.

The union said in a statement yesterday that mediation by Mr Inthran Moodley, attached to a university socio-legal unit, after initial negotiations had failed, averted a strike

## Dispute

Saccawu declared a dispute after the parties had failed to reach an agreement on 1990/1991 wage negotiations in June

"The company was adamant, refusing to improve its offer of R130 across the board and a minimum wage of R790. This was rejected by the workers," the union statement said

In terms of the settlement the workers will receive an increase of R150 a month retrospective to July 1 and the minimum wage has been set at R810 a month. Workers will also receive an annual bonus equivalent to a month's salary

## Leave

The company also undertook to grant union members, within the bargaining unit, an extra day of annual leave to accommodate either March 21 or June 16

Saccawu added that the company had also agreed in principle to hold talks on the implementation of a provident fund once proposals from the union's general secretary had been received

Comment from the company could not be obtained. - Sapa

## 'First' for Ciskei

From LOUISE FLANAGAN

CISKEI'S first legal strike began this week when 130 workers downed tools at the Ciskei Milling Company.

The strike followed an unsuccessful conciliation board hearing last week. (151)

It is the first case which the conciliation board, set up in terms of Ciskei's new labour law, has heard.

The company has agreed to pay workers an extra R19,50 a week. This brings the basic wage to R109,00

The workers are demanding that the agreement be extended to cover contract workers and that the increase is backdated. <sup>500 fl -</sup> 23/8 - 29/8/90

Although the Food and Allied Workers' Union (Fawu) is organising at the company, the workers were represented by a worker's council at the board hearing because the union has not yet won official recognition

## Amicable end to 'controlled' strike

THE recent national strike at Metro Cash and Carry was marked by extraordinarily amicable relations between the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu) <sup>South 23/8 - 29/8/90</sup> (151)

Both union officials and management used adjectives like "peaceful", "amicable" to describe the strike

This surprising state of affairs is attributed largely to innovative strike rules hammered out before the strike began

Eight pages of strike rules were negotiated a week before the strike — the first in the company's 22 year history.

"It was the first time in the industry that a set of rules has been negotiated," said Mr Piet Strydom, human resources director for Metro Cash and Carry

### Punch

"The rules didn't take the punch out of the strike, but they did put controls on what the company and union could do," Strydom said

The rules governed the conduct of about 4 500 workers at more than 100 stores and warehouses throughout the country.

The strikers were given free access to staff canteens — a flashpoint in other strikes in the industry

One rule required the company to provide a reasonable number of toilets and changing rooms for the strikers

The union agreed to prohibit their members from interfering with customers, while the company undertook to prevent customers from intimidating the strikers

The strike, which was settled after mediation, produced some other interesting developments:

Striking employees were paid for a "cooling-off day" on condition they reported for work the day after the settlement was announced.

# Blatu wins 30 percent pay rise

By DREW FORREST

TRANSNET'S Black Trade Union (Blatu) this week negotiated a minimum 30 percent pay rise for black railmen, the union said in a statement to Sapa yesterday

"A total of 38 grades and 70 000 workers will benefit from this increase, as restructuring of these grades will take place," the statement said

The announcement comes against the background of parallel wage talks between Transnet and Blatu's more militant rival, the Cosatu-affiliated SA Railway and Harbour Workers' Union

If Sarhwu wins a better increase — and management says a deal is

imminent — it will be a potent recruiting weapon in its drive to become the exclusive voice of black railmen

After the recent rail strike, Sarhwu was registered and recognised as representing workers in southern Natal, and technically its negotiations cover only these workers

However, given Transnet's uniform wage policy, whatever deal is clinched is likely to be extended to the whole country

It is understood that in the wake of the strike, Sarhwu won members from its rival in the Transvaal and other areas, and is preparing to apply for registration in respect of these

W/Mail 24/8-26/8/90

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# Liquor industry strike ends after seven weeks

THE longest strike in the liquor industry — almost seven weeks — ended yesterday when the National Union of Wine Spirits and Allied Workers accepted a revised wage offer by employers.

Union president November Nkosi said he expected the 3 200 strikers to report today for work around the country.

He said Nuwsaw notified the SA Wine and Spirits Employers' Association (Sawslea) yesterday of its acceptance of weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in Grade 1 and Grade 6 will receive monthly wages of R905 and R1 470 respectively.

Nkosi said the union asked Sawslea to end the contracts of casual "scab" labourers from yesterday evening.

Sapa reported that a Sawslea spokesman said employer representatives met yesterday to discuss conditions necessary for a return to work.

Nkosi said if an immediate return to work was not feasible, the union would recommend union members delay their return for three days as long as management agreed to pay them from today.

The union's last wage demand was for an across-the-board increase of R40.

Nkosi said he was disappointed the union had not achieved an across-the-board in-

MATTHEW CURTIN

crease, but said the strike was a positive experience for Nuwsaw.

The union had won improvements in maternity benefits and overtime allowances for its members, and employers had agreed to reducing weekly working hours from 45 hours to 44 hours.

Nuwsaw began the strike on July 11 after a 76% ballot in favour of industrial action, which followed a management lock-out after a week-long national go-slow campaign by 5 400 workers.

Nuwsaw sought to rally community support for a consumer boycott of Sawslea members' products to strengthen the union's campaign. But Sapa reported management denied that the township boycott had had any affect on sales, and said deliveries had continued uninterrupted except in the Transvaal.

The union said liquor supplies to the Transvaal and the Cape were maintained by companies trucking supplies from Natal, where union support was limited.

Companies involved in the dispute were Stellenbosch Farmers' Winery, Distillers' Corporation Ltd, Gilbey's Distillers and Vintners, Union Wine Ltd, Douglas Green of Paarl, and Henry Taylor and Ries.

# Numsa dispute 'nears end'

Blom 28/8/90  
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THE five-month wage dispute between Steel and Engineering Industry Federation of SA (Seifsa) and National Union of Metalworkers of SA (Numsa) yesterday looked set to end soon, pending Numsa's decision on a wage amendment reached on Friday.

Numsa national organiser Alistair Smith said it was agreed to refer the amendment to members for ratification.

"We have set a meeting with Seifsa for Wednesday and it is likely the dispute will be resolved at that meeting"

Numsa, representing 115 000 of the 215 000 employees in the giant metal industry, and the Metal and Electrical Workers Union (Mewusa) were the only unions of the 15 involved in the industry's national bargaining forum not to accept Seifsa's final wage offer of an increase of between 15,5% and 19%.

After a successful strike ballot over its

OWEN MAUBANE

R2 an hour across-the-board wage demand — representing a 56% hike on lowest rates — Numsa delayed strike action pending further negotiations with Seifsa

Seifsa's amended wage offer included a reduction in the industry's 45-hour working week to 44 hours, with no change in the wage rates of hourly paid employees, and one hour's compulsory overtime a week, paid at a rate of time and a third, March 21 (Sharpeville Day) would be treated on a "no work, no pay" basis with no disciplinary action, and certain maternity benefits Seifsa's original wage offer remained.

In a statement yesterday Mewusa agreed to Seifsa's terms but asked that employers consider full payment for the reduced hours of work, without the supplementary, compulsory overtime

# Public sector talks to begin

ALAN FINE

THE Cabinet has instructed the Commission for Administration and the National Education Department to begin negotiations with "representative parties" on new arrangements for collective bargaining in the public sector.

Government has argued that Cosatu and Nactu's public sector unions represent a small proportion of the public service and that broader consultation is necessary.

The move — which followed talks on the Labour Relations Act between Saccola, Cosatu, Nactu and the Manpower Department — was disclosed in a statement issued jointly yesterday by Manpower Minister Eli Louw, Home Affairs and National Education Minister Gene Louw and Administration and Economic Co-ordination Minister Wim de Villiers.

The unions have threatened a work stayaway during October if their demands are not met. Spokesmen could not be reached for comment yesterday on the latest development.

The two union federations have demanded — in addition to translation into law of changes to the Act agreed with Saccola — immediate basic organising rights for public sector unions and the eventual inclusion of public sector employees under the Act.

The three Ministers said government endorsed in principle the basic rights of employers and employees in all sectors and especially the basic rights of freedom of association and collective bargaining.

They said the state as an employer would continue its commitment to fair and just conduct towards its employees while ensuring public service departments were still able to render an efficient service.

151

13/Day 29/8/90

## Seifsa waits on one union's reply

MATTHEW CURTIN (151)

ANNUAL wage negotiations affecting the 380 000 employees in the metal industry moved a step closer to agreement yesterday.

Seifsa executive director Brian Angus said yesterday only the Metal and Electrical Workers' Union (Mewusa) had still to accept the employers' final wage offer, after a special meeting of the industry's industrial council yesterday.

All 13 other unions, which include the National Union of Metal Workers (Numsa) which called off threatened strike action by its 115 000 members this week, confirmed their acceptance of Seifsa's wage offer, Angus said.

The agreement on the wage settlement would be finalised at a meeting scheduled for tomorrow and a full report on the final settlement package would be released if the meeting was successful, he said.

All unions have accepted Seifsa's wage offer of a 15,5% increase for artisans and 19% increase for labourers.

Angus said Mewusa, which represents 30 000 employees, had expressed dissatisfaction over the issue of a 45-hour work week.

Employers had said they were not able to accede to its demand for a 44-hour week without loss of pay. 8/10 am 30/8/90

Mewusa spokesmen were unavailable for comment last night.



ALAN FINE

NUMSA executive members flew to Port Elizabeth yesterday for internal union consultations on the Mercedes Benz crisis and for talks with employers party to the national bargaining forum (NBF)

Several hundred Numsa members have kept the Mercedes East London plant at a standstill for the last two weeks in protest against the union's participation in the forum. Strikers believe they can win a better deal in negotiations at company level

Union and management representatives held negotiations into the night yesterday and details of the discussions could not be ascertained

Talks between management and Numsa have been at a standstill since last week

## Urgent talks on Mercedes strike

when management rejected a Numsa proposal that the company temporarily suspend membership of the forum while the union resolved its problem with the dissident members. (151)

KIN BENTLEY reports from London that Daimler-Benz of West Germany warned yesterday that the future of its plant in East London could be jeopardised by the strike.

However, a senior Press spokesman at its Stuttgart head office stressed that no decision had been taken for the company to withdraw from SA

8/10 am 30/8/90

# Motor industry withdraws threat to pull out of national

MOTOR industry employers have accepted Numsa's response to an ultimatum on the Mercedes Benz (MBSA) crisis, and yesterday withdrew a threat to halt wage talks at the industry's national bargaining forum **3/18/90**

But the two-week-old sit-in at Mercedes's East London plant by 400 Numsa dissidents demanding in-company wage talks appeared no closer to resolution. There were signs the union went some way towards meeting management demands that it denounce the action, but there was no public announcement to this effect. Mercedes management said yesterday if the union was unable to persuade members

to vacate the plant it would "have no alternative but to take whatever steps it believes necessary" to ensure that they left.

"We understand Numsa's dilemma, but the employees' conduct is unacceptable. The situation cannot be accepted any longer without causing irreparable harm to the company," a Mercedes official said. She was unwilling to set a time limit for Numsa to solve the problem or say what type of intervention management was considering, as the company did not wish to inflame the situation. Numsa officials involved in the talks have been unavailable for comment, but general secretary Moses Mayekiso said in

ALAN FINE

Johannesburg the negotiating team had held talks with members both inside and outside the plant yesterday trying to thrash out an understanding.

It is understood that 10 shop stewards from other motor companies spent much of yesterday inside the plant attempting to convince the rebels to end the action. These developments occurred following a meeting between senior Numsa officials and employers in Fort Elizabeth which lasted into the early hours of yesterday morning. Mercedes offered to refer the dismissals

of strikers to arbitration after Numsa negotiators said the dismissals were unfair labour practices. Management said it believed the arbitration proposal should put Numsa in a position to influence its members to leave the plant.

The management ultimatum presented to Numsa on Wednesday took the form of a demand for a "clear and unambiguous response" from Numsa to six questions. Management demanded that Numsa state whether it supported the rebels' demands, whether it condoned in any way the unlawful occupation of Mercedes' plant by some of its members, whether it condoned in any way the unacceptable conduct of

those members, what action it intended taking against them, what steps the union intended taking to ensure that its members urgently vacated the plant, and whether it was in a position to conclude a national bargaining forum agreement which would be binding on all hourly-paid Mercedes employees.

At Numsa's request, management did not publish Numsa's replies, but released its responses to those replies, from which some of Numsa's positions became clear. The union obviously gave the necessary assurances that it would consider all members bound by any forum agreement, thus  To Page 2

## Motor industry **3/18/90**

opening the way for the resumption of the 1990 wage talks

Management also recognised that Numsa had adopted a "constructive approach" to the problem, which suggests the union went an some way towards denouncing the industrial action and the "unacceptable behaviour"

From Page 1

Mercedes has alleged this behaviour has included taking control of the plant by force, wielding an assortment of dangerous weapons, carrying mock arms such as AK 47 and bazooka replicas, damaging and stealing company property, and threatening and intimidating other employees and contractors

Wage talks **151**



Urgent negotiations get under way

# Police step in to end siege at Mercedes

THE Mercedes Benz siege — which cost R13m a day in lost production — ended yesterday when 400 workers, who had been sitting in at the East London plant for 17 days in defiance of a Supreme Court order, quietly left the premises after a police warning.

But Mercedes CE Christoph Köpke and Numsa negotiator Les Kettleas agreed the underlying causes of the crisis remained and a great deal needed to be done to restore normality at the factory

The sit-in by the workers — who represent about 12% of the hourly-paid workforce — was a rebellion against Numsa policy supporting national wage bargaining. The dissidents wanted to bargain solely with their own management

Köpke said the police arrived at 6am and the plant was vacated within half an hour. Before entering the plant, the police said they would use minimum force, and Köpke said it was "refreshing" that there had been no conflict

Although it would take three days to fully assess the state of the plant, Köpke said there was no immediately apparent damage to plant and machinery, or to completed or half-completed vehicles. However, units in the body shop had decayed and would have to be scrapped

The timing of the re-opening of the plant would depend on the assessment, but Köpke said he wished to resume production as soon as possible

The question of the dismissal of strikers threatened to be a point of conflict. Köpke said yesterday that the dismissals would not be reconsidered

ALAN FINE

He said the dismissal of those responsible for the events of the past two-and-a-half weeks would assist in restoring normality at the plant. However, the offer of arbitration to determine whether the dismissals were, as Numsa alleged, an unfair labour practice, still stood

Kettleas said yesterday the union believed the dismissals had only exacerbated the entire situation

Köpke said this and a number of other matters would be discussed with Numsa today. He said Mercedes wanted a reaffirmation from Numsa of its commitment to the industry's national bargaining forum and confirmation that all those who did not participate in the sit-in were willing to resume work in terms of the Mercedes/Numsa collective agreements

Köpke said there were other matters, which had been a drain on the company for the past four years, which had to be resolved to ensure the company's future

"We are not prepared to continue running the factory the way it has been running," he said.

Management required total commitment from Numsa to all collective agreements. It also believed factory problems had consistently prevented it from reaching production targets

"If we are unable to produce the numbers we are looking for, we will have no choice but to start cutting back on the numbers we employ," Köpke said

Kettleas agreed there were serious

□ To Page 2

## Mercedes

problems to address. One was to convince the dissidents about the validity of Numsa's policy on national bargaining, he said. But others, he maintained, were related to Mercedes' poor industrial relations record

Köpke conceded Mercedes has had an "unhappy industrial relations history" — the company suffered more than a dozen strikes and stoppages in 1987 and 1988

But he believed management had done its utmost to address these problems.

"We have taken drastic action against members of management who did not believe in our mission statement, who believed in baaskap and who were not committed to a nonracial SA

"But we also expect a similar approach from the union," Köpke said

Neither he nor Kettleas would discuss internal union problems at the plant. But it is a matter of record that before the 1987

merger of a number of unions to form Numsa, the Mercedes workforce was divided into supporters of the National Automobile and Allied Workers' Union (Naawu) and the SA Allied Workers' Union (Saawu).

It is widely believed that most participants in the sit-in were former Saawu members and shop stewards, suggesting that the sentiments behind the merger have not yet filtered down to all union members at Mercedes

Such divisions would help explain why senior Numsa leaders such as Moses Mayekiso, John Gomomo, Daniel Dube, Kettleas and Bernie Fanaroff — all from a non-Saawu background — were unable to make any impression on the strikers

Despite the complexity of the problems facing both parties, Kettleas and Köpke expressed confidence that, by "putting their heads together" they would find ways of resolving them

□ From Page 1

# Mewusa's stance

METAL Workers Union (Mewusa) is still to consult with its members on the final proposals made by the Steel and Engineering Industries Federation of South Africa (SEIFSA) before accepting them.

Mewusa official Mr Cindi Zithulele said SEIFSA had not yet met the union's demand for a 40-hour week with no loss of pay and recognition of March 21 as a paid holiday.

Seifsa executive director, Mr Brian Angus, said the

employer body had made a revised offer of a 44-hour week with no change to the hourly wage rates of employees. *Sowetan 3/9/90*

Angus said Mewusa was the only union in the Industrial Council, which had not yet accepted the offer. Fourteen other trade unions involved in the metal industry indicated that they would recommend to their members to accept Seifsa's offer.

He said Seifsa's revised offer included:

\*March 21 (Sharpeville Day) to be treated on the basis of

"no work, no pay" principle. (151)

\*One month's maternity benefits to be advanced to employees one week after they proceed on maternity leave. The benefit is to be paid by the indus-

try's Sick Pay Fund - not by individual employers. (355)

\*Employers to reaffirm their commitment to proportional trade union representations on the industrial council.



## Settlement reached

ABOUT 1 000 workers of the Department of Development Aid have been appointed following dismissals after a strike action in Botshabelo, a joint statement from National Education, Health and Allied Workers Union (Nehawu) and the department said.

A settlement was reached after union and department's officials met to discuss the return to work of the workers and normalisation of essential services which were hampered by the strike.

### Resume

The workers are to resume their duties on September 3.

Both parties have agreed to "avoid a repetition of such an unpleasant situation in future".

The statement said there was growing opportunism within both parties that the agreement would influence a positive development of labour relations.

3/9/90

(151)

# Mercedes close damaged plant

151

~~SA~~ Sowetan Correspondent ~~SA~~

MERCEDES Benz's manufacturing plant in East London has been closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up.

This news follows the eviction of 200 workers, who had occupied the premises for 17 days, in a dramatic dawn raid by hundreds of policemen at the weekend

The peaceful eviction - requested by Mercedes-Benz - followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made.

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level. *Sowetan 4/9/90*

# SA metal workers win wage dispute

JOHANNESBURG — A number of major breakthroughs, including the highest wage agreement yet attained, were achieved in the settlement of the five-month wage dispute in the iron, steel and engineering industry, the National Union of Metal Workers of SA (Numsa) said at a press conference yesterday.

The agreement, reached in last-minute talks following Numsa's strike ballot, will affect more than 400 000 workers in the industry.

Wage increases announced are 19% at the lowest rates and 15,5% at the highest rates, with a new minimum rate of R4,18 an hour.

The increases will be backdated to July 1.

Another breakthrough — described as significant by Numsa — is the reduction of the working week to 44 hours. Leave bonuses have been increased and June 16 will be regarded as a public holiday.

Numsa added that major gains were made in job security and employers were now required to give notice of retrenchments, redundancies and plant closure or transfer — Sapa

# Agreement between Transnet, Sarhwu on 30,4% pay increase

TRANSNET has agreed to a 30,4% minimum wage pay rise for members of the SA Rail and Harbour Workers' Union (Sarhwu), Transnet labour relations manager Victor van Vuuren said yesterday.

Both parties signed the agreement — which raised the monthly minimum wage for union members from R575 to R750 — at a meeting in Johannesburg yesterday.

Van Vuuren said the agreement, the product of 10 meetings between the two sides in two months, was a breakthrough for the company and the union, considering the labour unrest in the industry since 1987 and Transnet's political profile as a former government company.

Sarhwu is affiliated to Cosatu.

The agreement included the recognition of principles to guide future negotiations and a commitment from Transnet to eradicate racial discrimination, he said.

MATTHEW CURTIN

Sarhwu general secretary Martin Sebakwane headed yesterday's union delegation but was unavailable for comment last night.

Van Vuuren said Transnet was still processing Sarhwu stop orders, but he estimated the union had 30 000 members out of a total Transnet workforce of 166 000.

He said he foresaw friction between Sarhwu and Transnet's 38 000-strong staff union, Blatu, which accepted an identical company wage offer on August 22.

But he was optimistic that despite Sarhwu's successful recruitment drive, problems between the two unions would be resolved through negotiation rather than confrontation. He understood the two unions would be meeting shortly.



south 6/9-12/9/90

# Precedent at Mercedes Benz?

By CHIARA CARTER  
**PEOPLE** are asking whether the revolt against central bargaining by rebel workers at Mercedes Benz of South Africa (MBSA) is an isolated incident or a sign of things to come.

The MBSA plant ground to a halt last month after up to 500 workers staged a sleep-in protest against the national bargaining forum (NBF) for the automobile industry.

## Complicated

After Numsa discussed the issue with workers and tried to persuade the company to withdraw the dismissals, management called in the police to evict the protesters.

The MBSA protest was complicated by the factory's conflict-prone history.

However, this does not serve to explain away a rebellion against union policy by a significant minority of the workforce — including almost half Numsa's shop stewards.

## Rebels

While Numsa has spearheaded the move towards centralised bargaining, the union is not alone in adopting such a policy.

The MBSA rebels' argument that they would win greater gains from plant level bargaining flies in the face of the trend in Cosatu.

Unions have recently moved towards industrial/sectoral/regional bargaining on the one hand and corporate/company/divisional on the other.

Most Cosatu affiliates have waged lengthy battles for national bargaining forums, with employers ranging

from clothing manufacturers to the Delta motor corporation and petroleum companies.

Unions have joined hands to campaign against corporations like Barlow Rand, whom they claim are out to smash centralised bargaining.

However, these moves contrast with a tradition of sectors operating with relative autonomy and plant- and company-level bargaining which lives on in the minds of many union members, if not with the union hierarchies.

Cosatu views plant bargaining alone as inadequate because it stretches union resources, does not allow unions to develop a national presence and limits their capacity to shut down an industry in a strike

Plant-level bargaining

does not allow bargaining on national issues such as training and restructuring — aspects Numsa regards as crucial

While industrial council negotiations offer these advantages and allow agreements to cover non-parties, the wages set are always the lowest common denominator in the industry.

The Mercedes case indicates that some workers might not be happy to accept less than they are used to in the interests of abstract strategic advantages.

## LABOUR INDEPTH

It does not seem possible to have the best of both worlds and sustain a myriad of bargaining levels

Employers, too, will not tolerate industry bargaining if wage bargaining continues at other levels.

Seifsa has demanded that Numsa abandon plant-level bargaining. The union refused and the matter is being discussed.

## Blundered

The union's counterpart in Nactu, the Metal and Electrical Workers' Union of South Africa (Mewusa), thinks Numsa has blundered in opting for centralised bargaining to the exclusion of plant level negotiations

A Mewusa spokesperson described waiving plant level rights as "a serious strategic error" and warned that "rights surrendered will need an entire struggle to win back".

The spokesperson said it was only at the factory level that workers could be di-

rectly involved in negotiations in a concrete way and worker militancy could be sustained.

He said Mewusa regarded plant-level bargaining as a "basic worker right" and that it was only at this level that the specifics characteristic to each company could be negotiated

## Predictable

He said cutting off plant level negotiations in favour of a single bargaining level suited capital

Negotiations were then predictable and orderly, while companies could build up a relationship with union negotiators

The spokesperson said the move had to be seen in the light of the national climate of political negotiations in which both the ANC and the SA Communist Party wanted industrial peace

## Spectre

Mewusa's viewpoint could be coloured by their failure to develop a national presence.

Unlike Numsa, Mewusa has not demonstrated a capacity to pull off a national strike

Cosatu is aware that the removal of plant-level bargaining weakens shop steward structures and raises the spectre of unions becoming increasingly bureaucratic and reformist on the lines of those in Western Europe.

## Mandates

Following a workshop held by its Living Wage Committee, Cosatu warned that democracy was critical in industry-level bargaining

## Bursary Council of South Africa

### CO-ORDINATOR

Applications are invited for appointment to the position of Co-ordinator of the office of the Bursary Council of South Africa. The Bursary Council was established in 1989 among other reasons to be a forum for consultation, co-ordination and debate between bursary organisations, to examine ways and means of strengthening support to students and to facilitate consultation between member organisations, students and the broader community. Applicants should have demonstrated office management skills and be committed to advancing the aims and objectives of the Council and promoting education in a post-apartheid democratic South Africa.

The salary package is in the region of R30 000 per annum. The location of the office is still to be decided. Applications should include a curriculum vitae and be sent to:

The Secretary  
 c/o PO Box 349  
 Salt River 7925

Closing date for receipt of applications is 15 October 1990

31 Dec 3/9/90  
**M & R, Numsa to begin mediation**

MATTHEW CURTIN, 11.

MURRAY & Roberts (M & R) Ferroform management and the National Union of Metalworkers (Numsa) are to begin mediation after the unexpected postponement of their industrial court hearing 10 days ago.

Numsa legal officer Ruth Edmonds said yesterday mediation would start soon but the hearing was likely to be postponed until November this year.

The industrial court heard the case brought by Numsa against the firm over the alleged unfair dismissal of 240 workers from M & R's Alberton foundry in September 1988.

Counsel for M & R asked for a postponement after their main witness, the foundry's human resources manager Francois Swanepoel, confessed to perjury and admitted he had collaborated in "setting up" a senior Numsa shop steward who was then dismissed on charges of incitement and intimidation.

Swanepoel said yesterday, despite fearing for his job at M & R after foundry human resources director Jock McDonald warned him never to set foot on company property again, he had not been dismissed.

He was, however, confined to an office at the company's headquarters and had been instructed not to go to his office at the foundry.

M & R group MD Gordon Scott said he knew nothing about the mediation.

*Sowetan*  
Seifsa 6/9/90  
wage (151)  
agreement

A WAGE agreement has been reached between employers and all but one of the 14 trade unions in the metal and engineering industry.

The union, the Metal and Electrical Workers' Union of South Africa has rejected the final offer, and remains in dispute with employers.

Mr Brian Angus, Seifsa executive director, said Mewusa represented about 30 000 employees (7.8 percent) and its dispute was not expected to jeopardise the gazetting and extension of the agreement.

The agreement affects 380 000 employees and includes wage increases of between 15.5 and 19 percent.

Labourers' wages will increase by 19 percent while artisans' salaries will go up by 15.5 percent.

The industry's standard 45-hour week will be reduced to 44 hours. Agreement was also reached on maternity leave benefits.



"We are facing many deviations in the struggle for liberation from exploitation, many of these come from inside ourselves. One danger is sectionalism, which I call 'factory tribalism'. It means that the workers in one factory think only of themselves — they are not very interested in the rest of the union, or the rest of the working class."

This warning, in a keynote address by senior National Union of Metalworkers official Dr Bernie Fanaroff at Numsa's first national bargaining conference early this year, seems prophetic in the light of recent events at the Mercedes-Benz plant in East London.

On August 16, about 200 workers occupied the plant, without following procedures, over demands that the company pull out of the car industry's national bargaining forum (NBF) and bargain in-house.

The plant remains closed, despite the dismissal and subsequent eviction of the workers in a police raid last weekend, and the company says it will not re-open

# Mercedes dispute: A case of 'factory tribalism'?

By May 19-13/90

Sectional interests seem to lie behind the current upheavals at the Mercedes plant in East London. But the threat of closure could yield an accommodation. By DREW FORREST

until certain key concerns have been addressed in negotiations with Numsa. Management wants the union's assurance that the "problem relating to Mercedes' participation in the NBF" has been resolved. But it is also looking for agreement on a "practical process to remove the problems impacting on the growth and viability of the company."

Alleging that the dispute is costing it R13-million a day, management has bluntly warned that its future in South Africa is at stake.

The sit-in is a widely used union tactic but this is no ordinary dispute. Last year's formation of the NBF, involving all motor firms except Delta Motor Corporation, was a breakthrough in Numsa's drive for centralised bargaining, and was partly achieved by strike action. In a further embarrassment, the sit-in erupted in the middle of a concerted push

to bring Delta into the forum — wages at Delta have been depressed by the firm's non-participation, Numsa argues. And for a period, the Mercedes action also stalled NBF wage talks.

Local officials who visited the plant to explain the policy were attacked, and the sit-in persisted despite the intervention of national leadership.

As a condition for joining the NBF, employers stipulated that they would bargain centrally for real wages and that plant negotiations would only take place

by agreement. The union agreed because single-tier bargaining made sense where real, rather than minimum pay, was at issue, and in an industry comprising a handful of large employers with similar resources.

But the Mercedes rebels believe they can clinch a more favourable deal for themselves — a R3,50-an-hour figure has been mentioned — in talks with their own management.

Numsa accepts that plant bargaining can bring short-term gains. "But we explained to members that a national forum is a more stable floor for wages. If there is only bargaining at the plant, levels can fluctuate substantially," said Fanaroff.

The current dispute has surprised some observers, coming as it does against the background of moves towards accommodation at Mercedes, including the launch of a relationship-

building exercise last year and the signing of a recognition agreement based on West German norms.

Politics and personal ambition also seem to have fuelled the rebellion. Mercedes appears more strife-prone than other motor firms, and this in part is due to high levels of militancy in the Border region. The rebels hoisted flags of the African National Congress and South African Communist Party — despite the SACP's support for Numsa and Cosatu's stand on central bargaining.

Numsa has hotly disputed suggestions that residual rivalry between members of the SA Allied Workers Union and the National Automobile and Allied Workers Union — unions absorbed into Numsa at its launch — are a factor, but sources insist some of the key dissidents are former Saa/vu men. There are also hints that activists involved in the East-

ern Cape split of the Food and Allied Workers Union may be involved.

Pamphlets distributed to workers attack alleged union bureaucracy in the name of worker control. Observers also suggest a small hard-line faction is making a last-ditch effort to sabotage moves towards a more co-operative union-management relationship at Mercedes.

The fate of the East London plant is undoubtedly in the balance but commentators stress that the rebellion has not achieved its objectives. They also believe the relationship initiative launched last year has borne fruit.

"Management has now started getting its act together, with the result that relations and production have improved," said one source.

Mercedes chief executive Christoph Kopke said that for the first time in many years of industrial strife, the company had been able to act "fully in line with structures we have been able to establish notably the recognition agreement we signed with Numsa in July last year."



# Union declares wage dispute with Nampak

THE Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has declared a dispute with the Nampak group over centralised bargaining, wages and electronic eavesdropping, Ppwawu national organiser Mr Rob Rees said yesterday.

The union represents between 5 000 and 6 000 workers in the Barlow Rand subsidiary.

The company, in line with Barlow Rand bargaining philosophy, has refused to accede to union demands for national talks in the paper and printing divisions, insisting that negotiations be conducted at plant level.

Meanwhile, members of the SA Typographical Union intend picketing the union's city offices today against the expulsion of a senior official and the union's "racist" constitution.

The expelled former trustee and aspirant branch president, Mr Farrell Hunter, said workers would hold a placard demonstration outside Satu's Canterbury Street offices, set to start at 9am. — Sapa

# PEACE OR WE QUIT, MERCEDDES WARNS

81209 919190

MERCEDES-BENZ SA (MBSA) has given Numsa a final warning — settle now, or the company could withdraw from SA

MBSA's warning is backed by IG Metall, Germany's largest trade union, which has associated itself with the National Union of Metal Workers of SA (Numsa) in the past.

Launching a revamped 200E sedan and the 300TE station wagon this week, managing director Christoph Kopke said that if negotiations between MBSA and Numsa were not resolved, parent company Daimler-Benz would "seriously look at its investment in SA"

## Dreams

But he added: "Not in my wildest dreams do I expect Daimler-Benz to leave"

The crisis at the plant follows a 17-day "sleep-in" by a few hundred rebel workers who brought production to a halt. The group varied between 150 and 600 and demanded that wage negotiations be conducted internally and not through the national bargaining forum (NBF),

## BY DON ROBERTSON

through which most motor manufacturers decide pay MBSA joined the NBF at Numsa's request

The action by the workers was declared unlawful by the Supreme Court and police were called in last Sunday to evict them

New discussions with Numsa are expected to take another six days before work can resume

Worker militancy in the Eastern Cape is already affecting investment there A Germany company has cancelled plans to build a laminated wood-board factory at Berlin, near East London, giving strikes at MBSA and boycotts as the reason About 200 jobs have been lost

Revenue losses at the MBSA plant are about R13,5-million a day, totalling almost R230-million in the latest stoppage Lost wages total about R300 000 a day

About 180 vehicles on the assembly line will have to be scrapped because they will not meet quality standards The dip tank is also damaged and could cost millions

The company's profitability has also been hit Asked how the labour problems had affected the company, Mr Kopke said "If I were an investment man, I would not invest in MBSA"

Mr Kopke has repeatedly warned that the company's viability and growth would be endangered if labour problems were not solved

## Turning

Mr Kopke says, however, that if negotiations are successful they could mark a turning point in relations between the company and the union

In the last four years MBSA has lost R2,4-billion in revenue because of strikes The factory has been closed for at least two months a year because of labour problems

This does not take into account the annual one-month shutdown over Christmas

Mr Kopke discounts suggestions that the East London plant will be moved He says it would cost too much to move the R500-million operation

# SAB refuses to intervene in Da Gama row

MATTHEW CURTIN

SAB Holdings will not intervene in the dispute over the refusal of subsidiary Da Gama Textiles to recognise the SA Clothing and Textile Workers Union (Sactwu), despite union and Cosatu pressure for it to do so

SAB group public affairs manager Dunbar Bucknall said on Friday Sactwu realised the group was highly decentralised and it was not "SAB style" to intervene in the labour relations of subsidiary companies

Sactwu's campaign to secure company recognition at Da Gama began two years ago and negotiations started in November 1989. The next meeting between Sactwu and Da Gama is scheduled for September 13

Union national organiser Mark Bennett said on Friday Sactwu be-

lieved Da Gama had entered the negotiations in bad faith, as they were insisting on changes to a previously settled draft agreement

He said Sactwu approached chambers of commerce in East London to intervene in the dispute and held a protest march in the city on Wednesday before submitting a memorandum to Da Gama management

Bennett said Sactwu and Cosatu had appealed to SAB to intervene and break the impasse in negotiations, but the group had declined a meeting with a Sactwu delegation, reiterating

its decentralised stance

Bucknall acknowledged the group had received letters from Sactwu, but said SAB remained confident Da Gama and the union would reach a settlement on their own accord

He noted SAB had not intervened even in crises involving strikes at their brewery division and subsidiary companies OK Bazaars and Southern Sun/Holiday Inn this year

Bennett said Sactwu membership at the Da Gama East London plant stood at 1 200 out of a work force of about 1 400

Da Gama CE Harry Pearce was unavailable for comment, but in a report last week he would only confirm the company and Sactwu were meeting later this week

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Crisis  
10/9/89

# Cosatu union opposed to minimum wage

COSATU affiliate the SA Clothing and Textile Workers' Union (Sactwu) has prepared a document opposing the idea of a national minimum wage

This has prompted Cosatu to postpone for "further discussion" final decisions on the issue, which were to have been made at Cosatu's campaigns conference in Johannesburg at the weekend

In its document, distributed to the conference, Sactwu argued that a national minimum wage would undermine collective bargaining, have a depressing effect on the wages of higher paid workers and

undermine job security for workers earning less than the proposed minimum wage

Cosatu said conference delegates argued unions "could most effectively fight low wages through strengthening the bargaining power of workers and by intensifying efforts to organise unorganised workers and workers in low paid sectors".

The conference echoed the Sactwu document in deciding that unions should improve their bargaining power by fighting for central bargaining, including the estab-

lishment of industrial councils where they do not exist. Sactwu also said government should be urged to pass laws forcing employers to negotiate at industrial councils for all employees

Sactwu argued it was only in unorganised sectors that government should be asked to set a minimum wage

It argued workers earning above the minimum would not benefit but would, on the contrary, find employers "always mentioning how much higher they are paid than what government had decided"

© See Pages 3 and 12

ALAN FINE

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6/10/90



# 100 000 may lose jobs in East London

Sowetan  
2/9/90

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THOUSANDS of workers could lose their jobs if Mercedes Benz, a car manufacturing plant in East London closes.

Union and management representatives were still locked in talks yesterday.

The company's loss in revenue is so far reported at R230-million.

Both management and the National Union of Metalworkers of SA (Numsa) have refused to comment on progress made in negotiations to resolve the crisis.

Production came to a halt on August 16 when workers occupied the premises for about two weeks, demanding the company withdraw from the motor industry's National Bargaining Forum (NBF).

Police are reported to have raided the premises and ended the unlawful siege on September 2 but company chief executive

Mr Christoph Kopke announced the plant would remain closed.

Public relations officer for the company, Mrs Wendy Hoffman said Mercedes-Benz would not release any statement until progress had been achieved in the negotiations.

## Advertisement

In a full-page advertisement addressed to workers, Kopke said it would not open until:

\* Management had been able to assess damage caused.

\* The company and Numsa had agreed on a process to determine the fairness of the company's decision to dismiss "the rebel workers" under the circumstances.

\* The union had

satisfied management that all hourly-paid workers in the bargaining unit whom it represented, excluding the dismissed workers, were prepared to resume work in accordance with their conditions of employment, company procedures and all collective agreements con-

cluded between the two parties.

\* Management and the union had agreed on a "practical process" to remove the problems which were "impacting on the growth and viability of the company.

Said Kopke: "I believe that it is imperative

that the above points are effectively addressed prior to the plant reopening, if we are going to honestly build a company which we are all proud of, and which can contribute to the development of a viable democratic, non-racial future."

- Sapa

# Unions, Saccola meet govt in last-ditch attempt to settle LRA

Blom 12/9/90

ALAN FINE

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COSATU, Saccola and Nactu (CSN) are due to meet Manpower Minister Eli Louw in Pretoria tomorrow in a last-ditch attempt to settle their differences over the Labour Relations Act before Cosatu's planned mass mobilisation effort on the issue next month.

Confirming the planned meeting, Manpower director-general Joel Fourie said yesterday Louw had undertaken to give definitive answers to union proposals on ways to resolve the impasse.

The two union federations have demanded that the National Manpower Commission (NMC) draft Bill based on the CSN accord reached earlier this year be translated into legislation, proposed changes to the Labour Appeal Court system be introduced, public

sector unions be accorded normal organising rights immediately, and that the Act eventually be amended to extend collective bargaining rights to the public service, domestic and farmworkers.

On the issue of bargaining rights for the public service, the Cabinet has already instructed the Commission for Administration and the National Education Department to negotiate with representative unions.

Fourie said Louw had in his possession a draft Bill, based on the CSN accord and the NMC proposal, to use as a basis for discussion at tomorrow's meeting.

He will seek to reach consensus with the parties on this and the

other matters and, if successful, will take joint proposals to the Cabinet for approval on September 19. It is understood the matter may also be discussed in Cabinet today.

Asked whether he thought Louw was willing to make sufficient concessions to make agreement possible, Fourie said "They have said it depends on government's political will. It also depends on their willingness to resolve the issue."

But, Nactu acting general secretary Cunningham Ngcukana said the unions were not optimistic.

Government, he said, had taken contradictory stances in the past. He added Nactu structures had been discussing whether to join Cosatu in the planned October 8 work stayaway.

A W A 2, 13, 19 - 1987  
collective bargaining agreement signed last week signals a new era in industrial relations on the railways.

Both Transnet and the South African Railway and Harbour Workers' Union (Sarhwu) have termed the agreement "historic" not least because it follows three years of bitter strife between the union and management.

That the agreement — the first wage award ever negotiated by Sarhwu members — was reached at all is a total reversal of the situation in 1987 when Sats refused to recognise the union and thousands of workers downed tools in a pro-

# Smooth-sailing on the railways

South 13/9 - 19/9/90

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## LABOUR BACKGROUND By CHIARA CARTER

tracted and bloody strike. After the 1987 strike, there was a brief strike in Durban and East London in 1988 followed by last year's protracted strike which was highly costly in terms of loss of life, damaged property and lost earnings.

A Sarhwu spokesperson said: "After 54 years the railway management has finally recognised Sarhwu nationally as a representative of its members."

**'Traumatic'**  
Transnet senior labour relations manager, Mr Victor Van Vuuren, said the past three years had been "traumatic" and indicated that neither side was capable of

dealing with issues in an appropriate industrial relations manner.

"This agreement marks a point where both sides understand the other's role more fruitfully and it will set the pace for the future," Van Vuuren said.

He cautioned that the agreement did not mean the end of industrial unrest on the railways.

"It will take more than this to mend relationships which

have been soured over many years," Van Vuuren said.

He said the agreement was part of a move by Transnet to "align itself with the policy of building a new South Africa".

This is what underlies Transnet's intention to revamp the industry in line with an equal opportunities policy.

In terms of the agreement, Transnet and Sarhwu are establishing joint working

committees to develop and implement programmes aimed at ending apartheid in the workplace

The programmes will have a special emphasis on affirmative action through skills training programmes.

Sarhwu has said that the union hopes this will correct the "historical exclusion of black workers from skilled positions".

According to Van Vuuren, Transnet has already appointed a senior member of management to spearhead the assault on what the company calls "entrenched discrimination, both racist and sexist".

Van Vuuren said the joint committees would operate at all levels of the company to ensure that the company's equal opportunities programme is implemented.

Transnet is instituting a bridging training programme designed to rapidly upgrade skills so that workers lacking educational qualifications can be eligible for promotion

The company is presently holding a two week convention for managers who will head the training programme.

Not everyone is in favour of this new approach.

Van Vuuren said that while most of the 13 unions which operate at Transnet are in favour of an equal opportunities policy, the more conservative unions want white worker interests protected

However Van Vuuren said the only way the process could be reversed was if a new conservative government came into power.

The agreement is likely to strengthen the union considerably and Van Vuuren acknowledged that already a move away from the more conservative black workers' unions was evident.

In terms of the settlement the minimum wage is increased from R575 to R750 - an increase of 30,4 percent

While Sarhwu initially demanded R1 500, the increase places railway labourers' wages above the average national wage level. Sarhwu now has the right to negotiate for all job categories



# Cosatu conference makes decisions on vital issues

By DREW FORREST

VITAL decisions on the closed shop, strike rights in essential services and collective bargaining were taken by the 300 delegates at the weekend campaigns conference of the Congress of South African Trade Unions.

Although divisions among affiliates precluded a decision on the R700 national minimum wage proposed by Cosatu's living wage committee, agreement was reached on aspects of the question.

Decisions on the closed shop and essential services will feed into Cosatu's dealings with the employer body Saccola and the state on future labour law.

Delegates agreed strikes could be curbed in essential services, but only if the strike was recognised as a fundamental right. It was also stressed that only strikes which threatened life should be curbed, and whole sectors should not be defined as essential, as is now the case.

Essential workers were barred from striking, strikers in the same sector should be protected from dismissal, and any deal reached should be extended to those unable to strike.

Although opposition was voiced to the closed shop concept — notably by the National Union of Mineworkers and the Paper, Printing, Wood and Allied Workers' Union — delegates agreed

that neither existing nor new closed shop agreements should be outlawed.

Whether to move to a closed shop, and of what type, were issues for negotiation between workers and unions.

However sources indicate there was broad opposition to the "pre-entry" closed shop, in terms of which only union members may be employed. This was seen as prejudicing the jobless.

Living wage committee recommendations on bargaining were also adopted. These endorsed national bargaining, and industrial councils as the best vehicle for this, but warned against duplication at plant level.

Wages should be set at national level, where real rather than minimum rates should be negotiated. Delegates agreed that the Manpower Minister should not have the discretion to amend industrial accords before gazettal, and backed the principle of proportional union representation on industrial councils.

The duty to bargain should not be legislated, but organisational rights should be entrenched to "force bosses to bargain".

Although only two unions, the NUM and the Transport and General Workers' Union, wholeheartedly backed the R700 national minimum wage proposal, there was consensus that:

● Cosatu could best fight low pay by

strengthening workers' bargaining power and organising low-wage and unorganised sectors. This entailed the establishment of industry bargaining and the right to extend industrial council agreements to the unorganised.

● A national minimum had to be linked to demands for a new economic order.

● Cosatu should fight for statutory minima in poorly organised sectors.

Motivating the R700 proposal, NUM economist Martin Nicol said it was below Cosatu's living wage demand of R1 100-R1 500 and above minimum living levels.

Resistance centred on the 200 000-strong SA Clothing and Textile Workers' Union, which argued that a non-negotiated national minimum would sap collective bargaining, undermine the job security of the lower-paid and weaken the pay claims of those on higher wages.

Sactwu proposed that South Africa should "encourage negotiations in industrial councils as the prime way of regulating wages and conditions in every industry". Statutory minima should only apply in sectors where unions were unrepresentative, it said.

The living wage committee was asked to take a fresh look at the question, which will be settled at Cosatu's national congress next year.



g experience in a man- and three years commercial experience are necessary

# BUSINESS M

## Strike action looms at Nampak group

By DREW FORREST

w/ Mail 14/9-20/9/90

MAJOR confrontation is looming in the Nampak group over the issues of centralised bargaining and industrial espionage, the Paper, Printing, Wood and Allied Workers' Union warned this week. Reacting, Nampak group human resources manager Neil Cumming said conflict was neither in the interests of the union nor the group. Ppwawu national organiser Rob Rees said the union had declared a dispute with Nampak and group-wide strike action was in prospect over demands for corporate bargaining on wages and an independent, company-wide investigation into bugging of union activities.

He said another electronic bug had been found at Nampak's Transvaal Box in Industria. This followed the discovery of a bug at a plant in Rosslyn and an alleged management admission of bugging at Nampak Corrugated in Wadeville.

The dispute also concerns demands that Nampak commit itself to rebuilding defunct industrial councils in the printing and paper sectors. Ppwawu sees Nampak as a key player in the collapse of the printing council last year.

There was "fierce militancy on the ground", Rees said. Last week, 3 000 Nampak workers took part in a national stoppage of one to two hours over the central bargaining and bugging issues.

In addition, a 10-day strike was in progress at Nampak Paper in Rosslyn, workers sitting in at Printpak Gravure in Industria faced eviction, and stoppages had been reported at Box Craft in Leon-dale and Nampak Recycling and Nampak Corrugated in the Cape.

Nampak confirmed court action aimed at binding Box Craft workers to agreed procedures was planned for today.

Cumming said the re-establishment of the councils "was not on the cards".

On the bugging he said: "The union had full access to our probe in the corrugated division. The bugging incidents are a thing of the past, and the individuals responsible are no longer with Nampak."

Detachments follow setting of Venda minimum wage

NAMPAK DISPUTE

## STRIKING BACK

FIM 14/9/90  
**The Paper, Printing, Wood & Allied Workers' Union (Ppwawu)** last week declared a dispute with the Barlow Rand-owned Nampak group. The issues were centralised bargaining, wages and admitted electronic bugging of trade union meetings, according to Ppwawu national organiser Rob Rees.

Last Thursday, Nampak plants nationwide were hit by work stoppages involving over 3 000 workers at 20 plants, Rees said. The union represents between 5 000 and 6 000 workers in the Nampak group.

A spokesman for the company's Johannesburg office said a number of short work stoppages had occurred at some plants — mainly in the Transvaal — involving about 10 operations. These appeared to be related to the issue of centralised bargaining, he said.

In line with Barlow Rand bargaining policy, Nampak has refused to concede to union demands for national talks in the paper and

FIM 14/9/90

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printing division, insisting negotiations be conducted at plant level.

According to Rees, the issue of centralised bargaining has been under discussion since 1987 and has become increasingly important as the union has spread out in a number of plants. It is linked to the demand that the Nampak group commit itself "in principle" to rebuilding the National Industrial Council for the Printing & Newspaper Industry, which collapsed at the end of last year. Nampak played a leading role in the destruction of the council, the union alleges.

The company maintains the union has — since its inception — negotiated with Nampak businesses at plant level, even when the council was in existence. It says it has been prepared to negotiate with Ppwawu in the past despite the existence of a statutory SA Typographical Union (SATU) "closed shop" arrangement.

According to a Nampak spokesman "this is consistent with the group's philosophy on freedom of association and the belief that industrial relations structures should reflect the diversity of our business structures."

After two confirmed cases of bugging at two Transvaal plants, the union has called for a full investigation into the whole of Nampak — with management supplying reports on private security companies hired and their tasks. The company has refused to do this, the union says.

A company spokesman said the group has repeatedly admitted to Ppwawu the existence of an electronic device at two businesses in the Transvaal and that the individuals responsible for — among other things — the installation of these devices were no longer employed by the group.

Vera von Lieres

# Metal industry employers ready to lock out strikers, says Seifsa

CAPE TOWN — Metal industry employers have rallied along a countrywide front in response to threats of a national strike following deadlocked wage talks with 117 000-member Numsa.

Seifsa says the deadlock has since been resolved.

Disclosing the outcome of a ballot on a countrywide lockout, Seifsa executive director Brian Angus said yesterday the ballot was the first successful industrywide vote embracing an employer constituency of its size.

The ballot reflected 53,3% support among Seifsa members for a lockout and was considered a significant show of solidarity among employers in the industry, Angus said in a statement.

Forty-nine Seifsa associations, representing 3 200 member companies,

were balloted in anticipation of large-scale industrial action by Numsa and the Metal and Electrical Union of SA (Mewusa).

Ballot results were counted on September 6 with Mewusa general secretary Tommy Oliphant present. Numsa was invited, but did not attend.

The Labour Relations Act requires a simple majority decision in favour of a lockout before this can be implemented.

An industry-wide strike was averted two weeks ago when agreement was reached with Numsa, the largest union in the national bargaining forum.

"In this respect, the result of the lock-out ballot may be somewhat academic unless Mewusa, the only trade union which remains in dispute,

decides to ballot for strike action.

"Should the union pursue this course of action, employers will be in a position to lock out Mewusa members," Angus said.

The union, which has about 30 000 members in the industry, was not available for comment.

Seifsa said a total of 32 member associations achieved successful lock-out ballots of between 50,7% and 100%.

Seventeen associations recorded unsuccessful ballots. Four of those obtained ballots of exactly 50% and required only one additional positive vote per association to make the ballots successful.

Of the 1 959 votes cast in a 61,2% poll, only 21 negative votes were received — Sapa

# Hopes high for resolving I.R.A. deadlock

ALAN FINE

PRETORIA — Trade union and government sources were last night expressing cautious optimism at the prospect of soon resolving the long-standing impasse over the Labour Relations Act.

Manpower Minister Eli Louw, Cosatu, Nactu and employer federation Saccola representatives began meeting at 3pm in Pretoria and by evening it appeared the talks on the Act were likely to continue into the early hours of the morning, and possibly even then be adjourned.

One trade union source said during a break in proceedings that the situation was "not looking hopeless" and said it appeared there might be a satisfactory proposal

from government based on the Draft Amendment Bill proposed recently by the National Manpower Commission (NMC).

Government sources agreed that there had been "quite a lot of progress" on such a draft Bill. The Bill's proposed amendments would include changes to what the unions believe are objectionable features of the unfair labour practice definition.

However, government sources added there were problems with other issues, especially the position of public servants, domestic and farm workers

The two union federations have demanded that all such workers presently excluded from the terms of the Act be brought under its ambit.

Louw and some of his staff were planning to leave the meeting for a few hours so he could attend a meeting in his constituency. They planned to return at about 10pm.

During that period the unions and Saccola were to discuss matters just between them. This included the union demand that employers be bound by the terms of the Cosatu/Nactu/Saccola accord on which the NMC proposals were based.

● Picture: Page 3

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**Iscor, Numsa  
to hold talks**

10/11/90  
by MATTHEW CURTIN

THE National Union of Metalworkers of SA (Numsa) and Iscor will meet on Thursday in a last-ditch attempt to avoid strike action by more than 10 000 union members at the Vanderbijlpark, Pretoria and Newcastle plants. (15)

Numsa national organiser Alistair Smith said yesterday members had agreed in principle on industrial action. Numsa wanted to present a new demand in response to a the company's latest offer made last Thursday.

Iscor spokesman Piet du Plessis said the company had proposed an extra 0,5% increase in company provident fund contributions.

80 wetan 20/9/90

# Cabinet likely to react soon over LRA call

151 By LEN MASEKO

THE Minister of Manpower is expected to announce the Cabinet's response to the demand by Cosatu, Nactu and employers that certain changes be made to the controversial Labour Relations Act as soon as possible.

The Cabinet was at its meeting yesterday expected to approve the amendments proposed by a high-level delegation representing the two federations and the employers' body Saccola

Earlier the Minister, Mr Eli Louw, had indicated he would strongly recommend that the Cabinet approve the amendments finalised at a meeting last Thursday between him and a delegation representing Nactu, Cosatu and Saccola.

## Kept

Details of the LRA changes are being kept under wraps until they had been approved by the Cabinet.

A three-day "mass action" called by Cosatu for October 8, 9 and 10 now hinges on the Cabinet's decision.

The federation agreed at last Thursday's meeting to cancel the protest action, which included a stayaway on October 8, if the Government endorsed the historic agreement between the three parties.

Cosatu and Nactu also agreed to join a restructured National Manpower Commission.

The unions had planned the action to protest against "the slow progress being made by the LRA working-committee".

# Local economy 'affected by Mercedes shut-down'

8/10/90 20/9/90  
EAST LONDON — Various supporting industries in and around East London were feeling the effects of the shut-down at Mercedes-Benz, now in its fifth week, with some employees laid off and some businesses considering shutting down and/or relocating.

This warning was issued by East London Chamber of Commerce director Dave Groom, SABC's radio news reported yesterday.

Groom said a closing down of the plant would result in an annual loss of more than R700m to the regional economy.

Meanwhile, Mercedes-Benz management has sent the National Union of Metalworkers (Numsa) a proposal which could resolve the industrial dispute at the company's East London assembly plant if agreed to by the union, the radio broadcast report-

ed  
In a statement released yesterday the company said the proposal should form the basis of a settlement which would allow normal production to resume.

Groom said the talks between Mercedes-Benz and Numsa could prove to be a test case for national industrial dispute settlements.

If an agreement was reached, both parties would have to have a clear understanding that any deviations from procedural actions would have disastrous socio-economic consequences, he added.

Groom confirmed that various supporting industries in and around East London were feeling the effects of the shut-down. Some employees had been laid off and some businesses were considering shutting down and relocating, he said — Sapa

## Wage strike at two Samancor plants settled

MATTHEW CURTIN

SAMANCOR and the National Union of Metalworkers of SA (Numsa) yesterday settled the two-and-a-half week strike by 2 000 workers at the company's Meyerton and Witbank plants.

Numsa regional organiser John Capel said striking workers yesterday confirmed the union's recommendation they accept the company's latest wage offer made at a meeting on Tuesday.

Numsa accepted a 16% wage increase, a point up from Samancor's final offer which raised lowest and highest rates by a further 4c and 10c to R4,55 and R10,92 an hour.

Capel said the union also won a range of improved fringe benefits, time off for shop stewards' training and an undertaking by Samancor to abide by job security clauses in the industry's main agreement — settled by Numsa, engineering unions and the Steel and Engineering Industries Federation (Seifsa) at the beginning of the month. *61027 20/9/70*

Numsa members would return to work on Monday.

Samancor ferroalloys GM Deon Toerien said yesterday the strike had cost 7 500 tons in lost production at the Witbank ferroalloy plant, but clients had not suffered as the shortfall was made up from stockpiles.



TRANSITIONAL SA presents itself as a cauldron of discontent. Lethal political rivalries, township violence, suburban crime, rent and school boycotts, homelessness, joblessness, stayaways and strikes seem to merge into one another.

Some of the recent convulsions can only be described as senseless, others suggest the hand of agent provocateurs while others still can be led back to known organisations.

The picture of seamless tumult is dangerously misleading, for it invites an unsophisticated policy response.

Nowhere is this more true than in the area of labour relations. There are many who view the widespread industrial strife of 1990 as just a further expression of general lawlessness. Certainly some of workplace conflict is attributable to bloody-mindedness, but in most cases the source of grievance is discernible and remediable.

A combination of factors distinguishes labour action from other assaults on the status quo.

Firstly, it is directed. Trade unions are probably the most structured of the bodies operating in the extra-parliamentary terrain. They have a history of relatively open organisation and are presided over by strong leadership groups which regularly replenish themselves from within.

# Labour assault on status quo

Secondly, labour action is goal-oriented. Shop-floor issues are usually well-defined and unions' larger social objectives are public knowledge.

Thirdly, industrial action carries an immediate price for those who invoke it. The loss of production coincides with a loss of wages, and mutual attrition induces settlement.

Fourthly, and consequently, labour action is subservient to negotiation and hence rationality. Bargaining over differences and the conclusion of agreements are definitive elements of industrial relations. Finally, both bargaining practices and strikes are amenable to legal regulation, although even good law has limitations.

Blacks have acquired industrial rights before political ones. The stealthy reformers of the P W Botha era never anticipated that unions would exert such leverage with the limited material provided by a de-racialised labour statute.

But unions bear real power today. Twenty years ago the economy could have been overhauled and rerouted by the joint endeavours of govern-

CLIVE THOMPSON

ment and business alone. That option is not possible now.

If unions are not brought on-side in formulating and implementing strategies to meet the daunting economic challenges that lie ahead, they will foil any initiatives undertaken in that regard.

A market-driven economy is widely seen as the key for economic renewal. Looking past the rhetoric, the existence of strong unions is not antithetical to such an end. They have played central roles in the development of both social and liberal democracies, and are an inevitable corollary of any system that respects and promotes freedom of association.

In SA unions have demonstrated a formidable ability to organise concerted action within and across industries.

They have done so in an adversarial setting marked by divisions and

inequities that go far deeper than the standard conflicts of interest of other industrial societies.

It is not surprising, therefore, that labour campaigns have combined with other types of social unrest.

That energy could be redirected to mobilise the same constituency to constructive ends if the place of labour was acknowledged in a new scheme of economic relations.

A well-crafted institution of collective bargaining is capable of tackling several problems simultaneously: it can unlock productive forces, function as an effective redistributor of wealth within an essentially market system, and provide social glue for the emerging constitutional order.

The 1988 Labour Relations Amendment Act was an ill-conceived component of a moribund political dispensation. It did, however, trigger a consultative process between business and labour that has now assumed a near-institutionalised form. The accord concluded between Saccola, Cosatu and Nactu, most of which will presumably become law next year, was significant

but it would be premature to call it momentous.

This process will remove a major source of industrial conflict. That will facilitate a return to industrial peace but will not in itself provide a basis for a much needed economic partnership. Labour relations require not merely repair but reconstruction.

If the sceptics on all sides are to be turned, an aggressive and imaginative schedule must be followed to forge new forms of economic cooperation between management and unions. Labour reforms should continue to lead political changes, for the groundwork is better prepared in the former area, the actors are more likely to succeed, and there is a better prospect of a salutary demonstration effect.

There is talk of reconstituting the National Manpower Commission as a truly representative tripartite body positioned to play an integrative and influential role in the labour economy.

If these plans are brought to fruition, the long haul of producing order, and a new order, out of the anarchy of 1990 will have commenced.

Prof Thompson is director of UCT's Labour Law Unit and on the National Manpower Commission's legislation committee.

# Talks lessen threat of SAA overtime ban

Staff Reporter

THE possibility of flight cuts as a result of an overtime boycott threat by South African Airways (SAA) ground staff faded yesterday as mediation talks between SAA and the Allied and Engineering Association continued

Mr Charles Nupen of Independent Mediation Services was called in yesterday to try to settle the two-month old wage dispute

SAA's senior public relations manager, Mr Leon Els, said yesterday there was no overtime boycott at present and all flights were continuing "as normal"

In the first public admission that an overtime ban by the union could affect flights, Mr Els said that "certain" maintenance work could not be done over weekends if the union carried out its threat

CAL  
T.M.F.  
20/9/90





# Industrial unrest cripples economy

LABOUR unrest could surpass sanctions as the greatest destroyer of the South African economy, Stellenbosch University's Bureau for Economic Research has found.

Political uncertainty was another destabilising factor in South Africa's economic arena, the Bureau found.

Researcher Murray Pellissier said in a Press statement that "an undisciplined labour force could be the Achilles heel of future South African development and economic growth".

Labour unrest affected multinational companies whose perceptions of the host country's internal social, political and economic stability were of the utmost importance.

Foreign investors were in the country for financial gain, not to demonstrate social responsibility. Any disruptions on the labour front would have a negative impact on their perceptions of a profit-making environment.

"The number of hours worked in the manufacturing sector decreased during the survey quarter compared to the same quarter a year ago, with 25 percent of manufacturers experiencing lower levels and a high percentage of respondents expecting lower levels next

quarter.

"Although this decline in labour input could not in all cases be ascribed to work stoppages, with the present recession also taking its toll, sectors like the motor and transport industries were riddled with impromptu strikes and 58 percent of this sector reported a decline in labour input.

"Local sub-contracting manufacturers dependant on international business face the dilemma that foreign investors could disinvest for purely economic reasons and use labour unrest as a scapegoat with detrimental effects on investment opportunities in the country," Pellissier said.

His nationwide survey also found that business conditions in South Africa had been influenced since the worldwide shift to more open economic societies, as portrayed by developments in Eastern Bloc countries over the past year.

The Bureau added that not only was development capital being withheld for want of clarity on the post-apartheid economic system and political power structure, but the initiatives of local entrepreneurs were also being dampened by fears of possible future business restrictions. Labour on the

other hand was pursuing unrealistic remuneration goals, the Bureau added.

"Economic instability will prevail until consensus has been reached on a new economic and political system for South Africa."

Business confidence in the manufacturing sector had dropped during the survey quarter to the levels of early 1986 with 74 percent (gross) of respondents being dissatisfied with prevailing business conditions.

Magnitudes affecting business confidence like volume of sales, production, orders received and production capacity use were at lower levels, while stocks on hand had increased in the third quarter compared to the same period last year.

"Although the general business conditions, as interpreted by manufacturers, have been negative on index since the first quarter of 1989, expectations about conditions 12 months hence seem to be at slightly less pessimistic levels, with three percent of respondents planning to increase their real investment in machinery and equipment. Marginal increases in export volumes and decreases in import volumes are also foreseen for this period. - Sapa

# NBF reaches accord for car industry

Weekly Mail Reporter (151)  
AGREEMENT has been reached in the car industry's national bargaining forum (NBF), the focus of labour disruption at Mercedes-Benz's plant in East London

Unions, including the National Union of Metalworkers, and six major vehicle manufacturers have agreed on wage increases of between R1,15 an hour at the bottom and R1,75 at the top, backdated to July 1. The deal is to be signed next Friday.

In line with its national bargaining conference decision early this year, Numsa demanded an across-the-board increase of R2

According to a statement by Mercedes, whose East London plant re-

mains closed following a sit-in over demands that the company withdraw from the NBF, management is awaiting Numsa's confirmation that the agreement is binding on all Mercedes workers.

In terms of the NBF deal, employers will abide by all clauses of the "Saccola accord" on the Labour Relations Act, regardless of whether these are legislated. The NBF agreement also provides for:

- Maternity leave amounting to 25 percent of the employee's basic wage for 18 weeks and eight weeks' unpaid leave, as well as one day's paid paternity leave

- The formation of an employer-union committee to discuss job crea-

tion, job security, productivity and the future viability of the car industry. The first meeting will be on October 5

- The development of industry guidelines for non-discriminatory recruitment, selection, training and testing

Employers have also agreed to review their support for discriminatory training institutions

- That workers who are detained or imprisoned under security laws will have their wages paid and jobs guaranteed, provided their incarceration contravenes "internationally accepted principles of the rule of law"

- One free and compulsory pap smear for women workers every year



# Labour blazes a trail for post-apartheid

W/Mail 21/9-27/9/90

(151)

(150)

LAW

"If this is the way deals are struck in the new South Africa — with give and take and a willingness to settle conflict by dialogue — I'm going to stick around."

This jubilant comment by the Manpower Minister's administrative secretary, Jan van Tonder, followed last week's historic agreement between government, the employer body Saccola and Cosatu/Nactu over the Labour Relations Act.

Reached after 12 solid hours of talks in Pretoria, the deal is the first reached on actual legislation between the state and the liberation movement.

It takes place as broader constitutional negotiations founder in the morass of countrywide violence. "The Wiehahn reforms were way ahead of political developments," was one comment. "Once again, labour is blazing a trail."

Observers also say surprise government concessions at the talks flow from a high-level government decision to seek a new relationship with the labour movement. The acid test of this theory will be whether the Cabinet gives its stamp of approval.

Participants were also struck by the decisive role played by Manpower Minister Eli Louw, in contrast with his heavy dependence on the Manpower Department in previous dealings on the LRA.

At the time of writing, the deal still had to be endorsed by the three constituencies. If the Cabinet backs it, Cosatu/Nactu will recommend to affiliates that they drop the one-day LRA stayaway planned for next month.

But against the threat of stayaway action, and Louw's direct role in negotiations, there is widespread optimism that agreement will be finalised.

The "minute" signed in Pretoria by the three parties is the climax to protracted and difficult "joint working party" talks set up at a meeting with State President F.W. de Klerk after the June LRA crisis. This was sparked by the state's refusal — on the grounds that wider consultation was needed — to enact an agreement on interim LRA changes agreed between Saccola and Cosatu/Nactu.

As a form of penalty, the unions upped their demands. In addition to legislation based on the Saccola accord, they called for a second Bill extending LRA rights to all workers and streamlining the Labour Appeal Court, as well as recognition and organising rights for representative public sector unions.

The minute entails compromises by all sides. In a key concession, the state would table the Saccola accord in the first parliamentary session next year, as modified by the National Manpower Commission and the working party.

In essence, the state would enact NMC recommendations it refused to legislate in June. These coincide with the Saccola accord, with the major exception of a fair dismissals code, based on International

*A landmark deal clinched between unions, employers and the state this week could pave the way for South Africa's first post-apartheid legislation. DREW FORREST reports*

Labour Organisation norms, embodied in the unfair labour practice definition.

At the heart of the Saccola accord is the proposed reversion to the pre-1988 definition of unfair labour practice — and the state has now yielded on this. Sources say that in the joint working party, the Manpower Department tried to salvage as much of the 1988 definition as possible.

Smaller, technical changes to the accord have also been proposed by the state. Although the presumption of union agency in unlawful strikes under the controversial section 79 (2) of the LRA would be scrapped, the rump of the section, creating a statutory liability for strike damages, would stay.

For its part, Saccola has agreed to urge its members not to use 79 (2), and to implement the accord's provisions in respect of time limits for dispute-settlement and the service and notice of interdicts, in advance of legislation.

It is on labour rights for workers not covered by the LRA that the unions appear to have given most ground. Instead of a second Bill extending the LRA to farm, domestic and public service workers, the deal envisages

● That negotiations on a new labour dispensation for the public service, under the auspices of the Commission for Administration and the Department of National Education, will go ahead. It is also proposed that disputes over union organising rights be submitted to third-party conciliation.

● That the NMC will report on its investigations into the legal position of

farm and domestic workers by June next year.

Industrial undertakings in agriculture are to be the subject of a separate NMC probe, to be concluded by the end of November. If sufficient consensus is reached — and wide consultation with agribusiness will be needed — the Saccola Bill could be amended to cater for workers in this sector.

An additional sweetener is Louw's undertaking, made earlier this year, that the Basic Conditions of Employment Act and the Unemployment Insurance Act are to be "suitably amended" next year to apply to farmworkers.

The issue of farmworkers remains a potential stumbling-block. Cosatu and Nactu will need the endorsement of their farming affiliates, while powerful, conservative employer interests could hamper consensus on new law.

Union demands for a revamped Labour Appeal Court also seem to have been shelved, after it was pointed out that changes had to involve the Justice Department. To step up the process, the state has offered to facilitate talks between the unions and Justice Department representatives.

An intriguing prospect raised by last week's deal is that Cosatu and Nactu may continue to shape legislation — directly through the NMC, the government's statutory adviser on labour law. In a startling confirmation of their newfound power and standing, the unions have agreed to consider joining a "restructured" NMC if the Cabinet approves the deal.

F.T.O.

LABOUR  
FM 21/9/90 (151) (151)

**DEADLOCK BROKEN**

In a major labour relations breakthrough, the Cabinet is expected to endorse an agreement for a new Labour Relations Act — breaking a three-month deadlock between government, employer body Saccola and union federations Cosatu and Nactu. In an

FM 21/9/90 (151)

interview with the FM, Manpower Minister Eli Louw said he would recommend that Cabinet approves the legislative amendments as agreed upon by the parties.

After 12 hours of talks, last week, the parties accepted the National Manpower Commission proposals, says Louw. This resolved the major point of the agreement, namely the definition of an unfair labour practice. "We went back to the pre-1988 definition, which is less prescriptive and gives more discretion to the Industrial Court," says Louw. If Cabinet accepts the agreement, Louw promises that it will be introduced into parliament next year.

Louw plans to bring SA's labour system into accord with International Labour Organisation (ILO) standards. He leaves next week for Geneva to attend an ILO meeting — the first such visit in years by a SA labour minister.

Vera van Lierck



# Unions

# Win

# Government accepts LRA changes

# battle

*Sowetan, 21/9/90*

*(Handwritten scribble)*

*151*

**THE Government has accepted changes to the Labour Relations Act proposed by the National Council of Trade Unions, the Congress of South African Trade Unions and the employers' organisation Saccola.**

**By ALINAH DUBE  
and SAPA**

Minister of Manpower Mr Eli Louw told a news conference in Pretoria yesterday that the recommendations were agreed to by himself, Cosatu, Nactu and Saccola on September 13 and 14.

changes at its meeting yesterday

The main amendment to the LRA would be on the definition of an unfair labour practice. The revised clause meant that future strikes or lock-outs would no longer be judged by the Industrial Court on the basis of their being fair or unfair.

They would be considered on the

The Cabinet approved the

**To Page 2**

## Workers win major battle

**From Page 1**

basis of whether they were legal or illegal, according to rules prescribed by the law.

The agreement between Cosatu, Nactu and Saccola, modified by the National Manpower Commission and the working group comprising representatives of all parties, would now be translated into legislation and referred to Parliament before the end of the month.

Reacting to the announcement, Cosatu warned that the whole process would be overturned if the Parliamentary Standing Committee "tampered in any way" with the amendments.

The federation said South Africa's labour laws still fell far short of international standards because not all workers enjoyed the rights of labour unions.

It was referring to the fact that farm labourers and public servants were not covered by the LRA.

Yesterday's announcement is a breakthrough for the two federations,

which have been campaigning for the past three years for certain clauses to be scrapped.

It brings to an end a chapter of bitter lobbying by the two federations and independent unions.

"Labour peace can never be legislated for. The engine-room of sound labour relations is the level of harmony reached between management and workers on the work floor," said Louw.

The agreement on the proposals put to the Cabinet further included that

\* The parties agreed damages could be claimed in the event of illegal strikes and lock-outs.

\* The registration of trade unions with members in both the private and public sectors would only be promulgated once the process of negotiation had been completed.

\* Cosatu and Nactu agreed not to call their planned stayaway, and that

\* Cosatu and Nactu agreed to participate in a restructured NMC, after consultation

*(Handwritten scribble)*

*151*

*06/16/12*

# Major players welcome LRA breakthrough

ALAN FINE

UNION federations Cosatu and Nactu and employer federation Saccola yesterday welcomed as a major breakthrough the Cabinet decision to endorse the tripartite agreement on labour legislation.

The Cabinet decision to approve the deal reached on September 14 was announced at a media briefing yesterday by Manpower Minister Eli Louw. He said it was "a milestone on the road to achieving internationally acceptable labour legislation".

The 18-point agreement framed as a "minute" includes an undertaking by government to submit to Parliament this month for consideration by the joint committee on manpower a draft amendment Bill to the Labour Relations Act.

It also contains an in-principle commitment to bargaining rights for all workers and sets out processes to be followed in implementing this principle regarding public sector, farm and domestic workers.

In terms of the agreement the unions are to call off the work stayaway planned for next month and will join a restructured National Manpower Commission (NMC) which will be a central part of these processes, and is still investigating a revamping of the entire Act. They and Saccola will consult the SA Agricultural Union on bargaining rights for farm workers. (151)

Cosatu said a formal decision on the agreement would be taken on October 4 at a special executive committee meeting.

A Cosatu spokesman warned that the Minister's announcement should be tempered with some caution in that, should the joint committee tamper with the proposed legislative changes, the whole process could "revert back to square one". The minute constituted "only a beginning to a set of processes. The acid test lies in what emerges from these processes".

Nactu acting general secretary Cunningham Ngcukana said his organisation considered itself bound by the minute's terms. 5109 21/9/90

Saccola chairman Anton Roodt described the development as "an historic breakthrough, clearly demonstrating that consensus on critical issues of national

To Page 2

**LRA** 5109 21/9/90

import is possible where the leadership and will exist"

The agreement, he said, "provides a substantive and encouraging base for continued interaction between government, employers and organised labour in seeking common ground to best serve the economic well-being of the country". He said Saccola appreciated the "constructive role in reaching consensus during the final round of negotiations" played by Louw, director-general Joel Fourie and NMC acting chairman Frans Barker

(151) ~~151~~  From Page 1

The immediate amendments to the Act would stop interdicts against lawful strikes and lockouts, restore to normal the onus of proof question where unions are sued for losses incurred by employers in unlawful strikes, and delete the codification section of the unfair labour practice definition. This would give greater discretion to the Industrial Court. But Louw, however, disclosed that the NMC is, through employer/union consensus, going to develop a new "code of conduct" between the parties which could serve a similar purpose.



# Sasol agrees to mediation to end strike

MATTHEW CURTIN

SASOL accepted a SA Chemical Workers Union (Sacwu) offer of mediation yesterday to resolve the strike by 2 000 workers at its Sigma colliery and extended yesterday's deadline to today for the dismissed strikers to reapply for employment

Sacwu national organiser Manene Samela said the decision to undertake mediation by the Independent Mediation Service of SA (Imssa) yesterday was a breakthrough

A picket by 200 Sigma workers at head office and a petition spurred Sasol to accept mediation, he said.

Sasol spokesman Jan Krynauw said the deadline for the 2 000 strikers

dismissed last week to reapply for their jobs was extended to 9am today

Sacwu has rejected a Sasol offer of 20% to 23% increases, which would take minimum monthly wages for underground and surface workers to R500 and R454, and demanded a 258% hike to take the minimum wage to R1 050 a month

Samela said the union decided yesterday to hold a strike ballot on Monday among its 2 500 members at the Sasol 1, Saschem, Sasol Fertiliser and Natref chemical plants.

01/11/20  
A (P) 21/7/20

# Labour 'put Mercedes off target for past five years'

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MERCEDES-Benz SA's East London plant had not met its weekly production targets once in the past five years because of industrial relations problems, Mercedes-Benz official Wendy Hoffman said at the weekend.

Hoffman said go-slows and absenteeism at the East London plant were responsible for the shortfalls in production. She said chairman Chris Kropke had expressed concern that labour problems were the single greatest threat to the firm's viability.

But the firm was confident the National Union of Metalworkers (Numsa) would agree to procedures under discussion, which would provide a stable future for all plant employees.

Production has been at a standstill since mid-August, when Numsa members staged a sit-in to demand the company withdraw from the industry's national collective bargaining forum.

Our East London correspondent reports that companies ancillary to the Mercedes-Benz plant are bracing themselves for the possibility that production at the factory will not be resumed this year.

## MATTHEW CURTIN

Two weeks ago these companies, which supply components to Mercedes-Benz, began laying off workers as no end to negotiations between management and Numsa was in sight. It was feared that if Mercedes-Benz was not back on stream by the end of the month, it might not open until next year as it would have to close for the Christmas industrial holiday during December.

## Two days

Turin, which supplies engine blocks to Mercedes-Benz, has laid off 155 of its 250 workers. The Wilsonia factory's financial manager, Jan Mans, said last week his company was preparing for "the worst scenario".

"We have indefinitely laid off people and the arrangement is that as soon as Mercedes is back to normal production then we will reconsider and call them back," he said.

Mike Crosby, financial director of National Converter Industries (NCI) — which makes Mercedes-Benz interior fittings — said his people were working two days a week until there

was "something definite to go on". If production was suspended until the end of the year NCI would probably retrench staff.

The department manufacturing wire-harnesses for Mercedes-Benz at Kromberg and Schubert had been closed.

And Roger Wass, GM of Feltex — which manufactures seating foam rubber — said he was aware of the talk about no production until next year, but did not believe it.

If it did happen Feltex would have to retrench 40% to 50% of its workforce. However, it was managing to keep people employed by finding alternative work.

None of the companies would disclose losses suffered since several hundred Mercedes-Benz workers went on strike on August 16.

Kromberg and Schubert, Turin and Faltex said they would consider releasing the figures soon.

Mercedes-Benz had said its plant was losing R13.5m a day.

East London Chamber of Commerce director David Groom said the region could lose up to R700m a year and up to 10 000 jobs if Mercedes-Benz closed down its plant.

**Nampak sleep-in  
as strike spreads**

*B12am/27/91/70*  
MATTHEW CURTIN

MEMBERS of the Printing Paper Wood and Allied Workers' Union (Ppwawu) began a sleep-in at Nampak's Sandton head office yesterday as the strike at the company spread from 18 to 20 plants yesterday.

Ppwawu national organiser Rob Rees said a picket by hundreds of workers outside the company premises successfully pressured Nampak into negotiations at group level yesterday. He said a union delegation and management met until yesterday evening in a bid to end the deadlock.

The union expected Nampak to announce new proposals today to help resolve the dispute.

Rees said at last night's meeting the company remained committed to the practice of plant-level collective bargaining.

Nampak human resources manager Neil Cumming was unavailable for comment.



810ay 27/9/90

# Mercedes-Benz prepares for production to resume

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(151) (12)

THE first signs of a possible end to the deadlock between management and workers, which has halted production at Mercedes-Benz SA's East London plant, emerged yesterday.

Mercedes-Benz official Wendy Hoffman said the company would ask employees not in possession of a valid company identity card to report to company personnel office for a new document today.

She said this instruction was to "prepare the East London plant for production to restart".

The company would run a local newspaper advertisement addressed to Mercedes-Benz employees this morning, she added.

But, she said, while management was committed to reopening the plant as soon as possible, the National Union of Metal Workers of SA (Numsa) had yet to fulfil all the conditions Mercedes-Benz set down

MATTHEW CURTIN

for production would resume.

Production stopped in mid-August when Numsa members staged a sit-in to demand the company withdraw from the industry's national collective bargaining forum.

Numsa held meetings throughout the week in East London, but regional organiser Les Kettledas was unavailable for comment last night.

Mercedes-Benz has rejected Numsa demands that 538 workers, dismissed for their participation in the protest, be reinstated.

The company also insisted on union guarantees of its commitment to all collective agreements and an agreement on a process to determine the fairness of dismissals as preconditions for the plant reopening.

Mercedes-Benz chairman Chris Kopke has said the plant was losing R13.5m a day.

3.10.1990 28/9/90  
28/9/90  
Six more Nampak plants hit by strike

(151) MATTHEW CURTIN

A STRIKE by more than 3 500 Paper Printing Wood and Allied Workers' Union (Ppwawu) members campaigning for centralised bargaining at Barlow Rand subsidiary Nampak yesterday spread to six more plants, bringing to 25 the number affected

Ppwawu national organiser Rob Rees said the union had received a written response from the company proposing ways to resolve the dispute. This would probably be discussed with the company today.

A Nampak spokesman said yesterday the company was prepared to discuss national forums for negotiating issues such as provident funds, medical aid and training

It nevertheless believed plant-level bargaining over wages and conditions of employment best suited the interests of the company's employees because of the diverse nature of Nampak companies, their products and markets

# Mercedes-Benz, Numsa edge closer to a solution

<sup>B 10 Aug 28 1990 (151)</sup>  
MERCEDDES-BENZ SA and the National Union of Metalworkers (Numsa) edged closer to an agreement yesterday which would allow production to resume at the company's East London plant.

A Mercedes-Benz spokesman said yesterday Numsa confirmed its members at the plant accepted the wage agreement concluded at the industry's national bargaining forum (NBF).

The company suspended production at the plant on August 16 after a group of Numsa members began a protest against Mercedes-Benz's participation in the NBF.

Mercedes-Benz insisted the union guarantee it would abide by all collective agreements as a precondition for reopening the plant.

Numsa had demanded the 538 workers dismissed for their involvement in the protest be reinstated, but the company spokes-

MATTHEW CURTIN

man said the union agreed negotiations over the dismissals should be referred to arbitration.

He said Numsa told the company it did not foresee another meeting with management before Monday.

Numsa officials were unavailable for comment last night.

Mercedes-Benz CE Chris Kopke issued a statement to all employees yesterday in which he warned the rate of progress of these negotiations "would determine whether or not the company would be able to continue to do business in SA".

Kopke has denied the company has any plans to relocate from East London, but said labour relations problems, responsible for Mercedes-Benz's failure to meet weekly production targets since 1986, threatened the viability of the East London operation.



## MBSA scotches rumours that it will soon re-open

*W/mant 28/9 - 4/10/90*  
By DREW FORREST and  
LOUISE FLANAGAN (151) ~~(151)~~ ~~(151)~~

MERCEDES-BENZ has scotched speculation that its strife-torn East London plant would re-open on Monday, as lost revenue due to the plant's six-week closure topped the R400-million mark.

In an advertisement in the East London press today, MBSA said further talks were scheduled with the National Union of Metalworkers on Monday.

However, the advertisement said Numsa members had accepted arbitration on the dismissal of 538 workers whose sit-in strike precipitated the closure on August 16.

And on Thursday, MBSA called on workers to collect backpay and identity cards, and fired strikers to remove their possessions from the premises.

Numsa has secured shop-steward support for its stand on the car industry's national bargaining forum (NBF). The strikers, allegedly backed by most Mercedes stewards, had demanded the firm's withdrawal from the NBF.

MBSA chairman Christoph Kopke told Sapa last week the company had failed to meet production targets for the past five years because of labour conflict, and the East London Chamber of Commerce says the closure of MBSA could threaten 10 000 jobs. Some suppliers have already laid off staff.

In a statement presaging possible tensions between the African National Congress and the unions, local ANC official Arnold Stofile told Sapa that "irresponsible" labour action could scare off existing employers and potential investors.

He said the legalisation of the ANC meant that Cosatu could now leave the political arena to the ANC and SA Communist Party.

# LABOUR FOCUS

## Wildcat strikes bring Nampak around on central bargaining

By DREW FORREST

AGAINST the background of spiralling wildcat strike action, Nampak has agreed to start talks with the Paper, Printing, Wood and Allied Workers Union on central bargaining within the giant packaging group

This is according to Ppwawu national organiser Rob Rees, who said on Wednesday 3 000 workers were now on strike at 20 Nampak factories over demands for central bargaining; a Nampak pledge to help rebuild the defunct printing and paper industrial councils and a company-wide probe into "bugging" of union activities.

The week-long strike looks set to spread. The union is organised in about 40 plants — close to half those in the group.

Although company confirmation could not be obtained, the offer of talks comes as a surprise.

WMAW 28/9 - 4110/90  
Nampak earlier signalled its continued rejection of group-wide wage bargaining

The company last week broke off negotiations with the union, accusing it of a deliberate bid to undermine labour practices and attacking the union's "premature decision to declare a legal dispute which is totally at odds with the illegal industrial action"

Rees said the talks offer, made at a meeting this week, would be discussed by workers. However, a pledge to discuss alternative bargaining levels represented a shift

He added that Nampak head office had offered to take up the sacking of 400 strikers at Nampak plants in Vereeniging, Industria and Edenvale with local managements.

"Workers will want a greater commitment to the unconditional reinstatement of these workers," he warned

# Concern at Mercedes Benz warning

151

THE National Union of Metalworkers of South Africa (Numsa) is concerned about a warning by Mercedes Benz that an ongoing sleep-in by dissident Numsa members at the company's East London factory could lead to the plant's closure.

About 600 workers have been sleeping-in at the plant for the past two weeks in support of a demand that the company pull out of the National Bargaining Forum for the motor industry.

Mercedes Benz this week said the strike had cost R121,5m in loss of production and if it continued, the company's future would be at stake.

With some 3 000 employees, the firm is one of the city's largest employers

Numsa official Mr Sitheli Nonyukela said the union was taking the threat of closure seriously

He said all 23 shop stewards from the company this week met with national and regional union officials to

discuss the situation

The meeting followed Mercedes' rejection of a union proposal that the company temporarily suspend participation in the bargaining forum to give the union a chance to sort out its internal differences on the issue

Numsa has found itself in the ironic position of negotiating over an issue where it disagrees with the workers' demand

The bargaining forum was set up at Numsa's insistence to centralise negotiations throughout the motor industry.

However, some Mercedes Benz workers believe they can get better wages by plant level negotiations

The dispute at Mercedes erupted just as the union was involved in legal moves to force Delta Motor Corporation in Port Elizabeth to participate in the forum.

Last week, the company dismissed 200 workers for ignoring a court order to leave the premises.

Numsa general secretary Moses Mayekiso said. "We decided we had to be flexible because our members are divided".

Mayekiso said management refused to suspend participation in the NBF on the grounds that it had an obligation to other employers in the industry.

The company has refused to comment on the progress of negotiations. — ECNA

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## Marathon Paarl strike ends after talks

South 3018-519190

A MARATHON five-week strike by about 200 Paarl workers ended this week after two days of talks between representatives of Satchwell Controls and Nactu affiliate, the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

In terms of the agreement the workers accepted the company's offer of a R40 across-the-board increase. They will get a minimum of R4,74 an hour, backdated to July. (SI) (S) (S)

Seawusa organiser Mr Peter Roman described the settlement as a "victory" and said it emphasised the importance of plant-level negotiations as opposed to industrial council bargaining — currently the focus of debate within the trade union movement.

Roman said — with the exception of six people — the workers, who were locked out from the beginning of the strike, had remained firm and not returned to work.



# Incentives come into their own

TRADITIONAL relationships between employer and employee are changing — and new approaches to compensation are emerging.

Charles Cogill, remuneration consultant and professor of industrial psychology at the University of Cape Town, says relationships tended to be characterised by regular salary survey-linked pay increases and clear definition of job content — all directed from the top down.

Traditionally companies have set their pay lines "at or above the market average" or some at specific percentage levels.

## COMPETENCE

"Newer approaches to compensation, especially popular in America, do not guarantee to pay above the market, but below the market at the 40th percentile and then to make the remaining 10%, 20% or 35% achievable through incentives related to variable individual and company-linked performance," says Professor Cogill

Variable pay plans, such as gain and profit sharing, group incentives and key contributor programmes are increasingly being accepted

Organisational forms adopted at some plants in the US have been jointly worked out between employees and the company.

"The new organisational structures based on semi-



## MANPOWER MIRROR

By Adrian Hersch

autonomous work groups support the overall business strategy and are designed to impact directly on productivity

"Compensation programmes are becoming organisational strategies, as opposed to simply being compensation strategies"

Employee involvement is increasingly occurring in decision making, especially about compensation For example, employees are becoming involved in the design of the variable pay plans, such as gain sharing and pay for skill

Skill-based payment involves setting up a "ladder" which employees climb at their own speed in a particular job Employees are encouraged through the reward system to learn more general skills.

"Movement up a circular ladder involves acquiring knowledge across a number of more rigidly defined jobs Employees are paid for the skills they are capable of using, not for the job they are performing at a particular point in time."

Frank Horwitz of the UCT

Business School says that initiatives regarding flexible work practices have assumed greater prominence in business organisations following intensified international competition, deregulation and privatisation, globalisation of markets and the formation of strategic business alliances cross-nationally, such as Europe 1992, and between formally competing companies

## ROTATION

Professor Horwitz says initiatives include greater flexibility in work design, such as reducing levels of supervision, organisational restructuring to devolve authority and responsibility to lower levels, flexibility in remuneration systems such as skilled-based pay, and training and development, for example, job rotation

Proposals for greater flexibility are emerging in negotiations with trade unions in some SA industries It is important that unions be involved in the process, says Professor Horwitz

# LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION POLITICS AND INDUSTRIAL DISPUTES

## Mercedes proposes arbitration on firing of sit-in employees

W/Mail 31/8-2/9/90

151

By DREW FORREST

MERCEDES-BENZ management has proposed arbitration on the dismissal of 200 workers whose occupation of its East London plant has brought production to a standstill over the past fortnight. Mercedes has also warned the National Union of Metalworkers that if the union is unable to persuade workers to vacate the plant, it will take "whatever steps it believes necessary" to ensure they leave. At the same time, six car companies in the industry's national bargaining forum (NBF) are adamant that no wage deal will be concluded in the NBF which does not cover the Mercedes workforce. This emerges from an advertisement to be published by Mercedes in the press today. In a statement releasing the text of the advertisement, Mercedes said the position regarding "unprocedural industrial action" at the plant remained unchanged and that management and Numsa were continuing their efforts to resolve the crisis. Numsa could not be reached for comment.

On Wednesday Numsa top brass, including key officials Les Keteldas, Bernie Fanaroff and John Gomomo, met Mercedes shop stewards in Port Elizabeth over the dispute.

In the advertisement, Mercedes lists a number of demands made at a meeting of the NBF this week. In defiance of Numsa policy, the workers occupying the plant have demanded Mercedes' withdrawal from the national forum and a move to plant-based pay negotiations.

The demands were that Numsa:

- State whether it supports workers' demands that the company withdraw

from the NBF, and whether it condones the "unlawful occupation" of the plant and the "unacceptable conduct" of workers participating in it.

Mercedes says the workers are wielding an assortment of dangerous weapons, have damaged and stolen property and have threatened and intimidated other workers and contractors.

- State what action it intends taking against members who have "defied and undermined" union policy, the NBF, the company, Numsa shop stewards and the Supreme Court, and what it intends doing to ensure that members vacate the plant.

- State whether it can reach a wage deal in the NBF binding all Mercedes workers.

Numsa replied to the demands, the company said, but had asked that its response remain confidential.

Giving details of its subsequent response, Mercedes said it shared Numsa's view that dismissed workers should have a fair hearing. The union should convince workers to leave the plant and allow arbitration to take place in terms of the recognition agreement.

The workers' rejection of this proposal was not conducive to resolving problems, it said.

The company said employers in the NBF were committed to concluding an agreement in the NBF which included Mercedes.

No agreement would be reached "until Numsa confirms that such an agreement has been accepted as binding on all employees for whom it is negotiating in the forum", it said.



# Louw encouraged after exploratory ILO visit

B/D am 2/10/90

MANPOWER Minister Eli Louw yesterday described his reception by International Labour Organisation (ILO) director-general Michel Hansenne, various foreign politicians, bankers and diplomats at the organisation's annual conference in Geneva last week as positive.

Addressing a Press conference in Pretoria yesterday, Louw said his 10-day trip to Geneva and Frankfurt was exploratory

There was no discussion of SA's readmission to the ILO SA was a founder member of the ILO but was expelled from the organisation in 1964

## Complaint

While no formal talks had been held between the ILO and government, these were likely to take place some time in the future, Louw said

He said Cosatu's complaint against government that race still played a role in the registration of trade unions was raised during his meeting with Hansenne

The matter would be taken further if necessary once new labour legislation was promulgated next year

Louw said he was convinced eradicating racial discrimination with the least delay and settling SA's

MATTHEW CURTIN

future economic system were the priorities now facing government

"The world is anxious to know what economic system will prevail in SA before deciding to invest here," he said

He said the ILO welcomed the agreement on amendments to the Labour Relations Act finalised by his department, the National Manpower Commission, Cosatu, Nactu and Saccola representatives the week before he departed

Louw said his discussions with West German officials had convinced him a united Germany promised a more positive commercial relationship between SA and one of its major trading partners as the new country would need more imports and exports

He said he was particularly impressed with the economic awareness of German trade unionists

Economic education on the shopfloor was vital for SA's labour relations future and Louw said he felt the lack of industrial unrest in Germany could be explained by the high level of economic education there

He said he found West German approval for the "steady, patient" approach Mercedes-Benz SA was taking to resolve the problems at its East London plant



Manpower Minister Eli Louw speaking to reporters after his return from the International Labour Organisation's annual conference.

Picture ROBYN RYAN

## Talks on workplace violence

B/D am 2/10/90 GERALD REILLY (151)

PRETORIA — The 250 000-strong Federation of Salaried Staff Associations of SA (Fedsal) is to ask Manpower Minister Eli Louw at a meeting today for a commission of inquiry into violence in the workplace

General secretary Piet Heymans said yesterday Fedsal would ask that Cosatu, Nactu and employer groupings like Saccola be involved Fedsal wanted a code of conduct for employers and employees to prevent violence

# Nampak likely to reject mediation offer

NAMPAK was likely to turn down a Printing Paper and Allied Workers' Union (Ppwawu) proposal for mediation to resolve the dispute and two-week strike by 3 600 workers at 26 plants, management indicated yesterday.

Nampak group human resources manager Neil Cumming said the com-

MATTHEW CURTIN

pany was seeking clarification on the mediation offer.

However, it was unlikely mediation would help break the deadlock as Ppwawu members had embarked on illegal strike action in defiance of dispute resolution procedures laid down in plant-level recog-

nition agreements, he said. Ppwawu is campaigning for Nampak to agree to centralised collective bargaining. Cumming said the company still insisted that it would consider group level bargaining only on issues other than wages and conditions of employment.

The diversified character of Nampak's operations made centralised wage negotiations impractical.

Union national organiser Rob Rees said yesterday about 50 workers were dismissed at Nampak's Cape Town recycling plant.

Cumming said only 29 were dismissed for their failure to meet a return-to-work deadline.

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# STRIKE

South 4/10 - 10/10/90

# SPREADS

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THE countrywide strike by 3600 workers at 28 Nampak plants continued this week despite mass dismissals.

The workers, from plants throughout the country, have downed tools in support of centralised bargaining

Among the strikers are about 350 workers from

three plants in the Western Cape, as well as workers from two plants in the Eastern Cape and four in Natal

The company has not responded uniformly at all the plants, and some unionists view this as an attempt to fragment the strike

Four hundred workers were dismissed at three Transvaal plants, while all

the strikers at Nampak Recycling in Cape Town have been dismissed

Strikers at Nampak Corrugated plants in Epping and Paarl have been interdicted from entering company premises.

Already the nationwide strike is having a ripple effect. This week Transport and General Workers' Union members refused to transport Nampak products, while workers at Kohler pressured management into agreeing not to use Nampak paper. Workers at JS Packaging in Port Elizabeth this week refused to handle Nampak products.

Tensions between the Ppwawu and management have been inflamed by the discovery that union meetings were bugged at two Nampak factories, ongoing strike action at Nampak Rosslyn and an ongoing strike over dismissals at Printpak Gravure.

The company is demanding that the union ends the dispute and agrees to plant-level bargaining in return for an undertaking to look at reinstatement and the opening of discussions about centralised bargaining.

A Nampak spokesperson confirmed that the strike had affected 25 of the company's plants.

Failure to heed ultimatums to cease illegal strike action resulted in the dismissal of workers at six plants, the spokesperson said.

"The dismissals came after repeated written requests to the union to intervene and facilitate a return to work by its members at these businesses. These requests were ignored entirely."

## WORKER CO-ORDINATOR

(POST)

Montagu and Ashton (MACS), a dynamic and energetic community development organisation, is awaiting approval for a vacancy that will be based in Montagu.

The fieldworkers will be responsible for a wide range of needs in our community, including: adult education; adult development; community development; and training.

We are now looking for an ambitious, bilingual person (English and Afrikaans would be an advantage); 30 years old, who has an equivalent qualification, at least 3 years experience in a development environment in a senior capacity. We will also offer strong leadership and managerial training.

The successful candidate will be responsible for the co-ordinating of field-work programmes and the presentation and delivery of training.

Offering an ongoing formal and informal on-the-job training programme, attractive career prospects and excellent remuneration.

For applications, including a detailed Curriculum Vitae, send your application to the General Secretary, MAG, PO Box 365, Montagu. Applications should reach us by no later than 12 October 1990. For more information about this excellent opportunity, call (0234) 41175 between 09:00 and 13:00.





# Bid to avoid striking

South 4/10 - 10/10/90

By HEATHER ROBERTSON  
In a last ditch bid to avert strike action in the clothing industry, a wage dispute affecting thousands of workers has been referred to mediation.

A professional mediation firm is assisting the union and factory management to come to an agreement.

South African Clothing and Textile Workers Union (SACTWU) general secretary, Mr Howard Gabriels, said on Wednesday that a failure to settle the dispute may lead to the union going ahead with a strike ballot.

After the latest round of mediation talks on Wednesday night, the unions demand still remained an across-the-board increase of R30.

Employers have at this stage agreed to an increase of R26 for qualified machinists (grade B), 14 percent or R20 for categories below Grade B and 14 percent for higher categories.

Employers have in principle agreed on postponement of the 1991 negotiations to April/May 1992.

The offer was made provisional on the union dropping all its demands on other cost items (such as leave and bonuses).

"It is expected that mediation will be concluded on Friday, but if a settlement is not reached, we are open to further meetings," said Gabriels.

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# Police step in as Nampak strike spreads countrywide

By DREW FORREST

W/Mand 5/10 - 11/10/90

EIGHT workers were hurt when police fired rubber bullets at a Cape Town union march on Wednesday, as conflict around countrywide wildcat strikes in the Nampak group continued to mount.

Major Jan Calitz denied Paper, Wood and Allied Workers' Union charges that no warning had been given before police acted against about 250 strikers outside Nampak Corrugated in Epping. Two people were held after the "illegal" demonstration, he said.

Also on Wednesday, police fired rubber bullets at workers outside Nampak Polyfoil in Nancefield, Soweto, injuring several.

Ppwawu also says kwaZulu police dispersed workers at a Nampak factory in Isithebe. It claimed policemen had visited workers' homes in a bid to "intimidate" them into resuming work.

The strike, which centres on demands for centralised wage bargaining, has spread to 29 factories and involves close to 3 700 workers, according to the union. Nampak says 2 500 are on strike.

The company has indicated a willingness to discuss non-wage issues such as housing and medical benefits in a central forum — an offer the union welcomes — but is resisting national pay talks.

There are ominous signs that action may spread beyond the group. It is understood that the shop stewards' council of Nampak parent Barlow Rand is to meet at the weekend to decide on broader solidarity action within Barlows. The strike was also discussed at a Cosatu executive committee meeting yesterday.

Ppwawu national organiser Rob Rees said sympathy action had been taken at a number of Metal Box factories and at a Port Elizabeth firm, J and S Packaging.

In a statement yesterday, in which it attacked Ppwawu's "wanton disregard for its members' job security and right to earn a living", Nampak said it rejected a union proposal of mediation.

Despite clear dispute-resolving procedures in recognition agreements, the union had resorted to illegal strike action and sidestepped conciliation mechanisms in the Labour Relations Act, it said. "Why did it not suggest mediation before it mobilised members for an illegal strike?" it asked.

Nampak confirmed securing supreme court interdicts at three Natal plants restraining picketing strikers from interfering with company operations and workers on the sites.

See PAGE 11

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# Six injured in clash at Nampak

Sowetan 5/10/90

SOWETAN  
Correspondent

RISING tensions in the Nampak strike showed no signs of abating on Wednesday when six Western Cape strikers were injured in the back by police birdshot, a union spokesman said yesterday.

Congress of South African Trade Unions structures, including its executive committee, would be discussing the Nampak strike soon, the Printing, Paper, Wood and Allied Workers Union spokesman said.

A Barlow Rand regional shop steward council this weekend would also discuss possible solidarity action with the Nampak workers.

Yesterday's Cape shootings followed police action at Nampak's Nancefield plant earlier in the day. Management said the dismissed workers were assaulting new workers and were preventing

deliveries from taking place.

Ppwawu said the conflicts showed management was increasingly relying on the police to solve its problems, but management blamed the union for the violence, saying it had adopted a confrontational stance from the start of the illegal strike.

The union is demanding centralised bargaining at all Nampak plants and suggested mediation earlier this week, but this was rejected by the company.

The Ppwawu spokesman said Cosatu viewed the strike as going far beyond Ppwawu.

"It's a campaign issue and deals with central bargaining which is an issue involving many Cosatu affiliates," he said.

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# Numsa sit-in prompts firm to freeze talks

810am 5/10/90 MATTHEW CURTIN

BARLOW Rand subsidiary ATC yesterday suspended talks aimed at resolving an eight-week strike at its Brits plant after a group of 50 National Union of Metalworkers (Numsa) members staged a sit-in at the Barlows head office in Sandton yesterday.

An ATC spokesman said the Numsa members occupied offices of Reunert, an ATC shareholder, at Barlows Park.

He said the action was a demonstration of bad faith by the union, which had undertaken to urge its members at ATC not to use "unprocedural action".

Numsa and ATC had arranged a meeting yesterday morning in the hope of resolving the dispute.

He said the Numsa action also reflected "negatively" on Cosatu's undertaking not to use "disruptive tactics" to settle industrial relations matters.

A Numsa spokesman said yesterday the sit-in was called to highlight its campaign against ATC.

The union went on strike over the dismissal of three senior shop stewards from the Brits plant.

Numsa claims the three were victimised after the entire work force walked off the job when management refused to allow them to leave work early during unrest three months ago in Ga-Rankuwa.

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**Compromise deal on SAB overtime**

■ A compromise deal on the vexed issue of overtime is included in this week's wage settlement between SA Breweries and the Food and Allied Workers' Union.

In a bid to reverse the terms of last year's strike settlement agreement, which committed workers to overtime, Fawu had declared a dispute over demands that overtime be voluntary. SAB's Adrian Botha said it had now been agreed that overtime should be voluntary, but that Fawu had accepted the need for overtime during peak periods.

The agreement provides for a 16,5 percent pay increase, raising the minimum rate from R1 063 to R1 238.

(151)

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w/m/25/10 - 11/10/10

**NUM, Iscor meet to break wage deadlock**

■ The NUM and Iscor management met yesterday to break the wage deadlock which threatens to spark strike action by 6,000 workers at three Iscor mines. (151)

The NUM last week announced that strike ballots would be held at the Thabazimbi and Sishen iron mines and the Grootte Geluk colliery. No ballots have yet been held.

Details of the union's pay claim and Iscor's offer could not be obtained. However an Iscor spokesman said that at yesterday's talks, the company raised its offer by a small percentage. The union would report to members and a further meeting was scheduled for next Thursday.

06/11/1990  
5/10-11/1990

## ARTS

**THEATRE:** Pact workers are dismissed after an 'illegal' strike

# Pact dogged by labour disputes

W/E Mail 5/10-11/10/90

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PACT'S problems in the labour field are continuing.

Soon after breaking with the South African Association of Theatrical Managements (Saatu) and substituting its own wage contract for that agreed to with the South African Film and Theatre Union (Saftu), the Performing Arts council of the Transvaal is in dispute with the Paper Printing Wood and Allied Workers Union (Ppwawu), having dismissed 270 workers on Tuesday of last week on the grounds of their having declared an illegal strike

Patrons at the State Theatre in Pretoria had their first intimation of a problem when Denis Reynecke, director general of Pact, mounted the stage at the first interval to apologise for the botched scene changes in the first act of the ballet *Cinderella*

"As you know we are having strike problems," he said, "and the changes are being done by students and other voluntary helpers"

It is understood that at some stage other staff members, some members of the new multiracial union, the Performing Arts Workers Equity (Pawe), had also been approached to replace workers who had been sacked and that they had declined to do so, even when threatened with the loss of their jobs.

The sackings, according to Ernest Masala, Ppwawu's branch organiser for the Northern Transvaal, came about after the Pact management had called in its company lawyer to deliver an ultimatum that the "strikers" return to work within five minutes or be dismissed

From as early as May, Masala said, the workers had been negotiating with Pact to deduct union fees through stop orders on their pay cheques.

The Pact management had responded in July that this could be implemented only after permission had been obtained from the Department of Manpower

On September 24, the management reported that the issue was no longer in the hands of the Department of Manpower and now had to be referred to the industrial council

The management did give the assurance, however, he said, that the issue of staff retrenchment was a thing of the past.

The workers wanted confirmation of this in writing

At a report-back meeting the following day workers said that management was dragging its feet on the main issue of stop orders

At 1 55pm, Masala said, management met but declined to address the workers on the issue, giving them five minutes to get back to work.

At 2 15pm, the shop stewards were called to the office, where they encountered the manager, the company lawyer and two other people

The company lawyer said the workers had declared an illegal strike and that he would address the workers

Labour disputes are dogging Pact, with the dismissal of 270 workers last week

**RAEFORD DANIEL** reports

The shop steward's pleas that the workers would not respond to someone not known to them were ignored and the company lawyer, using a defective loud hailer, reiterated that the men were engaged in an illegal strike and gave them five minutes to return to work or be dismissed

Many of the workers did not understand as he was speaking in English. Also many could not hear, but the company lawyer, offered a clearer loud hailer, refused to use it.

Realising they had a problem, the shop steward phoned the Ppwawu office

"I advised that the men return to work and that further meetings be arranged to resolve the matter

"But when he returned to the meeting six uniformed policemen had arrived. In their presence the company lawyer again told the men they had five minutes to get back to work.

"I telephoned the manager to arrange a meeting on the afternoon of the 26th. I phoned again at 3 and 4 30 with a request that the men be allowed to return to work. This was refused

"At a meeting of the 26th the company lawyer was asked to again put the position to the men after they had returned to work. His response was that the pay packets were ready for collection. He then closed the meeting and walked away"

Pact's deputy director general Louis Bezudenhout said that management had been sympathetic to the workers' demands "to the smallest detail", but had pointed out that they were going about the matter in the wrong way. Approaches to the Department of Manpower were not going to help and could only retard developments in the matter.

"One of the problems was that more than one union was involved. The industrial council agreement allowed facilities for the deduction of dues from staff salaries for only one, so we advised that permission had to be sought from the council to implement the question of stop orders

"But the members refused point blank all question of an approach to the council. We appealed to them on the Monday before the strike to write a letter to the industrial council but they refused.

"We also offered them an interim arrangement whereby dues would be accepted in the office. This too was turned down

"The biggest problem would seem to be the recognition of the union. We had presented them with an agreement recognising the union. This, too, they refused to accept."

# Strike-hit Nampak 'booms'

By Day 8/10/90

NAMPAK's strike-hit Rosslyn paper mill broke productivity records in September despite the six-week absence of its shop-floor workforce, Nampak industrial relations director Tony Mercer said at the weekend.

He said strike action by 136 Ppwawu members had improved the Rosslyn plant's performance.

But he admitted Ppwawu's strike action at 28 other Nampak plants over demands for centralised bargaining was affecting production although the exact cost was difficult to quantify.

## Disputes

Rosslyn GM Peter Hartley said on Friday paper production reached 4 780 tons in September, 150 tons more than the previous record.

He said the company on Friday dismissed striking workers, who downed tools on August 30 after protracted disputes at the plant going back to March last year. The workers failed to meet a return-to-work deadline.

Rosslyn management was discussing a 37% reduction in shopfloor staff, he said.

Union national organiser Rob Rees said last week he was sceptical about company claims of increased production. To train unskilled staff to perform skilled workers'

MATTHEW CURTIN

tasks in six weeks and so maintain production would be difficult.

Hartley said production was able to run smoothly because the company, faced with frequent industrial action over the years, had perfected contingency plans.

Administrative and engineering staff were drafted to the shopfloor and staff maximised the use of automated machinery. The company had hired only six extra temporary workers.

On Friday Nampak Tissue said it would cancel and suspend workers' benefits of 250 Ppwawu members on strike for 10 days at its Pretoria plant unless they returned to work today.

Ppwawu has said almost 500 workers have been dismissed during the strike and Nampak has served several court orders prohibiting strikers from company premises unless they intend to resume work.

Nampak has insisted that the industrial action, in breach of plant-level recognition agreements, must end before it will negotiate with Ppwawu, although plant-level bargaining over wages and conditions remained non-negotiable.

Mercer said Ppwawu's suggestion of mediation to find a solution to its demands for centralised collective bargaining at Nampak was inappropriate.



MATTHEW CURTIN

## Mercedes plant set to reopen this week

MERCEDES-Benz SA's East London plant is set to reopen this week after being at a standstill for almost two months

National Union of Metalworkers (Numsa) regional organiser Les Kettledas said yesterday there was nothing to prevent the plant reopening in a matter of days

He said Numsa and Mercedes-Benz management had reached agreement on outstanding issues which had prevented plant production resuming

Once Numsa leaders had consulted union members at Mercedes-Benz this morning and received their mandate, the union could sign a final agreement

The two sides met twice last week to discuss a draft agreement put forward by Mercedes-Benz as a basis for a settlement. Neither party has been prepared to comment on the agreement's content

The East London plant was closed on August 16 after a sit-in protest by a group of disaffected Numsa members demanding the company withdraw from the motor industry's national bargaining forum

The company dismissed 538 workers who took part in the protest.

Chairman Chris Köpke said the plant's closure had cost R13,5m a day

# Mercs to start rolling off the production line after nine-week dispute

MERCEDES-Benz SA's East London plant resumes production today after the company and the National Union of Metal Workers (Numsa) reached an agreement resolving their nine-week-old dispute.

The accord was signed yesterday after the union obtained a mandate from its members to accept the settlement thrashed out in the past month. Company official Renee Killian said more than R500m was lost during the 37 days in which production was suspended. Mercedes-Benz and Numsa agreed to

meet as soon as possible to finalise and put into action a new housing, education and social responsibility programme.

Numsa also agreed to arbitration to settle the issue of the reinstatement of 538 dismissed workers. Union regional organiser Les Kettleidas was unavailable for comment last night.

Passenger car division manager Peter Cleary said the waiting period for Mercedes-Benz cars, which was down to three months on some models because of the decline in the SA economy, would be ex-

tended by the length of the dispute.

This meant the waiting period for Mercedes-Benz W124 series (the 200E, 230E, 260E and 300E models) was at least six months and at least 21 months for S-class cars. Orders for Honda models would take more than two months to fill.

Cleary said vehicles held up in production by the dispute would not be affected by a decision on price increases, delayed by

the suspension in production.

The company and the union have agreed to address the "growth and viability" of the company through jointly created structures by giving the structures "credibility through the training and development of all employees."

Without giving details, the company said the parties had agreed on how other "operational issues" affecting the company's viability would be addressed, such as the need to reach production schedules and ensure discipline.

The plant was closed on August 16 when hundreds of Numsa members, subsequently dismissed, began a sit-in to press for the firm's withdrawal from the motor industry's national bargaining forum.

Numsa leaders who rushed to East London were unable to end the protest, which was in defiance of the union's commitment to centralised collective bargaining. Police evicted the workers on September 2. The union and management then set about meeting conditions stipulated by the company for the reopening of the plant.

By Day 9/10/90  
MATTHEW CURTIN

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# Mercedes strike ends

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THE industrial dispute at the Mercedes Benz factory in East London has ended.

According to a statement by the company, management and the National Union of Metalworkers of SA had reached an agreement

All hourly paid workers will report for work today.

The strike began on August 16 with a sit-in at the factory premises, but it was ended two weeks later by police at the request of the management.

Since then, all business activities have been suspended by management - Sapa.



Last month's labour law agreement will benefit all employers, says Sacob industrial relations committee chairman Bokkie Botha. Picture ROBYN RYAN

## Sacob's Botha welcomes agreement on labour law

ALAN FINE

THE labour law agreement between unions, employers and government represented a decisive move away from protest to a more constructive way of handling conflict, Sacob industrial relations committee chairman Bokkie Botha said yesterday.

The benefits of the agreement reached last month would be felt by all employers, particularly by small business employers.

Very significant, he said, was the clause in which all parties committed themselves "to dialogue and discussion to resolve conflict wherever it arises".

While this would not guarantee an end to problems, and shop floor problems would not disappear overnight, it did mean a commitment to an end of "unilateral" stayaways.

Sacob was pleased that Cosatu and Nactu had committed themselves to joining a restructured National Manpower Commission.

This, would, in future, mean that all parties would become part of the process of developing labour legislation rather than some being outside critics.



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B 10am 9/10/90

## Cosatu march targets Barlows

MATTHEW CURTIN

COSATU members will march through Johannesburg next Tuesday to highlight demands for centralised bargaining at Barlow Rand and grievances that affiliated unions have concerning Barlow's subsidiaries.

A Cosatu spokesman said yesterday shop stewards at Barlows' firms met at the weekend and resolved to step up their 10-month campaign against the group.

The demonstration next week will promote the Paper, Printing Wood and Allied Workers' Union's (Ppwawu) campaign against plant-level bargaining at Nampak, and campaigns by the NUM and Numsa for the reinstatement of workers dismissed from Rand Mines' Duvah colliery and ATC's Brits plant.

Yesterday, Ppwawu said dismissals last week at Nampak's two Rosslyn plants had taken the number of workers fired in the three-week strike to nearly 1 000.

# Strike talks deadlock

*Sowetan 9/10/90*  
EFFORTS to end a countrywide strike by 2 800 Nampak employees demanding centralised bargaining remained deadlocked yesterday.

Cosatu threatened solidarity action against the Barlow Rand subsidiary's "iron-fist attitude".

About 130 workers at the Nampak Spicers plant in Johannesburg returned to work yesterday, leaving about 2 800 employees at 28 plants still on strike, Nampak industrial relations director Mr Tony Mercer said. - *Sapa*

Dispute at city  
abattoir. Workers  
demand jobs back

By SHARON SOROUR, Labour Reporter

THE African National Congress and other community organisations have stepped into a dispute involving the dismissal of about 300 abattoir workers.

The Food and Allied Workers' Union announced yesterday that the ANC, with Co-satu, the Muslim Judicial Council, the United Democratic Front, the Western Cape Traders' Association and the Chamber of Muslim Meat Traders, pledged support for the workers' reinstatement.

They were dismissed from Cape Slaughtering, Dressing and Flaying on August 2 for staging a wildcat strike at the Maitland abattoir.

**'TRICKED'**

The union accused the company of dismissing the workers in an "arbitrary and dictatorial manner".

"They were informed of their dismissal by a police official. They had been tricked into clocking out on the pretext that the problem would be discussed with shop stewards the following morning," a union statement said.

But a company spokesman said the workers were requested, verbally and in writing, to return to work and were warned that if they refused they would be dismissed.

"It had been agreed upon by both parties that they would not take part in any industrial action during wage negotiations. The company claimed for the losses from the workers and the union and it was agreed upon that any back pay would be held back pending the outcome of the claim," he said.

**BOYCOTT THREAT**

An urgent industrial court application by the union to have the workers reinstated failed and the two parties were set to meet in court next week.

The organisations had called on the company to meet the union and settle the matter, but company was not prepared to reinstate the workers and would meet the union in court, the spokesman said.

The union has threatened that the dispute could lead to a red meat boycott and support action by trade unionists at distribution firms.





# Numsa 'shakeup' after Benz dispute

South 11/10 - 17/10/90

EAST LONDON.— The National Union of Metalworkers of South Africa (Numsa) has elected a new Border regional secretary in what appears to be part of a "shakeup" in the region.

The appointment of Mr Enoch Godongwana, who has been moved to the area from Johannesburg, is seen as an attempt to address worker dissatisfaction with regional officials

Workers at Mercedes-

Benz South Africa (MBSA) here went back to work on Tuesday this week after a seven-week dispute

In terms of the agreement hammered out by Mercedes and Numsa, the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will stand

The issue of the 538 dismissed strikers will be taken to arbitration, which will decide who actually participated in the strike and what disciplinary action will be taken (151) (151)

In addition, Numsa and MBSA restated their commitment to the recognition agreement and to the use of negotiation structures to resolve disputes

## threat

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# Boycott threat

South 11/10/1 - 17/10/90 (151)  
BOYCOTT action against suppliers of red meat is looming as a dispute, involving about 300 dismissed workers at Cape Slaughtering in Maitland, remains deadlocked

A bid by their union, the Food and Allied Workers' union (Fawu), to send a "high-powered" delegation to meet the firm's management on Friday, has been rebuffed

A spokesperson for Cape Slaughtering confirmed that a request for a meeting was not acceptable as it had "arrived too late" and because a court matter was pending next week. The workers were dismissed on August 1 after a dispute over back pay. The dispute originally arose in April this year when the workers had gone on a "go slow" strike and Cape Slaughtering sued them for lost production.

The union said the workers had been dismissed in an "arbitrary and dictatorial manner".

"From all accounts, the company seemed to adopt an anti-union stand.

Apart from the delegation, the union's strategy is to brief fraternal organisations, affiliates and other organisations to "elicit various forms of support" and to discuss a possible red meat boycott if the dispute is not resolved soon.

The spokesperson for Cape Slaughtering said the dispute was "irretrievable".

"Discipline among the workers had broken down completely and their relationship with the firm deteriorated to such an extent that I don't think a solution can be found."

taken ~~15/10/90~~  
In addition, Numsa and MBSA restated their commitment to the recognition agreement and to the use of negotiation structures to resolve disputes.

## Jobless on march in Cape

A NEW round of consumer boycotts is on the cards if the authorities do not respond to the demands of unemployed workers who are marching in several southern Cape towns this weekend.

A spokesperson for the Western Cape Unemployed Workers' Union (Wecuwu) said the march would be to the Department of Manpower offices in George and Knysna on Friday and in Plettenberg Bay and Beaufort West on Saturday.

He said the marches were a follow-up to previous demonstrations in support of Wecuwu's demands.

# Garment wage deal

THE first ever industry-wide strike in the Western Cape clothing industry was averted this week when a last-minute accord on a wage agreement was reached after an earlier mediation attempt failed

The compromise was struck while the South African Clothing and Textile Workers Union (Sactwu) and employers were working out strike ballot procedures which could have resulted in industrial action

Ratification of the wage agreement was not finalised by the time of going to press but sources indicated that a compromise was reached on the following

- A R29,50 a week increase for grade B (machinists),
- A 15 percent increase for workers above grade B,
- A R25 increase for workers below grade B,
- A R22 increase for all learnership categories

These increases would be effective for the first 12 months of an 18-month agreement to be implemented from December 13 this year

An increase of R15 (or eight percent) will be effected during the last six months of the agreement

A mediation attempt had failed at the weekend after the union modified its demand for the 1990/91 main agreement which, at that stage, included increases of R30 for machinists, R25 for categories below machinists and R30 or 15 percent for categories above machinists

The talks broke down over the implementation date of wage increases and increasing the workers' annual leave from 13 to 14 days

The union had insisted on implementation in December, which meant the in-

creases would be included in holiday pay packets while the managements wanted the new wage levels effected in January 1991

The union subsequently dropped its demand for an extra day's leave

Industrial relations in the clothing industry, which employ about 55 000 people in the Western Cape, has been turned on its head since the formation of the Garment and Allied Workers' Union in December 1987

Used to dealing with what was considered a 'sweet heart union', clothing manufacturers had to contend with increased worker militancy, specially after the launch of Gawu's 'Living Wage Cam-



**TALKING TOUGH** Sactwu shopstewards consider a fresh wage offer from employers on Tuesday  
PIC Y MOHAMED

paign" The union received a further boost last year with the formation of Sactwu which involved a national merger and more than 180 000 workers. The merger led to affiliation to Cosatu

The union's growing militancy is attributed to greater democratic worker participation in decisionmaking and other matters

This was spearheaded by a new shopsteward structure which dealt with issues such as the Living Wage Campaign

The Living Wage Campaign was intensified in 1989 and with the signing of a wage agreement in December 1989 — bringing the wage level for machinists to R155 a week — income, in real terms, was the highest in 40 years

Sactwu's regional secretary Mr Howard Gabriels said this year's original demand of R45 across the board was an attempt to bring clothing workers wage levels closer to that in the manufacturing industry

"We believe our original demand was reasonable and fair because even semi skilled workers should earn at least R200 a week

We, however, moderated our demand to effect a settlement even going beyond our mandated position"

Mr Johan Baard, chief negotiator for the Cape Clothing (and Knitting) Manufacturers Association said although relations with the union had "matured significantly over the past three years", employers had several concerns about the fu-

ture While we are committed to bring about an improvement in real terms in the living standards of our employees it must be seen in the context of the clothing industry nationally and internationally

"The government is clearly moving from its isolationist thinking which means greater competition for the industry specially from the Far East

The difficulty is that as the situation worsens, the trade union's leadership finds it difficult to moderate the aspirations and expectations of its membership."

Baard said the employers were also concerned about the "unprocedural industrial action" in the industry in recent years

**NUMSA**  
**shakeup after**  
**Merz dispute**

SOUTH 11/10 - 17/10/90  
EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has elected a new Border regional secretary in what appears to be part of a "shakeup" in the region

The appointment of Mr Enoch Godongwana who has been moved to the area from Johannesburg is seen as an attempt to address worker dissatisfaction with regional officials

Workers at Mercedes

Merz South Africa (MBSA) here went back to work on Tuesday this week after a seven week dispute

In terms of the agreement hammered out by Mercedes and Numsa the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will stand

The issue of the 538 dismissed strikers will be taken to arbitration, which will decide who actually participated in the strike and what disciplinary action will be taken

**CAP MEDIA PROJECT FULL TIME MEDIA COURSE FOR**

# Work resumes at Benz plant

*151*  
*12/10/90*  
PRODUCTION at the Mercedes-Benz plant resumed yesterday after National Union of Metalworkers of South Africa members accepted the company's continued participation in the National Bargaining Forum

A statement from Mercedes-Benz said 90 percent of the hourly paid workforce returned to work at the East London plant on Tuesday and production resumed at the usual times yesterday

The company's chief executive, Mr Christoph Kopke, said he appreciated the spirit of cooperation displayed by all employees in dealing with the problems



**CURRENT AFFAIRS**

FIM 12/10/90 ~~151~~  
to be familiar with management-union agreements and labour law (151)

These are among the conclusions of a study by Ros Hirschowitz, of the Institute of Labour Economics Research, at the Human Sciences Research Council. She interviewed 123 shop stewards in Pretoria and the East Rand, as well as seven industrial relations managers and nine trade union officials. The report says shop stewards believe management is "not prepared to improve the career development prospects of the workers."

Hirschowitz's findings show 93% of shop stewards have some high school education and 31% are matriculants. However, they tend to work in low-level unskilled or semi-skilled posts. This poor placement of well-educated workers makes their role as unionists doubly important to them, Hirschowitz notes.

Contrary to management belief that shop stewards are troublemakers, she writes, 81% of those interviewed have worked for only one other employer and most have been in the same work place for a number of years. While 57% received training from unions, none has received any management training nor briefings about the nature of a free-enterprise system. □

LABOUR FIM 12/10/90  
**SILENT PREACHERS**

A researcher says employers underestimate the complex role of shop stewards and fail to give them the training in management principles and free-market systems which, they complain, the stewards lack.

She adds that shop stewards are, in fact, the main link between labour and management. They also keep records on incidents at work, including discipline and the financial performance of the company, and deal with the personal problems of workers. They have

## Barlows proposes union rights deal

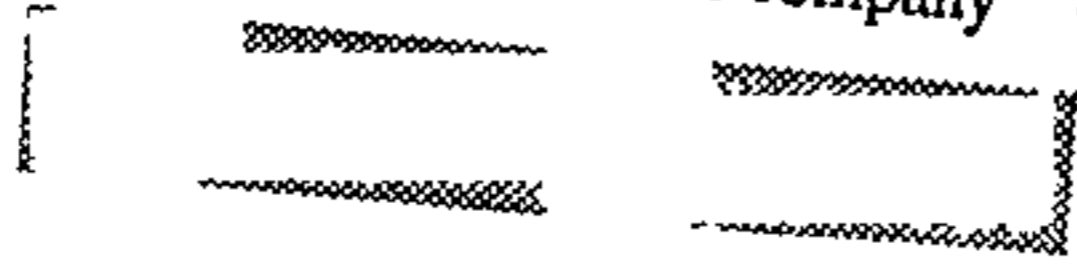
By DREW FORREST  
BARLOW Rand has offered Cosatu unions a range of union rights — including strike and picketing rights — in return for co-operation in building the group's prosperity, Cosatu negotiator Rob Rees revealed this week

Rees said the proposals, which still had to be unravelled and discussed by workers, were Barlows' response to a charter of workers' rights tabled by Cosatu during talks

Cosatu is engaged in a campaign against Barlows, centring on claims that the group has undermined central bargaining. However other issues, including mass dismissals at subsidiaries and union rights, are also at stake

Against the background of the campaign, Cosatu workers plan to march on Barlows' Johannesburg headquarters on Tuesday to protest against the handling of strikes at subsidiaries Nampak and ATC. Rees said the protest would also focus on sackings at Barlows Manufacturing in Kew and Rand Mines' Duvha colliery. A simultaneous march is planned on the Union Buildings.

On the latest Barlows' proposals, Rees said they appeared to link an offer of union rights, including workplace access, stop-orders and strike and picketing rights, to a Cosatu commitment to the group's prosperity. Barlows' view remained that the issue of bargaining levels should be addressed by subsidiaries, he said. Confirmation and comment could not be obtained from the company.



## 30 shop stewards begin Pretoria sit-in

PRETORIA — About 30 National Union of Metalworkers of SA (Numsa) motor shop stewards yesterday began a sit-in at the SA Motor Industry Employers' Association (Samiea) offices here.

The group conducting the sit-in is protesting at poor wages and working conditions

Samiea and Numsa are currently involved in national wage negotiations in Cape Town

A memorandum presented to the Pretoria branch of Samiea said the proposed minimum wage increases did not meet the minimum living standard and that working conditions were "less favourable than the basic Condition of Employment Act"

"We foresee a serious confrontation between employers and employees in future in this industry," said the memorandum.

Mr Sam Tsiane of Numsa said the group would stay at the offices until their demands were met

The Pretoria branch of Samiea declined to comment on the sit-in. — Sapa

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## Labour winds of change 'reaching the public service'

PRETORIA — The winds of change that had swept through the labour scene since the Wiehahn report were now breaking over the public sector, Commission for Administration chairman Piet van der Merwe said last night *6/Day 12/10/90*

Speaking at the University of the Free State in Bloemfontein, he said strikes in government service had taken on greater proportions than before. *(151)*

GERALD REILLY

Labour relations were becoming more important in the service. The management and handling of labour relations would make big demands on line managers

A process of negotiation in co-operation with personnel associations and other representative bodies to develop a framework for the regulation of labour relations in

the public service was in progress.

He said circumstances in SA now and in future demanded innovative thinking on the part of public sector administrators and line managers

It demanded, too, that business and labour leaders as well as the public should acknowledge the indispensable role of public institutions

Line managers had to be trained in labour relations to equip them for the maintenance of labour harmony.

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AND TUESDAY 16 OCTOBER 1990

Jewellery, Watches and Silver at 10 am

Ceramics, Glass, Works of Art  
and Collectors' Items at 2.30 pm

Clocks and Furniture at 6 pm

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tom, with employers offering 14 per-  
cent and R17 respectively. ~~35%~~

TGWU first tabled an across-the-  
board demand last year. "Most of our  
members are earning above the mini-  
mum, meaning that we were negotiat-  
ing only for the unorganised," said  
TGWU spokesman Kally Forrest.

She said employers were refusing to  
negotiate on demands for a single-  
council provident fund in the Trans-  
vaal — a step towards a national in-  
dustry fund — and for a 40-hour  
week.

12/10 - 18/10/90  
**Transport workers dispute**

■ Industrial council wage talks cover-  
ing 16 000 goods passenger workers  
in the Transvaal have deadlocked,  
with the four union parties declaring a  
dispute with the Motor Transport  
Owners' Association.

This is the first joint dispute on the  
council by Cosatu's Transport and  
General Workers' Union and the  
"moderate" white SA Transport  
Workers' Union and its black and co-  
loured "parallels". Mediation is the  
next step. (ISI) ~~35%~~

At the centre of the dispute is pay for  
general workers and drivers. TGWU  
has demanded a 35 percent minimum  
wage increase and an across-the-  
board rise of R207 a week at the bot-



# Last-minute wage agreement averts textile workers' strike

Own Correspondent

CAPE TOWN — A last-minute wage agreement in the clothing and knitting industry dispute has averted the threatened strike by about 56 000 Western Cape garment workers. SA Clothing and Textile Workers Union (Sactwu) spokesman Ronald Bernickow said yesterday the agreement included a R29,50 a week wage hike for Grade B machinists, R25 for Grade C machinists, R22 for learner machinists and R20,50 or 15%, whichever is greater, for machinists above the grade system.

The increase for Grade B machinists — about 70% of the workforce which earns a minimum wage of R155 a week — is 50 cents less than the amount initially demanded.

Settlement was reached yesterday morning when Sactwu and clothing and knitting industry employers accepted revised options decided upon at a special meeting on Tuesday.

## Departure

Sapa reports that chief negotiator for the Cape Clothing Manufacturers' Association Johann Baard said yesterday collective bargaining emerged as the real victor in Western Cape garment industry talks.

The industry's weekly wage bill would now increase by R1,5m from R8,6m to R10,1m.

In a departure from previous practice, the agreement would remain in effect for 18 months instead of a year, and in future apply from July 1 to the end of June, said Baard.

Besides assuring employers of a longer period of industrial peace, the new arrangement was seen as a union strategy to raise basic wages

spread over a longer period.

For employers, the altered currency of the industrial council agreement moved wage talks out of the end-of-year peak period into the first quarter, making them less vulnerable to shopfloor disruption.

"The possibility of a strike was never ruled out, but on balance our assessment was that the union would have experienced tremendous difficulties and obstacles in engaging the majority of its members in a trial of strength."

The employer caucus revealed a "very strong stream of sentiment" that a strike would have caused an effective 20% permanent loss of jobs in the local region, due to factory closures and retrenchments.

Meanwhile, our Durban correspondent reports that more than 12 000 clothing factory workers began a strike in Durban yesterday which could cripple the clothing industry's end of year sales.

Sactwu spokesman Paul Hartley said a dispute had been declared after five meetings with the National Clothing Manufacturers Association. Workers had gone on strike "in response to the employers' position".

Natal Clothing Manufacturers' Association executive director Len Smart said there was a "technical deadlock" which happened every year at this time.

He said although the at the time illegal, his association would not take any action against the strikers. Negotiations would continue and agreement had been reached.

12/10/90

(151)



# Numsa official (15)

## axed after bitter Mercedes strike

By LOUISE FLANAGAN  
and DREW FORREST

MERCEDES-BENZ workers have axed a key union official following the settlement of the bitter seven-week dispute at the East London car giant.

The National Union of Metalworkers (Numsa) denied any connection between the strike and the axing of Numsa's Border regional secretary, Msiteli Nonyukela, in elections at the weekend.

But workers were known to be critical of Nonyukela's alleged dictatorial style during the dispute, and at one stage carried his mock coffin through the plant. Mercedes has hotly denied rumours that it insisted on his removal during negotiations with Numsa.

The dispute, centring on worker demands that Mercedes pull out of the car industry's national bargaining forum (NBF), has cost the company close to R500-million in lost revenue — but this takes no account of savings on wages and materials while the plant was closed. Mercedes said actual losses were being assessed.

Mercedes said 90 percent of workers returned to work on Tuesday in terms of the settlement. This does not include 538 dismissed strikers, whose fate will be decided by arbitration.

The settlement deal, reached after protracted negotiations, contains key provisions aimed at improving relations at Mercedes. Both sides have committed themselves to the company's continued participation in the NBF, and Numsa has confirmed that a recent NBF wage deal binds all its Mercedes members.

It also provides for joint union-management structures to address the grievances and agreement has been reached on how to handle operational issues such as absenteeism and discipline.

It is believed the company has also agreed to drop the retrenchment of about 800 workers countrywide announced during the strike.

The strike threw into sharp relief the union's problems with a "labour aristocracy" in this highly paid sector.

The threat that the plant might close also brought to the surface potential rifts between labour and the African National Congress. ANC leader Arnold Stofile was sharply critical of the workers, suggesting they had a political agenda. He said the Congress of South African Trade Unions should withdraw from the political arena now that the ANC and SA Communist Party had been unbanned.

# Breakthrough for Saccawu

*Express 14/10/90 (15)*  
FOR the first time in the commercial sector an agreement has been reached between Game Discount World and the South African Commercial, Catering and Allied Workers' Union (Saccawu) whereby the national co-ordinating shop steward works part-time for a full-time salary

In terms of the agreement, the democratically elected shop steward would

work 23 hours a week for the company and the rest of the normal working hours would be spent on union business.

The shop steward would have his or her own office on company premises and the job would involve training of new shop stewards, assisting in disciplinary appeals and grievance cases, facilitating communication between management and workers as well as

keeping union members informed on decisions and policies of Cosatu, of which Saccawu is an affiliate.

Game will provide a budget for the shop steward to carry out his or her functions within the company.

Union members in Game will hold a national general meeting in Johannesburg on October 28 to conduct the elections for the post.

Saccawu stressed that the democratic election is an important aspect of the arrangement as this would ensure that the shop steward elected was representative and accountable.

## Top deal on maternity rights

*effren 14/10/90 (151) (151) (151)*  
GAME and the South African Commercial, Catering and Allied Workers' Union (Saccawu) signed the best package deal on parental rights in Durban on Friday in a record two months of negotiation. The agreement covers 1 100 workers in 10 Game stores nationwide.

The agreement sets a precedent in that all mothers receive a guaranteed 50 percent of their salary while on their eight months' paid leave. In all other parental rights agreements negotiated by the union, those workers who do not qualify for UIF maternity benefits in the first six months of their leave, do not receive more than 33 percent.

Union negotiating team leader Bheki Mbatha said it was time all employers recognised the importance of parental rights and that they had a social responsibility to take proper care of working-class children.

He stressed the union would embark on a major campaign for childcare facilities next year. Game workers were at the forefront of Cosatu's Childcare Day demonstrations in Durban in September.

(151)

# Workers, owners to tackle mine racism

THE National Union of Mineworkers and the Chamber of Mines are to join forces to stamp out racism on mines

The two groups decided at a Conciliation Board meeting this week to jointly draw up a framework for addressing the problem

This was the second Conciliation Board meeting between the two since the Num initiated a defiance campaign against racial discrimination on the mines earlier this year.

Once such a general framework for addressing the problem of racism was agreed to between them, they would return to the Conciliation Board, the Num said in a statement

This general framework will cover the drafting of a definition of racial discrimination; a declaration of intent on abolishing racial discrimination, the drafting of a charter prohibiting racial discrimination in the mining industry; the drawing up of a pro-

gramme of action to abolish racial discrimination, and the establishing of disciplinary procedures for handling violations of the principles enshrined in the charter.

■ Meanwhile, miners – mainly at Witbank Collieries – have stepped up their defiance against alleged racial discrimination on mines, the Num said

Miners at Matla Colliery are using bathrooms and change-rooms reserved for whites. The Num said mine security had allegedly been using teargas in an attempt to drive the workers out

Also, in defiance of mine regulations, workers are using buses reserved for whites to get to and from work

The Num added miners were conducting similar defiance actions at Kriel Colliery near Witbank

In a provisional memorandum handed to the Chamber of Mines at Tuesday's meeting, the Num

said "It should be made clear to you that our members can recognise racial discrimination, no matter how it is disguised

"Our members feel that you are disguising racism. Indeed they see only one change since some laws that enforced discrimination were removed earlier this year, and that is in the way discrimination is now justified."

Miners see this as an excuse for carrying on as before and they reject it, the Num said

"We remain adamant that all practices that are and have always been racially discriminatory must be stopped

"We cannot compromise on this matter as it involves our members' human dignity and involves the question of human rights which are universal"

The Num attached an extensive list alleging instances where racial discrimination was still practised on the mines. Sapa



# Game allows 10 months' maternity leave

PARENTS at Game Discount World will be entitled to 10 months' maternity leave, following last week's agreement between Game and the SA Commercial, Catering and Allied Workers' Union (Saccawu).

In the agreement, concluded after two months of talks and covering 1 100 workers in 10 stores, mothers would receive 50% of their salaries

for eight of the 10 months, statements from Game and Saccawu said.

The two parties also reached agreement under which the national co-ordinating shop steward would work part-time for a full salary — 23 hours a week for the company and the rest on union business.

THEO RAWANA (151)

5/10/84 15/10/84

*Bloom 17/10/90*

# Union agreement a first for the security industry

MATTHEW CURTIN

THE first national union recognition agreement in the contract security industry was signed last week by Fidelity Guards and the Transport and General Workers' Union (TGWU)

TGWU information officer Kally Forrest said yesterday the agreement was a "considerable victory"

Fidelity Guards was the largest employer in the industry and the union had struggled to organise employees in what was a highly competitive sector in which new companies sprang up on a weekly basis

She said employers in the security industry were perceived to have "reactionary" industrial relations attitudes as many were ex-servicemen

The union was pressing for an industrial council which would facilitate the union's ability to deal with conditions in the industry

The TGWU represented 2 250 security guards and had signed identical agreements for traditional guards and those protecting national key points

Fidelity Guards human resources director Jimmy Nuns described the agreement as significant. It fulfilled the company's aim of rationalising

industrial relations and would curtail labour unrest

Nuns, who is also SA National Security Employers' Association president, said talks aimed at establishing an industrial council were already under way with the TGWU

The recognition agreement was signed after a year of negotiations

Nuns said the industry should not be described as "reactionary", but employers were reacting to unions which had begun to mobilise security guards only in the past two years

Meanwhile, a deadlock had been reached in negotiations between the TGWU and the Motor Transport Owners' Association (MTOA) at the Transvaal industrial council, Forrest said

The union, representing 16 000 employees, has demanded a 35% increase on minimum rates and R207 and R260 a week across-the-board increases for general workers and drivers respectively. The MTOA had offered increases of 17% and 24% respectively on minimum rates

Forrest said the parties had agreed on mediation to end the dispute and would meet on October 26

# Strike threat to exams

## Swedes go soft on SA

From MADI GRAY  
**STOCKHOLM** — An application to invest more than four million rands in SKF's ball bearing plant in Uitenhage in the Eastern Cape was granted by the Swedish Board of Commerce last week.

The decision is a major departure from Sweden's longstanding policy of prohibiting new investments in South Africa and may herald the demise of its sanctions policy.

### Discrimination

The board justified the decision on the grounds that it is in line with existing legislation because the investment is intended to increase safety and improve working conditions, not facilitate an expansion of SKF's activities.

SKF's South African manager, Mr Edgar Schundler, said, however, that poor turnover at the plant and the need for new machinery were the real reason for the investment.

In an interview with a Swedish metal workers' publication, Schundler said new machinery was needed at the plant.

THOUSANDS of people could be affected if a labour dispute in the House of Representatives (HoR) is not speedily resolved

At stake are pension and salary payments, maintenance grants and examinations which will be slowed down or disrupted by continued industrial action

HoR staff, including clerical workers and social service employees at a range of offices and schools, this week embarked on industrial action to highlight their grievances

More than 3500 public servants are involved at HoR offices throughout the country

According to sources, at some offices the industrial action included a "downing of tools"

The pay revolt follows a march by hundreds of civil servants last month to demand pay increases and an end to discrepancies in job grading

The marchers delivered a memorandum outlining their demands and asked the State President to respond within 14 days

According to the secretary of the Public Servants League (PSL), Mr Bernard Wentzel, the State President's office acknowledged receipt of the memorandum but no response had been received

Wentzel said public servants were frustrated at the lack of a response and

By CHIARA CARTER

wanted a salary hike over and above the 10 percent they received in April

He said HoR employees had adopted a go slow rather than strike action because they were concerned about the effects of a possible disruption on the payment of pensions and salaries as well as end-of-year examinations

However, the situation was "volatile" and it was possible that a full blown strike could develop if the authorities did not respond to employees' grievances, he said

On Tuesday the PSL held an urgent meeting with the Director General of the HoR Mr Patrick McEnery, who agreed to contact the State President

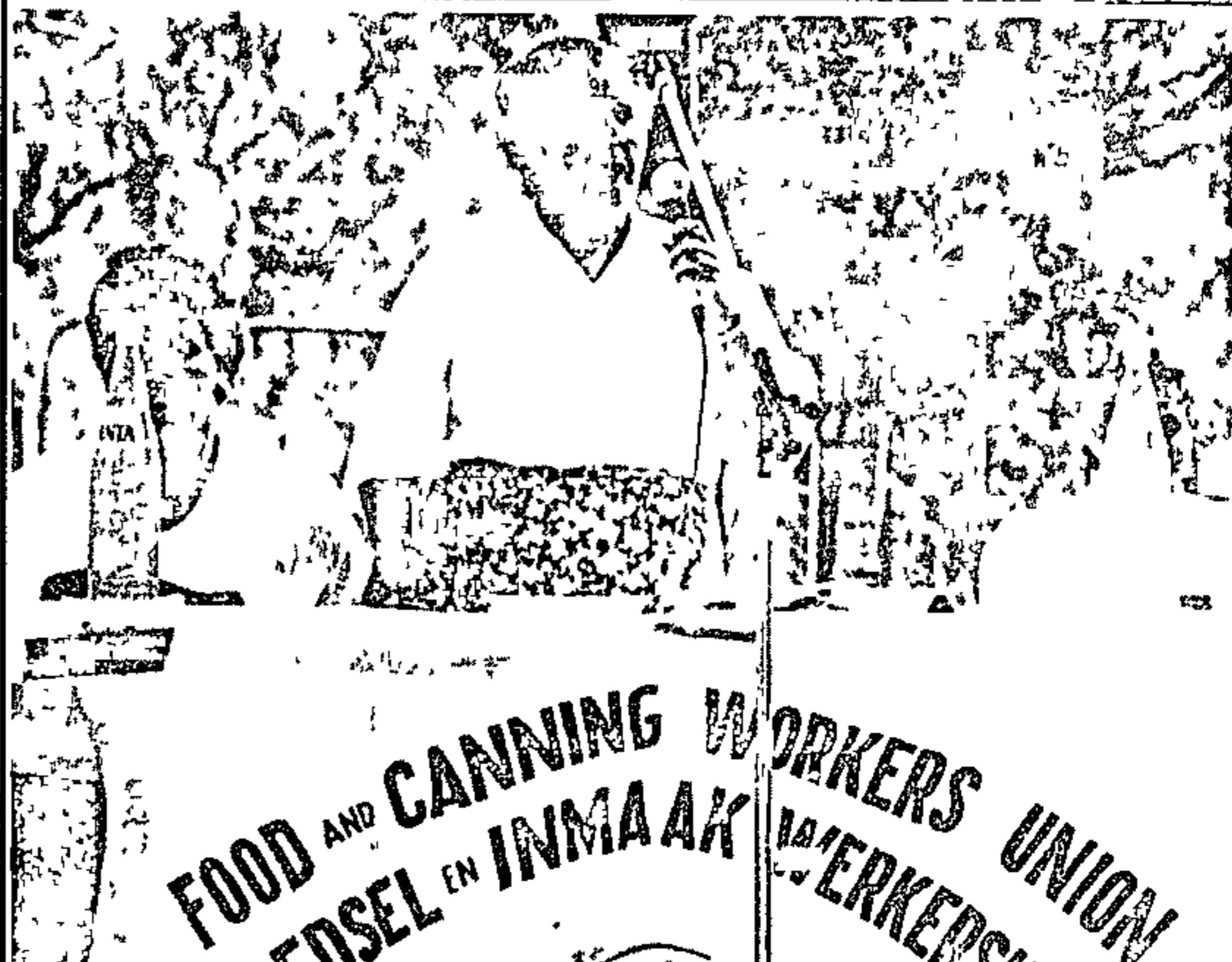
A spokesperson for the HoR's administration Dr L Kathan, denied a "large scale" strike was under way

"The core of the problem is occupational differentiation which affects the entire public service and this matter was taken up with the commission for administration

"Their reply reflected that the matter will receive a high priority in the forthcoming financial year"

Dr Kathan said representations "have been made" and it was hoped to respond to the workers this week.

## 40 years of care



CARE. Veteran trade unionist and a SACP leader Nana Abrahams addresses a gathering at Paarl last weekend to celebrate the 40th anniversary of the union's medical aid fund. Other speakers were Fawu's national president Chris Dhlamini and former general-secretary, Jan Theron

A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa

The coup was pulled off by the South African Commercial, Catering and Al-

## Game plan for mums

lied Workers' Union (Saccawu) which pioneered the fight for parental benefits

The agreement between the union and Game Discount World was signed in Durban last week. It covers more than 1 000 workers at

10 of the firm's stores throughout the country

The agreement is a precedent in that mothers get a guaranteed 50 percent of their salary while on eight months paid maternity leave. In previous agree-

ments workers who do not qualify for UIF maternity benefits in the first six months of their leave do not receive more than 33 percent of their salary

Women employees will get 10 months parental leave which can be shared if both parents are employed by the

Almaak strikes set to continue



A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa. ~~It is the best~~

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Women employees will get 10 months parental leave which can be shared if both parents are employed by the company.

Fathers will get eight days paid leave at the time of birth. *South 18/10 - 24/10/90*

A novel provision is a baby hamper worth R50 for the prospective parent.

Other provisions include paid time off for women to get antenatal care.

## Nampak strikes set to continue

A COUNTRYWIDE strike at the paper packaging firm Nampak is to continue despite signs that the company might give in to demands for centralised bargaining.

According to a spokesperson for the Paper Print Wood and Allied Workers Union, two divisions of Nampak have agreed to centralised bargain-

*South 18/10 - 24/10/90*  
ing — the chief demand of more than 3 000 strikers at 28 plants.

A national shop stewards' council last week decided to continue the strike until all Nampak divisions agreed to centralised bargaining.

In the Western Cape about 350 workers are on strike at three Nampak plants. ~~(151)~~ (151)



# Management quits Nampak talks

MANAGEMENT from Nampak's Business Forms division walked out of talks with Paper Printing Wood and Allied Workers' Union (Ppwawu) representatives yesterday as the strike by almost 4 000 workers spread to another two Nampak plants

A Nampak spokesman said yesterday the company was "appalled by the union's couldn't-care-less attitude" to the negotiations.

He said the union's "refusal" to allow shop stewards from its two plants to join its official negotiating

MATTHEW CURTIN

team showed a lack of concern for the 135 workers on strike at Business Forms who had lost almost R250 000 in wages (151) (500)

Ppwawu spokesman Edgar Lentswe said yesterday Business Forms' management's action had dealt a severe blow to the chances of resolving the dispute

The issue at stake was centralised bargaining at the group and not issues specific to the Business Forms division.

19/10/73

LABOUR

**PAY DIVISION**

(151) (ISI) FIM 19/10/90

**Mercedes-Benz's** East London plant is working again after a bitter seven-week dispute

The agreement last week between Mercedes and the National Union of Metalworkers contains important conditions to improve relations at the plant. Included is an acceptance of the company's continued participation in the National Bargaining Forum and of a recent NBF wage agreement.

Provision has also been made for joint union-management structures to address the "growth and viability" of the company and agreement has been reached on how "other operational issues" will be addressed. These include the need to meet production schedules; discipline, and absenteeism.

The parties agreed to finalise jointly a new housing, education and social responsibility programme. The issue of dismissed workers will also be referred to arbitration under the Independent Mediation Service (They were dismissed after taking part in a sleep-in.)

The dispute centred on workers' demands that the company should withdraw from the motor industry's NBF. Hundreds of hourly paid workers began a sit-in on August 16 to protest against Mercedes' involvement in central bargaining. They argued that they could negotiate higher wages at plant level.

Ironically, the union had previously waged a prolonged campaign pushing for central bargaining in the industry. The strike highlighted the problem of a minority of the work force wanting to maintain the pay differentials that have traditionally existed in the sector.

Mercedes has been hit hard by the strike. It estimates the stoppage has cost nearly R500m in revenue with about R13,5m lost each day.

FIM 19/10/90

(151) (ISI)

**CURRENT AFFAIRS**

□ There has been no relief in the four-week strike by the Paper, Printing, Wood & Allied Workers' Union at Nampak, a Barlow Rand subsidiary. The strike involves about 3 000 workers and has spread to 28 Nampak plants.

At the time of going to press, a Cosatu march on Barlows' Johannesburg head office was planned to protest against the handling of disputes at subsidiaries such as Nampak and ATC. Cosatu is involved in a campaign against Barlows because of centralised bar-

gaining which, it alleges, the company has continually undermined.

Barlows group public affairs GM Ken Ironside says the company has in fact shown a strong support for collective bargaining in all forms since the issue became relevant in 1980. He says Barlows has agreed with Cosatu that the federation will take concerns with levels of bargaining to the various divisions. At Nampak the process is now under way and talks are at different stages.

A meeting last week between the union

FIM 19/10/90

(151) (ISI)

and the corrugated containers division of Nampak failed to resolve the deadlock, with the company warning that it would employ new workers.

# Consultant alleges informal govt-ANC labour accord

19/10/90

MATTHEW CURTIN

TRADE unions shied away from strike action in the third quarter of this year because of an informal accord between the ANC and government in the wake of the Pretoria Minute, Levy, Piron and Associates director Brian Allen said yesterday.

This agreement accounted for the National Union of Metalworkers' (Numsa's) readiness to accept a settlement in the metal industry pay talks despite a ballot in favour of strike action after prolonged and apparently deadlocked negotiations.

He said the ANC and Cosatu traded a withdrawal from strike action for government assurances of an acceleration in reforming the Labour Relations Act.

The settlements in the metal and mining industry in August contrasted with a surge of often bitter industrial disputes and a record 1,2-million man-days lost in the first half of the year.

Commenting on the consultancy's 1990 wage settlement bulletin, Allen said the most striking and positive feature this year was the primacy of wage issues as triggers for strike action.

Despite the political turmoil in SA, 72% of strikes concerned wage issues.

Consultants said a better appreciation of economic reality seemed to determine both employer and union strategies.

The average level of wage demands was slashed from just under 90% in 1989 to 51% this year.

The average wage settlement level for the third quarter dropped from 17,9% in the first six months to 16,9%.

The 1990 average settlement was a fraction under 17,4%, the same percentage as last year and half a point down from 1988.

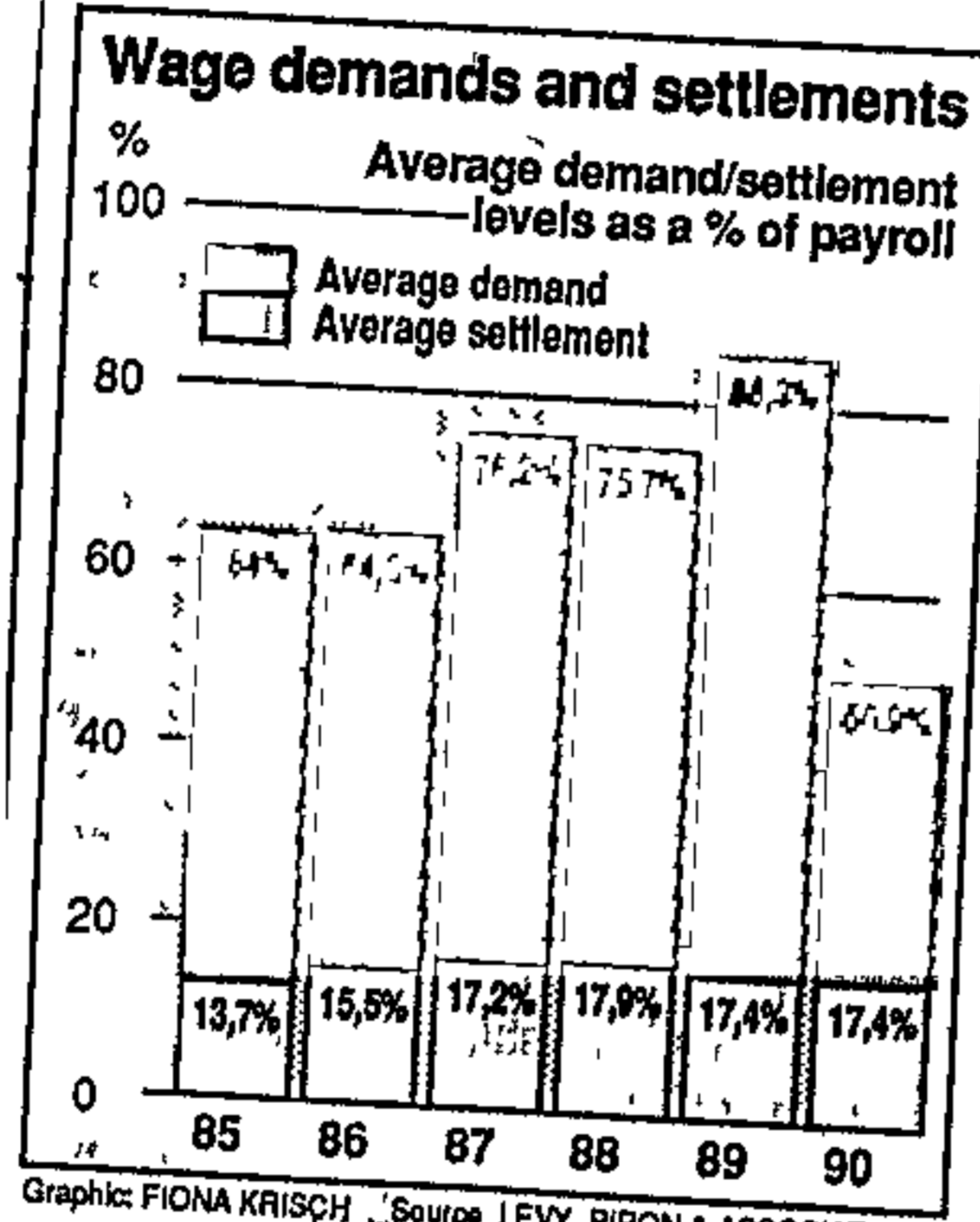
Allen said this showed union leaders were increasingly concerned with the trade-off between jobs and wages, successfully bargaining for negotiated retrenchments, training and better severance pay to be written into wage agreements.

He said the salient feature in industrial relations this year was industrial unrest and unionisation in the public sector.

Consultants said the ramifications for the state were huge given that the LRA amendments would cement its role as an employer and that government was expected to spend R19m or 25% of the national budget on paying central government and provincial workers next year.

The bulletin also noted the shift in Cosatu's attitude to the necessity of a national minimum wage.

Consultants said unemployment in SA had reached critical levels and there was little sign the economy would grow by the 5% necessary to sustain even current levels of employment.



## Out-of-court settlement 'unlikely'

THE chances of an out-of-court settlement between the National Union of Metal Workers (Numsa) and Murray and Roberts (M & R) Foundries over the dismissal of 240 workers in September 1989 were slim, Numsa legal officer Ruth Edmonds said yesterday.

Numsa and M & R met for mediation on Tuesday under the auspices of the Independent Mediation Services (Imssa) and Edmonds said the union would make its official response next Tuesday to the company's proposals.

The parties began mediation after the sudden postponement in August of an industrial court hearing in which M & R's chief witness confessed to perjury and claimed the company had framed senior shop steward Sindiso Nelani before firing him. Nelani's dismissal was the prelude to a strike by Numsa members at the Alber-

MATTHEW CURTIN

ton foundry who were dismissed in turn. Numsa alleged the dismissals constituted an unfair labour practice. (151)

M & R Industrial human resources director Jock McDonald said yesterday it was inappropriate for him to comment on the progress of the mediation at this point.

The company was waiting for a Numsa response once the union had consulted the employees concerned.

He said the company "was always hopeful" out-of-court settlements could be achieved. B/Dam 19/10/90

Company witness and human resources manager Francois Swanepoel has been suspended from his position pending the outcome of an internal disciplinary hearing chaired by advocate A Redding last week.



# Tensions rise as motor industry talks drag on

By DE WILFORD

(151)

TENSIONS are rising in the motor industry as industrial council wage talks covering 250 000 workers drag into their seventh month.

Core component and garage workers are the last industry-wide negotiations involving the National Union of Motorworkers to remain unsettled. Numsa has about 80 000 members in the industry.

Last week, about 30 Numsa shop stewards staged a sit-in at the Pretoria offices of the SA Motor Industry Employers Association, demanding that Samiea speed up talks and make "substantial" offers to avert confrontation.

The current agreement has been once extended and expires at the end of next month. Negotiations, also involving two white unions, have been prolonged by discussions on job grade rationalisation.

NUMSA's Les Kettleidas said progress

had been made in reducing the almost 100 wage rates in the agreement. Samiea had proposed 10 grades, while Numsa wanted this further cut to eight.

But wages remained a key bone of contention, particularly Samiea's refusal to grant a guaranteed personal increase in addition to rises in the scheduled rates.

Numsa had moderated its original demand for R2-an-hour on actual earnings, but Kettleidas declined to elaborate.

The union also wanted one national rate, rather than the current three-tier system for cities, small towns and rural areas. "This cuts across the principle of rate for the job, which employers accepted in restructuring the agreement," he said.

In line with its national bargaining strategy, Numsa also demanded a 40-hour week and six months' maternity leave on full pay — since moderated to 30 percent of wages. Employers wanted no change in the current provisions.

Negotiations resume on November 7

## Nampak's strike may be 'exported' to UK retail giant

By DREW FORREST

BRITISH supermarket giant Sainsbury's is being sucked into the bitter four-week Nampak strike — and could face South African-initiated boycott action.

The Paper, Printing, Wood and Allied Workers' Union is to approach Sainsbury's and British supermarket chain Asda — both major purchasers of plastic bags made by Nampak Polyfoil — to pressure the South African packaging group to settle the strike. (151)

If this failed, the next step could be a boycott, warned union general secretary Siphso Kubheka, adding that contact was being established with British unions and the Anti-Apartheid Movement.

Kubheka said action could be broadened to target the overseas interests of Nampak's parent, Barlow Rand, and Nampak customers in France and other European countries.

"It's about time the company sat down to address our serious long-term differences," he said. Nampak complaints that the strike was unprocedural had to be measured against its bugging of union activities. WPMW 1/11/10 - 25/10/90

The union says Nampak's export market is crucial to its profitability. Concerns over the impact of the strike on exports are mentioned in several applications for court interdicts against strikers.

Yesterday Nampak slammed as "desperate acts" union moves to internationalise the dispute, which affects about 3 700 workers at 29 plants and centres on demands for central bargaining. The union says about 1 000 strikers have been fired in eight mass dismissals.

Asserting its "remarkable restraint in dealing with the strike", Nampak said attempts to undermine it in the marketplace could only jeopardise the job security of hundreds of employees.

...no claims for recourse, Mias said. — Pen

## Nampak's strike may be 'exported' to UK retail giant

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# Death threats cast sinister shadow on factory discipline

S/Times 21/10/90

"IF your husband doesn't leave this company, you and your baby are going to die"

This telephone message, and variations on it, were recently received by the wife of a middle-management employee of a large manufacturing company on the Reef.

The husband had the misfortune of having to chair a disciplinary hearing at which a long-serving employee was dismissed for drunken driving a company vehicle on company business.

Before the hearing, a union shop steward who was involved in representing the driver was himself late back at work in the plant, and he too faced a disciplinary hearing under the same chairman.

The shop steward was already on a warning for previous misconduct. He refused to answer questions, and his silence was taken as an admission. He was given a final warning.

The next week when the chairman of the hearing sought the shop steward to serve the written final warning he was again missing from his work place.

When he reappeared, the chairman approached him with the letter. He claims he was subjected to a volley of abuse, insolence and non-cooperation.

## Idle

As the shop steward tried to leave his desk, the chairman says he grasped his lapels and seated him firmly on the desk.

That was to be his undoing. Realising the possibility of a technical assault, he left to report the incident to the personnel department.

Meanwhile, the shop steward also lodged a report, his initial version matching the chairman's to a fair degree. Then the union man saw an opportunity to remove what he regarded as his antagonist.

The next day the entire workforce came out on strike, and remained idle for a week. The procedure of airing grievances was not followed, but eventually, the union demanded a disciplinary hearing for an al-

## BUSINESS TIMES looks at an incident reflecting the parlous state of industrial relations

leged assault by a manager on an employee

The chairman chose to conduct his own defence, but found it impossible to secure statements from witnesses. Intimidation was rife, and all workers carried placards with death threats against him. Telephone calls were made to his wife.

At the hearing, the alleged assault was embellished to a high degree, answers were fabricated and new witnesses were procured for the plaintiff, backing his version.

## (151) Illegal

The chairman of that meeting — a member of top management and obviously anxious to get the workforce back into production — resolved the issue by giving the shop steward yet another final warning, and suspending his antagonist for a week without pay.

The chairman found that the plaintiff's arguments were without credibility, that the union had called an illegal strike, but that the workers would be paid for two of the eight days they were on strike.

How much did a jostling of a shop steward by a sorely provoked manager cost that company? A week's lost production, half a week's pay for the workers who did not want to strike but who came under a great deal of intimidation, and a manager's pay.

Had the incident not occurred, how would the chairman have served the first final warning on the shop steward again guilty of the very offence for which he had been twice reprimanded? Would there have been a strike anyway if he had been dismissed?

Whatever the rights and wrongs of the actions, the fact remains that there were no winners in the time-consuming and costly dispute.



# Strikers turn to UK for aid

THE strike by 3 000 workers at the Barlow Rand subsidiary Nampak took another turn yesterday when the Paper, Printing, Wood and Allied Workers Union said it had asked British unions and anti-apartheid organisations for help.

Ppwawu said at a Press conference the action had been taken after

repeated attempts to meet Nampak had failed

"In the latest attempt, a representative of Business Forms, a division of Nampak, walked out of the meeting because of the delegation workers had chosen.

**Union**

The union alleged Nampak had engaged "in a host of heavy-handed tactics"

A Nampak spokesman said its companies were willing to meet Ppwawu, "but meetings so far, for example with Business

Forms, had not taken the matter further"

The boycott by the union "is another example of a confrontational tactic and could involve our businesses responding appropriately", said the spokesman. - *Sowetan Correspondent*

24/10/90

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## NUM, Iscor talks on resolving strike

MATTHEW CURTIN

THE NUM and Iscor meet today in an attempt to resolve the strike by between 3 700 and 5 100 workers at three of the company's mines, NUM Press officer Jerry Majatladi said yesterday. *B 10am 24/10/90*

Iscor spokesman Ernest Webster said yesterday production was almost at a standstill at the Grootgeluk colliery in the northwestern Transvaal and the Thabazimbi iron ore

mine in the Transvaal. The northern Cape's Sishen iron ore mine was running at 50% capacity. *(151)*

He said Iscor had "more than sufficient stockpiles" to ensure neither its own operations nor clients expecting iron and coal exports would suffer.

The strike is over wages and conditions.

Copy to [unclear] 24/10/90 [unclear] (1st)

## Company threatens Sapa

JOHANNESBURG. — For the second time in as many weeks, the SA Press Association (Sapa) has been threatened with litigation if it disseminates union allegations about a dispute between the Cosatu-affiliated Chemical Workers' Industrial Union and the multinational Liquid Air company.

The union yesterday accused Liquid Air of "union-bashing" by retrenching its president, Mr Calvin Makgaleng, after 13 years of service, whilst retaining other employees with less job tenure.

In addition, the union claimed that management had replaced black drivers with whites and had also retrenched temporary black staff.

Approached for comment, the company requested a copy of the union's allegations. An hour later, Liquid Air's legal advisers faxed a warning letter to Sapa. — Sapa

# NUM proposes mediation in Iscor strikes

5/Jan 25/10/93  
151  
152  
**MATTHEW CURTIN**

THE National Union of Mineworkers (NUM) had proposed mediation in an attempt to settle strikes by several thousand union members at Iscor's Thabazimbi and Sishen iron ore mines and Grootgeluk colliery, Iscor public relations director Piet du Plessis said yesterday.

The two sides met yesterday and Du Plessis said Iscor would respond once it had considered the union's proposal. He said the majority of the workforce was on duty at the Sishen mine,

but production was minimal at the other plants.

There are between 3 700 and 5 100 mineworkers on strike over wages and conditions.

The NUM demand is for a minimum wage of R630 a month. Iscor has offered R560, up from the present R439 a month.

Yesterday Iscor and the National Union of Metal Workers (Numsa) resolved to set up structures to defuse mounting tension and

violence at the company's plants on the Reef and in Natal.

After a meeting in Pretoria, Numsa national organiser Alistair Smith said both parties agreed to meet again in two weeks.

Numsa said recently it called off a proposed strike

at Iscor's Vanderbijlpark, Pretoria and Newcastle plants because of the outbreak of Reef township violence.

Du Plessis said yesterday Iscor was prepared to cooperate at any level with the union to defuse violence.



NAMPAK STRIKE



## **HARD BARGAIN**

F17 26/10/90

The union involved in a bitter dispute with Barlow Rand subsidiary Nampak has asked for help from British trade unions and anti-apartheid organisations

The Paper, Printing, Wood & Allied Workers' Union has announced that it will call for a product boycott of Nampak, to pressure the company into settlement. British supermarket group Sainsbury's and chain store Asda could be involved

Nampak says the union's plans are confrontational and warns against boycotts. Attempts to undermine sales will only jeopardise job security for hundreds of employees, says the company

The union is also planning demonstrations and work stoppages and has asked for support from community and political organisations. Trade union federation Cosatu is planning national protest action — focusing on the Nampak strike — in its campaign for centralised bargaining at Barlow Rand

Industrial action by nearly 4 000 workers at 29 Nampak plants was sparked by the centralised bargaining issue, there is no sign of settlement and the dispute is in its second month

This week, Cosatu approached Barlow's head office to request an urgent meeting between the group and the various Nampak divisions. Cosatu general-secretary Sidney Mafumadi stressed the need to bring about "a speedy resolution of the strike"

The paper union estimates that over 1 000 workers have been dismissed so far, and says some members have lost up to a month's wages because of the strike

NAMPAK management this week slammed a threatened union boycott of its products in the Western Cape as "flying in the face" of an offer by a senior Cosatu official to facilitate resolving a six-week strike.

The proposed "blacklisting" of Nampak products and supplies was announced by a member of the Paper, Printing, Wood and Allied Workers Union at a Press briefing in Cape Town on Wednesday.

Hosted by Cosatu (Western Cape) the Press conference was called to publicise the recently-launched "campaign in defence of the working class".

Nampak industrial relations director Mr Tony Mercer said Cosatu assistant-general secretary Mr Sydney Mafumadi had written to the company on Monday, offering to play a "facilitating role" in the dispute.

"If (the boycott) was called by Cosatu, the company is extremely disappointed in the lead they have taken in this matter. It is clearly a grossly unfair and illegal use of pressure against the company," he said.

He hoped the "Cosatu head office" position would prevail, and that the federation would "bring PPWAWU to its senses to stop undermining due processes".

Ms Lucy Nyembe, Cosatu (Western Cape) regional secretary, told the Press conference the union was spearheading action against companies in dispute with Cosatu affiliates.

About 4 000 PPWAWU members at Nampak plants countrywide have been on strike for nearly six weeks in support of a union demand for centralised bargaining. Up to 1 000 workers at eight plants have been dismissed.

Cosatu head office spokesman Mr Neil Coleman

# Boycott of Nampak is challenged

Sowetan 26/10/90

said there was no contradiction between Mafumadi's letter and the campaign announced by the union

"This comes in the context of the union-bashing practices of Barlow Rand (of which Nampak is a subsidiary).

"The Barlow Rand shop stewards council met to discuss solidarity action, and this included the question of blacklisting" - Sapa

## Nactu denies claims

THE National Council of Trade Unions denied on Wednesday that its expulsion of the Black Allied Mining and Construction Workers Union' was related to BAMCWU's attendance of the Conference for a Democratic Future last year

A spokesman for Nactu, Mr Mahlomola Skhosana, said the attendance of the CDF was not an issue in BAMCWU's expulsion

He said BAMCWU failed to meet its constitutional obligations by not paying its affiliation fees for a whole year.

Earlier BAMCWU argued in a statement arguing that its expulsion was based on its attendance of the CDF. - Sapa Sowetan 26/10/90

**We simply need**

# Workers invade lawyers' office

CHM 7/2/75 26/10 RD  
Staff Reporter

WORK came to a halt in the offices of a leading city law firm yesterday when more than 30 workers dismissed from an Epping factory invaded the premises for two hours

The workers sang freedom songs and toy-toyed and danced in the fourth-floor reception offices in the Liberty Life building while a delegation of Chemical Workers' Industrial Union (CWIU) representatives negotiated with company attorneys in an adjacent office

The workers were all dismissed after a strike at the Epping-based Kohler Xactics factory in June this year.

They claimed that the law firm, which represents their former employers, had successfully prevented them taking their case to the Industrial Council

Initially the firm wanted to get a Supreme Court interdict to evict the workers and they were told they had until 3.45pm to leave the building  
Just after 4pm, union representatives emerged from negotiations with the company and told the workers the law firm had agreed to convey their demands to the company provided they left the building

The workers left after CWIU organiser Mr Martin Jansen spoke to them



**OFFICE BLUES** ... Receptionist Miss Liz Justice found work impossible at a city law firm yesterday afternoon when more than 30 dismissed Kohler Xactics workers invaded the company's Long Street offices.

Picture ALAN TAYLOR



# 34 Nampak plants on strike as talks remain deadlocked

STRIKE action by more than 4 000 Paper Printing Wood and Allied Workers' Union (Ppwawu) members spread yesterday to a total of 34 Nampak plants while the stand-off in attempts to resolve the dispute continued. (151)

Nampak industrial relations director Tony Mercer said yesterday the company had turned down a Cosatu proposal to convene a meeting between Nampak and Ppwawu because it was inappropriate in the present circumstances.

Despite a positive meeting between Nampak's corrugated division and Ppwawu last week, Mercer said the company informed Cosatu that while the union continued with illegal strike action and indulged in acts of intimidation, there could be no constructive outcome to such a meeting.

Should Ppwawu members return to work, Cosatu might have a role to play as a facilitator in the dispute.

Nampak called on Cosatu to distance itself publicly from acts of violence carried out by "Ppwawu supporters". Mercer alleged these acts included contract workers being

MATTHEW CURTIN

dragged from delivery trucks by strikers and union shop stewards favouring a return-to-work being hauled before "kangaroo courts".

A Ppwawu spokesman said yesterday the union was frustrated at Nampak's unwillingness to come to the negotiating table.

The spokesman said several hundred Ppwawu members from Nampak plants in the western Cape and fellow Cosatu members from P G Wood, Epping and Mondi plants marched on Barlow Rand's Cape office yesterday and presented a memorandum laying out union grievances. Solidarity action with Nampak strikers was spreading with Food and Allied Workers' Union (Fawu) members at SAB in East London "black-ing" products from Nampak's corrugated plant. 610m 26/10/90

Barlows group public affairs GM Ken Ironside said the group would respond today to a Cosatu memorandum presented after a march through Johannesburg last Saturday.



# LABOUR

## Landmark agreement in cleaning industry (ISI)

By DREW FORREST

EMPLOYERS and two trade unions have clinched a ground-breaking agreement to set up a national industrial council in the contract cleaning business

The deal, involving the National Contract Cleaners' Association, Cosatu's Transport and General Workers' Union (TGWU) and Nactu's Brushes and Cleaners Workers' Union (BCWU), comes against the backdrop of mounting employer resistance to industry bargaining, and the demise or partial collapse of several industrial councils

Earlier this year, about 8 000 Natal cleaners downed tools demanding a national council in the industry. It was also an issue in countrywide marches by cleaning and security workers in March

*w/ Mail 26/10 - 1/11 90*  
Contract cleaners are covered by a wage determination, which sets minimum pay at R101 a week, and the TGWU alleges some employers pay below this. As there were few recognition agreements in the sector, the council would give the mass of workers negotiated increases for the first time

TGWU media officer Kally Forrest said the council would cover about 25 000 workers in all areas except the Eastern Cape, where companies did not belong to the national employer body but were expected to join soon.

Representation on the council still had to be resolved, she said. The TGWU, with 10 000 members in the industry, wants proportional representation — a demand Forrest said employers ap-

peared to back — while the 2 000-strong Nactu union wants equal voting powers

Despite this, the employer body had agreed to negotiate on wages and conditions next month, she said.

Meanwhile, a dispute is looming between the TGWU and the SA National Security Employers' Association (Sansea) over union demands for a national industrial council in the contract security industry

Forrest said the parties had met in May but that Sansea had repeatedly postponed a follow-up meeting. "We've written to them saying we want a meeting soon."

"If there's no response in seven days, we'll declare a dispute"

# Industrial action during pay talks at highest level

W/Mant 26/10 - 11/11/90  
By DREW FORREST

INDUSTRIAL action as a tactic during pay talks has reached the highest levels recorded, reports labour consultancy Levy, Piron and Associates

The consultancy's latest *Bargainer's Bulletin* reports that 63,3 percent of negotiations surveyed between July and October this year climaxed in strikes or other forms of action. Last year's figure was 56 percent and the previous year's, 35,9 percent.

At the same time, there has been a dramatic drop in unions' opening pay demands — from 86,3 percent last year to 50,9 percent — which the bulletin suggests may be a factor in industrial unrest. "Unions now feel their demands are more realistic and therefore more likely to be conceded," it comments

The consultancy's Pat Stone said the shift signalled a more mature bargaining approach. "In the mid-Eighties unions used high claims as an organising tool. Now they're entering the bargaining tunnel sooner"

"Parachute bargaining" undermined negotiators' credibility with constituents and management, Stone added

He also stressed that the predominance of economic strikes — the wage trigger has accounted for 72 percent of lost man-days this year — was a healthy advance on the mid-Eighties, when alleged unfair labour practices sparked much unrest. Disputes on issues such as dismissals were now often referred to arbitration.

However, the bulletin stresses that the bargaining environment remains extremely tough, with this year's settlements averaging the same as last year 17,4 percent of payroll

Other bargaining trends included:

- Negotiated rises in minimum wages have dropped below 19 percent for the first time — to 18,6 percent. Minimum pay was now less of a union priority, the bulletin suggests, as most Cosatu members earn above the minimum proposed by the Living Wage Committee

- Non-wage issues such as parental rights and job security are increasingly prominent in negotiations

- The go-slow is an increasingly important union tactic, comprising 21,8 percent of industrial action between July and October this year. Strikes made up 26 percent and overtime bans 30,4 percent

# NUM claims bugging devices found at Iscor

MINEWORKERS on strike at Iscor's Grootgeluk colliery and Sishen iron ore mine claimed yesterday they had discovered bugging devices at places where union meetings were held.

National Union of Mineworkers (NUM) Press officer Jerry Majatladi said the discovery was consistent with a management campaign of "intimidation and harassment" at the three Iscor mines where strike action by between 3 700 and 5 100 NUM members over wages and conditions entered its third week yesterday.

Iscor and the union failed to reach agreement yesterday to end the dispute after the first round of mediation under the aegis of Independent

MATTHEW CURTIN

Mediation Services (Imssa).

Iscor public relations director Piet du Plessis said yesterday the union had not approached the company over allegations that union meetings were bugged and said it was "not Iscor policy to use bugging devices".

He said the NUM had raised only matters of mutual interest and problems concerning the strike at a meeting between the two sides last week.

The strike was disrupting production at the Thabazimbi iron ore mine, but the majority of the workforce was at work at Sishen, which supplied ore for Iscor steel mills and overseas

customers. Contingency plans had ensured coal production was maintained at Grootegeluk.

The NUM's demand is for a minimum wage of R630 a month and improved shift allowances and company provident fund contributions. Iscor has offered R556 a month, up from the present rate of R439.

Meanwhile, the strike by Nampak workers to support demands for centralised bargaining, which was triggered by the discovery of bugging devices in boardrooms used by Paper Printing Wood and Allied Workers' Union (Ppwawu) shop stewards, continued yesterday with no sign of a settlement.

B.D. 31/1/90

151

# Bid to curb layoffs

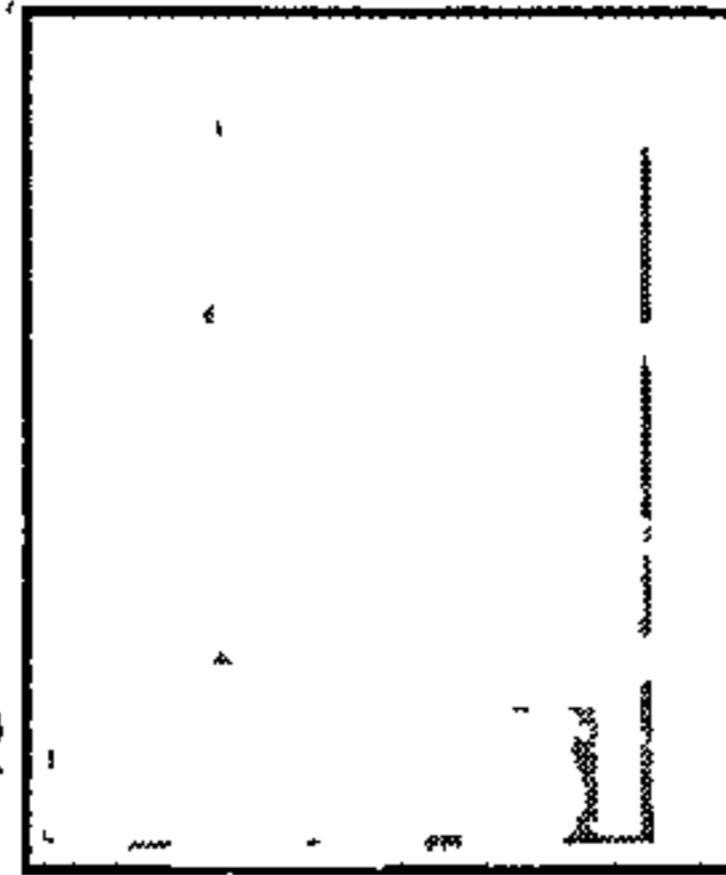
THE Metal and Electrical Workers' Union of South Africa (Mewusa) is gearing up for a "job security campaign" to fight a threat of large-scale layoffs at the Plessey SA electronics company.

The company intends retrenching about a fifth of the workforce at its factory in Diep River.

A Mewusa spokesperson said the union intended to fight for the workers' jobs.

The retrenchment threat is the latest in a wave of layoffs which has hit the Western Cape this year.

Major retrenchments in the last month include about 300 workers from Atlantis



## Mr Brian Williams

Diesel Engineering, the closure of a West Coast canning factory and the news that Somerset West's largest employer, Gants, intends closing.

## Recognition

Meanwhile Mewusa is involved in a conflict over recognition with Cape Manufacturing Engineering.

The union staged daily demonstrations at the Epping factory in support of recognition earlier this year. The matter has now been taken to the industrial court by the union, which claims to have about 450 members at the factory.

Mewusa is presently negotiating recognition with Tedalex and is involved in its first ever plant level negotiations at Cape Gate

South 1/11/90 - 2/11/90

(5)



# Wage talks heading for deadlock

South  
111-7111 90



ANNUAL wage talks at Fattis and Monis appear to be heading for deadlock

Members of the Food and Allied Workers' Union (Fawu) at the Fattis and Monis factories in Isando and Bellville have rejected the company's offer of an R18 increase on the present minimum weekly wage of R205.

The union has demanded a minimum of R255. This represents an increase of 24,4 percent while the company's offer is 8,78 percent.

According to a Fawu spokesperson, there is a strong chance that negotiations later this week will end in deadlock.

### Clothing talks deadlocked

■ Industrial council wage talks covering more than 15 000 Transvaal clothing workers at 200 plants have deadlocked and the SA Clothing and Textile Workers' Union has moved to a formal dispute. (151)

Sactwu's Rob la Grange said the union had demanded an across-the-board weekly rise of R35, or an average 24 percent. In response, the Transvaal Clothing Manufacturers' Association had said it was willing to grant an average of 17,6 percent.

Settlement has already been reached in Cape and Natal clothing negotiations; and La Grange said Transvaal employers appeared to be seeking parity with these regions. Further talks were scheduled for yesterday. *W/Mail 2/11-8/11/90*

Reports from Weekly Mail staff, Sapa

# Unionists meet US officials

A DELEGATION of the National Workers Union of South Africa on Wednesday discussed certain labour practices of a United States-owned company, Vametco Mineral Corporation, with US Embassy officials in Pretoria.

The group, led by regional organiser of Na wusa Mr Tsheko Ngalo, are concerned over alleged low wages and poor working conditions.

The embassy said in a statement its officials had undertaken to continue discussions with the employees and their union's legal advisors. - Sapa

151

7/1/1990

London

## LABOUR

### Citrus farm managers meet union in effort to resolve long strike

By DREW FORREST and Sapa  
IN A policy switch, Zebediela Citrus Estate management met Nactu officials this week in a bid to resolve the 11-week strike over wages and union recognition by more than 1 000 workers at the farm near Pietersburg

Arguing that labour law prevents it from recognising Nactu's National Union of Farmworkers, the company earlier insisted on contact through lawyers

However Nactu's Mmutle Phasha said little progress was made in the talks. Management had refused a demand for a R200 monthly increase, saying rises would be considered only next year and would not be negotiated with the union

The company also refused demands for the unconditional reinstatement of all fired strikers, arguing that losses from the strike meant lower manning levels

During a media tour of the estate last week, Zebediela general manager MW Minaar said the Nactu talks arose from the realisation by all parties that the strike had inflicted great suffering and loss

Journalists were shown new toilets for workers, and Minaar stressed that company services for workers and their families included a creche, sewing school and a subsidised clinic.

Mmutle Phasha

2/11/90 - 8/11/90



Numsa (151)  
denies  
link to  
dispute  
South 29/11/7  
5/12/90

THE National Union of Metalworkers of South Africa (Numsa) has claimed that protest action over wages and working conditions by security guards at a co-operative centre in Port Elizabeth and reports on the guards' strike were an attempt to "smear" the union.

The guards twice downed tools earlier this month to protest against poor wages and working conditions

Press reports said the guards were employed by Numsa — but Numsa has denied this

Numsa's general secretary, Mr Moses Mayekiso, said the guards were employed by an independent company, Siyanda Pty Limited, which was established by the National Automobile and Allied Workers' Union.

## Union signals move in Nampak strike

B10am 6/11/90

MATTHEW CURTIN

THE strike by more than 3 500 Nampak employees entered its seventh week yesterday with the Paper, Printing Wood and Allied Workers' Union (Ppwawu) indicating movement away from its deadlock with management.

A Ppwawu spokesman said yesterday the union presented a "settlement position" to Nampak head office in which it outlined a shift in position over its demands for centralised bargaining.

He gave no details but said Ppwawu

would meet Nampak's Corrugated division tomorrow, and he expected another meeting soon with Nampak Business Forms

But Nampak's paper division yesterday announced it had declared a dispute with Ppwawu over its illegal strike action and demands for centralised bargaining

Paper human resources director Steve Meyer said the division had applied for a conciliation board hearing.

ISI

after colliding with a truck, killing at least 21  
and injuring 20. CAPL 7/13 6/11/90

## Deadlock in pay talks (151)

DEADLOCK has been reached in annual pay talks between the Food and Allied Workers' Union and Fattis and Monis following a management walkout, union spokesman Mr David Makhema said yesterday CAPL 7/13 6/11/90

## 300 in city wildcat strike

ABOUT 300 workers at Ready Mix Materials, Paarden Eiland, staged a wildcat strike yesterday when annual wage talks deadlocked over union demands for centralised bargaining

# Breakthrough in talks with union <sup>8/10am 7/11/90</sup> <sup>ISI</sup> Nampak

MATTHEW CURTIN

A NEW proposal by the Paper Printing Wood and Allied Workers' Union (Ppwawu) to resolve the seven-week-old strike by more than 3 500 workers at 29 Nampak plants represented a breakthrough in negotiations, Nampak human resources director Neil Cumming said yesterday.

He said if the union was willing to negotiate at divisional level as its latest proposals suggested, "the strike is heading in the right direction" Nampak yesterday "noted the constructive tone of the proposals"

A union spokesman said Ppwawu was prepared to negotiate at divisional level as long as Nampak committed itself to negotiations

The union went on strike over demands for centralised bargaining at Nampak. The company has repeatedly refused to negotiate wages and conditions at head office level, citing the diversified nature of the group's operations as grounds for its insistence on plant-level bargaining.

Sapa reports Nampak industrial relations director Tony Mercer said yesterday Ppwawu's latest proposals reflected worker pressure on the

union to adopt a "conciliatory path"

The Ppwawu proposals for a return-to-work included an unconditional reinstatement of fired workers, the setting up of a working committee to deal with the question of centralised bargaining, and a company investigation into electronic bugging, uncovered in August.

Three weeks ago Nampak's Corrugated division and Ppwawu held talks. The parties meet again today and the union is to meet Nampak's Business Forms division soon

Cumming said Nampak head office would let divisional management decide whether the company's four other divisions should meet the union.

Nampak's Paper and Tissue divisions, least affected by the strike, have said they see no need for divisional negotiations.

Cumming said Nampak was concerned over the fate of the strikers — who have lost R8m in wages — as Christmas approached and shopfloor antipathy to the strike grew



## LABOUR BRIEFS

### Bid to settle dispute

*South 8/11-14/11/90*  
THE Health Workers' Union (HWU) has asked the Cape Provincial Administration (CPA) to agree to arbitration in the case of three shopstewards who were dismissed from Tygerberg Hospital last week.

The dismissals sparked off a work stoppage by general assistants at the hospital.

A HWU spokesperson said the union had decided to suspend industrial action pending the response of the CPA to the request, submitted on Monday.

A CPA spokesperson confirmed the HWU had requested arbitration and said the CPA was considering the matter.

# Union sets terms to break strike deadlock at Nampak

THE Paper, Pulp and Wood Allied Workers Union, (Ppwawau) has made a renewed attempt to restart negotiations with Nampak in an attempt to break the seven-week strike by 3 500 workers.

However Nampak management is reluctant to enter into negotiations with the union until it has re-established its good faith.

A union spokesman said it had sent a letter to Nampak setting out its position on opening negotiations with Nampak

The union requested Nampak's agreement to three points. These were the reinstatement of workers who were dismissed during strike action, the establishment of a working committee to deal with the issue of collective bargaining

and an investigation by Nampak into union allegations that its meetings were bugged (15) (15)

The spokesman said the union was hoping for a positive response from Nampak

However the director of human resource in the paper division of Nampak, Mr Steve Meyer, said management was unlikely to agree to the conditions set in the letter

He said the union would have to re-establish its bone fides and show its good intentions by tackling the problems it had created by its industrial action

He said the company was also concerned about the level of intimidation in strike action - *Sapa*

Sowetan 8/11/90

# Political groups speak out on strike

THE ANC, Cosatu and the SA Communist Party yesterday expressed concern at what they said was the refusal by Nampak and its parent company, Barlow Rand, to resolve a seven-week labour dispute at Nampak involving more than 4 000 workers.

The alliance's political committee is to meet next Tuesday to decide on "combined concrete action to ensure the speedy resolution of the dispute".

A Barlow Rand spokesman said in a statement yesterday the directors would meet early today to formulate a reply from Barlow Rand and Nampak.

The alliance's statement said union attempts at mediation and negotiation "have

consistently been refused or frustrated by the company"

"We call on Barlow Rand and Nampak to reconsider the course they have embarked on. From our side, the tripartite alliance is willing to contribute to ensure the speedy resolution of the dispute"

A Nampak statement said an offer by the Paper, Printing, Wood and Allied Workers' Union for a return to work was encouraging in some respects

"But it is unrealistic of the union to propose a return to the position prior to the strike while the dispute remains unsettled," it said.

The statement said Nampak hoped to see an early resolution of the dispute — Sapa

Bl Day 8/11/90

(13) (14) (15)

(15)

# Cosatu: right to strike is critical

THE entrenchment of a worker's right to strike was the most critical issue facing SA's trade union movement, Cosatu senior official Geoff Schreiner said yesterday

Unions had only the "freedom to strike" in SA which created an imbalance in the collective bargaining process and reduced union negotiation to the level of "collective begging"

Addressing an FSA-Contact labour law conference in Sandton yesterday, Schreiner said Cosatu maintained workers should have the right to undertake strike action with protection from dismissal, eviction or court orders being brought by employers to end strikes, provided unions followed correct procedures

Cosatu's position was "absolute" and the concept of a protected strike would be "undermined" by imposition of cumbersome procedures.

Cosatu was still concerned about numerous issues, particularly the question of extending the Labour Relations Act (LRA) to farmworkers, but the federation was confident its agenda could be achieved.

FSA-Contact managing executive Mike Beaumont said the major omission from the new LRA amendments was adequate clauses clarifying legitimate strike action and employers'

right to dismiss workers

At the conference attorney Graham Damant said Cosatu's position lay at one end of a spectrum opposite the employer's right to dismiss workers over strike action.

There should be cases in which a union would forego its right to a protected strike. If the viability of the firm was jeopardised, if the strike was violent, or if the union's grievances proved illegal then the union should lose the protected status.

Damant traced turning points in industrial court decisions

The industrial court had signalled the entrenchment of employers' duty to bargain with trade unions, whether officially recognised or not, although there was no consensus as to whether this duty concerned general or only specific disputes.

Employers were also bound to bargain with minority represented unions even if majority unions had majority agreements at industrial council level with management.

Damant said the industrial court had shown it would not intervene in disputes over appropriate bargaining levels or employers' intent to withdraw from industrial councils.

MATTHEW CURTIN



MATTHEW CURTIN

# Nampak strike settlement hopes recede

PROSPECTS for a settlement in the 50-day nationwide Nampak strike receded yesterday as both sides declared each other's proposals to end the dispute over centralised bargaining "unacceptable".

A Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman said yesterday the meeting between the union and the company's corrugated division this week ended in stalemate. He said management's position amounted to an out-of-hand rejection of the settlement proposals.

A Nampak spokesman said yesterday the company could not accept the union's demands. He said any return-to-work agreement would have to be determined at plant level and the company could not guarantee "all strikers would be re-employed in view of the loss of market share" caused by the strike.

Nampak human resources director Neil Cumming and a senior Ppwawu official agreed yesterday the key issue in the dispute was obtaining a return-to-work undertaking by union members in exchange for a management commitment to negotiate centralised bargaining.

Ppwawu has demanded Nampak commit itself to negotiating centralised bargaining and for a working committee to be set up to work on proposals with a report-back date of February 1991. The

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Once operations returned to normal, the company would discuss alternative bargaining levels in March next year.

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# Mercedes-Benz begins meeting production targets — after three years

By Alan Fine  
12/7/90

MERCEDES-BENZ was meeting its production targets for the first time in more than three years and management was cautiously optimistic that the company's severe labour problems had been resolved. This was disclosed at the weekend by Mercedes human resources manager Ian Russell.

He was speaking a month after the resumption of production at the firm's East London plant, which was shut for almost eight weeks because of a revolt by some employees against the collective bargain-

ing policies of their union, Numsa. A central feature of the company/union agreement was that productivity problems be addressed, with management suggesting the company's continued operations in SA depended on it.

Russell was unwilling to specify production levels reached because he was still in discussions with Numsa aimed at agreeing on optimal production levels. However, he said: "Expectations raised in the dispute settlement process have been met."

In addition to the plant meeting production targets, Russell said absenteeism, previously extremely high, was now within industry norms.

Quality in commercial vehicle production had reached the German record of 1,26 faults a vehicle.

"There is a real effort from everyone, a very good improvement on the shop floor. And we are in the process of negotiat-

ing housing and educational policies which will add to the potential for long term stability," Russell said.

Production had not met pre-dispute targets as there had been a great deal of training in the past month to teach employees new functions.

This was necessary because of the dismissal of the 530 people who allegedly participated in the factory occupation, and retrainments just before the dispute flared.

Because of the slow build-up in produc-

tion, no component shortages were expected. Russell said some component manufacturers had been forced to cut back drastically during the strike.

He said arbitration on the dismissals — as per the dispute settlement — was expected to begin early next year.

An in-principle arbitration agreement had been concluded between Mercedes and Numsa, although it had not been signed.

The agreement suggested the identity of an arbitrator and set out his terms of reference.

# Major union backs move on bargaining

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*Sowetan 16/11/90*  
THE Food and Allied Workers Union has thrown its weight behind a trade union campaign for centralised bargaining in the Barlow Rand Group, including its subsidiaries.

Fawu national organiser Mr Alan Roberts said yesterday the decision was made at a time when the countrywide strike for centralised bargaining in the Nampak group, a Barlow Rand subsidiary, enters its third month.

Fawu held a major conference representing about 10 000 workers from 108 factories in the Barlow group over the past weekend, the union said in a statement.

After the three-day conference, workers resolved to reject Barlow

Rand's policy of decentralised bargaining.

The union said the policy of decentralisation was aimed at isolating workers of the same employer, with "the employer then getting away with retrenchments and paying starvation wages".

Workers would pressure Nampak into settling with the Paper, Printing, Wood and Allied Workers Union at factories where Fawu is represented.

The union said it would also demand a meeting with the Barlow Rand subsidiary, Pork Packers in Oliphantsfontien, where there had been two mass dismissals in the last three years. - *Sapa.*

## Residents flee camp

By MATSHUBE MFOLOE and IKE MOTSAPI

TERRIFIED residents of war-ravaged Zonk'izizwe near Katlehong are fleeing the East Rand squatter camp following renewed faction fighting in the area.

The death toll rose to 16 yesterday with the discovery of four bodies in a bullet-riddled minibus early yesterday.

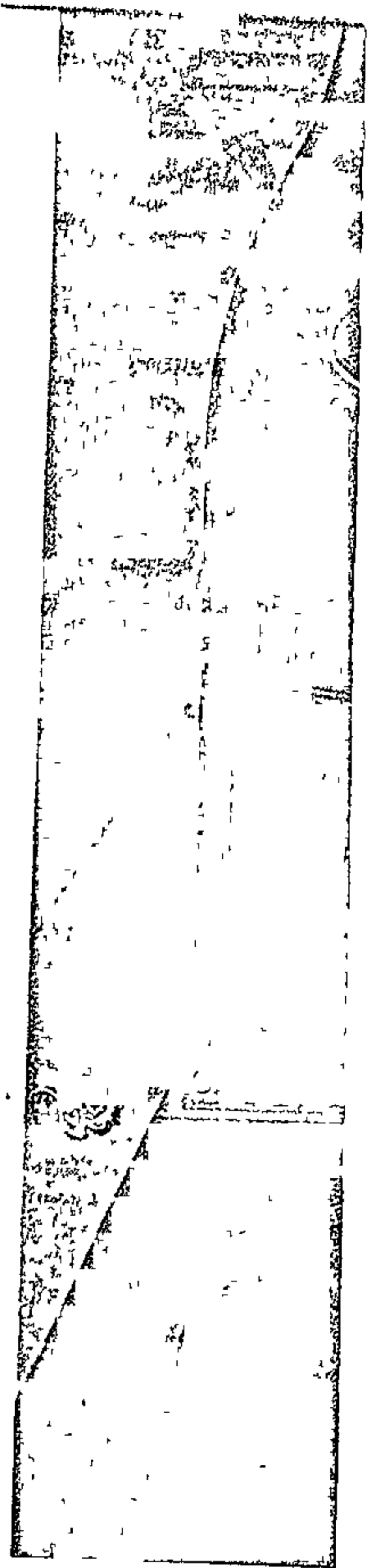
Police spokesman Captain Eugene Opperman said police came across the kombi in Plot 85, Waterland, near Vosloorus.

He said police found the bodies of a man and

three women inside. Opperman said it appeared the victims were refugees from Zonk'izizwe and that two men were found wounded in the vehicle.

Police said it was alleged that a man armed with an AK-47 rifle had attacked the minibus.

The fighting in the area is apparently related to disputes between Xhosas and Inkatha supporters.



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*Sowetan 16/11/90*

# Fawu steps up Barlows campaign

01 Day 16/11/90 (151)

**MATTHEW CURTIN**

THE FOOD and Allied Workers' Union (Fawu) stepped up its campaign yesterday for centralised bargaining at Barlow Rand subsidiaries by issuing a letter of demand to Barlows for a centralised recognition agreement.

Fawu national organiser Allan Roberts said the union resolved to take this action after a special conference at the weekend rationalised Fawu's contribution to Cosatu's Barlows campaign

But Barlow Rand spokesman Andre Lamprecht said yesterday while the group had not had chance to examine Fawu's proposals, "they

seemed at odds with the agreement Cosatu and Barlow Rand were in the process of discussing"

Barlows would approach Cosatu for clarification on Fawu's position Roberts said until now Fawu's contribution to the campaign for centralised bargaining had been "weak"

Fawu is one of several affiliates — including the National Union of Mineworkers (NUM), the National Union of Metalworkers (Numsa), the SA Clothing and Textile Workers' Union (Sactwu) and the Paper Printing Wood and Allied Workers Union (Ppwawu) — taking part in the cam-

campaign against Barlows, which the unions allege is committed to undermining centralised bargaining

The weekend conference established new local and regional structures, "more reliant on workers than officials", to mobilise Fawu

Sapa reports the conference represented 10 000 workers from 108 factories in the Barlows group

Workers resolved to intensify efforts to centralise the process in Barlow Rand divisions They would exert pressure on Nampak to settle the nine-week strike with Ppwawu through "blacking" action at factories where Fawu was represented



MATTHEW CURTIN

SEVERAL thousand Nampak employees are due to return to work today — with no apparent gains — in terms of a weekend settlement between the company, Cosatu and the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) of the two-month strike *by Dec 19/11 90*

Cosatu general secretary Jay Naidoo said yesterday the strike — in support of union demands for centralised bargaining — was settled after “extensive negotiations” last week. The settlement was based on resolving procedural issues related to the strike, which then allowed Cosatu and Ppwawu to recommend that workers go

## Nampak strikers due back at work

back to work

Nampak human resources manager Neil Cumming said yesterday the agreement provided for the reinstatement of most of the 1 000 workers dismissed during the strike and the referral of other cases to mediation and arbitration. Negotiations focused on the unprocedural aspects of the strike and the way in which it was conducted rather than the issues at stake.

Cumming said the company had given no undertaking to discuss the question of centralised bargaining.

# VW assembly lines remain at a standstill

MATTHEW CURTIN

ASSEMBLY lines at Volkswagen's Uitenhage plant are at a standstill today for the third day running as talks between management and unionists aimed at securing "uninterrupted production" continue.

National Union of Metalworkers (Numsa) senior shop steward John Gomo said at the weekend members would not work today as the union would consult them to obtain a mandate for future talks.

He said management's leaking of the dispute to the media "violated" existing agreements. Shop stewards' attempts to consult the workforce on Friday were frustrated as many did not report for duty when they read in the Press the plant had been closed.

VW human resources director Brian Smith would not comment on the talks.

On Friday management advised Numsa production would not resume until the company secured "a written agreement" from the union to ensure "uninterrupted production".

The plant, which employs 6 000 people, was closed on Thursday when about 600 engine room workers walked out in what the company described as "unprocedural action". The workers left to attend a court case concerning a dispute in the engine room last year.

In a statement the company said the plant would be reopened only if Numsa agreed to a "commitment to the viability of Volkswagen SA and industrial peace and stability".

# Nampak stoppage ends after 8 weeks

AN estimated 4 000 striking workers at Nampak ended their eight-week-old stoppage on Monday, when they ratified a draft agreement reached after intensive talks with employers, the company said.

Spokesman Tony Mercer said union representatives signed the agreement on Monday morning. Leaders of the Paper Printing, Wood and Allied Workers Union could not comment immediately.

Under the agreement about 700 dismissed workers get their jobs back, but lose 50 percent of their annual bonus, Mercer said. The cases of the remaining 500 will be determined at mediation and arbitration forums.

"This (discrepancy) is as a result of differences in circumstances leading up to their involvement in the strike," he said.

The breakthrough came early on Friday morning after talks lasting several hours. The workers walked out eight weeks ago to support a demand that negotiations on wages and working conditions be conducted at head office level. *Jowefan 20/11/90*

"We agreed on a moratorium on the issue of alternative bargaining levels for at least nine months." He said workers had agreed to drop their demand for centralised bargaining. - Sapa

# Nampak strike: Employers battenning down the hatches

W/M 23-29/11/90  
By DREW FORREST

"BRITISH unionist Vic Feather always used to say: 'Leave the other fellow the bus fare home' I can't help feeling Nampak's gone beyond this"

The comment highlights widespread feeling that Nampak has failed to take the long view in crushing the nine-week strike by 4 000 workers over central bargaining

Strategic errors were undoubtedly made by the Paper, Printing, Wood and Allied Workers' Union. The calling of a national strike in breach of recognition agreements and labour law enabled Nampak to shift the focus to one of conduct and "due process"

But given the unions' growing role in social policy-making, observers stress

that the central bargaining issue will not go away

"Employers will have to accept that the subject matter of bargaining is going to widen, and that the right forum may not be the plant," said labour consultant Pat Stone

Employers might see factories as distinct cost units, but labour was bound to push for common pay rates for the same skills, he added

The settlement, reached after crisis intervention by Cosatu, at least enables Ppwawu to retreat in reasonable order

About 700 fired strikers have been rehired on final warning, and although the fate of another 500 will be sealed in mediation, they are likely to recover their jobs

But there is no escaping the disastrous setbacks

Strikers, who lost over R10-million in wages, won no concession on their minimum wage demand and forfeited half their annual bonus. Some workers, particularly in Nampak Corrugated, may be retrained as a result of restructuring and lost business during the strike

More significantly, the union has agreed to a nine-month moratorium on the central bargaining demand. Exploratory talks had started before the strike, and the corrugated division had signalled its willingness to negotiate alternative bargaining levels

The demand for a group-wide "bugging" probe was also lost. Instead, Cosatu, Ppwawu and Nampak will enter an accord stating their abhorrence of the practice

The handling of the strike, say both Stone and Nampak's Tony Mercer, bears out hardening employer attitudes on unprocedural industrial action

This was a central issue in the Mercedes dispute. Significantly, Volkswagen has demanded "agreement to abide by all conditions of employment and the elimination of unprocedural action" as a condition for re-opening its Uitenhage works, closed this week after engine plant workers walked out to attend a court hearing

"Employers are battenning down the hatches as the recession deepens. They're demanding stricter compliance with agreements," ventured Stone

Mercer said that while the Cosatu negotiators had indicated their support for "due process", elements within Ppwawu took an expedient view. "The attitude is 'We'll use it if it works for us'"

"Employers are offloading their burden of collective guilt. Especially at senior level they're saying 'We're entering a new phase of our history, based on democratic values. We can't allow these to be raped,'" said Mercer.

## 'Death knell' for Harrismith if Frame closes blanket mill

Weekly Mail Reporter  
THE closure of the Frame group's Harrismith blanket mill, with the loss of 1 100 jobs; would reduce the Free State town to a "sanctuary for artists and poets", the SA Clothing and Textile Workers Union has warned.

"It's by far the largest employer — it's the death knell," said Sactwu's Jabu Gwala. "Shops will close and taxmen are selling their vehicles. There'll be chaos in the 42nd Hill township"

Last week, Frame announced the closure of three plants, one in Harrismith and two in East London, with the retrenchment of 2 000 workers. Gwala said jobs were also being shed in Durban, Pinetown and Ladysmith

Plant-by-plant negotiations were under way and a possible third shift at another East London plant could cut job losses there from 850 to 600, he said

The Harrismith crisis raises the prospect of a joint union-employer approach to the government on textile imports

Gwala said the union intended setting

up a meeting involving the state, Frame, organised business in Harrismith and another beleaguered blanket-maker, Aranda Textile Mills in Randfontein

"We're looking for protection," he said. "The last straw is preferential treatment for Turkish blankets under a government trade agreement"

Frame chairman Mervyn King complained last week that the tariff on imported yarn was hurting local cotton growers and spinners, and that a revision agreed last year had not been gazetted. Imports had leapt to nearly seven-million kg in the first half of this year, as against four-million kg for the same period of 1989

"It is unbelievable that government is standing by in a recession and watching imports increase, while an industry employing some 400 000 is being eroded"

Denying that imports would spur efficiency, he added "You cannot improve the efficiency of an industry by destroying it"



# VW sets tough conditions for plant reopening

By DREW FORREST and Port Elizabeth Correspondent

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VOLKSWAGEN has lost millions of rands and 20 production days this year as a result of "community violence, stayaways and unprocedural strikes", VW said this week.

In a partial replay of the Mercedes Benz saga, VW has demanded union compliance with a set of tough conditions before it reopens the works in Uitenhage, closed last Thursday.

The closure was sparked when 600 workers in the engine plant walked off the job to attend a court case. VW said this was in defiance of agreed procedures and that workers ignored pleas for a return to work. It said employees recently downed tools over demands for the removal of a foreman.

W/Mant 23/11-29/11/90  
The court case which triggered the current dispute revolves around a racial altercation, allegedly involving an AWB member, and Numsa has demanded a clear policy on racial conflict at the works.

It also accused the firm of using minor incidents to implement retrenchments threatened four months ago.

Stressing that it had become "impractical and uneconomic" to continue production, the company has demanded Numsa pledge itself to "uninterrupted production" at the plant.

As conditions for a resumption of work, it has demanded a commitment to VW's viability, industrial peace and stability, agreement to abide by all conditions of employment and to eliminate unprocedural action, and the effective

operation of the shop steward system.

At the heart of the dispute is VW's demand that Numsa sign a new recognition agreement, based on the labour code drawn up in collaboration between South African and German metal unions and similar to those already in force at other German firms in South Africa, such as Mercedes and BMW.

This "very progressive" agreement had not been signed, VW said, although shop stewards had discussed it and members had pledged adherence. It said Numsa was holding back, pending "further education and clear interpretation" of the proposed deal.

Negotiations over several days this week failed to bring the parties closer, and management is reported to have walked out of the latest round of talks.

# VW's production suffers 1500 loss

THE closure of Volkswagen's Uitenhage plant since last Friday has already resulted in a production loss of at least 1500 vehicles, MD Peter Searle said yesterday.

Sapa reports Searle said the plant was losing between 250 and 350 vehicles a day, and he did not know if the plant would re-open before the Christmas shutdown.

He said there would be inevitable delays to deliveries of the more popular Volkswagen models of up to several weeks.

Negotiations between management and the National Union of Metalworkers (Numsa) remained deadlocked yesterday, with the company demanding Numsa sign a recognition agreement and commit itself to ending unprocedural action.

But the plant's senior shop steward John Gomomo said yesterday management's inability to "plan production properly" lay at the heart of the dispute.

The installation of new but inefficient equipment had placed an intolerable strain on management-worker relations. During the year Numsa members were ordered to work overtime to make up for backlogs

and laid off because of parts shortages.

Gomomo said management could not "plan production properly and workers are always the victim of their bad planning". They were using the incident which sparked the closure of the plant to "rectify their production plans".

Volkswagen shut the plant down after several hundred engine-room workers left the factory to attend a court case involving a colleague, which Gomomo said yesterday should have been resolved by internal industrial relations procedures.

Gomomo said Numsa members agreed at a general meeting on Monday to adhere to the recognition agreement procedures but the company now wanted them to sign the agreement "under duress".

Volkswagen officials were not available for comment on the union claims.

Volkswagen and Numsa agreed in February to accept the recognition agreement in principle, but Numsa decided not to sign it until an education programme for its members was complete.

MATTHEW CURTIN

## Volkswagen and Numsa agreement

Own Correspondent

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PORT ELIZABETH — The National Union of Metalworkers (Numsa) has agreed to adhere to the recognition agreement demanded by Volkswagen as a precondition to restarting production. *B10M 26/11/90*

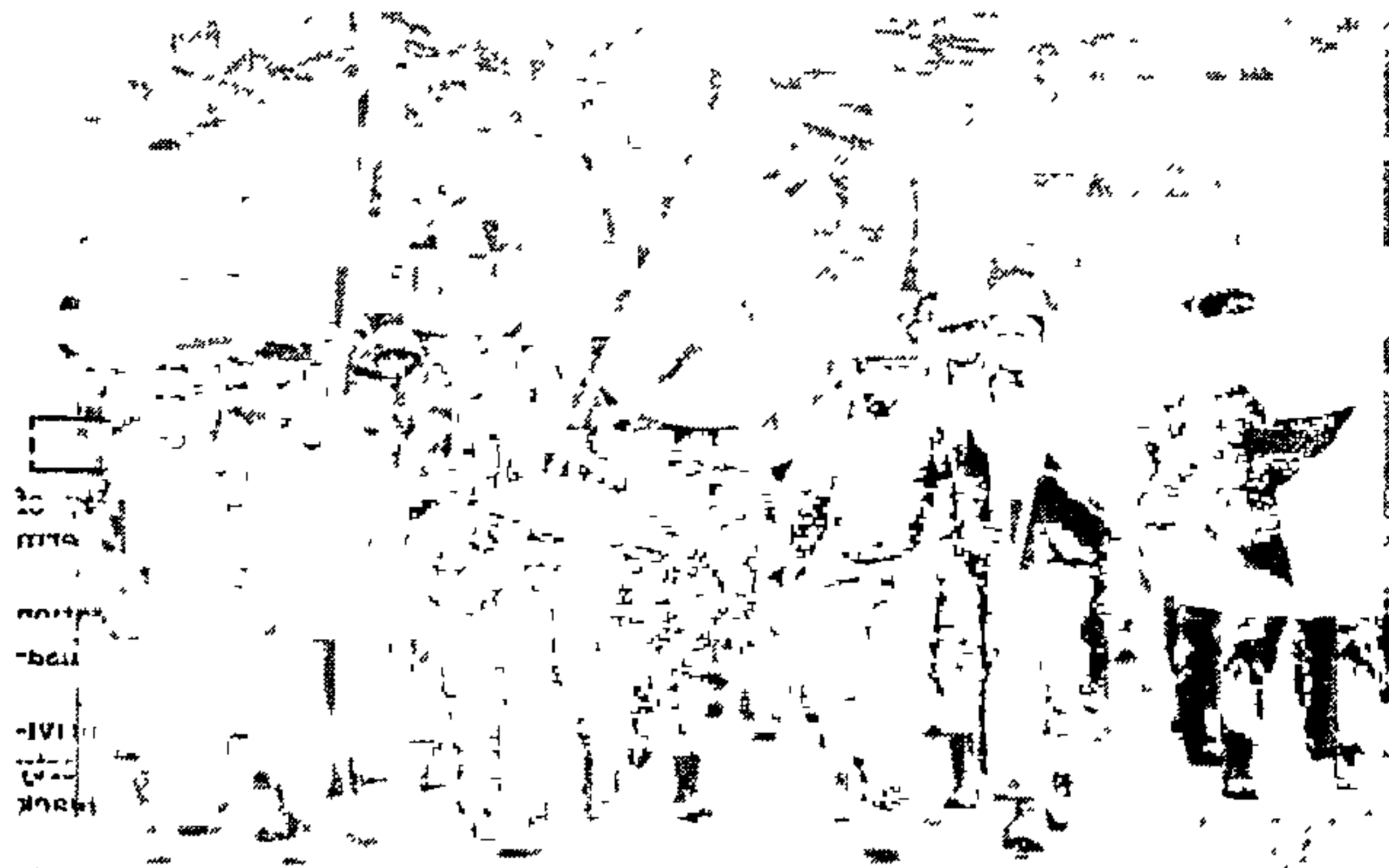
However, the union would not sign the agreement until all employees were educated on its contents, Numsa chief shop steward John Gomomo said on Friday.

Production at the Ultenhage plant was halted on November 15.

The recognition agreement covers the relationship between the company and the union.

In a statement on Friday the company said: "Production cannot be resumed until the recognition agreement has been signed by both parties and the employees tender their services in accordance with the provisions of the signed agreement and contracts of service."

● Comment: Page 10



Eastern Transvaal Eskom colliery workers outside the corporation's headquarters in Sandton yesterday where they were protesting against being made redundant after the closure of three Eskom power stations in the region. Picture LINDEN BIRNS

## Eskom and Numsa in retrenchment talks

WILSON ZWANE 151

ESKOM and National Union of Metalworkers (Numsa) officials were locked in negotiations late yesterday over a union demand that 2 000 workers threatened with retrenchment be absorbed elsewhere in the utility.

The 2 000 affected workers are employed at the eastern Transvaal power stations Camden, Komati and Grootvlei which Eskom recently announced it would mothball *By Day 27/11/90*

Earlier yesterday about 500 Eskom Camden and Komati workers toy-toyed outside the Eskom head office in Sandton.

They carried ANC and SACP banners and placards with slogans such as "we need our jobs" and "we demand R100 000 for each employee"

Eskom spokesman Peter Adams said he could not predict when negotiations would end

Numsa official Bernie Fanaroff said the union wanted to discuss Eskom's entire 10-year strategy.

"We are arguing that instead of retrenching the workers, Eskom should retrain and utilise them in its projects," Fanaroff said

Sapa reports that an Eskom security officer said the company was prepared to allow the demonstration to continue as long as it was peaceful. He said there had been no incidents

Eskom has previously estimated that of the 2 000 workers whose jobs would be lost, 400 to 600 would be employed elsewhere within Eskom.

An Eskom spokesman, who yesterday would not say how many workers would be affected by the closures, said a joint statement about the retrenchments would be issued only once all negotiations had been completed.



# Volkswagen plant to be re-opened

VOLKSWAGEN's Uitenhage plant is to re-open on Thursday after management and the National Union of Metalworkers (Numsa) reached agreement yesterday on an "action plan" to resolve the deadlock.

Management shut the plant on November 15 after "unprocedural" action by workers who left an engine room to attend a court case involving a colleague.

The company insisted Numsa

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MATTHEW CURTIN

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commit itself to outlawing unprocedural action by signing a recognition agreement — which the parties had accepted in principle in February — before it would resume production. Numsa had not signed the accord as it was waiting for the completion of an education programme for its members.

A company spokesman said

Numsa had undertaken to sign the recognition agreement once an "urgent education programme" to inform union members on the contents of the accord was carried out today and tomorrow.

But after a workers' general meeting yesterday morning Numsa declared a dispute with Volkswagen because the company had refused to pay workers for the time the plant was closed.

See Page 10

B (day 27/11/90)

# New dispute at VW plant

From XOLA  
SIGONYELA

151  
A NEW dispute is looming at Uitenhage's giant Volkswagen plant — just as the management and union reached settlement in another.

The plant had been closed for more than a week over management's demand that the union formally sign a recognition agreement first accepted in February

On Monday, the National Union of Metalworkers of South Africa (Numsa) agreed to sign after two days of education had been held for its members on the agreement's terms

But another dispute immediately arose over the union's demand that workers be paid for the days of the closure

Numsa's chief shop steward at the plant, Mr John Gomomo, said "It's just

unfortunate that we break out of a dispute into another dispute"

Numsa has vowed to take up the issue with Volkswagen head office in Germany and with a powerful German trade union

The latest round of conflict at the plant, one of the area's largest employers, began on November 15 when about 600 engine plant workers walked off the job to attend a civil

court case between a shop steward and a white foreman

South  
29/11/85-5/12/90  
The company immediately shut down the plant, saying it would not be re-opened until Numsa had signed a recognition agreement already accepted nine months ago

The company has declined to comment on Numsa's demand that workers be paid fully for the period the plant was shut — PEN

# South LABOUR

By REHANA ROSSOUW

THE failure of the Administrator of the Cape, Mr Kobus Meiring, to resolve the conflict in Khayelitsha was "lengthening the fuse of a timebomb", the ANC warned this week.

More than 700 employees of the Lindelethu West Town Council are continuing to refuse to work as they believe their safety is threatened. One of their colleagues was killed and three suffered severe burns in a petrol bomb attack during the mounting protests against the town council this month.

The workers, members of the South African Municipal Workers Union (Samwu), are reporting for duty every day but refusing to perform their tasks. Their refusal to work is affecting the removal of refuse, the maintenance of sewerage and other services in the township.

# 'Timebomb'



Mr Kobus Meiring



Mr Mali Hoza

Two days of mediation between the union and the council deadlocked last week when the council refused to bow to the workers' demands. The workers want the councillors to resign and want to work without the presence of the SADF and

police in the township. The town council is demanding that they return to work. "This is not just a labour issue, this is a political issue," said Samwu general secretary Mr John Ernstzen. "Our members are caught in the crossfire in Khaye-

litsha. They are facing the anger of the community, saying Mali Hoza (town council mayor) must go. On the other hand, they are facing the security forces. "It is impossible for them to prosecute their normal duties under these circumstances." Ernstzen claimed the workers were being harassed by the councillors. Those in hospital were visited by armed councillors who claimed the ANC was responsible for their injuries. Meanwhile, the civic and ANC structures in Khayelitsha are supporting the strikers. Food parcels are being collected and a rally will be held on Sunday

South Lab 29/11-5/12/90



South 29/11 - 5/12/90

A SIMMERING dispute between the Western Province Local Authorities Workers' Association (Weplawa) and the regional services council was resolved this week when the council agreed to implement new salary scales in mid-December.

# Council workers in wage deal

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Union spokesperson, Mr Leonard Khoza, said the council agreed to implement the new scales for fortnightly workers from De-

ember 14 and for salaried staff from December 24.

However, workers were unhappy that non-members would receive the same increase

The agreement follows a go-slow by council workers earlier this month.



NAMPAK STRIKE (10) (10) (151)  
**WAYS AND MEANS** FIM 30/11/90

The bitter nine-week strike by 4 000 Nampak employees over centralised bargaining ended last week. The union suffered some setbacks and the company took a hardline attitude on unprocedural action.

However, the strike showed that centralised bargaining is firmly on the union agenda and will not go away. According to a spokes-

FIM 30/11/90 (10) (10) (151)

man for the Paper, Printing, Wood & Allied Workers' Union, the strike "put a cutting edge" to Cosatu's Barlow Rand campaign.

The decision to strike, despite negotiated recognition agreements, enabled Nampak to focus attention on union conduct. Nampak accused the union of "refusing to honour agreements" and "calling an illegal strike without a ballot among workers."

Though the union managed to get reinstatement for most of the 1 200 workers dismissed — about 700 were reinstated on final warning, while the remaining cases will be decided in mediation (though most are likely to be taken back) — the union has been hard hit in several ways.

Strikers have lost R10m in wages (a company estimate), as well as 50% of the annual bonus. The company last week warned that workers could face retrenchments as a result of losses during the strike and changes in the production process — possibly at the corrugated division, which was most affected by the strike.

At the heart of the union concession is an agreement to a nine-month moratorium on the issue of centralised bargaining at Nampak. The union says negotiations at plant level are to continue this year.

In terms of the "bugging issue," Cosatu, the paper union and the company have entered an accord, stating their "abhorrence of the practice in industrial relations." The union had originally called for a full inquiry into alleged electronic eavesdropping on unionists by management.

Nampak's industrial relations director Tony Mercer has commented on the senselessness of the strike and he stresses the unprocedural industrial action. But the union points to the fact that members went on strike for nearly two months, apparently demonstrating the strength of support for centralised bargaining.

## Negotiations on public service

By DREW FORREST U/W/ 3d/11/90 - 6/12/90  
PUBLIC service staff associations and unions representing hundreds of thousands of workers were locked in meetings with the Commission for Administration throughout this week in the first moves towards a new labour dispensation for state employees.

In response to a surge of state sector strikes and union pressure, the government announced in August that it would negotiate a new deal with all representative bodies.

State workers are currently covered by the Public Service Act, which makes no provision for union recognition or bargaining.

Sources said the current consultations, involving Cosatu's National Education, Health and Allied Workers' Union, Nactu's National Union of Public Service Workers and the non-aligned Health Workers' Union, as

well as recognised staff bodies, aimed to create a forum in which substantive negotiations could take place. Cosatu has repeatedly urged the inclusion of state workers in the Labour Relations Act.

Recognition and short-term organising rights, such as stop-orders, were also being debated.

The sources said that in order to offset

the greater membership of the staff associations, the Cosatu, Nactu and non-aligned union participants would seek to forge a common front.

● Nehawu this week reported what may be the first labour dispute involving SADF employees. About 70 general workers at the 113 Battalion camp near Phalaborwa were fired for refusing to fill in certain forms, it said.

It said senior officers at the camp had refused to talk to the union because the workers were not covered by the LRA

W. M. van der Merwe 30/11-6/12/90

### Transport dispute resolved

■ The dispute in the Transvaal goods transport industrial council has been resolved, with the clinching of a wage deal covering 16 000 workers between the Motor Transport Owners' Association and four unions.

The key union party, the Transport and General Workers' Union, said drivers would receive a 15,5 percent rise, and general workers 19 percent, bringing the minima to R200 and R140 a week respectively and narrowing the wage gap. The parties also agreed to set up the first Transvaal-wide provident fund in goods transport. (15)

● TGWU has contacted the Dutch Anti-Apartheid Movement over the four-week wage strike by 250 workers at Steiner Services in Lansdowne, the union's first legal strike in the laundry trade.

TGWU says Steiner, South Africa's only national laundry group, is owned by the Dutch-based Isdale Holdings.

Reports from Weekly Mail staff, Sapa

# Work resumes at VW plant

ASSEMBLY lines at Volkswagen in Uitenhage started running again on Wednesday.

Management and the National Union of Metalworkers of South Africa signed an agreement on Tuesday after a dispute which led to the closure of the plant on November 15.

(151) ~~151~~  
The agreement covers the full relationship between the company and the union and sets out the rights and obligations of both parties.

However, the company and the union continue to disagree over the payment of employees for the eight days' shutdown.

Management spokesmen said the company felt it had no moral or legal obligation to pay employees for the time the plant was closed.

Numsa has said it intends taking up the issue with Volkswagen's head office in Germany. - *Sowetan Correspondent.*



12/Dec 4/12/90  
**Public sector  
sets up forum**

GERALD REILL

PRETORIA — A united front of public service staff associations, representing more than 300 000 workers of all races, has been formed to campaign urgently for a more realistic bargaining mechanism.

Public Servants' Association GM Hans Olivier said the forum was "probably the most important development ever" in labour relations in the service.

The forum's creation followed a meeting last week of 14 associations. The forum will have its first meeting in January.

It will aim for a new labour relations dispensation and a collective bargaining system to ensure a better and fairer deal for government workers.

The Commission for Administration and Government has now recognised that existing legislation on labour relations in the public service was inadequate, Olivier said. Staff associations welcomed their greater involvement in structuring legislation under which they served.

# 'Unions, bosses' must forge new ties'

By CHIARA CARTER

ing the infusion of Sactu personnel into Cosatu. (151)

For the former Umkhonto weSizwe commander and 1956 treason trialist, returning to Cape Town is like coming home

Here, as a young man newly arrived from Alice, Sibeko rose to prominence as an ANC leader and trade unionist.

By the time he fled into exile in 1963 after being arrested with Chris Hani for pamphleteering, Sibeko was one of seven ANC commanders charged with setting up Umkhonto weSizwe structures in the region.

Sibeko's activities did not escape the notice of the authorities and he was one of 156 people throughout South Africa charged with high treason in 1956.

He was released in 1957, but was banned and confined to the magisterial district of Wynberg.

After leaving the country, he served as a commander in MK and fought in

the Zimbabwean war before being sent to Sactu's London offices in the early 1970s.

In June this year, 27 years after leaving for exile, Sibeko returned to South Africa and was here for two hours before the authorities sent him back to Britain because he did not have the correct papers.

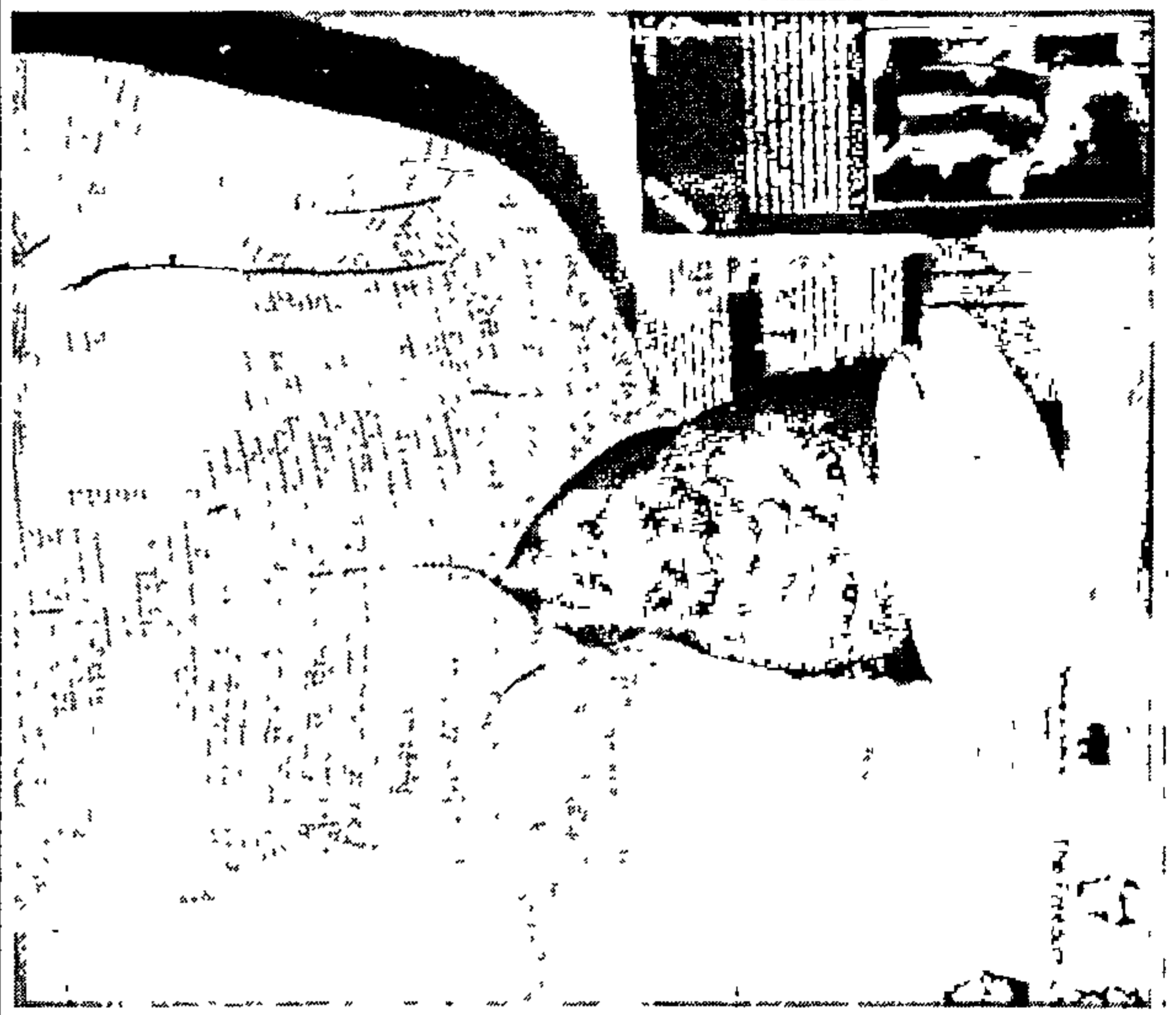
Thus time around, however, he received a different reception at Jan Smuts airport where work literally came to a halt as workers flocked to greet him.

## Negotiations

Sibeko, who has been elected honorary president of Sathwu, says he was overwhelmed by the tumultuous reception by Sathwu members throughout the country and very impressed by the growth in the union.

"People treated me like one who has come back from the dead," Sibeko said wryly.

Almost immediately, he was back at work, being drawn into negotiations with the railway authorities in Durban.



Archie Sibeko

UNIONS and management need to adapt to a new way of relating to each other, says veteran tradunionist Archie Sibeko who recently returned from exile.

Spy in a blue denim shirt and jeans, Sibeko is seated behind a battered desk in the South African Railway and Harbour Workers' Union (Sathwu) offices at Community House, Salt River.

## Stream

There is a constant stream of workers through the offices. On the walls are bright posters; outside the sun is shining. South 6/12/1960

It is a far cry from the last time we met in the London headquarters of the South African Congress of Trade Unions (Sactu) with the snow falling on a grey winter's day and the news that the South African government had restricted a range of organisations.

Then Sibeko, operating under the name of Zola Zembe, was coordinator of Sactu's operations in Western Europe. Now he heads the committee supervis-





# Breakthrough in public service

W/Mon 7/12-13/2 90

**E**LEVEN unions and staff associations representing 300 000 workers laid the foundations for a new labour deal in the public service in trailblazing talks with the Commission for Administration last week.

In a key development, the employee bodies — including the largely white Public Servants Association and emergent black unions such as Cosatu's National Education, Health and Allied Workers' Union (Nehawu) — forged a united front at the talks and made common demands.

These included interim labour rights for unions such as Nehawu and unrecognised staff bodies. The Public Service Act makes no provision for union recognition or formal collective bargaining.

Nehawu general secretary Sisa Njikelana said the talks signalled "a major breakthrough in building union rights in the public service, which we have been denied. It's clear now that we're making headway".

The commission has fought shy of the Saccola forum on the Labour Relations Act. But a state sector strike wave and consistent Cosatu pressure for the inclusion of state workers in the LRA has

Unit among staff associations and unions at recent talks heralded a breakthrough for workers' rights in the public service, reports **DREW FORREST**

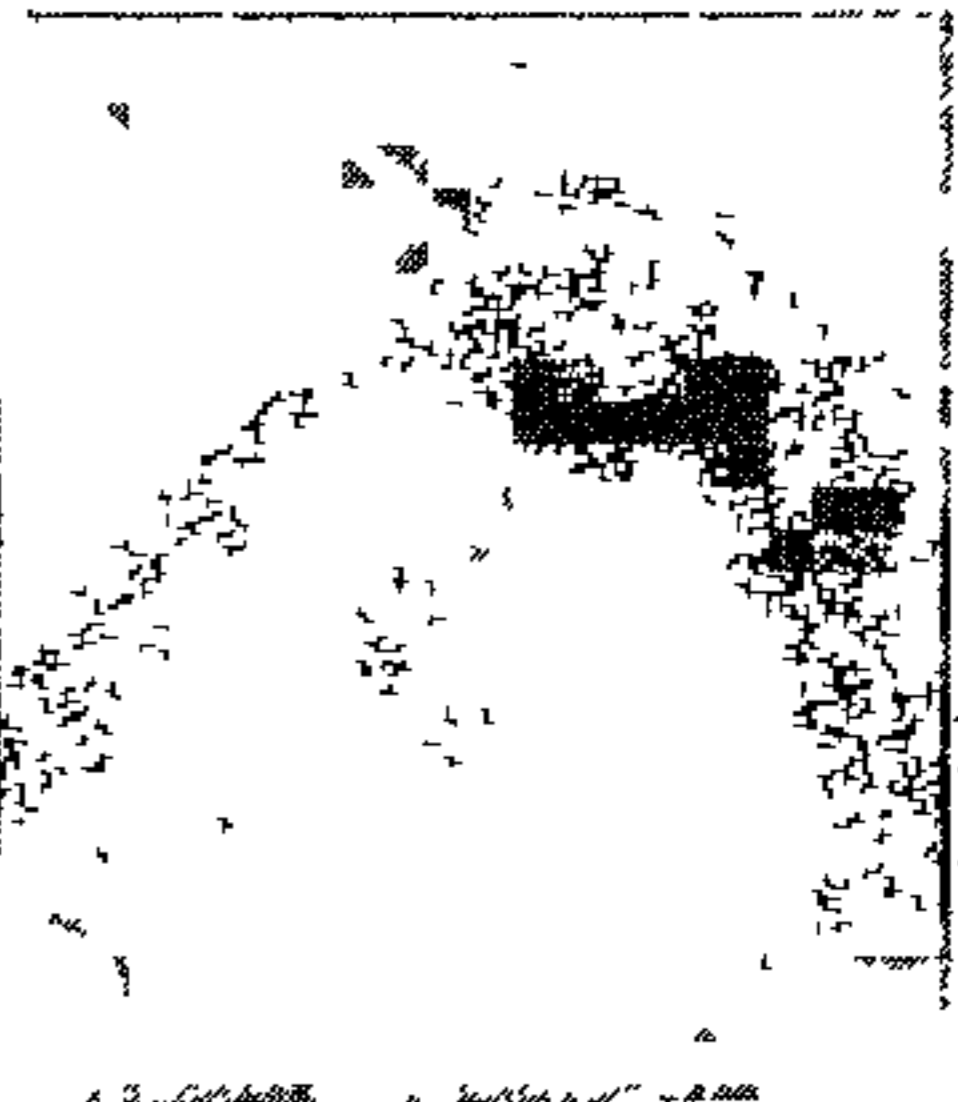
persuaded the government of the need for a new deal, and separate negotiations for public service unions were offered as a compromise earlier this year.

In the LRA "minute" signed by government, employers and the unions, Cosatu effectively agreed to shelve its demand for the immediate extension of the LRA to the public service and to use the alternative forum offered.

Last week's talks aimed to set the terms of, and criteria for participation in, a formal forum for negotiations. This will meet for the first time from January 28 to 30 next year.

Tough criteria applied by the commission to last week's talks led to the exclusion of Nachu's National Union of Public Service Workers and SA Black Municipal and Allied Workers' Union, on grounds that they have members outside the public service.

After pressure from the union-staff association front, employers accepted new criteria which should allow Nachu to participate. These, it is reliably un-



Nehawu's Sisa Njikelana ... we have more to gain through a united front

derstood, will admit unions with 1 000 verified public service members which submit their constitutions.

The interim labour rights agreed to by the commission will provide a vital leg-up for unions such as Nehawu and the Health Workers' Union, which have been battling for recognition. They include:

- A commission pledge to urge departmental heads to give representative unions workplace access and the right to represent workers, where "reasonable requests" are forwarded.
- An invitation to submit wage proposals for the 1991/2 financial year — only recognised associations have pre-

viously had this right. The commission has agreed to continue granting this right until a formal bargaining forum is established.

● Access to the same information the commission gives to recognised bodies. At departmental level access to information has to be approved by the relevant head of department.

The commission will also urge the Treasury to grant stop-orders for the collection of dues "where some form of formal relationship exists between the department and the staff association/union".

These rights were of particular significance for Nehawu in departments such as development and agriculture, education and water affairs, where the union had made inroads, Njikelana said.

In a joint statement, the employee bodies said they believed the negotiating forum should be broadened to include the public sector as a whole "with a view to consolidating the labour relations dispensation in the public sector".

In a summary of decisions taken at last week's talks, which have been acquired by *The Weekly Mail*, the following topics are proposed for discussion next year: criteria and scope of recognition, collective bargaining structures, the bargaining process, the bargaining unit and levels of bargaining, dispute procedures, unfair labour practices and legislation.

The forum will have to decide whether the Public Service Act or the LRA should govern public service labour relations, and, if the LRA applies, whether the sector should be covered by a separate chapter of the Act.

Njikelana said the union-staff association front flowed from a recognition "that we have more to gain by coordinated activity than by bickering".

However, given the sharp contrasts in political and operating styles, the front's long-term viability seems doubtful. Conservative staff bodies allegedly urged the state president not to enact the Saccola accord earlier this year. There are also membership battles. Nehawu, for example, is in conflict with Hospersa, a black hospital worker body widely seen as a "sweetheart union".

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# Legal 'short cut' to solving disputes

151  
SUSAN RUSSELL

13/12/90  
A LEADING firm of Johannesburg attorneys is to open an alternative dispute resolution (ADR) centre in February to resolve legal disputes faster and at less cost than taking matters to court.

A growing number of legal disputes are not reaching the courts because of high costs and the often long delays in obtaining judgments.

At the ADR centre, litigants will be able to resolve legal disputes through mediation, conciliation and arbitration.

The centre could be used to resolve a wide range of cases such as breach of contract, defamation, copyright, trademark, and labour disputes.

The services could be useful in opposed divorce and custody matters.

In the case of mediation and conciliation, a trained third party acts as a go-between, assisting the parties to agree on resolving the issue between them. The third party is not a judge and does not make an award, although he will suggest how their dispute may be solved. Nor are his views binding on the parties.

In the case of arbitration, the parties choose an impartial third person to preside over the matter and agree in advance to be bound by his award. He hears both sides of the dispute and makes an award which is binding.

The law firm setting up Johannesburg's

ADR centre will give clients access to skilled arbitrators, conciliators and mediators, all with wide experience in a variety of legal disciplines.

An attorney involved in the centre, Sarah Gon, said three primary features made the concept attractive to clients. It was time-effective; it was inexpensive in that while clients would still pay full legal fees, less time would be spent resolving the dispute; and it offered the confidentiality the open court could not.

In addition, parties could choose who would hear the dispute.

Gon pointed out that if the parties agreed that the decision of the arbitrator was binding, it could not be appealed against in court. A decision might be reviewed by a court, but only if the mediator or arbitrator's conduct was questionable or he had exceeded his mandate.

Attorney Tim Trollip, head of the ADR centre and a senior partner in the law firm, said there was a need in SA to get away from the traditional perception that legal disputes had to go through conventional court litigation.

"By making use of processes such as mediation, arbitration and conciliation, parties are offered methods of solving disputes that can be less formal, less time-consuming and less costly," said Trollip.



VW DISPUTE



## BACK ON TRACK

FIM  
14/12/90

**Production resumed** recently at Volkswagen's Uitenhage plant in the eastern Cape, after the signing of a new and advanced recognition agreement between the company and the National Union of Metalworkers (Numsa).

The deal brought to an end the two-week closure at the plant, sparked when several hundred Numsa members walked off the job to attend a court case involving a fellow worker

FIM 14/12/90



Volkswagen — which made the signing of the recognition agreement a precondition for the opening of the plant — says the agreement commits both sides to “the maintenance of acceptable work and behaviour standards, the growth and viability of the company, health and safety in the workplace and the principle of equal opportunity for all employees”

The agreement, similar to those already in force at other major German companies, is based on the “IG Metall” (the German trade union) code of minimum standards for labour relations in SA. Included in these are procedures for grievances, disputes, arbitration and retrenchment.

Volkswagen set tough conditions for a resumption of work. Besides the core demand for the signing of the recognition agreement, it demanded a commitment to industrial peace and stability, and agreement to adhere to conditions of employment and to eliminate unprocedural action

It said both sides have to work to give the agreement force, as continued disruption of production will threaten the company's viability

The plant's senior shop steward, John Gomomo, says the agreement should be seen as a guideline, to be respected by both management and workers. But he points to continued incidents of racial tension at the plant, which, he says, management needs to address at an individual level. ■



District Six ... back to  
the old way

FIM 14/12/90

residential property in the suburbs, or through people simply ignoring the law.

While some estate agents expect property prices to rise in the short term, others say people have been moving in with little or no trouble for more than a year and no effect on prices is expected.

In the first 10 months of the year, the authorities granted nearly 2 300 permits for people to live across the residential colour line, compared to only 390 in the last five months of last year. Most of the permits are understood to have been granted in Cape Town. Permits generally take between 24 hours and two weeks to process.

With most white English schools in the area already having voted overwhelmingly to adopt nonracial admission policies, no schooling problems are expected in the "open" suburbs.

GROUP AREAS FIM 14/12/90

## EASING THE PASSING

Politically, the desegregation of a large chunk of Cape Town's inner residential suburbs may have blown up a storm. Socially and economically, the move simply puts an official stamp on reality.

District Six, Woodstock, Salt River, Observatory and Mowbray are now "free settlement areas." Residential property can be bought and occupied by anyone.

Several political organisations have slammed the decision, saying it makes mockery of government's commitment to scrap the Group Areas Act next year. But the authorities counter that it's part of the process towards abolishing the GAA.

The Cape Town City Council — whose request for the whole city to be desegregated was rejected earlier this year — has criticised the move. Mayor Gordon Oliver says the establishment of new "free settlement" areas on the eve of another session of parliament gives the impression that government isn't serious about scrapping Group Areas.

The opening of the suburbs was also attacked by the ANC, PAC, UDF, United Western Cape Civics Organisation, the Observatory Civic Association and the DP.

But for most residents in the area, little will change. All the suburbs are already essentially "grey" — through the granting of "permits" for blacks to buy and occupy re-

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# Motor industry improves wages

MARC HASENFUSS

MOTOR industry employees' wages will increase from between 14% to 65% on the gazetted minimum pay rates after a wage settlement with employers last month.

Also, the SA Motor Industry Employers' Association (Samiea) agreed to increase the holiday bonus from one to two weeks' wages and the overtime meal allowance from R1,50 to R5, a National Union of Metalworkers (Numsa) statement said.

Negotiations were conducted at national industrial council level between Samiea, Numsa, the Motor Industry Employees' Union (MIEU) and the Motor Industry Staff Association (Misa).

Comment from employers was unavailable yesterday.

Samiea rejected Numsa's demand that the differentiated rate of pay based on geographical areas be eliminated, but it

was agreed to narrow the differentials. Numsa said a combined sub-committee would review the area differentials by February.

The prolonged negotiations were marked by a developing degree of tension, and Numsa warned industrial action would intensify if employers were not serious about improving conditions in the industry.

The motor industry's production levels were seriously curtailed this year by industrial action, mainly in the eastern Cape where work stoppages at the Mercedes-Benz and Volkswagen plants resulted in big losses.

Toyota marketing MD Brand Pretorius said recently the industry would favour a quicker negotiation process.

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(151)

# Bargaining gains dividends

THE past year witnessed tough but increasingly mature wage bargaining with trade unions sustaining average payroll increases of

17,4 percent and 19,5 per cent on minimum rates, according to a leading industrial relations consultancy. Wage disputes ac-

counted for nearly 66 percent of all strikes in 1990, demonstrating union resolve to press home pay demands, said the 1990/1 draft report of consultants

Andrew Levy, Johan Piron and Associates. Wage demands tabled in 1990 had, on average, fallen "dramatically" when compared with pre-

vious years since 1985. This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process.

The University of Stellenbosch Bureau for Economic Research - assuming an inflation rate of 13,5 percent - predicted average, "somewhat optimistic", wage increases of 13,8 percent in 1991.

## Average

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands being tabled and final agreement.

As a result, businesses were subjected to the uncertainty of disruption for nearly a quarter of the trading year.

Nearly 64 percent of all wage negotiations in 1990 were affected by some sort of industrial action.

Cosatu, having defined its "living wage" in monetary terms, placed it in the region of R1 500 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3,60 an hour.

## Facet

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly more active role, the report said.

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure - "a fact that has been reflected in the high levels of labour unrest recorded in the public sector this year."

"Failure to restrain (inflation and public sector wages) will lead to higher levels of unemployment and still less investment in labour intensive sectors of the economy," the report concluded - Sapa



# New wage agreements cover 50 000 in clothing industry

By DREW FORREST ~~1988~~ <sup>151</sup>  
AGREEMENTS covering more than 50 000 clothing workers have been clinched in the Transvaal and Natal clothing industrial councils, after tough bargaining involving the SA Clothing and Textile Workers' Union in both forums.

Worker anger over the opening offer of the Natal Clothing Manufacturers' Association spilled over into region-wide wildcat strikes. Sactwu also declared a dispute with the Transvaal Clothing Manufacturers' Association.

A Sactwu statement said that in Natal qualified workers would receive no less than a R27,50 a week increase from January next year and a further R15 the following January.

In a clear move towards central bargaining, the union has negotiated an 18-month deal in Natal to bring the various regional negotiations into line.

The union said the Natal increases

w/m ad 14/12 -17/12/90  
were reasonable given tough conditions in the industry. Eight clothing factories had closed or would be closing, with the loss of 250 jobs, while 500 retrenchments would take place by January 1 at a further 13 plants.

Transvaal machinists — making up 65 percent of the region's 15 000 clothing workers — will receive a R28 a week rise, or 19,6 percent, according to Sactwu's Rob Lagrange. This was exclusive of non-wage benefits, including an increased employer contribution to the industry's provident fund, he said. Employers earlier offered 17,6 percent all in.

For the first time, the agreement also provided for one month's paid maternity leave. About 95 percent of clothing workers are women.

Lagrange also revealed that Sactwu had secured worker acceptance of the offer in a ballot. Effectively a "dry run" for a strike vote, this is the first ballot for many years in the Transvaal.

## The year's five worst disputes <sup>151</sup>

W/Mon 20/12/90 - 10/1/91.

●**THE RAILWAYS STRIKE**  
(25 000 workers, wages and union recognition) The bloodiest dispute since the "Rand Rebellion", this led to the recognition of the SA Railway and Harbour Workers' Union, heralding the dawn of a new labour regime in Transnet.

●**THE MERCEDES BENZ SIT-IN** (500 workers withdrawal from the auto industry's negotiating forum) A rebellion against union policy which sparked company disinvestment threats, this was perhaps the key dispute of the year. It underscored the risk of leadership-shopfloor estrangement as unions grow in size and sophistication, and of a "labour aristocracy" of the stronger and better-paid. Hinting at the complexities of post-apartheid labour relations, the strike also saw Cosatu, the African National Congress and the SA Communist Party line up with management in urging an end to the protest.

●**OK BAZAARS STRIKE**  
(7 000 workers wages). A "draw", this long and acrimonious strike was one of a wave in commerce and catering, suggesting union moves towards co-ordinated action.

The arrest of hundreds of strikers highlighted the legal uncertainty surrounding strike pickets.

●**NAMPAK STRIKE** (3 800 workers demanding central bargaining). Routed in a severe setback for Cosatu's Barlow Rand campaign, this highlighted both the uphill haul facing the unions on central bargaining and stiffening management attitudes on unprocedural strikes.

●**TRANSVAAL AND WESTERN CAPE HOSPITAL STRIKES** (up to 18 000 in Transvaal and 7 000 in the Cape wages and union recognition) Leading to the *de facto* recognition of Cosatu's public service affiliate and the Health Workers' Union, these were a vital spur to talks on a new state.

W/Mon 20/12/90 - 10/1/91.

# Labour relations issues lead the field in national negotiations

AMID all the talk about talks in 1990, it was in the field of labour relations that national negotiations reaped the most rewards.

Not that the industrial relations arena was without strife during 1990. There were bitter strikes, prolonged plant closures and violence threatened to wreak havoc, and often did, with company operations and union organisation.

But the Cabinet's decision on September 20 to approve the 18-point labour relations "minute" — the go-ahead for the promulgation of amendments to the Labour Relations Act (LRA) in the first session of Parliament next year — was a breakthrough for industrial relations.

## Hiccoughs

Manpower Minister Eli Louw hailed the decision "as a milestone on the road to achieving internationally acceptable labour legislation", and his comments were echoed by labour lawyers, Cosatu, Saccola and Nactu.

The accord represented unprecedented co-operation between the state, capital and labour. It is perhaps the start of a labour regime, the kind which SA labour experts admire in Germany, the Netherlands and Sweden.

The consensus on LRA amendments was not achieved without serious hiccoughs. The Manpower Ministry narrowly staved off a mass protest campaign by Cosatu set for October as

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**MATTHEW CURTIN**

problems were solved. This was after President F W de Klerk had said in June government would not be able to promulgate the amendments this year as originally intended

The working party he commissioned involving employers, unions and the National Manpower Commission (NMC) provided the goods in the end, with the bonus of Cosatu's decision to rejoin a reconstituted and revitalised NMC. The minute included an in-principle commitment to bargaining rights for all workers and laid out the processes by which the principle would be implemented regarding the public sector, farm and domestic workers

Cosatu's Geoff Schreiner said in November that while the changes to the LRA were significant, unions had only the freedom to strike, and without the right to strike they were effectively reduced to "collective begging".

His comments were a sign of the debate in Cosatu on a workers' charter and labour's determination to play an integral role in constitutional talks

In debating some of the thornier issues unions faced within their own constituency, the SA Clothing Textile and Allied Workers' Union led those questioning the practicality of Cosatu's long-standing commitment to a national minimum wage, an issue on which the federation is still to take a definitive stand. Sactwu union said industry-wide

minimums were desirable, an obligatory wage of R700 a month could bankrupt the textile industry

Commenting on the outcome of the workers' charter conference in November, Cosatu general secretary Jay Naidoo said delegates agreed on the principle of freedom of association but also resolved the closed shop was an acceptable form of union activity "providing it was democratic".

Unions agreed on issues such as the right to strike free from interdicts, to participation in all state structures in the interests of members, and the right to take part in economic planning.

## Package

Other developments showed the convergence of employer and worker opinion with Anglo American and the National Union of Mineworkers setting the pace with a series of agreements addressing critical issues in the mining industry.

In early December they signed a retrenchment agreement at Anglo's Freegold South mine designed to minimise job losses in an industry hit by rising costs, falling ore grades and a low gold price. The package not only saved about 5 000 jobs through miners accepting extended unpaid leave periods but demonstrated Anglo's appreciation of growing union concern for job security, and the NUM's appreciation of commercial structures facing gold mining.



# Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Seifsa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general

Labour consultants Andrew Levy and Associates calculated there was a 29,4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17,4% — the same as last year but down half a percentage point from 1988

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed

Similarly almost 4 000 Paper

MATTHEW CURTIN

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant

## Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership

The lessons learnt by both sides may have put industrial relation

on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures

Volkswagen, Lebowa Platinum and Genmin Moomooi mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members

Violence, however, presented the most difficult problems for employers and unions

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strife threw union organisation into chaos

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence



INDUSTRIAL - RELATIONS - DISPUTES

1991

JANUARY — OCT.

# Transnet starts vital talks on a new bargaining forum

By DREW FORREST (151)  
VITAL talks between railways management and 13 recognised unions aimed at a new bargaining dispensation for 167 000 black and white Transnet workers begin next week.

The intention, said senior Transnet industrial relations executive Vic van Vuuren, was to have a new forum in place by October 6, when the Sats Conditions of Employment Act lapses and Transnet automatically falls under the Labour Relations Act.

Wages and conditions are currently negotiated in the Transnet Labour Council, which will disappear along with the old legislation.

Van Vuuren said that in exploratory talks last year, both management and the unions indicated support for a Transnet industrial council to replace the existing forum.

The formation of an IC, the third largest in the country, would be a breakthrough for Cosatu's SA Railway and Harbour Workers' Union (Sarhwu) and the clearest possible signal of the enlightened new labour regime at Transnet.

The central problem facing the negotiators is how to cater for the widely divergent undertakings within Transnet,

notably Autonet (goods and passenger transport) and South African Airways

Van Vuuren said that special interests would have to be met through a number of industrial relations sub-committees. In time, Autonet and SAA could be catered for through separate ICs "But this will need the agreement of the unions."

Elaborating on the need for a new bargaining structure before October 6, Van Vuuren said a number of Transnet workers could fall under other ICs, leading to the fragmentation of employment conditions as agreements were extended to cover them.

About 12 000 workshop workers are potentially covered by the engineering industrial council, and Van Vuuren said Transnet management had held talks with the Steel and Engineering Industries Federation (Seifsa) on the issue of demarcation.

Negotiations for this year's wage contract, beginning in April with an eye to a July implementation date, will be conducted as usual in the Labour Council.

As Sarhwu has refused to join the council, arguing that it had no role in its creation, this will mean parallel negotiations for the second year.

By ADRIAN HERSCH

UNEMPLOYMENT has reached critical levels — about 40% of the economically active population.

But trade unions will continue to ignore pleas for wage restraint and reject productivity bargaining, say consultants. Although unemployment is increasing, union membership continues to grow.

The Andrew Levy & Associates (AL&A) annual report says high unemployment is unlikely to drop, and ironically will tend to restrict the willingness of unions to discuss productivity.

"Clearly, the interpretation of productivity bargaining is that employers are attempting to produce more profitably at the expense of jobs, and that such a move would not be to the benefit of the

# Unions press on despite jobless rise

labour movement"

Besides rejecting productivity bargaining, the living wage campaign is expected to gain momentum. One aspect is the demand for more pay for less work — a move which can only harm job prospects.

AL&A says that in 1990 many concerns in both public and private sectors considered a shorter working week to keep jobs.

"However, this is normally accomplished with a concomitant reduction in wages as few companies can afford implementation without effecting some savings in running

costs. Also, it is generally a long-term process whereby the 40-hour week is introduced over a 10-year period — a reduction of half an hour a year."

## Minor

The IR Network annual report says that given SA's labour costs and low productivity, it is surprising that management demands played such a minor role in 1990 negotiations.

Management demands were few.

But management demands

were generally not agreed to or were dropped.

"This trend highlights the continued tendency for SA managers to show more tenacity in holding out against union demands than in pushing for their own," says IR Network.

FSA-Contact consulting Mike Beaumont says "Managements will obviously be concerned about their own competitive positions and this could affect job security if costs are not agreed on."

But AL&A expect unions to continue to successfully negotiate increases in line with or slightly higher than inflation. The unions continue to push strongly for more pay

## Marked

AL&A says that in 1990 settlements averaged 17.4% and about 66% of the 4-million mandays lost were due to wage issues. Nearly 64% of all wage negotiations involved industrial action — a marked increase on previous years.

Negotiation time averaged more than 80 days in the past three years. "This not only indicates how tough the bargaining arena remains, but also that for nearly a quarter of their trading year businesses are subjected to the uncertainty and disruption that accompany the wage bargaining process."

Most mandays last year lost were in the State sector (24%), followed by retail (22%), metal and manufacturing (9%) and printing (9%).

The strike with the most mandays lost (210 000) occurred at OK Bazaars over wages.

But unions are not having things their own way.

"Employers have, notably in the case of the Nampak dispute, been able to shift the focus to one of conduct of strikers and the need for 'due process' on the part of unions. Where strikes have taken place in breach of agreements and labour law, employers have hardened their attitudes and demanded stricter compliance with agreements".

Union membership has increased each successive year from nearly a million in 1981 to about 2.5-million.

Cosatu membership increased from 971 263 to 1 155 967 in 1990. Its largest member, the National Union of Mineworkers (NUM) lifted membership from 212 000 to 247 000.

## Expelled

Nactu membership rose from 150 000 to 258 000, although its general secretary Cunningham Ngcukanā says the figure does not reflect the "real" paid-up membership of about 320 000.

The federation gained five affiliates but expelled three.

Mr Beaumont expects this year's refined Labour Relations Act (LRA) to reduce tension in labour practices and discipline, streamlining negotiations. But the legislation does not represent "a complete law" for strikes and lockouts.

# Metal industry deal takes effect today

**CAPE TOWN** — The revised main agreement for the metal industry, covering 380 000 workers and guaranteeing wage increases of between 15,5 and 19 percent, takes effect today, Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said last week.

Amendments to the main

The September wage settlement, which followed protracted negotiations between Seifsa and representative unions, was made effective from July 1 last year.

Employers who had not awarded the agreed increases, or only a portion of them, were required to implement

the full increase or balance with effect from July 1 last year in a lump sum payment of 15 percent.

The lump sum payment had to be made by May 6, Mr Angus said in a statement.

The reduced working week to 44 hours, and the payment of additional overtime, had been made legally binding.

Employers who had failed to observe this arrangement from the first pay-week in October 1990, as negotiated, had to credit their employees with

an additional 20 minutes for each 45-hour week worked.

The new agreement included a "note" from the Manpower Minister detailing the exemption application rights of non-party employers insofar as the gazetted main agreement conditions were concerned, said Mr Angus.

June 16, "Soweto Day", was gazetted as a paid holiday for party employers.

A new provision was introduced that all wage exemption applications had to be accompanied by "documentation indicating that the representative trade unions at the particular establishment were consulted prior to the application being made."

The principle of "no work, no pay" would apply on March 21, "Sharville Day".

Other amendments were made to the main agreement, including clarification of the operation of the overtime "fatigue shift" — Sapa

of "paid" were "stant" said Israel, "The new agreement will be implemented from July 1, 1991." — Sapa





# Transnet, unions discuss new bargaining forum

*B Day 16/1/91*  
TRANSNET management will meet 13 unions tomorrow for talks aimed at establishing a new bargaining forum for 130 000 Transnet employees, black and white.

Transnet industrial relations director Vic van Vuuren said yesterday management hoped to reach agreement on new bargaining structures with the unions no later than October 6.

That was the date the SA Transport Services Act fell away and Transnet came under the Labour Relations Act (LRA).

Wages and conditions of service in the transport sector have traditionally been negotiated in the Labour Council, formed in 1988.

Van Vuuren said management and unions started talks about bargaining forums in October last year.

Both parties had shown support for the establishment of an industrial council, and further negotiations would now centre on the council's format.

He said the main problem was to deter-

*151*  
**VERA VON LIERES**

mine the various levels of bargaining and how to serve the different areas within Transnet, including SAA and Autonet.

A number of Transnet members fall under at least five or six other industrial councils.

This created the problem of which council could lay claim to them.

About 1 300 Transnet members would fall under the Engineering Industrial Council, Van Vuuren said.

Transnet has held talks on the issue of delineating boundaries with the Steel and Engineering Industries' Federation.

Neither the SA Railway and Harbours Workers' Union (Sarhwu) or the Black Trade Union of SA (Blatu), together representing about 60 000 workers, were available for comment yesterday.

This year's wage negotiations, which begin in April and are scheduled to be implemented in July, will carry on in the Labour Council.

# CWIU and PG in dispute

*Dowefan 18/1/91* (151) ~~151~~  
The national wage dispute between the Chemical Workers Industrial Union and Plate Glass Holdings - the largest glass retail operation in South Africa - involving more than 1 500 workers in 70 workplaces countrywide, remains unresolved after a 2-day mediation earlier this week.

In a statement released yesterday the CWIU stated it had applied for the establishment of a Conciliation Board, and now awaits its appointment.

## Resolve dispute

"The CWIU remains sceptical as to whether the CB will resolve the dispute as the attitude remains unchanged after three months of collective bargaining," the statement said.

The Union has arranged report back meetings in all centres concerning the mediation this weekend in preparation for the CB and the strike ballots. - *Sapa*

*Chil. Trans. 2/11/91*  
**Board to hear  
wage dispute**

**Own Correspondent**

**JOHANNESBURG**

Two days of mediation between the Chemical Workers' Industrial Union (CWIU) and PG Glass have failed to resolve the parties' national wage dispute.

The dispute involves more than 1 500 workers at more than 70 plants countrywide.

The union said last week that it had applied for a conciliation board meeting.

PG Glass industrial relations director Mr Phil Cohen confirmed that the dispute would go to a conciliation board.

## Mediation fails to end national wage dispute

VERA VON LIERES

TWO days of mediation between the Chemical Workers Industrial Union (CWIU) and PG Glass have failed to resolve the parties' national wage dispute.

The dispute involves more than 1 500 workers at over 70 plants countrywide.

The union said last week it had applied for a conciliation board meeting.

PG Glass industrial relations director Phil Cohen confirmed the dispute would go to a conciliation board.

A dispute was declared at the end of November.

Union organiser Brian Maholo said he was doubtful whether the conciliation board would resolve the dispute.

Cohen said the company's latest offer ranged from 74c to 90c (or 14%) an hour on the highest and lowest paid minimum wages respectively. The union has demanded R1 to R1,20 (or 18%) an hour.

The company's offer would raise the daily minimum wages from R5,85 to R6,30. Current minimums range from R4,60 to R5,50.



By Waghed Misbach

# Sacked Rex workers to get their jobs back

South 24/11 - 30/11 91

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decision.

CAPE Town's largest clothing factory is set to reinstate the final batch of workers retrenched last May, in what unionists describe as a landmark

20 last year

The out-of-court settlement between the South African Clothing and Textile Worker's Union (Sactwu) and Rex Trueform was reached on December

According to Mr Wayne van der Rheede, chairman of the Rex Trueform Shop-stewards Committee, the majority of workers who were not reinstated during

the protracted legal battle with the company will be reinstated by the end of this month. Van der Rheede said 110 of the 171 workers retrenched last May were re-

instated by Rex Trueform during the negotiations. The majority of the 33 "left over" will have their jobs back by the end of January. In terms of the agreement reached between Rex True-

form and Sactwu, the reinstated workers will qualify for wage increases this year. The agreement also includes an option for workers who had found alternative employment during negotiations to return to their old jobs. Van der Rheede said the company would open retail outlets nationwide to provide "job security" for their workers. Rex Trueform's management could not be reached for comment.



CMT-7-15 281191

## Textile strike looms as wage talks collapse

UP TO 1350 workers could be embroiled in a possible strike at the country's largest producer of nylon and polyester yarns following collapsed wage talks, SA Clothing and Textile Workers' Union (Sactwu) organiser Mr Andre Kriel said yesterday.

Sactwu members at SA Nylon Spinners, Bellville, will go to the ballot today to test support for a strike against their employer's final wage offer of about 14,5%.

The strike ballot follows collapsed talks at a conciliation board hearing on January 22 and an effective R28 difference dividing the parties, he said. Workers had dropped their initial demand for a R300 across-the-board monthly increase to R200. They also demanded an annual bonus of four weeks' wages.

The company's final offer included a R172,20 across-the-board increase, plus a four-week Christmas bonus for workers in the bargaining unit — Sapa



# 1 300 nylon workers gearing up for strike

AR605  
29/1/91

By SHARON SOROUR  
Labour Reporter

MORE than 1 300 Western Cape workers are gearing up for strike action at the country's largest producer of nylon and polyester yarns after a deadlock in wage negotiations.

The S A Nylon Spinners (Pty) Ltd employees, members of the South African Clothing and Textile Workers' Union (Sactwu), are holding a strike ballot this week at the Bellville South plant

This is because the company and the union failed to resolve the dispute at a conciliation board meeting last week, said union spokesman Mr André Kriel.

Negotiations on wages and working conditions started in

November last year but collapsed when mediation failed to resolve the wage dispute, Mr Kriel said

"The major opening proposals of the union included an across-the-board wage increase of R300 a month for union members and R250 a month for non-members and an annual bonus of four weeks' wages for all employees in the bargaining unit.

"During the course of the negotiations the union dropped its demand to R200 a month, across-the-board," Mr Kriel said

A company spokesman confirmed that management's final offer included an across-the-board wage increase of R172 a month plus four weeks' Christmas bonus for all workers in the bargaining unit

"We are awaiting the outcome of the strike ballot," he said

Mr Kriel said the company's offer "is worth an improvement of about 14,5 percent on current substantive conditions of employment" with three-shift workers getting a minimum monthly wage of R995, two-shift workers getting R952 and straight shift workers earning R933.

"Protest action by union members at the plant since the company tabled its final offer two months ago has been outlawed by the company which claims production has been disrupted," Mr Kriel said

Workers will vote tomorrow and on Thursday on whether to take strike action or accept the company's final offer

# Rennies workers gear up for strike

By SHARON SOROUR  
Labour Reporter and Sapa

ABOUT 1 600 workers from the Rennies group of companies are holding a strike ballot following a breakdown in wage negotiations.

The workers, members of the Transport and General Workers' Union, who are employed by Renfreight Air Cargo, Rennies Forwarding and the South African Container Depot were set to down tools, said union spokesman Miss Kelly Forrest.

While the outcome of the ballot would only be known next Thursday, Miss Forrest said "the general mood is that the workers will go on strike".

"Rennies, the biggest trucking company in South Africa, gave its shareholders a 31,83 percent increase after a turnover of R94,7-million last year," she said

Management's wage offer was rejected by the union because it was "substantially lower" than demands Rennies was "categorising" its work-

ers and increasing their wages according to these categories, Miss Forrest added.

Rennies spokesman Mr Duncan Jones said it was difficult to comment at this stage but workers might strike depending on the outcome of the ballot.

Union shop steward Mr Pat Matlanga said the workers were not only demanding a wage increase "but also a 43-hour working week, a three-month contract for casual labourers and that adequate transport be provided by the company".

This was the first time workers were poised to strike in the eight years the union had dealt with Rennies, he said.

A conciliation board was set up last September by both parties to facilitate wage negotiations but was disbanded after the talks failed

Mr Matlanga said a national summit would be held on Saturday to discuss what steps to take if workers went on strike.



# Workers at Bellville firm to strike

By SHARON SOROUR  
Labour Reporter

WORKERS have voted in favour of striking at the country's largest producer of nylon and polyester yarns after wage negotiations collapsed.

Strike ballot proceedings at the Bellville South plant of SA Nylon Spinners (Pty) Ltd which were completed yesterday showed more than 84 percent of the workers who voted were in favour of striking.

Union spokesman Mr André Kriel said the workers, members of the South African Clothing and

Textile Workers' Union (Sactwu), were demanding a R200 a month across-the-board increase plus an annual bonus of four weeks' wages for all employees in the bargaining unit.

A company spokesman said management's final offer was an across-the-board monthly increase of R172 plus four weeks' Christmas bonus.

Mr Kriel said the union and management were still discussing strike rights and facilities.

"The strike ballot was held this week after negotiations on wages and working conditions — which

started in November last year — collapsed at conciliation board level on January 22.

"The ballot results showed that 898 workers out of a total union membership of 1 111 voted, which represents a percentage poll of more than 80 percent."

A total of 757 members voted in favour of legal strike action and 135 against. Six ballot papers were spoilt.

Mr Kriel said the union had agreed to allow management representatives to be present at the voting and ballot counting in exchange for on-site ballot facilities.

# Eastern Cape business seeks guidelines for labour dealings

By SHADLEY NASH <sup>winnail</sup> 1/2-7/2/91  
THE Midland Chamber of Industries aims to negotiate a code of conduct with organised labour in a bid to cultivate a stable climate in Eastern Cape industry and restore investor confidence.

Chamber executive director Brian Mathews said that within the next few weeks, the Congress of SA Trade Unions would be approached to meet organised business to thrash out mutually binding guidelines

And the chamber's new president, Achmat Mohammad, said employers' biggest challenge this year would be to convince Cosatu of the need for a code of conduct in the Port Elizabeth area.

"We are seeking rules relating to all those non-factory floor issues that continually disrupt production"

He said the code would also address the private sector's role in resolving critical community issues such as education, housing, public transport and health care

Mohammed added that in formulating a code, the chamber would rely on suggestions made by Port Elizabeth University industrial relations unit director Mark Anstey

In a report on the issue, Anstey said industrial action in the region had been marked by largely unprocedural strikes, which in some cases had been protracted and violent "Parties were digging deep trenches to fight over relatively small events in the larger scheme of their long-term relations and regional and national developments"

Anstey said that despite a history of labour unrest many employers were ill-equipped to deal with industrial relations At the same time, workers relied heavily on their collective strength rather than third-party intervention.

He said trust could be restored at the level of organised labour and employer bodies in the region One option was the joint development of a code of labour relations as a guide for employers and workers, which could also redress the fears of smaller businesses

Anstey said such a code would need to address matters such as recognition of unions; bargaining units and scope, shop-steward elections, rights and facilities, union access and rights; grievance, discipline and retrenchment procedures, and the right to strike. It would also need to address conduct during industrial action and the issue of violence

The onus would now be on unions to recognise their responsibilities in preventing violence, while employers had to recognise that union leaders were spokesmen rather than policemen.

At the time of going to press Cosatu had not reacted to the code proposal. — Pen

# Collapse of industrial council complicates wage bargaining in Cape textile industry

By DICK USHER

LAST year's collapse of the Western Cape cotton textile industrial council has severely complicated wage bargaining for Cosatu's textile union, forcing it into separate talks at 19 separate plants.

The council disbanded when the employers' association folded early last year.

To maintain unity and co-ordination during the negotiations, the SA Clothing and Textile Workers' Union (Sactwu) is staging weekly regional co-ordinating meetings, with report-backs to shop-stewards' council meetings, where the overall situation is reviewed and plans laid.

Sactwu also charged that although the employer association had folded, employers have been co-ordinating strategy to block worker advances.

So far settlements have been reached at eight plants, with disputes due for

mediation at two others and the balance at various stages of progress.

A major Sactwu thrust has been to seek agreements that will last until mid-1992, in line with other sectors and regions where the union is organised. The ultimate aim is for a national industrial council for clothing, textile and leather.

According to a Sactwu spokesman, settlements reached have been around 20 percent, covering about 2 000 of the 5 000 workers in the industry.

In cases where 18-month agreements have been negotiated, wage increases are around R30 a week for the first 12 months with a further R20 a week for the final six months.

Meanwhile, a strike is looming at SA Nylon Spinners in the Western Cape.

A strike ballot of the union's 1 350 members at the plant started this week with results expected by the weekend.

Sactwu's initial demands were for an

across-the-board increase of R300 a month with a differential for non-union employees; an annual bonus of one month's wages; a shift allowance equal to that paid to staff members; a 40-hour working week without loss of pay; 21 days' annual leave after five years' service and December 26 as an additional paid holiday.

The company's final offer, at which Sactwu declared dispute on December 4, was for wage increases ranging from R130 at the lowest grade to R195 at the highest. A Sactwu spokesman said that at this stage the union had dropped its demand to R200 across the board.

At mediation on December 19 the company offered R172 a month with a *ex gratia* once-off payment, and to swap a holiday for December 26.

Following the unsuccessful mediation, the dispute went to conciliation on January 22. When this failed, Sactwu called a strike ballot.

Wednesday February 6 1991

## Unions, Govt to discuss arbitration

Star 6/2/91.  
By Brendan Templeton

Watershed negotiations between public-sector trade unions and the Government on dispute-resolution procedures will take place later this month, says the National Education, Health and Allied Workers Union (Nehawu).

Talks aimed at establishing a new labour dispensation were held between the Government's Commission for Administration (CFA) and employee representatives last week, but talks deadlocked after the CFA refused to discuss the issue of arbitration.

The CFA was reluctant to consider arbitration because it feared that workers would repeatedly fall back on it if they could not get their own way, Nehawu spokesman Monde Mditshwa said.

The CFA and unions would meet on February 18 to discuss the introduction of arbitration.

It had been agreed that the decision made at that meeting would be binding on all parties.



*Source from  
7/12/91*

# Saccawu and Kentucky wage dispute

(151)

A WAGE dispute between the SA Commercial, Catering and Allied Workers Union (Saccawu) and Kentucky Hillcove in Pietersburg continued yesterday after mediation failed to resolve the issue, according to the union.

A Saccawu statement said further meetings would be held to bring the two parties together.

The union has demanded an across-the-board increase of R255 a month with a minimum monthly salary of R900.

The company has offered an across-the-board increase of R104 a month with a minimum salary of R800 a month.- *Sapa.*

# Public servants in 'breakthrough' talks

A RECENT meeting between public service health organisations, trade unions and the state's Commission for Administration (CFA) has raised hopes that the Public Services Act will be reformed.

The Act, which has prevented public servants the right to collective bargaining, came under focus after numerous strikes by public servants last year.

The week-long meeting between the CFA and 11 organisations, including

the white Public Servants Association (PSA), the "coloured" Public Servants League (PSL), the South African Nursing Association (Sana), the National Education, Health and Allied Workers Union (Nehawu) and the Health Workers Union (HWU), took place in Pretoria last week.

It was the second meeting between the parties.

The CFA, with 600 000 public servants under it, agreed in principle that the law would have to change

According to HWU general secretary, Mr Dale Forbes, the parties initially could not reach agreement on the question of arbitration if a deadlock was reached in proposed negotiations.

However, a compromise was reached with the suggestion that "experts" be brought in should deadlock occur.

Forbes described the meeting as a "major breakthrough".

"There has never been a situation before where the government has asked staff associations to negotiate legisla-

hon."

A working committee was formed from representatives of the 11 organisations and the CFA.

The committee will meet on February 18 ~~South Africa~~ 13/2/91

The CFA's chief director of labour relations, Mr Dame Du Toit, said he was confident the process would go well.

"We have more common ground than differences," Du Toit said from Pretoria this week.

w/Man 8/2-14/29/

### Insurance workers' dispute

■ Over 1 000 Metropolitan Life workers around the country, most of them members of the SA Commercial, Catering and Allied Workers' Union, have downed tools in a dispute over the company's refusal to accept union proposals of a single bargaining unit.

In a statement, the union said it was due to meet company directors yesterday to discuss the outcome of a ballot in which most workers had approved strike action, as well as the alleged harassment of workers during balloting.

Saccawu said the company's view that indoor and outdoor staff should have separate bargaining units was unacceptable. "We are opposed to any division of workers," it said.

The union's programme of action included sit-in strikes and picketing, climaxing in a countrywide protest march on February 12.

Reports from Weekly Mail staff

ISI

# Unions defy recession

S/Times

10/2/91 (15)

By ADRIAN HERSCH

DISPUTES under way indicate that trade unions are pressing strongly for wage increases far ahead of the inflation rate in spite of the recession.

Pressure for higher pay in the public sector is also strong judging from demands by the largest union in the Post Office. It wants an increase of 77% on the minimum wage.

SA Clothing and Textile Workers Union (Sactwu) members have been on a legal strike since the beginning of February at SA Nylon Spinners in the Western Cape.

The strikers demand an overall average increase of 17%.

Management's offer represents an average 14,5% increase. The offer would take the minimum wage to R1 105 a month for an unskilled employee.

In a wage dispute between PG Glass and the Chemical Workers Industrial Union (CWIU), the union is asking PG Glass for an average increase of 20,5%. The company's offer averages 15%.

The Transport and General Workers Union (TGWU) is demanding an average increase of 34,2% at three Renfreight companies — Renfreight Aircargo, Renfreight Forwarding and SA Container Depots.

Management offers between 18% and 29% more and a minimum wage of R1 000 a month. The union seeks a minimum of R1 300 a month.

The public sector, as in 1990, could again experience a spate of pay disputes. The 19 000-member Post and Telecommunications Workers Association (Potwa) will meet the Postmaster-General to discuss wage issues.

Potwa wants a minimum wage of R1 300 a month — currently R735. It also demands a R500 across-the-board increase.

Other demands include six months' paid maternity leave and three months' paid paternity leave.



# Debate on labour Bill nears climax

Star 12/2/91  
151

## Political Staff

After two years of negotiations between the South African Employers' Consultative Committee on Labour Affairs (Saccola), the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the State, the Labour Relations Amendment Bill came before Parliament yesterday for debate.

Five hours have been set aside for the debate, which finishes today. The Bill is likely to be supported by all parties except the Conservative Party.

The Bill has 15 aspects comprised of three amendments to the existing law, three deletions and nine new provisions.

Eli Louw, Minister of Manpower, said bottlenecks in a draft of the Bill had brought Saccola, Nactu and Cosatu together for discussions. They suggested interim ideas to address the most topical problems, pending a consolidation of the law on labour relations.

The Bill was an honourable attempt to bring employers, employees and the State closer together to promote a climate of mutual appreciation and joint responsibility, Mr Louw said. Already it seemed that a new dispensation was developing.

The best results were reached when employers and employees arrived at solutions to problems for themselves.

The proposals were the result of two years of negotiations and showed that conflict was best handled through discussions and searching for consensus, Mr Louw said.

Mr Frank le Roux (Brakpan CP) said the Bill showed that the ANC, SACP, Cosatu and Nactu were already operating as an interim government. The

CP was not prepared to pass laws while it had a pistol held to its head, he said. The Bill showed capitulation in favour of ANC deputy president Nelson Mandela, the ANC and SACP.

Dr AJG Oosthuizen, (Alberton NP) chairman of the Joint Committee of Education and Manpower, said more comment was received on the Bill than any other piece of labour legislation in the past five years.

Peter Gastrow (Durban Central DP) said the Bill was an example to other government departments to bring into government interested bodies that were not in Parliament.

"This Bill shows what interim administration is about," Mr Gastrow said. For Parliament to pass laws that were legitimate, they needed to have the support of people affected by them. Procedures had to be worked out to have representations of people outside Parliament brought into the process of law making, Mr Gastrow said.

The Bill did not represent the first prize for Saccola, Nactu and Cosatu, and neither would cheer the Bill as it was only their second prize.

The Bill was a compromise, and that is what legislation should be about — a compromise between different interests to promote the broad interests of all those involved in a specific area, Mr Gastrow said.

Sathie Naidoo, Independent Member of the House of Delegates for Durban Bay, said all members of the HoD supported the Bill. But it was sad that farm workers and domestic servants were excluded from the Bill, he said.

Parliament has divided into two committees to consider legislation this week. The other chamber was considering the Legal Aid Amendment Bill, the Maintenance Amendment Bill, the Sheriffs Amendment Bill and the Judicial Matters Amendment Bill.

POLITICS

# Sound labour relations 'vital' to SA's prosperity

By 12/2/91

BILLY PADDOCK

CAPE TOWN — Labour relations and negotiations had to be handled very carefully as they were vital to SA's prosperity, Manpower Minister Eli Louw said yesterday during the debate on the Labour Relations Amendment Bill.

Louw said an efficient and effective labour force was SA's greatest asset.

However, labour peace could not be enshrined in legislation and had to be worked for with patience and flexibility on both sides, he said.

The proposed amendments showed this was the case.

They were the result of two years of negotiations which proved conflict was handled best through discussion. He also said anyone who argued for sanctions and made threats to scare off investors either had no knowledge of the working of the economy, or was insensitive to the lot of the poor and the jobless.

He said the proposed amendments were an attempt by employers, employees and the state to promote understanding and responsibility.

TANIA LEVY reports the most important features of the Bill, published in May last year, included the rein-

statement of the pre-1988 unfair labour practice definition and removed from the Industrial Court the power to interdict lawful strikes and lockouts.

The Bill also limited the Industrial Court's ability to grant interdicts within 48 hours' notice to the respondent except in special circumstances. It extended the time limits for referring disputes through official channels.



● LOUW

The Bill aimed to delete from the Labour Relations Act a controversial clause which reversed the onus of proof required in the case of damage suits brought against unions for losses from unlawful strikes.

Sapa reports that Peter Gastrow (DP Durban Central) said during the debate the Bill represented a healthy balance between the interests of employers and employees.

"This shows what interim administration is all about," he said during the debate.

There had been talk of pressure being exerted on the standing committee by Saccola, Cosatu and Nactu. It would be naive to have ignored the power bases of such large organisations.

"The contents of this Bill are not a first prize for either of the unions, but signify a compromise from all sides. That is also what legislation should be about."

Jacobus Botha (CP Wonderboom) said during the debate SA would enter a period of unprecedented industrial unrest if the Bill was passed.

This was what the two union federations wanted, he said.

The stipulation in the draft legislation that the first 48 hours of an illegal strike would be regarded as legal clearly laid the basis for the mass action which the ANC/PAC alliance was advocating, he said.

Arrie Paulus (CP Carletonville) said consensus could not be reached if one side threatened the other.

He said trade unions had used threats of refusal to negotiate unless their demands were met during National Manpower Commission sittings.

## Angola tipped as trading partner

By 12/2/91

BILLY PADDOCK

CAPE TOWN — Trade with Angola was starting to take place and in the future Luanda would be SA's best partner in Africa, Foreign Affairs director-general Neil van Heerden said yesterday.

In an interview he said Angola was a very rich country but it was "not a bread basket", so trade would be beneficial to both SA and Angola.

Various business initiatives between the two had been started in the past few years which had paved the way for a warming of relations, a business source said.

One of the primary advantages for SA was Angola's rich oil fields.

Van Heerden said he envisaged the normalisation of trade with Angola in the next two years, but first there had to be a ceasefire and the peace process had to be on track.

He said a ceasefire would open all sorts of channels and therefore SA had a strong vested interest in helping it reach fruition.

Last Friday Van Heerden met Angolan President Jose Eduardo dos Santos in Luanda, where they discussed Angola's allegations at the Joint Commission talks that SA had started to resupply Unita with military hardware.

He said he told Dos Santos SA was not doing so, but pointed out many other countries were supplying aid to Unita, most notably the US.



# Four building unions declare dispute

UNIONS representing 50 000 workers employed in the building and monumental masonry industries in the Transvaal announced yesterday they had declared a dispute with the Master Builders' and Master Masons' Association

The four unions said in a statement the dispute had been declared over the association's refusal to negotiate any substantive issues for general workers in the industry

The four unions are the Amalgamated Union of Building Trade Workers, the Construction and Allied Workers Union, the Building

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VERA VON LIERES

Industry Workers Union, and the Building Construction and Allied Workers Union

The unions said they had entered the building industry's formal negotiating forum, the Transvaal Industrial Council for the Building Industry, as a unified body for the first time — a "historic occasion".

They said they had presented employers with a list of 21 demands. These related to non-racial employment demands,

8/Day 12/2/91  
minimum wages, service allowances, medical aids, provident funds, retrenchment procedures, public holidays, training and the industrial council's constitution

The employer bodies had in turn presented the unions with a list of eight demands, the unions said

They said employers had demanded from the start of negotiations recently that the unions sign an agreement not to insist on plant-level bargaining on improvements to minimum conditions negotiated previously at an industry level.

When the unions declined to sign the document, employers allegedly refused to negotiate any of the union proposals.

The unions said their main aim was to achieve a living wage for the industry's lowest paid workers. They were demanding hourly minimum rates ranging from R1,07 to R3,07

In the statement the unions said they would not hesitate to take "appropriate legal action" to settle the dispute

Association spokesmen could not be reached for comment.

# Blacks, whites unite in builders' dispute

ABOUT 50 000 black and white Transvaal workers joined forces for the first time in the building industry and declared a dispute with employers, their unions said in a joint statement this week. *Sowetan* (3/2/91)

The move came after the Master Builder's and Master Mason's Associations tried to force the unions to agree not to try to improve wages and conditions at plant level after the industry-wide minimum conditions had been negotiated.

When the unions - the Construction and Allied Workers Union (Cawu), the Building Industry Workers Union of South Africa, the Building Construction and Allied Workers Union and the Amalgamated Union of Building Trade

Workers (AUBTW) - refused to sign the agreement, the employers refused to negotiate any of the union proposals.

"The attitude of the combined unions is to attain the best conditions of employment for their members at an industry negotiating level in the most amicable way possible. (33) (151) (33)

"The main aim is to achieve a living wage for the lowest paid worker in the country with salaries ranging between R1.07 per hour and R3.07 per hour with limited benefits," the statement said.

Acting general secretary for Cawu Desmond Mahasha said the agreement with AUBTW, which had a mainly white, skilled membership, was a breakthrough in union relations in the industry.

- *Sowetan Correspondent*



# Insurer's court order brings sit-in to end

Towler 13/2/91

**SOWETAN  
Reporter**

A COURT battle is looming between Metropolitan Life and Saccawu after management evicted through an interdict 120 workers staging a sit-in strike at its Johannesburg office.

Union official Mr Stanley Mgomezulu said yesterday a Rand Supreme Court hearing was scheduled for March 5 when Saccawu would challenge the order.

The sit-in had lasted four days up to Monday night.

At the centre of the dispute - which affects more than 1 000 Metropolitan agents countrywide - is the refusal by management to accede to the union's demand for a single bargaining unit.

## Dispute

In a statement issued yesterday, management said in its view commissioned and salaried employees were two identifiable groups, each with a set of differing working conditions.

Therefore, it said, collective bargaining should occur in two units.

Saccawu said the company's insistence on the two bargaining units was unacceptable and likely to divide workers.

The dispute which dates back to last August deepened after mediation talks on January 14 failed to resolve the matter with the workers subsequently voting for the strike and other forms of protest.

Metropolitan yesterday said it was still committed to negotiating the dispute.

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# Metlife dispute deadlocked

South 14/2-20/2/91.

By Waghied Misbach

NEGOTIATIONS for a single bargaining unit by workers at a major insurance company remain in deadlock after more than a week of sit-ins and strike action

More than 3 000 workers of the Metropolitan Life insurance company in Cape Town, East London and Johannesburg are involved in the strike

According to a spokesperson for the

South African Commercial Catering and Allied Workers Union (Saccawu), more than 90 percent of the workers are on strike

A successful application for a Supreme Court interdict by the company prevented a sit-in at its offices by Cape Town workers.

In Johannesburg a four-day sit-in was ended on Monday after a Supreme Court order restrained workers from entering the company's offices

Meanwhile, about 150 striking Metropolitan workers in Port Elizabeth

vowed on Wednesday to stage a sleep-in demonstration after marching through the city centre to present a single demand to the regional head office, writes Shadley Nash (151)

The letter, bearing a single sentence, "We demand, we want, we will get one bargaining unit", was received by the company's regional manager, Mr Mike Schmidt

In East London workers were also involved in a "sleep-in"

A company spokesperson could not be reached for comment

# Labour disruptions felt nationwide (15)

CAPE TOWN — A rash of industrial disputes involving thousands of workers has paralysed Cape Town's bus service, disrupted a key Peninsula textile plant and recently halted the Moss gas refinery project

By yesterday more than 1 500 City Tramways workers were into the seventh day of a wildcat strike costing the company R300 000 a day and leaving hundreds of thousands of commuters stranded, Sapa reports

As in strikes at SA Nylon Spinners in Bellville South, Jowell's Transport in Montagu Gardens and Springbok and Kynoch Feeds in Kimberley, workers withdrew their labour power to back wage demands

At Cape Coal in Matieland and the Moss gas project near Mossel Bay, blue collar workers downed tools in support of dismissed colleagues

However, VERA VON LIERES re-

ports that the 12 000 construction workers at the Moss gas refinery site at Mossel Bay returned to work on Tuesday after a four-day strike to demand the reinstatement of workers who had been dismissed by contractor SGB Metals

Moss gas spokesman Harry Hill said representatives of the National Union of Metalworkers (Numsa) and the Construction and Allied Workers' Union (Cawu) had held discussions with management and it was agreed all employees would be reinstated

Sapa reports that at SA Nylon Spinners, where more than 800 workers started a legal strike on February 1, management yesterday withdrew its ultimatum to fire strikers today

The warning was extended to February 28, with workers vowing to stick to their demand for a R200

monthly wage hike, against the company offer of R172

The company, a major producer of synthetic yarns, has described the strike as having severe long-term repercussions for exports

Metropolitan Life was hit with a strike over bargaining forums and Old Crossroads teachers staged a sit-in over working conditions

Over 200 strikers were dismissed by Jowell's Transport last week, while Cape Coal dismissed 27 workers on Monday Supreme or industrial court interdicts were awarded to a number of employers, including City Tramways, Cape Coal, Jowell's Transport and Metropolitan Life

Labour commentators yesterday attributed the heightened militancy to the economic squeeze and burgeoning political expectations

16/12/1978  
14/12/1978  
13/12/1978

### 'Breakthrough' on council

■ In a breakthrough for the Transport and General Workers' Union, the SA National Security Employers' Association (Sansea) has agreed to discuss the creation of a national industrial council for the contract security industry. <sup>2011</sup>

<sup>W/MAN 15/2-21/2/01</sup>  
TGWU representative Kally Forrest ascribed the employers' shift to the dispute declared by the union last year after Sansea repeatedly cancelled meetings on the industrial council issue.

As many security firms also operated in cleaning, last year's formation of a cleaning industrial council may also have softened employer attitudes. <sup>151</sup>

TGWU, which is to meet Sansea next week, is the only union involved in the talks, although Nactu's Vukani Black Guards and Allied Workers' Union has members in the sector. Forrest estimates there are up to 80 000 contract



cleaning workers, of which TGWU  
has organised 13 000. ~~257~~ (51)

● The threatened wage strike by  
1 600 workers at three Renfreight  
companies had been called off after the  
TGWU failed to get a clear mandate in  
the strike ballot, the union revealed.

16/12/2/51

## Cosatu takes on IDC over multi-shift plan

By DREW FORREST

THE Congress of SA Trade Unions is to meet the Industrial Development Corporation (IDC) to complain about "the use of taxpayers' money to subsidise employer moves to a continuous shift system". *W/Mant : 15/2-21/2/91*

The IDC's "finance scheme for multi-shift production", introduced in May last year, was attacked at Cosatu's central executive committee (CEC) meeting at the weekend.

In its 1990 annual report, the IDC said research had shown that other than in process industries, very few local firms operated more than one shift. The finance scheme aimed to spur the optimal use of existing equipment to save foreign exchange and increase jobs with minimal new investment, it said.

The unions have long objected to continuous shifts as disrupting workers' social lives and posing a potential health and safety risk. Alleged lack of consultation on multi-shift systems has also been a flashpoint.

At the CEC, Cosatu also agreed that its constitutional campaign, as well as focusing on demands for a constituent assembly and interim government, should push for the inclusion of worker rights, such as the right to strike, in the constitution. A campaigns conference next month would decide on forms of action.

Rising job cuts were also raised in the CEC. Stressing that Cosatu needed a "retrenchment strategy", it decided to make retrenchments a focus of this year's living wage campaign, in addition to low pay, central bargaining and race and sexual discrimination.

**Unity in Tramways dispute**

■ Cosatu's Transport and General Workers' Union and Nactu's Transport and Omnibus Workers' Union — locked in a recognition battle last year — have joined forces in the pay strike by 1 600 workers at City Tramways.

The unions have formed a joint committee to negotiate with management. Demanding a return to work — the strike has paralysed Cape Town bus services since last Thursday — the company broke off talks with the committee this week but agreed to resume contact yesterday. Workers have demanded a R1 200 minimum monthly wage, as against an offer of R715. At the weekend, the Industrial Court ordered workers to resume their duties.

Reports from Weekly Mail staff, Sapa

16/12/91  
15/12/91  
W/M  
(151)

# Deadlock in insurance dispute

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AFTER two weeks of strike action, workers and management at a major insurance company remain in deadlock. South 21/2-27/2/91

About 3 000 workers of the Metropolitan Life Insurance company began striking when negotiations for a national single central bargaining unit ended in deadlock earlier this month

The workers are members of the South African Commercial, Catering and Allied Workers Union (Saccawu)

A Saccawu Western Cape spokesperson, Mr Leslie Appolis, said there had been no contact between the company and striking workers since their last meeting on February 7.

Appolis said the only contact came when Metropolitan Life applied for a Supreme interdict to prevent workers from having a sit-in at the company's offices in Cape Town

Appolis said management has refused to budge on the workers' demand for a single bargaining unit. The company prefers decentralised bargaining for sales representatives and clerical staff respectively.

A spokesperson for Metropolitan Life, Mr Phil Solomon, confirmed the company remained in deadlock with the union.

However, he said the company was concerned about the "wave of intimidation" that was taking place at various branches



**UNIONS** and employers are gearing up for the country's most important industrial council pay talks — in the giant metal and engineering industries — amid employer fears that they may prove even tougher than last year.

The talks, covering 380 000 workers and involving 14 unions and the Steel and Engineering Industries Federation, dragged on for five months last year and industry-wide strike action was narrowly averted.

This weekend, the largest union party, the National Union of Metalworkers, is to hold its annual bargaining conference. Some 350 delegates will finalise demands for industrial council talks not only for the metal, but also for the auto assembly, motor and tyre and rubber sectors.

Besides wages, Numsa said in a statement, issues covered would include

# Unions, Seifsa gear up for crucial wage talks

the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, the establishment of training funds for retrained workers, improvements to job security, job creation schemes and parental rights.

Union sources say, while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business has conclusively demonstrated

the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, the establishment of training funds for retrained workers, improvements to job security, job creation schemes and parental rights.

Union sources say, while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business has conclusively demonstrated

frustrating negotiations", employers and unions agreed on a number of measures at a pre-negotiation conference last month.

All union demands are to be in by March 4, while the unions are to distinguish between "core demands", on which settlement must be reached to reach an agreement, and "other demands", which may be dealt with outside the main forum. Each union will submit a maximum of six core demands.

It seems likely Numsa will change its mandating system — last year it was

saddled with the R2-an-hour demand of its bargaining conference throughout the talks. Employers gave between 67c and R1,29.

The union said it was giving serious consideration to the fuller involvement of its membership in the bargaining process.

The state of the metal industries augurs ill for the talks. *Seifsa News* comments that many employers expect "an even bumper ride" than last year.

Industrial council figures show that reported retrenchments are running at 2 100 a month, as against 1 300 in 1989.

"Employment levels... are expected to decrease in the year ahead," *Seifsa* has said. "Factors such as the Gulf war, low gold price, political uncertainty in South Africa, lack of foreign investment and high labour costs will almost certainly exacerbate the poor business conditions in our industry."





# Employers brace up for bitter talks

By DAVID CARTE

THE PAY negotiation season starts next month with employers and trade unions in an unrelenting mood.

Profitability is plummeting and employers do not see their way clear to granting the generous pay increases of the past five years.

The unions, goaded by the ANC's call for mass action, are unlikely to settle easily — even though the economic dice are loaded against them.

Many industrial relations observers fear confrontation and a replay of the industrial relations disasters of 1989 and 1990.

The minds of employers have been concentrated by stagnant sales, high interest and labour costs.

## Straw

Several are angry at what they see as the unreasonableness of organised labour when there are queues of job seekers outside factory gates prepared to work for less than union wages.

For many an employer, the 1990 Mercedes-Benz strike was the last straw. Like President Bush, many have drawn a line in the sand.

An industrial relations adviser says "One reason we reached agreements in the past two years was that most firms were fairly profitable. They could afford increases. Now conditions are ripe for acrimonious dispute."

Trade unions are not expected to be sympathetic to companies' claims that they cannot afford to pay more. The ideological gulf between management and union is vast. They hardly talk the same language.

Cosatu general secretary Jay Naidoo has written that business and the Government are unfairly blaming the unions for SA's economic ills. The Government's waste-



LESLIE BOYD Restraint needed

ful economic policies and an investment "strike" by companies are the real problems. Mr Naidoo contends that higher wages and stepped-up investment are the answers. Companies maintain they invest for returns. Because of high taxes and wages that exceed productivity the risk-reward ratio makes new investment unthinkable. So we have a dangerous impasse.

The first round of negotiations starts next month when the Steel & Engineering Industries Federation of SA (Seifsa) meets the National Union of Metalworkers (Numsa).

## Mandate

Seifsa executive director Brian Angus says he has not yet had a mandate from members. But Seifsa's business conditions index, measuring order intake, is at its lowest since January 1987.

Major sources of orders, such as Eskom, Armscor, Transnet and Mossgas are out of the market. Orders from the mines have plummeted. Retrenchments have risen from 1 300 to 2 100 a month. The number of employees in steel and engineering has fallen from 450 000 in 1981 to 385 200.

Industrial companies were highly profitable until six



ATT DU PLESSIS Mines at risk

months ago. Now sales are flagging and interest costs are cutting into profits. Twenty-six out of 59 companies reporting to December registered profit declines. The picture is expected to worsen when March reporting companies publish their numbers.

Most industrial employers are reluctant to talk about the increases they will offer, but off-the-record estimates average about 11%.

Les Boyd, deputy chairman of Anglo American Industrial Corporation, is looking for restraint from the unions.

The gold mines have been devastated by the low dollar price of gold, a firm rand and rising costs, of which labour constitutes about a half.

The 18% average pay increase negotiated last year with the National Union of Mineworkers (NUM) turns out to have been excessive. No fewer than 22 mines employing 276 000 are marginal or losing if capital expenditure is taken into account. Excluding capex there are 12 losing or marginal mines employing 88 000.

Tens of thousands of jobs have been shed and thousands more are about to go.

Ken van der Plank, industrial relations man at the Chamber of Mines, says even

the richest mines are reducing payrolls, as are head offices and the chamber itself.

The mining houses still have to negotiate among themselves the size of increase they will permit the chamber to grant when negotiations start with the Council of Mining Unions, the Union of Mineworkers and finally NUM — but they are unanimous: pay rises will have to be small.

Genmin manpower director Att du Plessis says "The last thing we want to do is put people on the street. To preserve jobs we advocate low or no wage increases. Otherwise mines like Stulfontein cannot survive."

"Last year loss-incurring mines, such as East Rand Proprietary Mines, were excluded from the agreement between the chamber and NUM. Now NUM is starting to argue that profitable mines should subsidise marginal losers. That is impossible because there are different shareholders in each mine."

## Bone

Mahlomola Skhosana, assistant general secretary of the National Council of Trade Unions (Nactu), says "Pay increases never match the inflation rate. Why, when people are being retrenched, is skilled labour still being imported from Eastern Europe? Why aren't employers training our people? Why are managers hardly ever retrenched?"

Mr Du Plessis says management ranks have been pared to the bone.

"But remember, if you have a store, you must have a storeman, no matter how many miners there are. In the same way, you must have a paymaster. Obviously there will be fewer cuts among white-collar people."

His counterpart at Anglo American, Adrian du Plessis, accepts that some pay increases will be necessary. He is reluctant to say more than that they will be lower than last year.



JAY NAIDOO Don't blame us

Mindful that Anglo has been less successful in cutting labour costs than Gencor, Anglo's new gold chief, Clem Sunter, has appointed management consultants to make sure every post on the mines and at head office is necessary.

Gordon Young, of Labour Research Services, reports that settlements in the second half of last year were more modest because of "pressure from employers".

## Hard

Contradicting Mr Skhosana, he says settlements have beaten inflation every year since 1987. He believes demands this year will be at least equal to the rate of inflation.

He expects strong unions, such as NUM, the National Union of Metalworkers of SA (Numsa), the SA Clothing and Textile Workers Union, the Chemical Workers Industrial Union, the Engineering and Allied Workers Union, to be most strident in negotiation. A hard line is expected from all the public-sector unions as well.

# Metalworkers union ~~to~~ to limit wage demands

By Shareen Singh (151)

The National Union of Metalworkers decided at a weekend meeting to limit demands for annual wage negotiations to core issues, reflecting a shift in the union's collective bargaining approach. *S/Sr 25/2/91*

It was decided at the three-day meeting attended by 350 delegates from the union's 10 regions to limit demands to wages, job security and job creation, training, job grading and child care leave.

The decision to limit demands to core issues was aimed to ensure that wage negotiations can be

finalised well before the expiry dates of the current agreements.

The delegates agreed to refer certain other demands to Cosatu, to be raised at negotiations with national employer groups and the State.

These demands included public holidays, job creation projects, trade union rights and hours of work.

Delegates pointed out that business in South Africa had not been competent in directing and building the economy. Investment had been dropping for several years and economic growth was negative, resulting in massive job losses.



# Numsa formulates demands

THE 220 000-strong National Union of Metalworkers of SA (Numsa) met at the weekend to formulate demands for this year's metal, vehicle assembly, motor and tyre and rubber sector wage negotiations

The most important of these, the engineering industrial council negotiations, are scheduled to begin in mid-March and the parties are hoping they will be concluded earlier than normal — by the end of May

The 350 delegates to the annual bargaining conference in Johannesburg, which was still in session at the time of going to press, heard regional and sector reports on wages and conditions

Besides wages, issues on the conference agenda include the renegotiation of grading systems, the right to training of all workers and the setting up of modular training systems accessible to all workers, the setting up of training funds for retrenched workers; improvements to job security; job creation schemes, and paren-

VERA VON LIERES

tal rights.

In a statement last week Numsa said it planned to discuss worker rights and trade union rights in a new SA, and economic and socio-political issues which affected the bargaining environment

The union said business had "conclusively demonstrated" it was not competent to run the economy and labour had a major role to play in its reconstruction

Numsa said it would try to avoid a repeat of last year's drawn-out and frustrating negotiations by designing demands in such a way as to shorten the bargaining period needed to reach settlement or deadlock

Last year Numsa initially demanded a R2-an-hour minimum increase in all sectors. The final settlement at the engineering industrial council was 67c for labourers and R1,29 for artisans

151  
8 IPOM 25/2/91



# Metal union lays down its demands

Sowetan 27/2/91

WITH annual negotiations in the metal industry looming, the National Union of Metalworkers of South Africa has decided on six core demands for national collective bargaining.

These will be limited to wages, job security, job creation, training, job grading and parental leave, the union said in a statement.

About 350 delegates from the union's 10 regions - representing workers in the engineering, iron, steel, metallurgical, auto assembly, motor, tyre and rubber industries - met at the weekend to discuss the demands.

The industry decided to make an early start with preparations for ne-

gotiations in an attempt to conclude the process by May 31

"This might lead to an earlier settlement than last year, but many employers predict an even bumpier ride," Steel and Engineering Industries' Federation of South Africa said in an editorial in *Sowetan News*.

Trade union and employer demands are to be submitted to the National Industrial Council by March 4.

The unions were asked to distinguish between "core" and "other" demands.

Union delegates agreed to refer other demands to Cosatu, who will raise them for negotiation with national employer groups and the Government.

These demands concerned public holidays, job creation projects, trade union rights and working hours.

Delegates agreed to demand urgent and "very large investment and job creation projects and measures against job loss"

This will be pursued through campaigns by Numsa and Cosatu -  
*Sowetan Correspondent*

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[Handwritten scribbles]

# Numsa gears up for wage talks

By Waghned Misbach

THE country's largest industrial council bargaining, affecting tens of thousands of workers, is set to start later this month after proposals were finalised this week.

The central committee of the National Union of Metal Workers of South Africa (Numsa), representing about 243 000 workers, approved proposals for

industrial bargaining put forward by Numsa's National Bargaining Conference (NBC) last month.

Demands this year have predictably centred on wages, but includes demands on employment security, job creation and training.

Numsa has demanded, among others, that retrenched workers be entitled to paid training and jointly controlled job creation schemes.

The union's national organiser, Jeff Schreiner, said Numsa intended making job security and training the focus of its

campaigns as widespread retrenchments are expected in the metal industry.

Numsa has limited their demands to "facilitate a speedy completion to the bargaining" in the four sectors — engineering, motor, auto and tyre.

Bargaining starts in engineering and auto industries on March 15 and in the tyre industry on March 14

Centralised bargaining, adopted for the first time last year by Numsa, initially met with opposition from workers.

The Mercedes Benz plant in East Lon-

don (MBSA) ground to halt when 500 workers, which included half of Numsa's shopstewards, staged a sit-in protest against the national bargaining forum for the motor industry last year.

The workers argued that plant level negotiation resulted in greater gain

Schreiner said, however, that workers were not opposed to centralised bargaining as such, but wanted "supplementary bargaining" included

He said that MBSA was an exception in the industry

South 713 - 13/3/91

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# Seifsa proposals include more overtime, less leave

THE Steel and Engineering Industries Federation (Seifsa) has, for the third consecutive year, tabled its own proposals for metal industry council talks, scheduled to start this week.

They include an increase in permissible overtime from 10 hours a week to 60 hours in any four-week cycle for non-site work and 80 hours for site work to a maximum of 20 hours a week. The overtime proposals are expected to encounter strong resistance from the unions, many of which argue for less overtime as a method of job creation.

Seifsa warned yesterday that metal industry workers were being retrenched at the rate of 2 100 a month and that many union demands were unrealistic.

Other core employer proposals include the right to deduct two days' sick leave if it is found that employees are abusing sick

VERA VON LIERES

leave arrangements

A Seifsa statement said the federation would seek to impose greater penalties for unauthorised absence and that employees dismissed for misconduct and re-employed by the same employer within 30 days should not be regarded as having been continuously employed.

The statement said most of the 12 registered trade unions in the industry had demanded amendments to the Main Agreement. Demands for wage increases ranged from 16% to 167%. Other union demands included a four-hour reduction in the 44-hour work week without loss of pay, an increase in employer and employee contributions to pension funds, non-scheduled employees to be covered by the Main Agreement, a minimum of four weeks'

severance pay for each year of service, and 20 days' child care leave a year for all employees.

Seifsa said employers were hard-pressed to cope with the escalating cost of labour and low levels of productivity.

Despite deteriorating economic conditions and retrenchments, trade unions had submitted a large number of demands. It was unrealistic to expect employers to meet all of them.

Last week the National Union of Metalworkers (Numsa) called for a R2-an-hour across-the-board increase — or 25%, whichever was the greater. It proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled proposals on job security and training, including the establishment of jointly controlled job creation schemes and union access to company information.

## Metropolitan strike talks

b/p am 13/3/91  
VERA VON LIERES

METROPOLITAN Life and representatives of striking SA Commercial, Catering and Allied Workers' Union members meet for urgent talks today on ending the month-long strike.

Several hundred Metropolitan workers have been on strike since last month to back demands for a single national bargaining unit for commissioned staff and salaried employees.

Company spokesman Phil Solomon said yesterday the parties would meet at the company's office in Johannesburg. (151)

All Metropolitan branches in the Cape were functioning and some Natal branches had reopened since last week. (151)

Saccawu spokesman Important Mkwize said yesterday he was optimistic the parties would reach a settlement at the meeting.



**SAA dispute settled this week**

*Cap Times 13/3/91* Staff Reporter *15/12/80*  
SOUTH AFRICAN Airways will settle a pay dispute with cabin crews through arbitration this week.

SAA and the South African Aviation Engineering and Allied Union (SAAEAU) have gone to outside arbitrators after a deadlock over wage negotiations. The arbitrators' decision will be final.

# Pay settlement levels 'continue to increase'

WAGE settlement levels continued to increase between November 1990 and last month, with the average increase negotiated continuing at over 17%, say industrial relations consultants Andrew Levy and Associates.

The consultants' February edition of Bargainers' Bulletin says this happened despite unions dropping their opening demands

A survey of early 1991 private sector negotiations found that unions were coming to the bargaining table with fewer peripheral demands and dropping these at an early stage of talks

After wages, job security was unions' top priority while they still tended to avoid productivity bargaining

The report says lowered opening demands should not be interpreted as indicating an easier bargaining environment

It says this is rather "a tactic which generally heralds a tough round of negotiations" *BIDay 14/3/91*

Most companies no longer have to grant larger increases to lower paid workers to keep up with various minimum levels "Gone are the days of conscience payouts," the report concludes

Management tended to table counter-demands, often at an early stage of the negotiation process Employers also attempted to persuade unions to agree to clauses limiting absenteeism

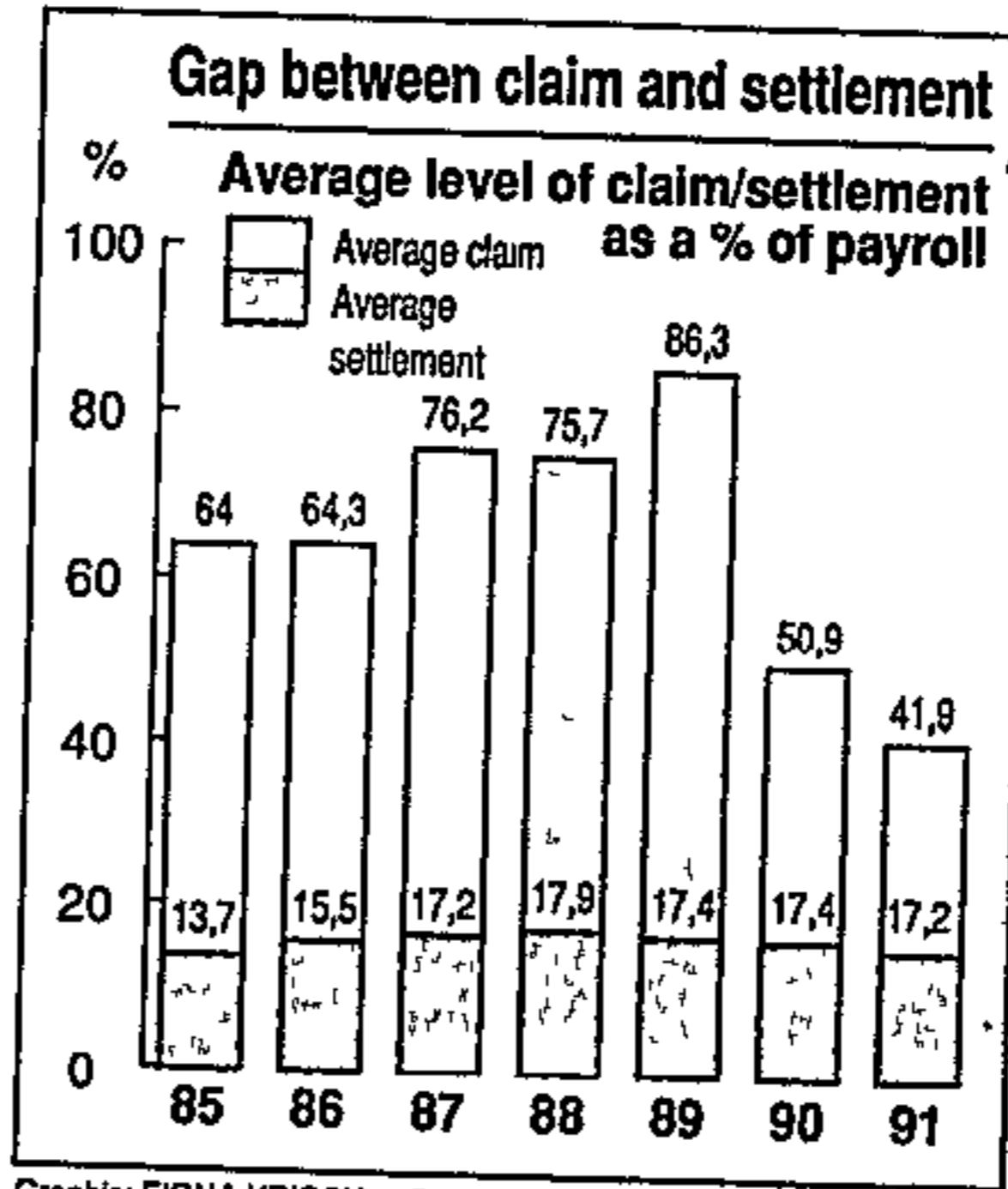
## VERA VON LIERES

The average negotiating time was shorter in February this year (72 days) than in February 1990 (86 days)

Between November 1990 and February 1991, 48,6% of agreements were reached only after some form of union action

The most popular forms of industrial action were overtime bans (49,3%), go-slows (30,2%) and work stoppages (12,6%)

Strike action accounted for only 7,9% of recorded industrial action



Graphic: FIONA KRISCH Source: ANDREW LEVY & ASSOCIATES

## Recipe for conflict

Wmair to 5-16/571  
By DREW FORREST

"WHAT is the colonel's original recipe? We say low wages and bad working conditions!"

Under this rallying cry, the SA Commercial Catering and Allied Workers' Union signals a new twist in its central bargaining campaign — it has targeted franchisees running 200 Kentucky Fried Chicken outlets nationwide. (SI) (355)

Saccawu will next week declare a dispute over demands for central wage talks for all 2 000 Kentucky workers, most of them union members.

Employers, whom the union claims boycotted a meeting to discuss central bargaining in March, are understood to argue that there is a clear legal distinction between franchisees and the franchisor who merely provides legal and other services. They want the Industrial Court to rule on bargaining levels — a call Saccawu rejects. (HQA)

Saccawu official Allan Horwitz stressed that all outlets were ultimately owned by US multinational colossus Pepsico. "The common standards, food, decor and uniforms show that we are dealing with one entity," he said.

The union has formulated 25 demands for central pay talks, including an across-the-board rise of R300 and a R1 200 minimum wage.

It claims that while other catering concerns have dropped the practice, many Kentucky outlets work a split shift. Use of casuals is widespread, it adds.

12/5/97 10:27 AM

**Talks 'headed for dispute' (S)**

INDUSTRIAL council talks in the tyre and rubber industry were likely to lead to a dispute declaration unless employers re-evaluated their wage offer, the National Union of Metalworkers warned.

Numsa spokesman Les Kettledas said yesterday parties involved in talks were still "far apart" in reaching settlement on wages after the fourth round of negotiations, held this week. The last scheduled round will take place later this month.



# Car workers reject wage offer

6 10 04 7 15 7 11  
AUTOMOBILE employers tabled increased wage offers of between 80 cents an hour for unskilled workers and R1,35 an hour for skilled workers at the fourth round of national negotiations which ended in Port Elizabeth at the weekend.

The offer was rejected by the two unions involved in negotiations, the 220 000-member National Union of Metalworkers (Numsa) and the SA Iron, Steel and Allied Industries Union.

Numsa has demanded an increase of R2 an hour or 25% — whichever is the greater. In tyre talks, which run concurrently, the union is demanding the same R2 an hour increase and the retention of the R5,50 minimum.

Union spokesman Les Kettledas yesterday rejected the employers' offer as "well below" inflation.

Employers, at the second round of negotiations, warned pay rises this year would have to be substantially below the inflation rate while Numsa said this was unacceptable and non-negotiable.

Kettledas said wages would be an

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VERA VON LIERES

important issue in deciding whether the parties would reach agreement or go into dispute at the next round of pay talks. However, he said substantial progress had been made on certain non-wage demands, including an agreement on principles and structures to deal with education and training.

The issue of job security would be dealt with in a separate meeting where senior Numsa representatives would further discuss job creation and restructuring in the industry.

The union is also demanding that employers set guidelines on the provision of child-care facilities and adopt a standpoint on workers' demands for an interim government and a constituent assembly.

Chairman of the employer caucus Dave Kirby could not be reached for comment yesterday.

The next round of talks is scheduled for the end of the month.

## Delta joins motor industry forum

DELTA Motor Corporation has agreed to join the national bargaining forum (NBF) in the car industry — a major breakthrough for the National Union of Metalworkers' central bargaining campaign. *W/ mail 3/5-9/5/91*

Delta has been the only major vehicle manufacturer to fight shy of the forum since its establishment in 1989, sparking a six-day wild-cat strike and a formal dispute last year. Eight other companies are members.

A Numsa statement said that in terms of a deal struck this week, Delta would join the forum with immediate effect, implement clauses of last year's NBF agreement on maternity leave, short time, sick leave and other issue, and join sub-committees of the NBF, notably those on job security and training.

In turn, the union had agreed to exempt the firm from the NBF clause on working hours until 1995, subject to annual review, and to regulate overtime work through a joint committee at the plant.

Numsa said the only outstanding demand related to the implementation of a 1989 industrial council agreement at Delta, involving back pay for the relevant period. Numsa members at the firm would decide whether to ballot for strike action on the issue.

"Transition to political democracy must be underpinned by an economic democracy where key players interact to restructure the industry on a nationally planned basis," said Numsa's Gavin Hartford. By joining the NBF, Delta had "greatly assisted" this.

(140/9) (142) (151)  
**Delta Motors to  
join national  
negotiating forum**

PORT ELIZABETH — Delta Motor Corporation has agreed to join the National Bargaining Forum for all automobile manufacturers countrywide

A statement by the National Union of Metalworkers of South Africa (Numsa) yesterday said Delta management had signed an agreement with the union that the company would join the NBF immediately.

"This brings to an end a process launched by Numsa in 1989 to establish a national negotiating forum for all automobile manufacturers. Delta will join with Volkswagen, Samcor, Nissan, BMW, Toyota, Man Truck, Mercedes-Benz and AAD in the NBF," it said.

Numsa, in turn, has agreed to exempt Delta until January 1995 from the NBF clause concerning hours of work. It will also regulate overtime through a working committee. — Sapa.

# Union once again rejects wage offer

*Southern 26/4/91*  
THE National Union of Metalworkers has rejected in fresh talks - a wage offer by employers in the motor vehicle and tyre manufacturing industries.

In the motor vehicle industry increases ranged between 70c for unskilled workers to R1,35 an hour for skilled workers. Tyre industry employers had offered increases of 11 percent of the actual earnings, according to a union statement.

"During the weekend shop stewards from both sectors reiterated the rejection of these offers," the statement said.

Talks will resume next week in a bid to find a compromise settlement on wage and conditions of employment - *Sapa*



Stew 25/4/9.

# PO given 2-week deadline to meet worker demands

Staff Reporter

Post Office officials were yesterday given 14 days to meet worker demands over wages and the scrapping of the Post Office Amendment Bill or face mass action

The ultimatum followed the Post Office's announcement on Tuesday that it had reduced its initial wage offer of R927,50 by R76 to R851

Sapa reports that Postal and Telecommunications Workers Association (Potwa) national co-ordinator Floyd Mashele said at a 400-strong march in Cape Town that Post Office negotiators were "clearly out of their minds"

## Privatisation

At Tuesday's talks in Pretoria, Potwa negotiators had told senior SAPT representative Piet Senekal "It has never happened in the history of negotiations anywhere that people start with a high offer, but as negotiations proceed, reduce instead of increase it"

The union is opposed to the Post Office Amendment Bill because it believes it paves the way for privatisation

Potwa spokesman Shake Tumelo said in Johannesburg

that the union still had to formulate what action it would take, but had decided at its last national congress that mass protest would follow any refusal to scrap the Post Office Amendment Bill

The union claims that the R318 million Post Office budget was cut without its being notified

"We want to be part of the decision-making process. Whenever there is a budget, then we want to be part of it. So far, the Minister decides on his own

"In view of the Post Office's rejection of our demands, we have decided to embark on mass action," he said

The 14-day ultimatums to the Ministry of Public Enterprise and Economic Co-operation and to the Postmaster-General were handed to officials at the H F Verwoerd Building and Cape Town's central post office

Members of the western Cape technical branch of the Postal Employees Association of South Africa joined the march

Mr Mashele accused the Post Office of creating a situation in which a strike would be unavoidable

# SAB dispute for mediation

A DISPUTE involving 700 members of the Food Beverage Workers Union and SAB was yesterday referred for mediation in an effort to resolve the strike now in its second week.

Union official Mr

*Sowetan 25/4/91*

**SOWETAN  
Correspondent**

Thami Mcerwa said workers demanded a housing subsidy. Another complaint was the reduction of delivery crew members from five to

four without consultations (SI) (SI)

He said there was an impasse between South African Breweries management and the union over whether "the so-called intimidators should be disciplined".

1914-251477  
National Union of Metalworkers.

Offered at last week's round of pay talks, this would mean that non-production workers such as clerks would be covered. But there is a catch — it is conditional on unions agreeing to an amendment protecting employers from compulsory plant bargaining. Numsa rejected this.

Seifsa's David Carson said employers were concerned at the lack of clarity in Industrial Court rulings on the duty to bargain at the plant.

At the talks, Seifsa also increased its pay offer to between eight and 11,6 percent, raising hourly minima to R4,42 and R10,26 for labourers and artisans respectively. (15)

It expressed disappointment that only one union, Seawusa, had moderated its demands. "The message that the industry is in serious trouble has not sunk home," Carson said.

W. mail 1914-2514/91.

**Catch in Seifsa offer**

■The Steel and Engineering Industries Federation has offered to include thousands of unscheduled workers in the metal industrial council agreement — a key demand of the

~~(15)~~ (15)



## Bottle trade unions to meet

MAJOR trade unions in the beverage and bottling industries are to meet in Cape Town this weekend.

*Sowetan 19/4/91.*

The convention, which is headed by veteran trade unionist Mr George Nene under the banner of the Coke National Shopstewards Council, takes place at the Food and Allied Workers Union headquarters tomorrow.

Participants at the meeting will include unions from two major federations, Cosatu and Nactu, as well as from independent unions. (151) (184)

The meeting will discuss the formation of a single national bargaining unit for the industry.

Also under discussion will be ways of mobilising workers in the neighbouring states as a single bargaining unit

# Strike threat as talks fail



Sowetan  
18/4/91

**THE Building Construction and Allied Workers Union has reached a deadlock in their wage negotiations with Mondi Timbers.**

The company has refused to budge from their offer of a 13 percent wage increase.

"As we have now deadlocked at the conciliation board, we are left with no option but to ballot for a strike. We have reached a point whereby we cannot tolerate exploitation from any angle.

"We would definitely consider asking our co-workers in the same industry to support our rightful action," BCAWU general secretary Mr Vusi Thusi said.

## Dispute

The union has now informed the Department of Manpower that the dispute has not been resolved.

The department will refer the matter to its director-general in terms of the Labour Relations Act.

A company representative said: "We maintain that the 13 percent wage increase across the board is the final offer and we are not going to budge."

The dispute started when management set up pre-conditions for wage increases. These were that

\* It would refuse to negotiate wages on an across-the-board percentage;

\* Bonus would only be offered if there were no stayaways and labour unrest, and that

\* Workers should work for lost time.

The union demanded a 30 percent increase across the board, a minimum wage of R18 a day, a 13th cheque, 18 percent night shift allowance, 18 days leave above the statutory paid holidays.

It also demanded that February 23, March 21 and June 16 be paid holidays.

Mondi Timbers offered only half of these demands. The union re-

ferred the matter to the Independent Mediation services of South Africa and the company stood by its final offer except to increase wages by 1 percent to 13 percent.

The union now says the 13 percent wage increase could be accepted only if the company reopened the canteen and workers stop paying for accommodation.

*Sowetan Correspondent.*

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## Seifsa wage offer rejected

By Shareen Singh

Employers and unions in the metal industry failed to reach agreement at the third round of wage negotiations yesterday, despite an improved wage offer

The Steel Engineering Industries Federation (Seifsa), the employer

body, said the revised wage offer provided for increases ranging from 8 to 11,6 percent

In earlier talks, employers had offered increases ranging from 7 to 10,5 percent

The proposed new increase would raise rates to R4,62 and R10,26 an hour for labourers and artisans respectively

12/4/91

VAG

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# Sun hotels face international union dispute

By SHARON SOROUR  
Labour Reporter

AMU 12/4/91 151

SACCAWU — the South African Commercial, Catering and Allied Workers' Union is poised to declare what is probably the sub-continent's first international dispute, the latest edition of S A Labour News reports

The labour journal said the "ground-breaking step" was a logical corollary to the regional dominance of South African business.

Union national organiser Mr Alan Horwitz said the move followed Sun International's refusal to enter into centralised bargaining with the union.

He said: "We have now written to each subsidiary inviting them to start negotiations at a central forum and if they refuse we will declare a dispute with Sun International"

The union had "a very strong mandate" from members for this step, he said

Sun International had operations in South African homelands, Namibia, Swaziland, Botswana and Lesotho — each registered as a separate company.

Mr Horwitz told S A Labour News that the Swaziland Hotel and Catering Workers' Union had already endorsed Saccawu's approach while unions in Namibia and Botswana were still to respond.

"In spite of the fragmented ownership system, Sun International is a holding company as far as we are concerned.

## GAINED RECOGNITION

"It has a fully integrated corporate identity and the corporate technicalities are simply a camouflage which have nothing to do with trade union concerns," Mr Horwitz said

The union, which had gained recognition in Transkei and Ciskei but not in Bophuthatswana, regarded the fragmentation of South Africa into homelands as illegitimate.

It could not, therefore, give them legitimacy by accepting that Sun International subsidiaries in these regions were independent international operations.

"The group's operation in Swaziland is as much a part of Sun International as the Wild Coast Sun," he said.

But there were certain differences — like vast differences in wages, for example — which should be eliminated.



# 'International dispute' in hotel chain

By DICK USHER *w/mail 12/4-19/4/91*  
THE South African Commercial Catering and Allied Workers' Union (Saccawu) is poised to declare what may be Southern Africa's first international dispute. ~~(SI)~~ (SI)

This ground-breaking step follows Sun International's (SI) refusal to enter region-wide bargaining with Saccawu and is a logical union response to the regional dominance of South African business

SI, the Southern Sun group's offshore arm, has operations in Namibia, Botswana, Lesotho and the homelands

Saccawu national organiser Alan Horwitz said the move had the support of the Swaziland Hotel and Catering Workers' Union. A response was awaited from unions in Namibia and Botswana "We invited SI to a meeting to discuss centralised bargaining, but they refused on the grounds that operations in individual territories were independent.

"We have now written to each operation ask-

ing for negotiations in a central forum and if they refuse we will declare dispute with SI"

Horwitz said the union viewed the fragmented ownership system, with operations in the different territories registered as separate companies, as "corporate camouflage".

Saccawu considered SI the holding company for all these operations "It has a fully integrated corporate identity and the technicalities are irrelevant to trade union concerns"

Saccawu, which has won recognition in Transkei and Ciskei but not in Bophuthatswana, also regarded the homelands as illegitimate. It could not legitimise them by treating SI subsidiaries there as independent.

Horwitz said it was logical for union organisation to follow the regional organisation of business "South African business is dominant, the rand is the regional unit of business and the region is a single economic unit. But there are, for example, vast differences in wages which should be eliminated"

# Metropolitan workers win bargaining demand

Bloom

10/11/91

VERA VON LIERES

(ISI) (M)

SEVERAL hundred SA Commercial, Catering and Allied Workers Union (Saccawu) members have won a demand for a single bargaining unit for commissioned and salaried staff at Metropolitan Life after a nine-week strike.

Metropolitan said a final agreement was signed in Cape Town yesterday. Spokesman Noel Breakey said workers would return today

The agreement recognises Saccawu as a collective bargaining agent for members once they exceeded more than 50% of eligible Metropolitan Life staffers, he said

It also allowed for separate secret ballots — if needed — by union members in the two employee groups

Saccawu spokesman Important Mkhize said the agreement also allowed:

- Union officials access to company premises,
- Negotiations over wages and working conditions to start at a convenient date, and
- Negotiations for a full recognition agreement to start once the parties had finalised "substantive issues"

## Numsa, employers set for tough talks

By Shareen Singh

There were early indications that annual wage negotiations in the tyre and car industries would be tough and tense, the National Union of Metalworkers (Numsa) said yesterday.

At the second round of wage talks last week, employers in the industry stated that wage increases needed to be substantially below the current inflation rate and offered a 7 percent increase. *See 9/4/91.*

Numsa warned that wage increases below the inflation rate were unacceptable and would not be negotiable. The union was demanding R2 an hour across-the-board increase — the same as its opening demand last year.

Central to the negotiations this year were Numsa's demands on employment security and training. It proposed that all workers be trained and that industry funds be set up to finance training. It also called for job creation schemes.

The next round of negotiations takes place next week.

(S) (151)  
**Insurer and  
union set to  
end dispute**  
Starts 5/4/91.

By Shareen Singh.

An agreement between management and union in the Metropolitan Life dispute was expected to be signed yesterday, ending an eight-week strike.

They were still locked in negotiations at the time of going to press.

The SA Commercial, Catering and Allied Workers Union yesterday said significant progress had been made at a meeting last week towards reaching an "in principle" agreement.

The parties had drawn up a draft agreement on union recognition and the issue that gave rise to the strike — the demand for a single bargaining unit for all workers.

However, certain issues had not been resolved last week and it was expected that these issues would be resolved at yesterday's meeting.



# Breakthrough for health sector pay talks

By DREW FORREST

FOR the first time, the two key black public service unions have been drawn into central wage talks with the Commission for Administration (CFA) covering 500 000 state employees

On the invitation of the CFA, Cosatu's National Education, Health and Allied Workers' Union (Nehawu) and the non-aligned Health Workers' Union (HWU) last week joined nine public service staff associations in talks which began last September

The invitation is a further sign of the state's desire to regularise its relationship with black unions. Nehawu and the HWU have also been drawn into separate discussions with the CFA on a future state sector labour dispensation.

A joint statement said the wage talks had centred on various options on the use of available funds, including the incorporation of the 10 percent non-pensionable allowance in basic sal-



Sisa Njikelana ... not true negotiator, the partial elimination of disparities between occupational classes and a general salary adjustment.

Nehawu general secretary Sisa Njikelana said his union had focused on the position of the lowest-paid, and on other groups — for example clerks — who had received only the

basic increase last year.

Njikelana welcomed the "historic" talks, but stressed that as the public service salary budget had already been decided, they were not a true negotiation. "We could only discuss how to divide the cake."

Absence of prior consultation and information meant that the unions could not bargain on a clear mandate, he complained, and the exclusion of teachers from the scope of the talks was "divisive and problematic."

The union was also concerned that the CFA had given no specific response to demands it submitted last year. The joint statement said the commission would approve the package once its financial implications had been assessed, with a possible implementation date of July 1.

Njikelana said Nehawu would take the initiative in future negotiations, tabling demands after "intensive consultation with members" well before the budgetary process started.

# Metropolitan Life meets Saccawu in new bid to end strike

VERA VON LIERES

METROPOLITAN Life and the SA Commercial, Catering and Allied Workers' Union (Saccawu) met in Johannesburg yesterday in another attempt to resolve the nearly two-month-old dispute over bargaining units

The strike, demanding one single national bargaining unit for commission and salaried employees, has dragged on since February 6.

Metropolitan insists commission and salaried employees are separate identifiable groups and collective bargaining should occur in two bargaining units

The parties reached agreement to end the strike in the middle of last month Saccawu refused to sign the agreement until "outstanding issues" relating to workers' return to work were sorted out This led to the establishment of a draft agreement late last month.

Saccawu spokesman Important Mkhize said yesterday once the agreement was signed, the parties would decide on a date for workers to return to work.

The achievement of a single bargaining unit, once finalised, would "symbolise a significant victory for Metropolitan workers, Saccawu and Cosatu as a whole"

Metropolitan's public relations head Phil Solomon confirmed a draft agreement was reached

He said the company hoped the agreement would be finalised at the meeting. At the time of going to press the outcome of the meeting was not yet known

The union is demanding that:

- Final agreement be reached on one single bargaining unit for both commission and salaried workers;
- In workplaces where membership is 30% and more union officials have access to company workplaces and shop stewards be recognised;
- Shop stewards handle worker problems and grievances within the company and
- Negotiations on substantive issues such as wages and working conditions start next week in a joint forum for both indoor and outdoor staff

# Unions defy layoff threat

51 Times 31/3/91  
151  
285

THE SECOND round of wage negotiations between the Steel Engineering Industry Federation of SA (Seifsa) and trade unions this week was unsuccessful in spite of the threat of more layoffs

Seifsa, which has indicated that it will take a tougher stand this year, offered its 360 000 employees a wage increase ranging from 7% to 10,5%

The 12 trade unions demanded increases of between 16% and 167%

The unions made 30 demands for changes to the main wage agreement, including a reduction in the working week to 40 hours from 44 hours

By DON ROBERTSON

Employers were prepared to consider only six

Earlier this week, Seifsa chief economist Mike McDonald warned that 35 000 hourly paid employees could be laid off this year as the worst trading conditions since 1986 gripped the industry

In discussions this week, Seifsa executive director Brian Angus said he was concerned about the number of retrenchments taking place — about 2 100 a month

Mr Angus said several companies had put their workers on short time and many others had

gone into liquidation  
Employers have offered increases ranging from 39c an hour for labourers to 67c an hour for artisans

This would be an increase to R4,57 an hour and R10,17 an hour respectively

Seifsa has agreed that more attention must be given to training and development and job creation in the industry, but suggests that these matters be discussed separately

The current wage agreement ends at the end of May Seifsa insists that a new agreement must be concluded before then

Negotiations will continue on April 11

WAGES AND THE IR CLIMATE

**PAY ONE, PAY ALL**

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FM 29/3/91

UNIONS ARE IN A COMBATIVE MOOD DESPITE TIGHT ECONOMIC CONDITIONS

It's that time of year again. Major employer groups are about to sit down around the table with representative unions to thrash out wage settlements for 1991.

With the economy entering its third year of recession (GDP growth was negative last year), corporate profits in a nosedive and widespread retrenchments, one would expect most of the negotiating cards to be in employers' hands this year.

Not so. While indications towards the end of 1990 were that wage settlement levels were beginning to decline, settlements concluded in the first round of negotiations early this year have been in line with the average settlements for last year.

The National Union of Metalworkers (Numsa)'s opening gambit in this year's wage talks was for a 25% across-the-board increase — including a host of peripheral benefits such as job security, paternity leave and more say in company management. Likewise, talks at Pick 'n Pay kicked off with a demand for a R375 a month increase on the company's minimum wage of R910 — a

41% increase.

Employers can be forgiven for being taken aback by this turn of events. They had, quite reasonably, concluded that in tighter economic times, with the spectre of retrenchment hanging over workers, unions would be inclined to be more moderate in their wage demands for 1991.

What has prompted unions to take a contrary view and why do employers appear to be acquiescing to their demands? Labour consultants offer several explanations, not all of them convincing.

Firstly, they point out that wage settlements have been well above the rate of inflation for the past four years. Moreover, no union negotiator, they argue, is going to willingly buck the trend by settling for a below-inflation or inflation-related increase at this time. Union members just wouldn't allow them to do so.

Perhaps even more significantly, they say the events of February 2 last year, which culminated in the unbanning of the ANC and the release of Nelson Mandela, have

raised worker expectations on the benefits they stand to reap in the new SA. While this mood of euphoria is in the air, they are not about to settle for less on the shop floor.

This is a view endorsed by the redistributionists. One labour researcher noted that until there was a significant move on the part of employers to begin to redistribute wealth, workers were not going to temper their demands. In similar vein, Cosatu's general secretary Jay Naidoo claimed recently that SA had the most unequal wealth distribution in the world with 5% of the population owning 88% of the wealth. "How do you build prosperity amid mass poverty without wage rises?" he asked.

Naidoo acknowledges that higher wages in themselves will not solve the country's economic problems, but he suggests they are "an essential component of a restructured economy geared to provide jobs and reduce poverty."

How do these arguments go down with employers in a climate where order books are shrinking daily, business confidence is crum-

P.T.O.



bling and punitive interest rates are forcing more and more companies to the wall? The short answer is not very well.

Take the gold mining industry for example Chamber of Mines senior GM Johann Liebenberg notes that the industry is fighting for survival At the current gold price and rand-dollar exchange rate levels, about 18 of SA's gold mines are operating at a loss. About 40 000 jobs were lost on gold mines last year and if the gold price hovers at its current level, a further 45 000 retrenchments can be expected this year He predicts total gold mining employment, if the current trend holds, could soon contract from some 550 000 workers a few years ago to around 350 000

What has been the National Union of Mineworkers (NUM)'s response to this? NUM has yet to table its demands for the current round of bargaining, but the Council of Mining Unions (CMU) representing skilled mine workers has come in with a demand for a 20% across-the-board increase — the same figure it has put on the table for the last three years (The CMU settled for 13.5% last year.) Liebenberg says he's disappointed at this because their demand "does not seem to take into account the circumstances in the national economy and mining industry."

By contrast, since the no-win miners' strike of 1987, negotiations with the NUM have been "sophisticated" with full compliance with the provisions of the Labour Relations Amendment Act. Last year, gold miners managed to wrest an average increase of 14.5% (much higher on some mines) from mine owners It must be said, though, that the chances of them doing the same this year in the deteriorating circumstances gold mines now find themselves in, are not good.

Though he's not heard from the NUM directly, Liebenberg says he senses some economic realism is permeating union thinking. He says union negotiators appear to be

aware that the situation being faced by mines is not a short-term cyclical downturn, but a longer-term fundamental restructuring of the industry "One hopes that they now accept that there is a trade-off between jobs and higher packages They can't have both"

He stresses that if wage increases are anything like last year's, there's going to be a lot more retrenchment on the mines

Having said that, he notes that "if we were to grant increases purely on the level of the gold price, there wouldn't be any increases at all this year We have to take socio-economic conditions into account, what our wage increases will do to the national economy, the inflationary pressures on our workers and so on. We will have to see what the traffic will bear this year"

This appears to indicate that the mines, like other major employer groups, may well be prepared to sacrifice some short-term financial expediency for the greater economic good of an emergent new SA Yet for every "social contract" protagonist, there are others who will venture that employers are coming to the end of their "conscience" money After years of granting their unionised employees above-inflation increases in an honest attempt at equalising incomes, without any concomitant productivity gains, they are losing patience

They are entering into wage negotiations in good faith — trade unionism in SA is, after all, an established fact of life — but they're tabling some fairly onerous counter-demands of their own. Among these are, looking to higher productivity by linking bonuses to absenteeism (a sore point among employers with the mass protests season about to start) and insisting that unions subscribe to a code of conduct during the negotiating process.

For their part, unions are not keen to put productivity improvements on the agenda. Their rationale, quite logically, is that higher productivity will ultimately mean fewer jobs.

And where productivity gains have been wrung from unions, they have often been Pyrrhic victories — accompanied as they invariably are by retrenchment clauses which stipulate that "no permanent employee will be retrenched as a result of improved productivity"

With such entrenched positions evident on both sides, it looks like the 1991 bargaining season is going to be a tough one In short, expectations on the part of union members are high, yet management is being asked to justify granting increases substantially above inflation.

Erica Jankowitz of Andrew Levy & Associates observes that unions are coming in with a host of peripheral demands — such as Numsa's call for paternity benefits and job security guarantees — but are dropping them quite early in the negotiations in order to focus more strongly on the wage issue. Jankowitz expects settlements this year to range between 16.5% to 16.9% — still substantially above inflation estimated at around 13% for 1991

In addition, she says, there is a tendency for industrial action — overtime bans, go-slows and work stoppages being the most popular — to accompany wage bargaining "In February last year, 40% of settlements processed reported industrial action, whereas this year, 48.6% of agreements were reached after some form of industrial action"

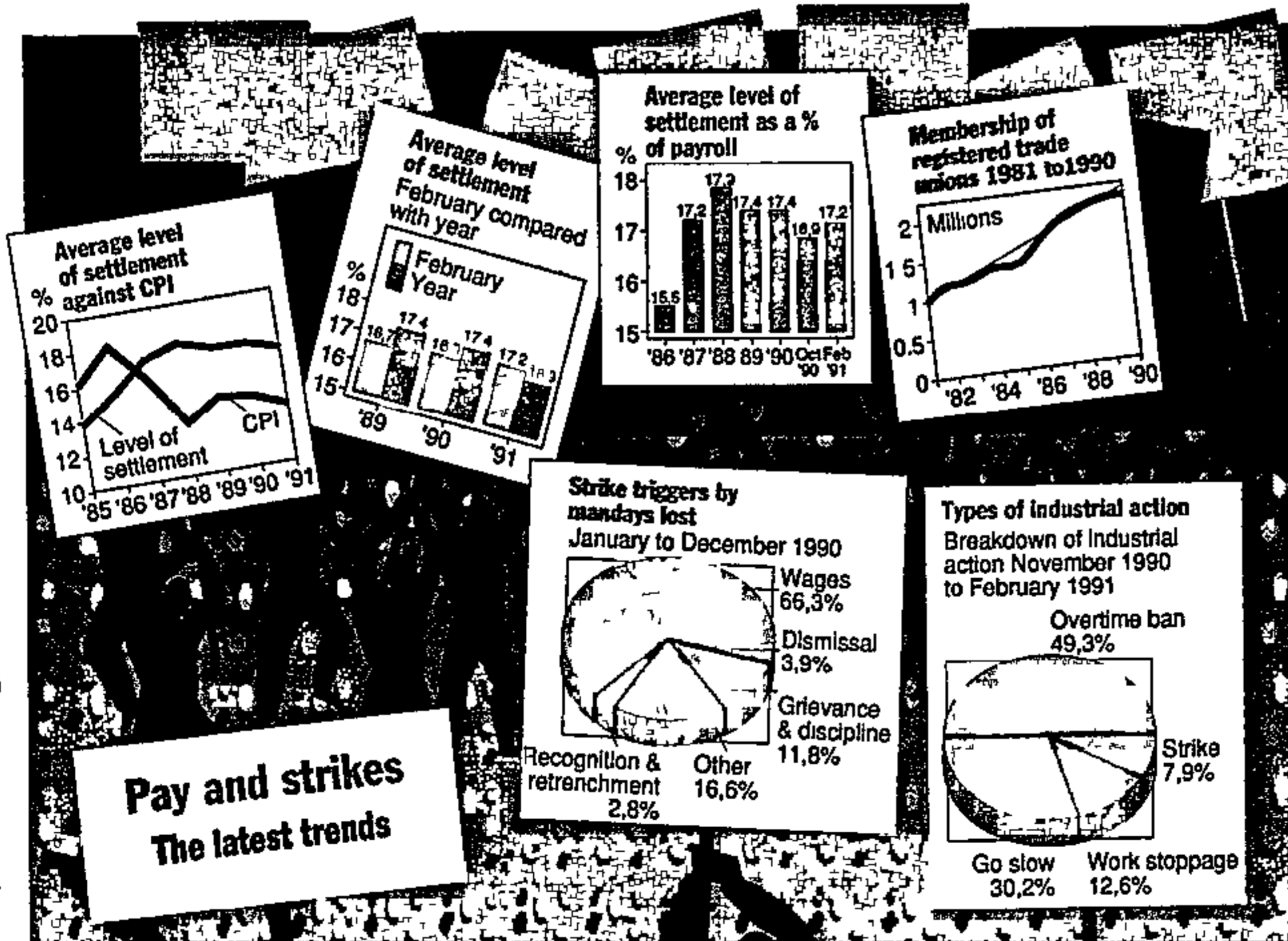
It's possible that most unions will stop short of strike action, though Last year, more than 4m man-days were lost through strikes — the most strike-prone year since the labour turbulence of 1987 Though there were some nasty and protracted strikes among them — OK Bazaars, Southern Sun and Nampak — unions came away with few major concessions

Jankowitz argues that widescale retrenchments — an estimated 41% of the economically active population is now unemployed — and the need to protect existing jobs with built-in job security agreements, have bowed unions somewhat But she stresses that the combative mood unions are in doesn't rule out strikes entirely Last year, 66% of strikes were wage related

In the current industrial relations climate, she cautions employers not to indulge in "parachute" bargaining If employers table low counter-offers and plead inability to pay on the basis that a higher wage settlement will force them out of business, they had better be able to back up their claims.

The Cape Town-based Labour Research Service recently castigated companies quoted on the JSE for last year achieving profits on average 20% up on the previous year, yet creating only 0.01% more jobs Their argument is that companies prefer to reduce their work force and post good profits, which benefit shareholders, rather than save or create more jobs which would benefit workers

Is this true? It's a charge employers may find themselves having to rebut in the hard period that lies ahead



Star 28/3/91

# Steel unions reject Seifsa wage offer

By Shareen Singh

Twelve unions involved in wage negotiations in the steel engineering industry this week rejected the employers' wage offer which, they claim, is well below the inflation rate and lower than what employers had offered last year.

The employer body, the Steel Engineering Industries Federation (Seifsa), tabled a wage offer ranging from 7 to 10,5 percent.

This amounts to increases in the various wage categories ranging from 39c an hour for labourers to 67c for artisans.

The proposed increases would raise wage rates in the industry to R4,57 and R10,17 an hour for labourers and artisans respectively.

Seifsa informed trade unions at the wage talks that employers would approach wage negotiations this year differently.

In the past, employers tended to make a number of wage offers during the course of negotiations, but this would not be the case this year and Seifsa urged the unions to take the employer offer seriously.

## Retrenched

Seifsa agreed with the unions that attention must be given to training and job creation in the industry, where an average of 2 000 workers a month were retrenched since the beginning of this year.

The biggest union in the industry — the National Union of Metalworkers, with a registered membership of about 113 000 — demanded a lower percentage wage than it did last year.

In 1990 the union had asked for 24,1 percent at the top and 56,2 percent at the bottom. This year the union demanded 21,1 percent and 47,8 percent respectively, Seifsa said.



# Compromise on Security (151) Officers' Act

SW/Mand 28/3-4/49

By DREW FORREST

TALKS among unionists, employers and the state may have defused the looming crisis over registration of security guards under the Security Officers' Act.

Registration, which members of the Transport and General Workers' Union (TGWU) vowed to defy, is due to take effect on April 1.

Worker defiance could have sparked dismissals, prosecutions and labour unrest

TGWU assistant general secretary Randall Howard said the union would recommend to its members a compromise deal hammered out last weekend in talks involving the TGWU, a government team headed by Deputy Law and Order Minister Johan Scheepers, the Security Officers' Board and the South African National Security Employers' Association (Sansea).

"It's not the first prize, but it will give us some breathing space," he said.

The centrepiece of the compromise is the establishment of a joint working group to examine the Act, which TGWU wants scrapped and replaced by a negotiated industrial council. This would allow for tripartite negotiations, rather as in last year's talks on the Labour Relations Act, Howard said. TGWU will approach the Nactu security union, Vukani, to join the forum.

Other features are

- Workers will register at an initial fee of R35, but there will be a three-month moratorium on prosecutions of those failing to register.

The implementation of the R70 annual fee will be delayed until October

- Fingerprinting of workers will be conducted by employers, without police involvement as provided for in the Act.

It has also been agreed that the union will join training and guards' advisory committees under the board

The union must report its final decision on the deal to the government by April 8

The TGWU originally demanded a complete moratorium on registration, but Howard said employers were adamant that the April 1 deadline should stand.

15/10/84 27/3/81

## Unions turn down Seifsa wage offers

PETER DELMAR

THE Steel and Engineering Industries Federation (Seifsa) tabled wage offers of between 7% and 10% at yesterday's second round of national negotiations and indicated that there was little room for movement on its part. (S) (51)

Seifsa executive director Brian Angus said in a statement that management hoped the unions would accept the offer, which he described as a "serious" one.

The offer was rejected by all 12 unions yesterday.

The National Union of Metalworkers of SA (Numsa) has demanded a 25% across-the-board increase.

Angus appealed to the unions to help complete negotiations before June when the industry's main agreement expires.

Seifsa's offer applies to 13 job categories. Labourers have been offered 10%, while the 7% applies to artisans.

Seifsa agreed attention would be given to the issues of training and job creation. The employer federation also urged unions to agree to a joint AIDS education programme.

Numsa has demanded joint control over job creation schemes and paid training for retrenched workers.

Another of its demands is an improvement in child care leave.



# Workers' college to improve skills

IN a ground-breaking development in trade union education, a "workers' college" is to open its offices at the University of the Western Cape next week

This follows closely on last month's Cosatu Winter School, where delegates attended an intensive six weeks course on labour law at the University of the Witwatersrand

Delegates were trained in skills such as negotiation and bargaining

## Leadership

The college in Cape Town is the first of its kind following the Cosatu Winter School. Many are expected to be started countrywide

The aim of starting the college is to build worker leadership in local trade unions through teaching practical skills on labour

## More to follow UWC example

By IKE MOTSAPI  
and Sapa

law and collective bargaining, according to the March edition of *Sactwu News*

The newsletter, the mouthpiece of the South African Clothing and Textile Workers Union, said theoretical skills would be developed through courses on political economy and international trade unionism

"A common thread running through the workers' college will be the development of criti-

cal thinking, decision-making, problem-solving and other leadership skills," Sactwu Western Cape regional secretary Mr Lionel October was quoted as saying

The course would be open to all local unionists, who would have to apply through their unions for entrance, college coordinator Miss Pregs Govender said.

## Diploma

The college was exploring ways of gaining local and international recognition of its courses, enabling those without

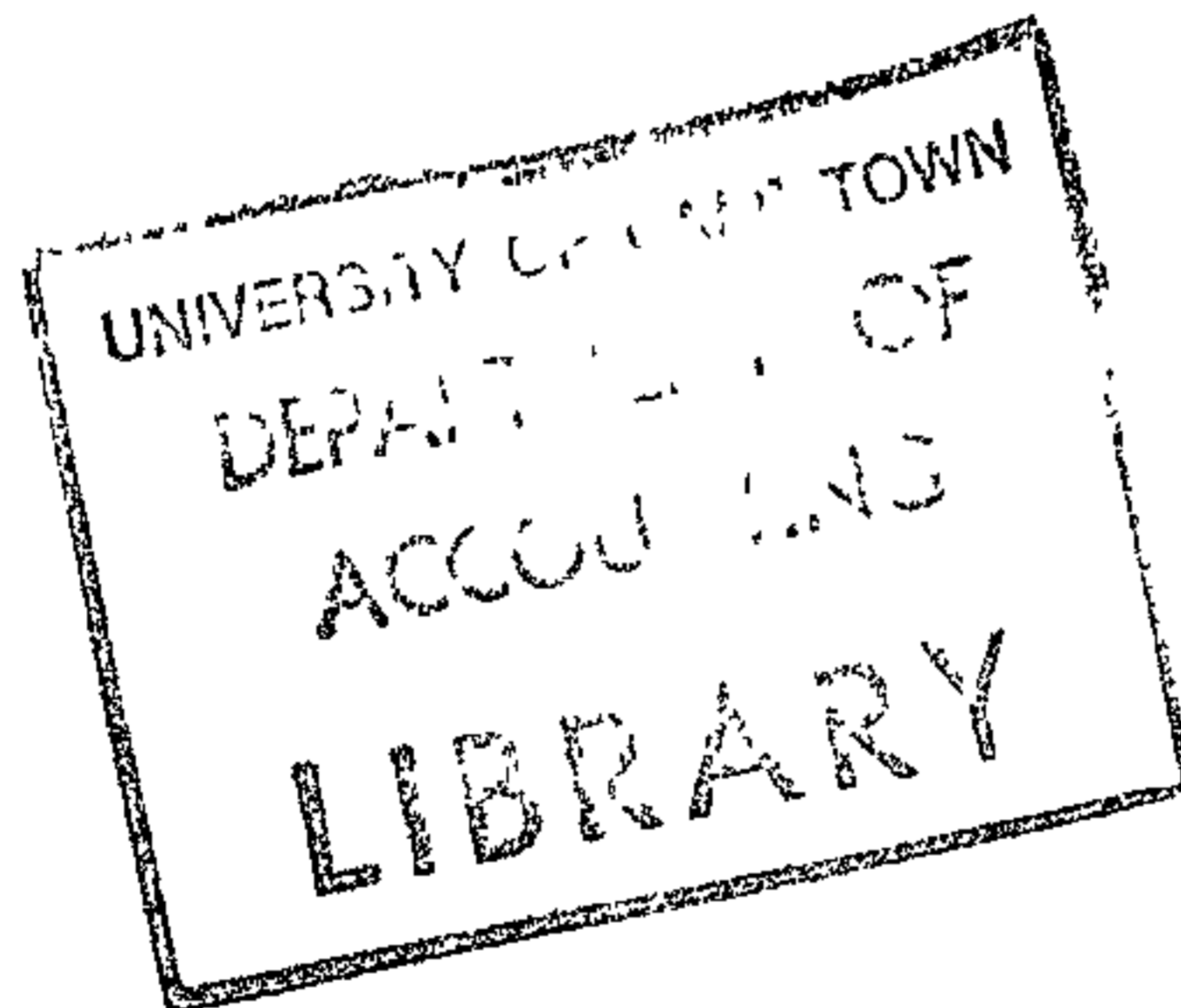
matric to be awarded a diploma.

Trustees were elected under the directorship of UWC rector Professor Jakes Gerwel

Academics and trade unionists would teach the course

The Western Cape college was launched on February 16 at a function attended by delegates from the Congress of South African Trade Unions, National Council of Trade Unions and independent unions.

A similar institution is set to be opened in Natal in May



# Pay awards high as strikes taper off

5 Times 24/3/91

By ADRIAN HERSCH

WAGE settlements in industry remain high even though the strike rate is falling in the first quarter of this year compared with the similar time in 1990.

Andrew Levy & Associates (AL&A) says that from November to the end of February wage increases averaged 17.2% — ahead of the inflation rate

But in the first quarter of this year only about 180 000 mandays will be lost to strikes compared with about 550 000 in the similar time last year — a decline of 67%

The first quarter is traditionally quiet for labour relations, largely because most pay negotiations take place later in the year.

In the first quarter of 1989 about 140 000 mandays were lost and in 1988 about 84 000.

But last year the release of Nelson Mandela and the unbanning of various political parties occurred in the first quarter — and industrial relations, among other issues, were thrown into turmoil because of heightened political activity.

Thus the lower first-quarter strike rate is not necessarily a signal that this year's rate will be low. There is uncertainty about whether last year's 4-million mandays lost will be exceeded.

FSA-Contact consultant Mike Beaumont believes there are contradictory factors at play in industrial relations. On the one hand workers' political expectations are rising and political groups could mobilise the support of unions.

But on the other hand concern about job security and the growing gap between union leadership and membership has to be taken into account.

The AL&A wage bargaining report says union expectations remain high because of the political situation and high inflation. Unions are taking a tough stand, disregarding management arguments about the poor economic climate.

An interesting pattern in bargaining is that fewer peripheral demands are being made

After wages, job security is taking priority. Productivity bargaining is generally being avoided

Unions are making lower opening claims than before, but this is a tactic more than an indication of lower expectations.

"Management will have to be prepared for tough negotiations in which small moves are made and therefore will have to plan every move with care," says the report.

Management has not won major concessions from unions, but counter-demands are being made, often at an early stage in negotiations. They include attempts to get unions to agree to measures which limit absenteeism

## Heels

Usually these agreements link absenteeism with the annual bonus, although unions are reluctant to sign anything which tampers with members' terms of employment. But a few companies have been successful — one agreement reduces the annual bonus "hour by hour" according to time lost by an individual's unauthorised absence.

AL&A expects an average settlement figure of between 16.5% and 16.9% this year. Researcher Erica Jankowitz says that since the release of the report many settlements of about 17% have been reached.

Some of the latest settlements, particularly among the larger and often multinational companies, have been for a 14% pay increase

"Many were already paying a minimum wage above R1 000 a month. They dug their heels in around 14%, telling unions they are not getting sufficient return on such high pay. Despite go-slow action the unions gave in," says Miss Jankowitz

In the February 1991 period 49% of settlements were reached after some form of industrial action

# Don't bug us, unionists tell Woolies

By DREW FORREST <sup>Winnipeg 22/3-27/3/91</sup>  
UP-MARKET chain store Woolworths is embroiled in a messy dispute with a trade union over claims of "bugging" of unionists and entrapment of workers suspected of stock theft.

Yesterday, Woolworths' retail operations director, Simon Susman, said a manager had been suspended pending investigations after the South African Commercial, Catering and Allied Workers Union made the bugging charge. "We utterly condemn this abhorrent practice and sincerely hope the allegations are unfounded," he said.

Last year was marked by repeated outcries about electronic eavesdropping on union activities and the Congress of South African

Trade Unions said it believed the practice was rife in industry.

The current claims centre on Woolworths' store at Balfour Park, where Saccawu says unionists found a listening device under a table during a meeting last week. It says a fired white manager at the store has made an affidavit confirming that the bug was planted by store management.

The affidavit, Saccawu claims, also contains detailed allegations about the entrapment of workers believed responsible for stock shrinkage, which Susman confirmed was a "major and growing problem".

According to Saccawu, 10 workers have been dismissed in suspicious circumstances since Susman

(151) (30)  
warned the union last December that management would use all possible methods to root out thieves. In one case, the affidavit allegedly says, money and a credit card was planted near a worker and her reaction monitored. In another, the chairman of a disciplinary probe into a suspected thief was allegedly told to make a guilty finding whatever the evidence.

Susman said these claims were being dealt with in terms of Woolworths' internal procedures.

Stating that Saccawu was in dispute with Woolworths over the alleged incidents, and that court action was possible, Saccawu's Papi Kganare said: "This has irreparably shattered previously very good industrial relations at Woolworths."



# Numsa homes in on training

B/par 2/3/91

THE National Union of Metalworkers (Numsa), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy

It says this is "the only way of reversing the catastrophic trends towards higher unemployment"

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals

Numsa said in a statement yesterday if business and government continued to pursue present policies these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible

In its motivations, Numsa proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all

"It is Numsa's view that ample capital is available in SA, a prob-

VERA VON LIERES

lem being that the capital is not being directed to productive investment"

Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment

~~ISI~~ Skills ~~ISI~~

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity

Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training"

Training programmes needed to

include paid training for all workers, formal education components, the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers

These policies would require business to accept major changes, including the need for state intervention in industrial strategy

Business also needed to accept that all industrial strategy, including technology policy, investments, and training strategies had to be negotiated with unions

Numsa is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater

It has proposed a minimum rate of R4.50 an hour in the motor industry ~~25%~~ ~~140%~~

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information

Another demand was for the inclusion of non-scheduled workers under the Main Agreement



# Airports to be commercialised

GEORGE — SA's nine state airports could be fully commercialised by next year, Transport Minister George Bartlett said yesterday.

LINDEN BIRNS

Bartlett said state airports would not be privatised but would probably continue to be run on a commercial basis by companies owned 100% by the state.

Bartlett was speaking at a ceremony at which George's PW Botha Airport received the Airport of the Year award.

He said full privatisation of airports was "a long way off" and that commercialisation under state control was the preferred means of making them profitable concerns.

"Airports have to offer all user airlines equal service opportunities and accommodation in landing slots, ground facilities and passenger and baggage handling services," he said

Bartlett said a task group comprising the Directorate of Civil Aviation and other parties with interests in the commercialisation of airports had been convened to investigate several possible models.

Bartlett said full commercialisation

could be expected within the next year.

In terms of the commercialisation proposals, separate companies would be set up each responsible for one of the nine state airports

"These companies, with independent trading accounts, will be accountable for the failure or success of each airport which will have to be run according to sound business practices," he said.

Bartlett likened the proposed model to the UK's previous state-controlled Airport Authority, and said the new structures would probably resemble state corporations similar to Eskom, Iscor and Sasol

He added that the Transport Department had been preparing for the change in airport management and had called for nominations of people to sit on an Air Services Licensing Council which would be charged with implementing new policies.

SAA CE Gert van der Veer said the airline was not going to make a nomination as it was not prudent for airport users to be put in a position where they would be granting themselves licences.

## Delegates will discuss union issues

VERA VON LIERES

THE Nactu-affiliated Metal and Electrical Workers' Union (Mewusa), representing 26 000 workers, is to hold its national congress in Johannesburg this weekend.

Mewusa general secretary Tom Oliphant said yesterday about 350 delegates from various regions countrywide would meet to discuss a range of issues.

Mewusa is one of the 12 unions involved in negotiations in the metal and engineering industries.

It is demanding a R1,50-an-hour across-the-board increase for all employees and a minimum hourly rate of R6 for the lowest grade workers.

It is also demanding a 40-hour week and pushing for wage differentials between various grades to be eliminated.

Other demands include March 21 as a paid public holiday; an increase in shift allowances; and a minimum four weeks severance pay per year of service.

The union has also tabled demands on the training of operatives and artisans which, it says, is one of its main demands.

The next round of talks in the metal and engineering industry will take place early next week.

## 'Major health care challenges face SA'

GERALD REILLY

PRETORIA — The provision of an equitable non-discriminatory health care system was one of the major challenges facing the health care sector, National Health and Population Development director-general Coen Slabber said yesterday.

Speaking at the SA Nursing Council AGM, Slabber

said other challenges were AIDS, the unacceptably high population growth, rapid urbanisation, the low economic growth rate and shortage of funds.

It was decided that the future health care system had to be based in primary health care and had to pro-

vide an equitable service accessible to all.

And Nursing Council president Wilma Kotze said there was reason for grave concern about the shortage of nurses particularly in the fields of intensive care and cancer

She said the number of nurses had risen by 2% last year

# FURNTECH

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### OFFER TO MINORITY SHAREHOLDERS:

## End of Metpol strike in sight

by Vera von Lieres 18/3/91

HUNDREDS of striking Metropolitan Life (Metpol) workers are expected to return to work within days after the SA Commercial, Catering and Allied Workers' Union (Saccawu) and management reached an agreement on the dispute over bargaining units.

Saccawu national co-ordinator Important Mkhize said on Friday the two parties had agreed that details of the agreement would only be released after its signing this week.

Mkhize said other "outstanding issues" still had to be finalised before the agreement could be publicised. (S)

Sapa reports Metropolitan Life spokesman Phil Solomon said on Friday "substantial progress" had been made towards settling the strike.

# Seifsa calls for union restraint over wages

B. L. Sam 18/3/91  
EMPLOYERS in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries' Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry's 12 trade unions presented more than 30 demands for changes to the main agreement.

These included wage increases ranging from 16% to 167%, demands to reduce the working week

151  
VERA VON LIERES

from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

Seifsa executive director Brian Angus stressed that metal industry workers were being retrenched at the rate of 2 100 a month.

He said employers were hard-pressed to cope with the escalating costs of labour and low levels of productivity and that SA products were becoming increasingly uncompetitive in international markets.

The parties agreed to continue talks on March 26.

# Arbitrator drumming up business

THE LEGAL profession fears it could lose business because of a growing trend to by-pass the courts and settle disputes by arbitration

So says chairman of the London Chartered Institute of Arbitrators, John Tackaberry, who is in SA to promote arbitration

Mr Tackaberry says the Johannesburg Bar will not allow its members to be members of the arbitrators' association. He says lawyers often exclude arbitration clauses from contracts they draft.

Settling disputes by arbitration can save time and money for the parties involved. They do not have to wait for months for a case to come before the courts. Arbitration often also takes less time than court proceedings. Mr Tackaberry claims the parties do not have to hire expensive advocates.

## Varies

Another advantage is that the arbitrator himself, chosen by the parties involved, is an expert in the field concerned.

The losing party usually pays the arbitrator's fee.

Recourse to the courts after an award has been made to either party is usually not possible, but arbitration legislation varies from country to country.

By DIRK TIEMANN

Mr Tackaberry says one-stop litigation is arbitration's biggest advantage.

The Institute of Arbitrators was founded in 1915 and has 6700 members in 84 countries. Members include practitioners in law, construction, shipping, finance, insurance, commodities and accountancy.

The institute trains and examines potential arbitrators and monitors the conduct of its members.

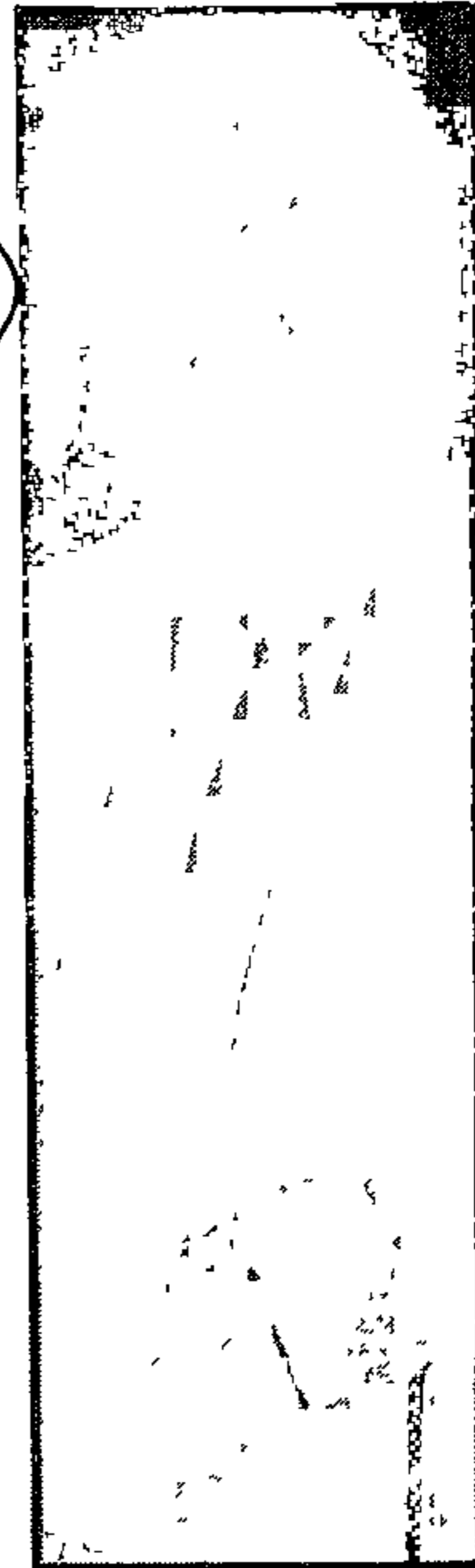
Provision for arbitration often arises when multinationals are doing business in Third World countries with shaky legal systems.

## Fee

The SA Association of Arbitrators has 600 members and is a non-profit organisation. Members pay a subscription fee of about R80.

Laywers are not necessarily excluded from arbitration procedure. The "mini trial" is a way of settling disputes in business-like fashion. A chief executive from each company will appear before the arbitrator, represented by his lawyer.

The arguments are presented, the lawyers leave and the executives discuss the matter. They either settle the dispute themselves or ask the arbitrator to give a ruling.



JOHN TACKABERRY: Bypassing the courts



'Dirty tricks' revelation angers ANC, Cosatu

# Police admit slush project

By Esma  
van der Merwe  
Political Reporter

SP-211911  
Hernus Kriel yesterday confirmed that the security police had funded a Johannesburg-based labour relations firm — which involved prominent Afrikaner academics — to "counter labour unrest and promote sound labour relations."

Mr Kriel said "this involvement" with Liaison Bureau for Labour Relations Services CC had started in 1989 and had been terminated in July this year "with the exception of still-to-be-finalised individual contractual obligations"

The Financial Mail (FM) this week revealed that security policeman Major Derrick Botha, who had handled the R1,5 million slush fund payment to Inkatha's trade union, Uvusa, was the connection between the Security Branch and Liaison Bureau, headed by Rand Afrikaans University labour relations academic Professor Kobus Slabbert.

The FM said the firm had been set up and funded by the security police to influence labour relations to the detriment of the ANC and its aligned trade union federation, Cosatu

## Interference

The ANC and Cosatu yesterday responded angrily to Mr Kriel's acknowledgment, condemning the State's undercover interference in labour relations and politics and expressing doubts about President de Klerk's assurance that all secret funding projects had been halted.

In a statement, Mr Kriel said "at no stage whatsoever" were the activities of



On fire . Professor John Cartwright, dean of the faculty of arts at Cape Town University, runs from a burning barricade after trying to extinguish it yesterday. Students set up barricades and disrupted lectures in a show of solidarity with striking workers at the university. ● See Page 3 Picture Associated Press

# Police admit slush-fund project

● From Page 1

Liaison Bureau's umbrella company, Liaison Human Resources Management Services,

ANC spokesman Gill Marcus said political confidence would not be established while the Government "merely acknowledges what other people have found out" instead of making public all the operations it had funded

"This is not good enough by a long way. The starting point should be to make public all operations in which the Government has had a

hand. This should be the minimum demand from the South African society to clear itself up," she said

Cosatu spokesman Neil Coleman said the Government's acknowledgement of its secret funding of Liaison Bureau and Uwusa — and the involvement of Major Botha in both covert projects — had demonstrated its interference in the labour arena

"This is just the tip of the iceberg

"It is clearly part of a larger project to undermine and destabilise in-

dependent trade unions," he said.

Mr Coleman said "there was nothing to suggest that this project was not responsible" for the assassination of trade unionists, the bombing of Cosatu House in Johannesburg, a protracted anti-Cosatu campaign and "other dirty tricks"

He added "To claim that the security police have an innocent interest in labour relations is simply laughable

"We would be very interested to hear how Mr

de Klerk justifies the existence of this project,"

Professor Slabbert and Liaison Bureau employees refused to speak to the media yesterday

A secretary at the firm said the "serious allegations" were being investigated

The Star learnt that Professor Slabbert yesterday held a meeting with RAU rector Professor Cas Krause

A spokesman for the rector said the matter was being investigated and no comment would be issued until the investigation was completed



TO COUNTER labour and promote sound labour relations".

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### Interference

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In a statement, Mr Kriel said, "at no stage whatsoever" were the activities of Liaison Bureau, a close corporation involved in training employers in "reasonable" labour relations, aimed at disrupting the normal activities of unions.

The aim was to promote healthy interaction between employees and employers at a time when widespread labour unrest had led to work disruptions and substantial economic losses.

The "valuable contribution" of the firm towards improving labour relations had been borne out by "the great interest shown by employers in the advice offered by the bureau".

Mr Kriel said details of the project had been submitted to the Advice Committee on Special Secret Projects appointed by Mr de Klerk last month.

He added that the Security Branch had not been involved in the activities of

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**Southern Sun dispute** (151)

■ A heated dispute has erupted between the Saccawu and the Southern Sun hotel chain over the proposed retrenchment of 960 workers.

Announcing it had declared a formal dispute, the union said it viewed the retrenchments as "union-bashing, political in nature and discriminatory". It said Southern Sun was confining retrenchments to the bargaining unit, which largely comprised black and coloured union members.

Saccawu said another motive for the job cuts was the company's wish to increase non-permanent employment. Most current employees were already sub-contracted or casual labour.

Reports by Weekly Mail staff, Sapa  
w/mant 27/9-3/10/91



# Cosatu quits <sup>(151) (EB)</sup> CT 2/10/91

## manpower body

Own Correspondent

JOHANNESBURG — Cosatu yesterday announced its withdrawal from the National Manpower Commission and called instead for the creation of a national forum of employers, government and trade unions to negotiate all macro-economic issues during the transitional period.

Spokesman Mr Neil Coleman said Cosatu's decision was designed to ensure that any economic restructuring proposed by the government during the transitional period would not be carried out unilaterally. The VAT issue was one such policy matter.

Mr Coleman said the decision followed failed attempts to restructure the commission to deal with broad economic issues rather than just labour-related ones as at present.

Manpower Minister Mr Eli Louw noted Cosatu's decision with concern, saying it was contrary to the understanding on dialogue and consensus developed over the past 12 months.

He said he had already undertaken to inform the commission of his views of restructuring proposals late this month or early in November. He had honoured all undertakings given in the Laboria Minute signed last September.

## Fidelity Guards settle

TRANSPORT and General Workers Union members and Fidelity Guards management finally settled their dispute on Tuesday after a week-long strike involving over 200 workers.

Four workers were arrested and strikers kidnapped scab workers hired in Natal and Kimberley.

Fidelity Guards has agreed to an increase of 15 percent to higher-paid workers and 19 percent to lower-paid workers. The basic wage has increased from R500 a month to R595, backdated from May 1.

Sow 13/10 - 8/10/91

**Union leaders sorry**

SOUTH African Railway and Harbour Workers' Union (Sarhwu) national officials struck a controversial deal with Transnet last Sunday, narrowly averting a nation-wide strike.

As a result, over 3 000 Western Cape Sarhwu members demanded at a meeting on Wednesday that officials explain why they settled without consulting regions.

Sarhwu's national general secretary, Mr Martin Sebakwane, told workers they had accepted a 12 per cent increase after consulting Cosatu and the ANC because Transnet was trying to lure workers into a strike.

He acknowledged that the decision to sign before broad consultation was a sore point countrywide.

"This is why we are going from region to region asking workers to accept our apology," he said.

16/01/91  
3/10-8/91  
South

LABOUR

## Sarhwu, Transnet settle after 7 months

■ Seven-month pay negotiations between Transnet and the South African Railway and Harbours Workers' Union finally yielded a settlement last weekend.

*W/MC 4/10 - 10/10/91*

The settlement ended protracted unrest surrounding the talks, involving work stoppages, sporadic strikes and sit-ins. Transnet's Vic van Vuuren this week said the parties had agreed to a 11,5 percent across-the-board increase, with a minimum wage of R900. Sarhwu at first demanded a R1 500 minimum.

The settlement involves no improvement on the company's original offer. The only change is an attendance bonus payable monthly.

Despite settlement being reached, there was still sporadic industrial action in Cape Town, Bloemfontein, the far Northern Transvaal and Ladysmith.

Van Vuuren said he believed this was because news of the settlement had not yet filtered through to some areas.

He also said clashes had taken place between Sarhwu and its "moderate" rival, Blatu, in Ladysmith.



# Lamprecht: Pacifier or union-basher?

*w/m cal 4/10 - 10/10/91*  
Barlow Rand's industrial relations chief — often accused of being a 'union-basher' — played a surprise backroom role in the National Peace Accord.

Which raises the question: Is André Lamprecht a hawk or a dove?

**DREW FORREST** reports

**T**HE first thing that surprises one about André Lamprecht is his age — he is 39. For someone who has been routinely tarred with a trade union brush as conservative and anti-labour, one had anticipated an older man.

Indeed, it is the unexpected that brought *The Weekly Mail* to Barlow Park in Sandton: Lamprecht, Barlow Rand's human resources manager, recently raised eyebrows when he was revealed as a key backroom facilitator of the Congress of South African Trade Unions-driven National Peace Accord.

More surprises follow: a small-town Afrikaner who initially graduated from Stellenbosch, he moved to Rhodes University in 1975 to study for an LL.B. There he became SRC president, and a year later president of the National Union of South African Students (Nusas). He says he vividly recalls his sense that Soweto '76 marked "the end of an era".

A founder member of the Independent Mediation Service of South Africa, he remains chairman of its employer resource group.

His public persona, shaped by persistent union bad-mouthing, is not that of a liberal-minded conciliator. He and Barlows were accused of spearheading business advocacy of the hated 1988 amendments to the Labour Relations Act — a charge he hotly demes.

Unionists have also painted him as the architect of hard-line free-market policies at Barlows, including resistance to central bargaining and the promotion of industrial deregulation, central themes of the Cosatu campaign launched against the industrial colossus last year.

**H**ow did the perceptions arise? "He's more often right than wrong, and his contribution has been underestimated," says a colleague. "He is very strong-willed and likes to be at the cutting edge of events. His main problem is one of personal style.

"Barlows' workers are better off than most. To some extent, discontent filters down from union leaders who have dealt with him."

Lamprecht's powerful intelligence is immediately apparent. He has a taste for systematic chains of ideas, and polysyllabic abstractions such as "paradigm shift" and "collective infrastructure".

But one can appreciate how his manner might rile prickly union chiefs: the interview is swiftly transformed into an aca-



André Lamprecht

Photo: GUY ADAMS

ademic lecture, complete with blackboard illustrations and transparencies.

Lamprecht stresses that his close collaboration with Cosatu unionists in the peace process does not signal a radical shift in his or Barlows' thinking. "There has been no road to Damascus experience," he says. "The approach has evolved with changing circumstances."

The group in fact favoured central bargaining, but only on "collective infrastructure" — matters, like training, of common concern to subsidiaries. But he remains unrepentant in resisting central talks on pay, an "operational" issue. "Lumping together divergent companies in one forum can only undermine their competitiveness," he says.

In two respects, he concedes, Barlows' industrial relations philosophy has shifted with the burgeoning of the new unions. Group-wide "business conduct" now covered union rights, such as strike rights. More importantly, it was "inclusive" — negotiated with labour.

It is in his commitment to bilateralism, to negotiations at all levels — including social policy formulation — that Lamprecht shows himself to be on the progressive wing of big business.

For an alleged conservative, he has an interesting line on Value-Added Tax, criti-

cising government "unilateralism" and arguing for accommodation of Cosatu's proposals. At last year's South African Chamber of Business convention, he pushed strongly for a social pact on the economy between labour and business.

Lamprecht sees South Africa as poised between the apartheid epoch, in which the state aimed to "conquer" society, and a new politics of reconstruction based on a co-operative ethic.

"Each has its typical methodology: in the one, violence and struggle; in the other, political tolerance and collective bargaining as a means of exchange. Under apartheid, the unions launched many campaigns; now society must seek charters, accords".

**T**hrough their bargaining relationship, labour and capital planted the seed of the new order, Lamprecht believes. Last year's "Labora Minute" and the peace agreement were vital steps towards institutionalised co-operation.

Critical to the new approach, he argues, is the forging of "normative structures" perceived by all as impartial rather than buttressing sectional interests. "The peace accord, for example, embodies the idea that the police must be the agent of the people, not the security arm of the government. If policemen operate outside the accord's normative code, you can blow the whistle."

Business sources accuse some of industry's prominent social democrats of "naiveté; of thinking that all we need to do is be nice to the unions" — but clear Lamprecht of the charge. "He's hard-nosed. While arguing for co-operation, he's quite clear that capital and labour are antagonistic power blocs," said one observer.

Indeed, Lamprecht justifies co-determination also from self-interest, holding that as "sensible people" businessmen will buy the approach. "Business has a fundamental interest in helping ensure that society is stable, that conflicts in a transitional phase are channelled into institutional mechanisms. It needs to create environments in which business confidence can flourish."

It is unclear how much support his conception of a permanent, structural equilibrium between labour and capital enjoys on the other side of the table. Some on the left of Cosatu are unhappy about macro-economic talks between unions and employers, seeing them as "reformist". The majority view is that such negotiations are a transitional phenomenon, and that socialism remains the ultimate goal.

Lamprecht is undeterred. "I'm confident the core leadership of Cosatu and the African National Congress is genuinely concerned about creating a society with checks and balances — I perceive no threat from there."

The response of the union rank and file to bilateralism would turn critically on its results, on the concrete benefits it yielded, he added.

### Sit-in at MIF offices

■ Workers disgruntled with the employer stance in motor industrial council negotiations this week staged a sit-in at the offices of the Motor Industries Federation in Pretoria. *Mon 11/10 - 17/10/91*  
Numsa representative Meshack Sihlangu said workers had been forced to act because the industry was "not prepared to move with negotiations on wage increases and working conditions". The union says employers are demanding a wage freeze for the currency of the next agreement. (S)

Mediation on October 1 and 2 had made "some progress toward a settlement, but not enough", said Numsa's Les Kettledas this week.

The industry, which employs about 234 000 workers, will go to further mediation in mid-November, said Kettledas.



LABOUR

BY FERRAL HAFAJEE  
THE threatened wage strike at Iscor has been averted, and settlement has been reached at numerous other large firms but by disputes in annual house agreement talks with the National Union of Metalworkers (Numsa)

With the annual round of house agreement talks now completed, only two firms, Ferralloys and Cisco, are known to have been hit by strike action. But levels of settlement are generally below inflation, reflecting the sorry state of the metal and engineering industries.

Numsa also revealed that most union proposals in house negotiations on job security had been "thrown out of the

<sup>11/10/91</sup>  
<sup>11/10/91</sup>  
<sup>15/1</sup>  
Iscor pay settlement averts strike action

window", as were attempts to persuade employers to join industry-wide training agreements earlier clinched in central forums in the metal, automobile manufacturing and tyre industries.

For largely historical reasons, major firms employing a total of some 20 000 workers are exempted from the metal industries' main agreement and negotiate in-house with trade unions. The annual wage round is concluded in the aftermath of, and is strongly influenced by, the national settlement

At Iscor, where Numsa staged a suc-

cessful strike ballot, further negotiations yielded an increase of 10 percent on actuals, which is to be backdated. At Iscor's Cape Town subsidiary, Cisco, workers won an increase of 10.5 percent on actuals after going on a one-week strike.

At Usco in the Vaal, workers accepted a low five percent increase because, said a Numsa spokesman, the company was floundering and negotiations to sell the company to Iscor and other interests were under way.

Settlement has finally been reached at Ferralloys plants in Machadadorp and

Cato Manor in Natal, ending a five-week strike. Numsa secured an 11 percent increase, backdated to August, and workers will also receive a 5c-an-hour increase in January.

March 21 (Sharpeville Day) was won as a paid holiday — but this concession has only been granted until next year and will be renegotiated in next year's wage round.

Hulett's Aluminium Workers in Natal and Olifantfontein have been granted March 21 as a paid day off and won an 11 percent increase

At Middelburg Steel and Alloys,

Numsa has claimed a minor breakthrough on a tool allowance for artisans. In terms of the agreement, the company will subsidise half the cost of tools and will provide workers with interest-free loans to pay the balance.

The company also upped its wage offer to R2,77 an hour, a 70c increase on its original proposal, according to the union.

At Alusaf, workers received a 10 percent on actuals, while at the Manganesse Metal Company plants in Klerksdorp and Nelspruit — where a positive ballot threatened strike action — a settlement was subsequently reached on a revised employer offer of 11,5 percent, a two percent improvement.

# Strikers will return today

Sowetan 14/10/91  
SA PRESS ASSOCIATION

ABOUT 8 000 Natal cleaners are expected to return to work today after an agreement was reached between their union and the National Contract Cleaners Association on Friday.

This ends a five week-old strike concentrated predominantly in Durban and Pietermaritzburg.

Cleaners began downing tools from September 5, demanding the NCCA's current minimum wage of R509 a month be increased to R1 000.

Offices, businesses and about 200 Indian schools were affected by what the Transport and General Workers Union described as the longest strike in the cleaning sector's history in Natal.

The agreement reached on Friday states that strikers will return to work on the same terms and conditions as prior to the strike from today, but not later than Wednesday. All employees who were dismissed or who faced dismissal would be re-instated, the agreement said.

Private arbitration would be resorted to in cases where employers believed that strikers had "behaved in a manner that may constitute a criminal offence" and where the TGWU and the NCCA failed to resolve the matter.

Union officials said yesterday that the most significant gain for workers was the NCCA's undertaking to negotiate wages at an interim negotiating forum and to set up an Industrial Council before the end of the year.

Substantive negotiations would begin soon after the parties meet on Thursday, the agreement added.



FM 18/10/91

LABOUR

**Floors and ceilings**

As 8 000 contract cleaners in Natal ended a six-week strike and returned to work earlier this week, a private cleaning company and the House of Delegates (HoD) remained in dispute over a R30m contract to clean 400 Indian schools

At the same time, paramedics working for Natal's provincial Ambulance and Emergency Medical Services (AEMS) have given Health Minister Rina Venter until the end of the month to meet a list of salary and job-related demands

A memorandum sent to Venter warns that "devastating action" will be taken by AEMS staff unless urgent attention is given to their working conditions. It further calls for a delegation from the State, including Venter, to meet a Natal Provincial Staff Association delegation to negotiate and implement the demands

If the threatened action takes the form of a strike, it will be the second major blow this year. In May, most of the senior management staff resigned and set up a private ambulance and emergency medical service.

Meanwhile, paramedics, who say their salaries have not been reviewed since 1983, are demanding an increase to bring pay in line with other local authority personnel, a minimum starting salary of R1 700 a month, night and danger allowances, and the opportunity to upgrade their qualifications

The cleaners' strike saw most Indian schools close early last term. It was marred by violence, including the fatal shooting of striking cleaner Cynthia Mhlongo. It ended last weekend after a meeting between the National Cleaners' Contract Association and Cosatu's Transport and General Workers' Union (TGWU).

The central demand by striking cleaners was a R1 000 a month minimum wage. Shortly before the strike started a 16% increase saw the minimum wage rise to R510 a month. TGWU assistant general secretary Randall Howard said agreement had been reached on re-employment of dismissed strikers, no victimisation of strikers, private arbitration on allegations of intimidation, and the setting up of a national industrial council for the industry

An interim forum comprising the union and the employers' association began negotiations this week on wage demands and the establishment of a provident fund and industrial council. Howard said it was agreed that negotiations should be concluded by the end of the year.

But as cleaners went back to work and schools returned to normal, HoD head Jayaram Reddy was trying to cancel a three-year contract with Sneller Services, one of the cleaning companies at the centre of the strike

The HoD claims the company has not met the conditions of its contract to keep schools clean. The HoD is trying to end the contract

continue

FM 18/10/91

and employ, directly, about 1 000 school cleaners employed by Sneller Services

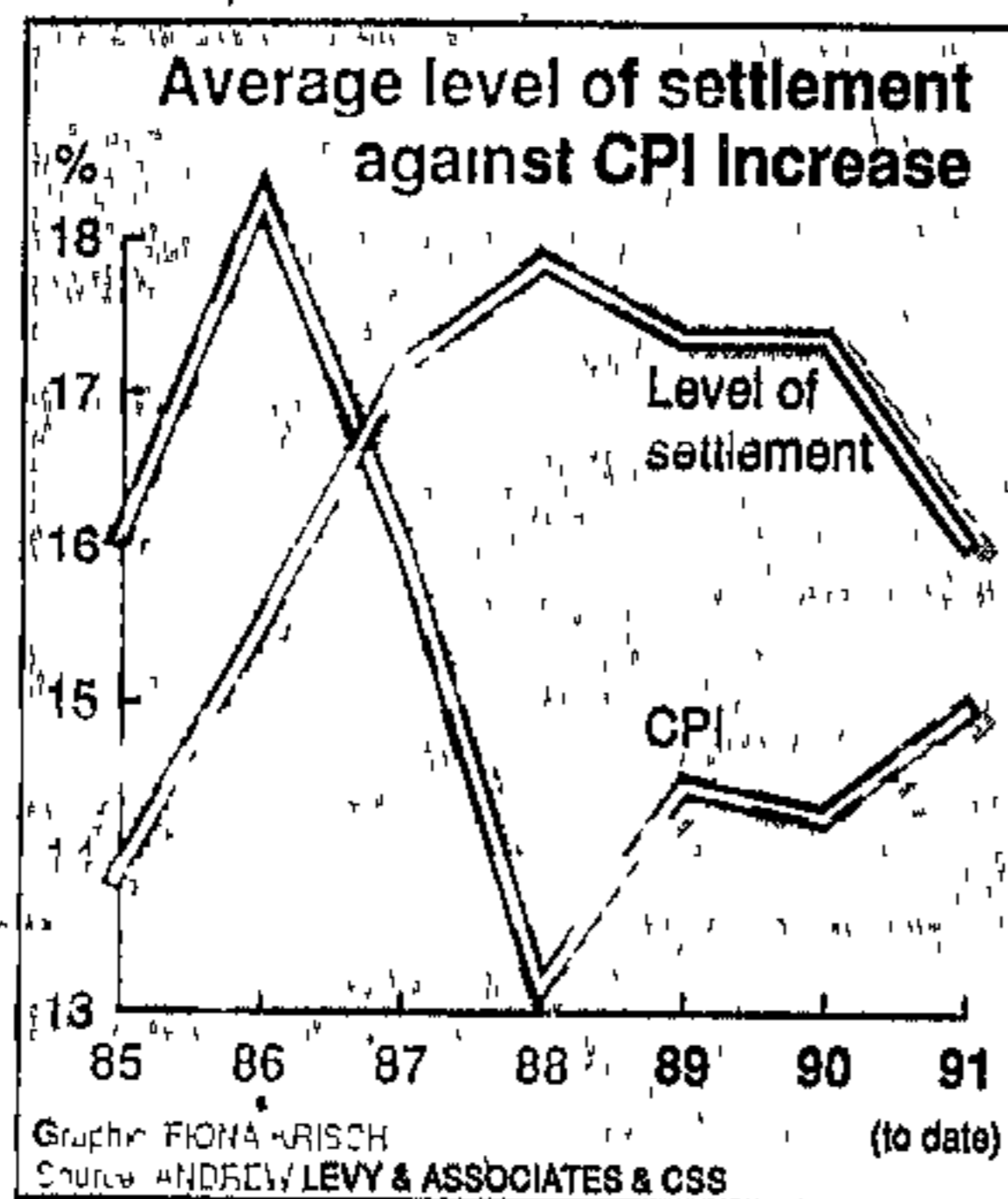
However, Sneller chairman Lionel van Tonder maintains the strike and subsequent closure of schools was beyond the company's control and that as far as possible, schools were kept clean by hiring casual staff

He also claims the HoD cannot cancel the contract, which is worth about R10m a year for the next three years, saying this can only be done by the State Tender Board. As the FM went to press, both parties were taking legal advice

# Bulletin sees marked drop in level of wage settlements

*B7 Day 18/10/91*  
THERE is a marked downturn in the level of wage settlements during the second half of this year, according to the latest edition of Andrew Levy and Associates' Bargainer's Bulletin.

The bulletin says the average level of settlement in the period June-October 1991 was 15.3%, well below the inflation rate



**DARIUS SANAI**

and a significant drop from the 16.9% recorded in the same period last year.

The figures show a downward trend in settlement levels and indicate that the economic pinch is being passed on to workers

But there is still great variety in the levels of settlement, with some reaching 20% and others below 10%

There is also a growing tendency among workers — notably in the metal industry — to settle for wage freezes in a bid to keep as many jobs as possible.

And although the average union wage claim is "still outside the realm of reality" at 47.8%, the level is stable and unlikely to exceed 50%.

Management going-in levels are on average 4% below their settlement levels, making for drawn-out negotiations, with an average 70-day waiting period between the first fax containing the union's demands and the signing of an agreement.

Industrial action took place in 52.6% of settlements monitored by the bulletin, but the unions "scored very little" in most.

Strikes accounted for 37.4% of industrial action, overtime bans for 31.7%, go slows 21.9% and work stoppages 9%.

# Contract cleaners to have national industrial council

By Ferial Haffajee

EMPLOYERS and unionists have pledged themselves to the creation of a national Contract Cleaning Industrial Council by the end of the year, as a consequence of the four-week strike by cleaners in Natal schools.

The strike, which involved up to 8 000 cleaners at 100 Indian schools, The University of Durban-Westville and the University of Natal, ended on Monday.

Jane Barrett, Transport and General Workers' Union (TGWU) co-ordinator for the security and cleaning sectors, said negotiations between the union and the National Contract Cleaners Association (NCCA) started on Thursday.

The union would resubmit its industrial council proposals next week and registration of the council was expected to follow soon afterwards.

The strike disrupted third-quarter exams in Durban last month. Mountains of rubbish, blocked toilets and filthy classrooms prevented pupils from attending school.

It was sparked when employers pulled out of negotiations with the union after the submission of wage de-

mands, blaming the fact that an agreement to launch an industrial council had not been implemented.

Barrett claimed employers had reneged on an agreement with the union, in terms of which substantive demands on wages and working conditions would be negotiated prior to the council's establishment.

But she acknowledged that the union bore some responsibility for the delay in registering the council. "There was a problem with verification of membership," she said.

In Natal, the union won an undertaking from the NCCA that an interim negotiating forum would be set up to negotiate wages before the council was registered. The council will ratify any agreement clinched in this.

The settlement also makes provision for the reinstatement of all dismissed workers.

Employer charges that some strikers committed criminal offences will go to mediation if it cannot be settled in talks with the TGWU.

Barrett said the drive for an industrial council to regulate the industry arose in part from the tough working conditions of cleaners.



LABOUR

By DREW FORREST  
SOUTH AFRICA'S deteriorating bargaining environment is brought into sharp focus by the latest *Bargainers' Bulletin* of industrial relations consultancy Andrew Levy and Associates.

Although the bulletin stresses the wide variation in negotiated wage levels, it gives the average level of settlement this year as 16,1 percent — sharply down on the 17,4 percent recorded last February.

The decline has been even more marked in recent months. From June to October the average settlement was a well-below-inflation 15,3 percent, as against 16,9 percent for the same period last year, signalling that "the economic pinch is being passed on to workers".

Pay settlements reflect economic decline

Wages triggered more than 60 percent of industrial action in the first nine months of the year, but few strikes were successful, the bulletin says. It cites lengthy strikes by cleaners at the University of Cape Town and at Pep-Ackermans, where workers went back to work after the union accepted management's offer.

No less than 52 percent of settlements were marked by some form of industrial action. Strikes erupted in 37 percent of cases, but unions favoured other softening-up tactics, including overtime bans (31,7 percent), go-slows (21,9 percent) and work stoppages

(nine percent).

Negotiations took an average of two months to settle and there was an average of 70 days between the opening union statement of demands and the signing of the wage agreement — "a long period during which management is susceptible to worker pressure".

Pay talks, the bulletin points out, are taking place against the background of continuing double-digit inflation — averaging 15 percent between January and August — and declining private consumption, which fell in the second quarter of the 1991 fiscal year for the first time since 1986.

August's consumer price index is a full two percentage points higher than last year, and food and transport costs, weighing most heavily on lower-income groups, are the main contributors to the high inflation rate.

"Conventional wisdom tells us the rate is likely to rise dramatically over the next few months because VAT rebates have not been felt," the bulletin says. Other worrying trends isolated include:

● Surging redundancies in the metal industries, largely because of the winding down of Mossgas. In July 6 916 metalworkers were retrenched. The

monthly toll early in the year was 2 000. The industry shed 20 295 jobs in the first seven months of the year, as against 26 647 for the whole of last year.

● About 60 000 new applications for unemployment benefits this year, as compared with about 40 000 in 1990.

● Continuing high levels of state spending — running 16 percent over budget — a swollen civil service and state pay settlements which in the last two years had risen more rapidly than those in the private sector.

"It would seem that the Reserve Bank governor is not in a strong position to point a finger at private sector employment practices," the bulletin archly comments.



# Help for workers at hand

ISI

Southern

25/10/91

FORMER workers at Lipman Brothers (Pty) Ltd, who were retrenched when the company closed down 14 years ago, have been asked to contact their union immediately

Mr Shadrack Mkhwanazi, an official of the South African Allied Workers Union, urged their members to contact him "so that matters could finally be settled" with their former employer

Mkhwanazi said he can be contacted at the union offices at 46 Kerk Street, Johannesburg, or telephone (011) 838 7994/5.

151

B/pay 25/10/91

**Wage talks deadlock**  
TALKS between 700 members of the Food and Allied Workers' Union (Fawu) and Delmas Milling deadlocked this week when management refused to accept the union's offer to lower its demand of a R70 weekly increase to R42, union spokesman David Makhema said yesterday. Management's offer of a R35 increase remained unacceptable to the union.

**C**RITICAL to the relationship between capital, labour and the state in a post-apartheid SA is the issue of collective bargaining institutions and the extent to which the parties remain independent of each other.

Many employers, faced with the growth of industrial unions during the past decade, have argued that centralised bargaining is undesirable because, among other reasons, national strikes are promoted, sympathy strikes spread, economic growth is frustrated through the setting of high wage entry levels, management autonomy at plant level is undermined, and competitive advantage is lost.

These issues can be dealt with by agreement between capital and labour. And there are a number of macro issues which are more important and fundamental to the debate on centralised bargaining.

The debate is not only about "dealing effectively with industrial unrest" or facilitating "plant management autonomy" — unless these issues are seen only in the context of corporate vested interests and a perception that capital and labour are foes locked in an interminable battle for the control of the workplace, the control of the organisation, and ultimately the control of the economy.

**S**A Clothing and Textile Workers' Union general secretary John Cope-lyn recently argued that "the central challenge for unions is to maintain their independence. Unions will not vanish in a post-apartheid society. They will either function as the labour wing of a governing party and affect the workplace primarily through influencing that government on legislation affecting labour, or they will function as free and independent organisations primarily influencing the workplace through collective bargaining and other independent activities. If unions choose the former option it will be the death knell for democracy."

He concludes that the union movement will have to identify areas of activity that will provide it with an independent institutional base con-

# Central bargaining can lighten the state's heavy hand

BIDeay  
28/10/91

STUART PENNINGTON

(151)

structurally to influence society.

However, there is no unanimity on this issue. SA Labour Bulletin editor Karl Von Holdt argues that "a reconstruction accord between the trade unions and the ANC would facilitate agreements on an economic strategy for national development and that this would give concrete content to the alliance between Cosatu and the ANC in a post-apartheid SA."

This is the nub of the debate. The choice facing business is between political unilateralism (where unions will act in alliance with a possible future ANC government) and political pluralism. In the tripartite relationship between capital, labour and the state, the question is, where should the primary relationship lie? Those who favour a market economy surely require that the primary relationship be between capital and labour, and these two groups together then enter into a secondary relationship with the state, through which the state has a small regulating presence.

This will not be achieved if the trade union movement is weak, and the continued imposition of decentralised bargaining structures will do just that. Self-governance between capital and labour can occur only if these parties have equal power at all levels of collective bar-

gaining institutions

If a future SA wishes to have a strong sense of industrial democracy, then both capital and labour need to advocate the need to avoid an overcentralised commandist approach to economic policy by the state, the importance of developing a strong civil society (independent of state and political party) with real economic power, and the creation of a compact state without a massive bureaucracy.

**T**here is a myth among some employers that management autonomy will be fundamentally undermined should the organisation move from rigid plant bargaining to centralised bargaining, or even somewhere between the two. There are many international examples (Germany, Japan, Italy, Sweden, Belgium) of countries with highly centralised systems of collective bargaining and dynamic, competitive entrepreneurial economies. These examples show that, at the very least, there is nothing inherent in centralised bargaining which makes for a cumbersome economy with disempowered management.

A second myth holds that employers are either in one camp or the

that the central collective bargaining forum will have no jurisdiction to interfere with matters covered by the plant agreement.

Finally, agreement is required that the majority of employees in the bargaining unit of each individual company must vote in favour of industrial action concerning central issues before the strike will be lawful in that company, and that there will be no sympathy strike action by employees in any individual company in support of a dispute concerning a company/plant issue at one or more of the other companies.

The union movement is going to need to take decisions about its political role in a future democratic society. Will it link itself to different political parties or movements, or will it strive for one federation for all workers, and one union in each sector? How independent does it want to be?

Also, employers will need to decide, through their federations and consultative bodies, which direction they need to forge in terms of appropriate bargaining structures in a future SA. Will they place vested interests before the wider requirements of a sound industrial democracy — or vice-versa?

**C**entralised collective bargaining institutions and forums are a prerequisite to enable the trade union movement to be a strong and independent player in the democratic transformation of SA society, capable of exercising a strong check on the institutions of the future state, and the exercise of state power.

Should the new state talk of nationalisation, selective repayment of loans, compulsory redistribution and control over freedom of association, it will do so with difficulty if challenged by a strong, independent alliance between capital and labour. Such an alliance is only made possible by centralised bargaining institutions. Employers will need to consider this as they engage with unions in this critical debate.

Pennington is a director of SPA Consultants. This is an edited version of an article to be published shortly in the Innes Labour Brief.



# Industrial council for Transnet

By DREW FORREST

TRANSNET and 13 unions — including the militant South African Railway and Harbour Workers' Union (Sarthwu) — are poised to establish a giant industrial council which would set minimum wages and conditions for 150 000 Transnet employees. (51)

Sources indicate that the agreement setting up the council could be signed today — ironically in the same week that the rail sector seemed to be lurching towards a national strike.

If agreement is reached, the council would begin operating from October 6, the day the Sats Conditions of Service Act lapses and Transnet falls under the Labour Relations Act for the first time.

It follows seven months of negotiations on a new bargaining dispensation between management, unions on the Transnet Labour Council, Sarhwu and its "moderate" rival, the Black Trade Union (Blatu).

Details of the structure of the proposed council could not be ascertained this week, but it would have to accommodate an enormously wide range of jobs and skill levels, from South African Airways pilots and engineers to unskilled railway gangers.

South Africa's third-largest industrial council, it would replace the labour council and is expected to draw in both Blatu and Sarhwu, who are not council members and negotiate with management in separate forums.

Sources said the key obstacle in negotiations on the council was the enormous diversity of unions in Transnet, from the Congress of South African Trade Unions-affiliated Sarhwu to the all-white Spoorbond



LABOUR

By DREW FORREST

CRUCIAL macro-economic negotiations involving the labour movement, government and employers have hit unexpected delays — sparking Congress of South African Trade Unions charges that the other parties are "scared" of talks.

"The state and (the employer body) Saccola hoped for an ineffectual talking-shop," said a Cosatu representative "They now see we are in earnest."

Negotiations on economic future hit snags

She warned that Cosatu considered the process as "central to its programme. If necessary we will take mass action to get the other parties to the table".

Cosatu wanted the first round of substantive talks, which will focus on job security and creation, to take place before the end of this week. Government

has refused to commit itself to a date, while Saccola chairman Anton Roodt told *The Weekly Mail* he doubted employers would be ready for negotiations this month.

Manpower director general Joel Foure stressed that Cosatu had widened the terms of the *Laboria Minute*. "The Manpower Department agreed to dis-

cuss the impact of labour relations on the economy, but Cosatu wants general talks on the economy.

"As a result, we will have to draw in other government departments, such as finance and economic co-ordination — and this takes time."

Roodt said Saccola accepted talks were "absolutely essential", but was

concerned that the current forum was not appropriate. "Many other key players need to be involved," he said. Employers also questioned whether sectoral, rather than economy-wide, discussions might not be more productive.

Roodt said a Saccola task group was working on the "process and substance" of the negotiations. Its findings would be forwarded to Cosatu shortly.

# Rail workers vow to strike unless wage demand met

CT 11/9/91 Staff Reporter (ISI) (R)

NEARLY 3 000 SA Railway and Harbours Workers Union (Sarhwu) members yesterday vowed to go on strike unless their demands for a wage increase and parity were immediately met.

This was said during a lunch-time march to the Spoornet regional offices in the city.

At the same time 17 members of the regional executive committee of Sarhwu staged a sit-in protest in Spoornet office's at Broadway House on the Foreshore

## Response

The marchers, SA Airways workers, ticket collectors and other general workers, demanded an immediate 20% increase for all graded workers and a minimum wage of R1 100 for non-graded workers.

Sarhwu regional chairman Mr Otto Balfour handed a memorandum to Spoornet senior labour relations officer Mr J Benade.

Mr Benade said a response to the demands would be ready "not later than Friday".

Sarhwu organisers in Durban said a one-day demonstration involving between 50 000 and 70 000 workers was taking place "from Cape Town to Beit Bridge". But Spoornet said Sarhwu's figures were "inflated" and put the number at 18 000.



**PARITY** . Nearly 3 000 Sarhwu members marched to the Spoornet offices in Cape Town yesterday to demand an increase in their wages and the scrapping of wage parity based on race. The march was attended by SA Airways workers, ticket collectors and other general workers.

Picture BENNY GOOL

# Katlehong residents angry over wrong bills

RESIDENTS of the East Rand township of Katlehong are angry after receiving exorbitant electricity bills because of faulty meters.

And they claim that town councillors personally severed power cables to homes when township youths illegally switched electricity back on in the wake of punitive power cuts

People in the township's upmarket satellite suburb of Spruitview held a march in the area last Friday to present a memorandum to the Transvaal Provincial Administration (TPA) and President F W de Klerk complaining of the local council's incorrect billing

They said June and July's electricity accounts ranged between R400 and R1 000 for each month and amounts that had already been paid were not credited.

Katlehong Mayor MacDonald Mhlana admitted on Friday that the meters were faulty, and said the council had now decided that the 500 000 residents should pay an interim monthly rate of R86,91 a month while the council's technical department tried to fix the meters

The Spruitview Ratepayers Association said in the memorandum that it had

THEO RAWANA

offered the services of two chartered accountants to assist the council's treasurer, but the council had failed to take advantage of this

"As a result of the glaring inefficiency and unmitigated incompetence of the Katlehong Town Council, the residents of Spruitview have no option but to cast a vote of no-confidence against it"

It said the residents had resolved to ignore the council's accounts and pay a flat monthly rate of R100

But Katlehong Civic Association (KCA) president Paul Sehloho said the residents he represented had resolved to continue with a total rent and services boycott, pending the resumption of talks with the TPA and the Germiston City Council.

He said negotiations on services had broken down earlier this year when money paid to the council for electricity had failed to reach the supplier, Eskom

Sehloho said his executive was working on a date to resume talks with the TPA

He also alleged that councillors had cut cables to households which had not been paying the bills

## Union declares disputes at Mama's Pies

THE Food and Allied Workers' Union (Fawu) has declared a dispute at three Mama's Pies factories in Cape Town, Johannesburg and Durban.

Spokesman Ernest Theron said yesterday the union had, in the course of negotiations, dropped its wage demand from a 35% across-the-board increase to 15,9% in an effort to

VERA VON LIERES

reach an early settlement. Negotiations, which started in June, affect about 800 workers

He said Mama's Pies had offered 8% during the second round of talks, but then told Fawu it planned to withdraw and remove the 8% offer

After the union lobbied all Premier Food Indus-

tries divisions, the company agreed to continue wage talks and reinstated the offer, Theron said

However, the parties failed to reach agreement

A spokesman for Premier Food Industries said yesterday it was premature to comment on the dispute as a meeting between the parties had been scheduled in Cape Town for today



# SA recognises collective bargaining — Eli Louw

ARG 9/9/91

SHARON SOROUR, Labour Reporter (151)

COLLECTIVE bargaining and freedom of association were basic workers' rights, central to labour dispensation throughout the world, and would have to be taken into account in all sectors of South Africa's economy, said Minister of Manpower Mr Eli Louw

He told a labour relations seminar in Potchefstroom the government recognised these were two

Mr Eli Louw

basic rights of all inhabitants of the country

Labour legislation had to be built on consultation and consensus-seeking and the "best possible compromise must be sought"

The most obvious mechanism through which consensus could be reached was the parliamentary system, but as all South Africans were not directly represented in Parliament "at present" it was necessary to create other mechanisms

South Africa's labour legislation had developed within a policy framework which took the country's national aspirations into account

"This is to ensure and promote, on the basis of common values, the prosperity, well-being, development, freedom and safety of all its inhabitants," said Mr Louw.

The policy of manpower was focused on "optimally developing, harnessing and protecting all the people of South Africa, regardless of race, sex or creed".

Labour legislation also had to consider the economic aims and policies of South Africa which comprised economic growth, optimal exploitation of the country's economic potential, providing sufficient work opportunities, raising the quality of life of all South Africans and promoting private initiative and effective competition.

Referring to the Wiehahn Report into labour legislation, Mr Louw said the development of manpower implied "the continuous increasing, to the highest possible level, of the working capacity of the total labour corps, taking into consideration individual aptitude and interest, and the present and future needs of the South African economy".

These objectives had to be targeted within the broad framework of a free-market system, but this alone was not enough

"The free-market system must be tempered by the State as well as by agreements between employer and employee to apply the fruits of the system also to communal support and the furthering of communities where handicaps are experienced," said Mr Louw

Mr Louw said that while labour legislation existed in 2 000 BC, the modern version had its origin in England in 1349 after the bubonic plague of 1348 when many workers and landowners died, resulting in a shortage of workers and land which could not be cultivated



# Help for managers

S/Times (Bun) 8/9/91 (151)

THE Labour Relations Act in 1979 and the rapid development of the industrial relations profession resulted in the emergence of a powerful player -- the IR manager

The problem, however, is that in some organisations the role of fire-fighter and problem solver has been relegated to the personnel department, line management remaining none the wiser about IR matters

IPM IR services manager Marcus Cohen says things are changing "We are seeing the empowerment of line managers by IR practitioners They're saying 'We'll give you the knowledge and skills, help you to develop the right attitudes and let you get on with it.' As a result line managers are becoming more confident in dealing with such issues as discipline, conflict, grievances, collective bargaining and negotiation."

# Textile talks on central bargaining

By DICK USHER

KEY steps towards a central bargaining forum in the textile industry were taken at ground-breaking talks last week between employers and the Congress of South African Trade Unions' South African Clothing and Textile Workers' Union.

Sactwu assistant general secretary Ebrahim Patel said the response of the 47 individual employers and group representatives had been "considerably less hostile than we expected."

"We were pleasantly surprised when some employers started putting together ideas about how they should respond to our initiative," said Patel.

Sactwu is seeking to restructure and revive the existing industrial council to make it a fully functioning body which can formulate national solutions to the industry's problems.

Employers were invited to talks in line with a resolution at the union's recent national congress.

"The industry is in trouble," Patel commented. "Retrenchments, plant closures and short-time are common and in our view unless we develop new and coherent programmes we are unlikely to have a substantial textile industry in a short time."

Patel said employers did not give a firm response but said they would call a meeting of the National Textile Manufacturers' Association to discuss Sactwu's proposals and undertook to respond by the end of September.

FM 6/9/91

(151)

ernment has framed the Act

"The problem is that it doesn't really understand what mediation is all about," avers Webber Wentzel's Tim Trollip. The criticism is shared by the Bar Council, the Association of Law Societies and Independent Mediation Services of SA (Imssa), who have formally communicated their objections to the department.

The positive aspect of the Act, say lawyers, is that government has at last come round to recognising the importance of mediation and ADR, which in the US, Britain, Australia and elsewhere, now play a key role in litigation and have saved millions in costs.

But they say the danger is that, ironically, the Act has the potential to reduce the scope of mediation, which ideally should enjoy higher status than being merely an adjunct of the magistrates' courts.

"True mediation is voluntary and avoids procedural action," explains Trollip, who prefers the term "appropriate dispute resolution," rather than alternative, since it all occurs within a legal framework.

The point about voluntarism is that the parties involved open up and reveal more than they would to somebody who had the power to make a binding decision. A mediator should act as no more than a facilitator, he earns the trust of the parties more easily than if he is an officer of the court.

This Act "bastardises" the concept of mediation, says Trollip, a trustee of the ADR Association of SA. The hope is that since mediation is becoming established anyway, this danger will be avoided.

The Act does not state that mediation is a confidential process, nor that the mediator has no decision-making powers. On the contrary, it gives the mediator all sorts of binding powers more appropriate to an arbitrator. "We do not understand this as mediation," says Trollip.

Mediation differs from arbitration in that the latter is like a private court, where the parties agree to abide by the arbitrator's decision — perhaps after trying mediation.

Further, the Act does not establish protection for the mediator from being subpoenaed should the matter go to court — in a voluntary forum he is privy to off-the-record statements and other confidential information.

The Act also limits mediation to the legal profession and presupposes the existence of many mediators in society, though lawyers do not necessarily make good mediators. Much depends on character and personality in this business. A government appointee in this role could bring the concept into disrepute, just as government's conciliation board over the contentious Labour Relations Act was viewed with suspicion by the unions.

## MEDIATION

### Missing the point (151)

Word is going round in legal circles that Justice Minister Kobie Coetsee would like to be remembered for the recent law on alternative dispute resolution (ADR). However, experts in the field feel strongly that — with the best of intentions — Coetsee has got it wrong. FM 6/9/91

ADR was formally brought into the litigation process for the first time with the July gazetting of The Short Process Courts and Mediation in Certain Civil Cases Act. But lawyers believe the Act botches a good idea.

This important new law "provides for an alternative forum for the adjudication of certain civil cases, mediation in certain civil cases" and related matters. It brings SA into line with international legal moves to find alternative, creative and cheaper methods of resolving disputes.

But the SA legal profession has strong misgivings — not about mediation (nor the fact that ADR will cut their total income if it takes off), but about the way in which gov-

## CURRENT AFFAIRS

FM 6/9/91

The Act's requirement that mediators acting under its provisions take an oath to administer justice according to the "law and customs" of SA is also problematic in the present climate. By empowering the mediator to issue orders and make rulings, the Act is totally contrary to the idea of mediation.

In terms of the Act, a magistrate initiates mediation and once he does so the mediator is allowed to make rulings. Again, this misses the point that this kind of interaction works best in a nonbinding climate where the parties can walk away. (151)

"I welcome the recognition of mediator as a process that holds enormous potential for resolving disputes in a society, especially one in transition, but this Act misses the boat," says Trollip.

He suspects it is too tied up in red tape to get off the ground. Government, he advises, should rewrite the Act to give mediators indemnity from being subpoenaed as witnesses, and statutorily recognise mediation as a voluntary and confidential process. ■

# Pact puts an end to Caltex depot strikes

21/9/91  
WILSON ZWANE

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies — BP and Total — would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

## ISI Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.



# Transnet and Sarhwu settle

By THEMBA KHUMALO

TRANSNET and the South African Railway and Harbour Workers Union (Sarhwu) have signed an agreement which ends a two-month strike by railway workers in the northern Transvaal and other parts of the country

The parties have agreed that the strikers should report to work tomorrow and that their demands be addressed either through arbitration or discussions.

Sarhwu general secretary Martin Sebakwane has undertaken to ensure that all striking union members abide by the agreement while wage and working conditions are being attended to

Spoornet has also agreed to give white worker Karel Niewoudt a second hearing. Niewoudt, Sarhwu's only white member, was summarily dismissed after he was allegedly found smoking dagga during working hours at a Potgietersrus depot.

The company has also agreed to consider individual applications for the re-employment of the 54 strikers who were fired in Lydenburg in the eastern Transvaal after they joined the strike last month.

Other issues addressed in the agreement were the dismissal of Transnet's industrial staff.

"Both parties agree that the question of the resignation of certain industrial staff has been satisfactorily resolved and, in order to facilitate sound labour relations, the relationship between Sarhwu and management be governed by the guidelines agreed to."

The parties also agreed that the strikers would not be paid while they were on strike.

On the question of the Equal Opportunity Programme, management agreed to consult, provide information and extend invitations to Sarhwu to attend workshops initiated by Transnet.

**Workers to  
get jobs back  
at Langeberg**

Star 30/8/91 (ISI)  
By Jovial Rantao

Production at the Langeberg Factory — scene of fierce inter-union clashes which left seven employees dead — is expected to resume soon after yesterday's undertaking by the company to reinstate all dismissed workers

A battle for jobs led to fights between members of the Food and Allied Workers' Union and the United Workers' Union of SA (Uwusa)

Uwusa's public relations officer, Duke Sennakgomo, said after two days of negotiations, management said they would reinstate dismissed workers

Captain Ida van Zweel, East Rand Police spokesman, said police had made no arrests in connection with the killings

# Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives. (151) (151) (151)

It was reported yesterday that Inkatha representatives had met a delegation from the factory.

Inkatha spokesman Mr Humphrey Ndlovu could not comment on the meeting as he was "still waiting for a report from his delegation".

The factory's head office in Cape Town could also not release a statement.

*Sowetan 29/1/91*

The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as jam factory) in Boksburg.

Fares hike

postponed

South 29/8 - 4/9/91

BUS fare increases have been postponed following a meeting between the Congress of SA Trade Unions (Cosatu) and City Tramways officials last week.

The 15 percent fare increase, approved early in June, was due to come into effect on September 1.

Cosatu's acting regional secretary Mr Allan Roberts said his organisation was opposed to an increase in fares as "our members and the community at large are enduring severe economic stress".



# Union negotiates new conditions, salaries

*So wefan 28/1/71*  
THE independent United Peoples Union of South Africa has successfully negotiated better salaries and working conditions for its members

The agreement between Upusa and Haz Products was reached after months of negotiations, according to Mr Siphon Magubane, an official of the union

Aspects covered by the agreement include job grading scheme, minimum wage, additional leave, housing and maternity

The union and HAZ have also agreed that the minimum working hours be reduced from 45 hours to 44 hours a week.

*151*  
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By IKE MOTSAPI

Workers have been graded in seven categories, according to their qualifications and skills

Grade I are labourers and they include cleaners, gardeners and general assistance. Their new hourly rate is R4,91 accumulating to R216,04 a week, representing an increase of 63 cents an hour

The new rate for Grade H (machinists, clerical assistants and drivers' assistants) will now be R4,98 an hour, accumulating to R219,12 a week

This is an increase of 63 cents an hour

## Pilots agree to bid to end deadlock

LINDEN BIRNS (151)

SAA pilots have agreed to mediation in a bid to resolve their deadlocked negotiations with management over a number of issues, an SAA Pilots Association (Saapa) spokesman said yesterday.

Members of Saapa — which represents more than 99% of SAA pilots — decided to continue negotiations, rather than taking industrial action, at an emergency strategy meeting yesterday morning.

In a statement released after the meeting, Saapa members expressed their concern at "many aspects relating to the management of the airline", citing its poor public image, current lack of profitability and uncertainties relating to SAA's future in a deregulated industry as examples.

Saapa members felt the problems being experienced in negotiations with management were symptomatic of a broader "illness", said the spokesman. *Blown 27/11/77*

Both parties have declined to specify the issues under negotiation and whether they include conditions of service.

"The fact that ground engineers, flight engineers and other employee groups are facing similar deadlocks causes great anxiety," the statement added.

On Friday SAA ground engineers downed tools for 90 minutes.

SAA spokesman Zelda Roux said it was not the airline's policy to comment on its negotiations, but said the airline would agree to a compromise solution before the continuation of regular flights was threatened.

By ADRIAN HERSCH

# SA Brews

## workers declare dispute

THE Food and Allied Workers' Union (Fawu) has declared a dispute in its annual wage negotiations with SA Breweries over the kind of issue that should be referred to compulsory arbitration

SA Brews spokesman Adrian Botha says the company has no problem in referring "rights issues", such as dismissals, to compulsory arbitration

### Patterns

But he considers it impractical for operational matters that are decided on by business experts

Mr Botha says "For example, when shift patterns are changed it is done by people with intimate knowledge of the business. We believe it is unsuitable for a third party, who is not in the business, to make a de-

cision on such an issue"

In 1987 a change from ordinary shift work to continuous shifts at the Rosslyn plant resulted in a strike which spread to other plants countrywide

SA Brews and Fawu have agreed in principle on an average wage increase of 16,5% off a high base. It takes the wage for the lowest-paid worker to R7,40 an hour

Mr Botha says this will not be confirmed until the compulsory arbitration issue has been resolved

LABOUR

# Sparks fly in petrol dispute

u/m/ed 23/8 - 29/8/91

**F**UELLED by interdicts, sleep-ins, pickets and the introduction of replacement labour, the strike which has disrupted the petroleum industry for the past two weeks went into negotiations yesterday

**Wages, job security and centralised bargaining are at the heart of the petrol industry strike**  
**BY FERRAL HAFFAJEE**

Nationally 1 000 BP, Caltex and Total workers are out on strike. Central demands are a 21 to 25 percent across-the-board increase, job security and centralised bargaining in the sector.

Caltex and BP are offering 13.2 percent increases across-the-board, which amounts to R200 at the bottom of the scale. In addition, BP is also offering a 16.6 percent rise to its lowest-paid workers which will take their wages to R1 445 a month.

On Monday, workers were locked out of depots in Johannesburg and Durban. And on Tuesday, an interdict was slapped on workers at BP's Cape Town terminal.

BP's management alleged interference with the company's operations. Workers were preventing the loading of vehicles and no bulk delivery vehicles were able to leave BP's premises, said the company.

BP believes this type of action could "disrupt essential services and flights and cause considerable public harm".

These claims contradict statements this week by the National Energy Council, which said the strike was not disrupting the supply of petrol.

BP workers in Johannesburg and East London have also been threatened

with interdicts after bringing depots to a standstill.

A union representative warned that strike-breaking drivers posed a hazard to the public because drivers in the sector underwent special training. He pointed out that transporting petrol was dangerous. Investigations are being made into allegations that replacement drivers were mixing diesel and petrol in the depots.

The Congress of South African Trade Unions' call for centralised bargaining seeks to set industry-wide minimums and fair standards. It also allows unions and employers to make use of their most skilled negotiators and sets wages for the industry, thus preventing wage cuts, say unionists.

But Caltex said in a statement this week that it "is not prepared to sacrifice its independence and flexibility to negotiate what is in the best interests of its employees and the company".

Both BP and Total have signalled their willingness to discuss centralised bargaining.

Chemical Workers' Industrial Union (CWIU) representative Martin Jansen says the union's campaign for job security dovetails with Cosatu's campaign. In addition to a moratorium on retrenchments, the union is seeking



**Still pumping ... An attendant fills a motorist's drum at one of strike-hit BP's service stations. The petrol price goes up on Saturday**

Photograph: GUY ADAMS

guarantees against contracting. Jansen says the petroleum sector is prone to contracting — which results in a decline in working conditions and wage cuts. Contracting starts with catering and cleaning workers and eventually affects drivers.

The CWIU campaign also targets deregulation of the industry. The union believes that with the lifting of trade em-

bargoes on South Africa, petroleum will become more easily accessible and cheaper. Price barriers are also likely to be dropped and have negative effects on working conditions.

Unions point out that already the 80km radius for fuel deliveries has been dropped and rationalisation measures have meant drivers often work dangerously long shifts.

They also question the expensive upgrading and marketing programmes which petrol companies have undertaken.

Caltex has spent R300-million on upgrading its refinery, and Mobil and Shell have spent R450-million on their SA Petroleum Refinery.

Workers' marches on the three petroleum houses' headquarters in Johannesburg yesterday were voluble about the companies' marketing campaigns. Piacards protesting against Caltex's sports sponsorship said "Blacks boycott NSL-Caltex Colts games" and

"Caltex sponsors Abdul Bhamjee's bail"

BP's latest marketing campaign got short shrift when workers said "BP is going green while its workers are going starving"



# Workers locked out of Alberton factory

151  
23/8/91

ABOUT 200 employees of Crown Cork Company on the East Rand were reportedly locked out of the factory yesterday.

The lockout followed a deadlock in wage negotiations between management and the National Union of Metalworkers of South Africa, a union member said.

Mr Israel Mabote of Numsa said the workers had been locked out about 4am. He also claimed police had been called to protect the premises.

## Police

An East Rand police spokesman denied this when approached for comment.

The company, at Alrode near Alberton, said it had no comment "at this stage as we are waiting for feedback from our employees and we do not recommend anything be published as the information is obviously one-sided".

"There has definitely been no police involvement," the company added - Sapa

# Court curbs Numsa actions

AN ELANDSFONTEIN company has won an interdict against the National Union of Metalworkers of South Africa preventing its members from promoting strikes or work stoppages.

More than 400 Numsa members employed by Brollo Africa, a steel piping manufacturer, crowded into a courtroom of the Industrial Court in

Pretoria yesterday to hear the outcome of an action brought by their employers

The workers had been bussed into the city to listen to a dispute between Brollo Africa and Numsa over wage negotiations

A representative of Brollo Africa said the company was successful in obtaining an interdict

*Sowetan* 21/8/91  
He said the company had sought the interdict after Numsa members had engaged in 15 work stoppages since early July

"The company had no alternative but to approach the Industrial Court for relief after all other avenues had been exhausted," the spokesman said.

A representative of the

Kempton Park branch of Numsa, Mr Mongezi Maphuthi, said the workers were demanding a minimum wage of R6 an hour and an increase of R2 an hour

The company this year asked Numsa to submit its wage demands to management for the first time, Maphuthi said. - *Sowetan Correspondent*

# Nupen throws down gauntlet

(151)  
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Sowetan 20/8/91

By ISAAC MOLEDI

TRADE unions and employers have been called on to develop new, healthy and meaningful relationships that would halt shop-floor tension and conflict.

Various speakers at a seminar titled "Success stories in industrial relations" at the weekend called on the traditional apartheid relationship

characterised by tension and confrontation between workers and employers to be abandoned

Presenting a paper on "Relationship by objectives" the director of Independent Mediation Service of South Africa, Mr Charles Nupen, said a new mechanism of grad-

ual relationships between trade unions and employers should be developed and encouraged.

Though encouraged by the increasing development of new understanding between some unions and management this understanding needed to be developed further

Worker and management relationships needed

constructive development for parties to reach agreement

This could be achieved by qualified personnel who could commit both parties in debate to reach consensus

However, head of the ANC's manpower department, Mr Mzwai Piliso, told speakers that causes of industrial unrest and

tension were as a result of the appalling conditions which most workers were subjected to

He said the rapid changes in industrial relations set the stage for the present political changes

"As a result we will not see industrial stability and democracy without political rights and participation for all in South Africa"

MEDIATION has been an effective conflict resolution mechanism in the industrial relations arena and soon may prove invaluable in the wider political sphere

As SA slowly moves away from a prevailing culture of confrontation, mediation is bound to play a role in assisting parties to manage political, community and social conflicts

Mediators may be called on increasingly to help parties eliminate polarisation or racial friction

Independent Mediation Service of SA (Imssa) director Charles Nupen, who helped resolve the recent motor strike, says mediation has become an increasingly effective means of conflict resolution because there is a thirst for legitimate and credible dispute resolution processes in this country

Processes such as mediation, voluntary arbitration and conciliation allow those in dispute to elect third parties of their choice to assist in finding solutions

# Mediating social conflict

The degree of choice and control they exercise over the process means the result is likely to be accepted

The running of the ANC elections at its July congress — a process Nupen was appointed to oversee — was an extension of experience developed in conducting ballots in industrial settings, he says.

Imssa was recently asked to facilitate a Thokoza peace conference with 16 different organisations including the ANC, Inkatha and the PAC. It chaired a peace conference in the Border region involving groups ranging from the ANC/SACP/Cosatu alliance on the one hand to the National Party on the other

As (Dewy) 19/8/91

**VERA VON LIERES**

"If we are to address the problems on the ground, then solutions also have to emanate from there and not only from negotiations at national level. That has to be reflected in a whole range of engagements at regional and community level

"There are sufficient recent indicators in the political experience of our society to show that rapprochement at the upper echelons does not necessarily deliver the constituents"

The real challenge in SA is for political leaders to provide incentive and direction to enable regional and

(151)

local engagements to take place. It is encouraging that the new national peace accord may provide this direction, Nupen says

The motor industry agreement, reached after a marathon 40-hour mediation session, reflected an acceptance of mutual responsibility for the future viability of the industry

Imssa last year conducted more than 1 000 mediations and arbitrations. Statistics indicate the workload this year will be similar

Imssa has now started "relationship building initiatives". These involve facilitating meetings between employers and unions to identify and eliminate destructive elements in their relationships, and giving these relationships a sound base

The programme, tried and tested in industrial settings, is proving effective in dealing with community conflicts

Nupen says: "In a number of ways, overcoming community and political conflicts poses greater challenges than industrial conflicts

"In the former, one is confronted by multiparty conflicts. The parties and their constituencies are not necessarily clearly defined.

"In industrial disputes, mediators intervene in structured bargaining environments in which the parties already have negotiating experience"

In community and political conflicts the challenge is often to persuade the parties to come to the table and attempt a negotiated settlement

Nevertheless, says Nupen, many of the lessons learnt in addressing conflict in industrial settings can be applied appropriately to similar challenges in the political arena



# Unions, civil

# engineers in breakthrough

Southern 19/8/91

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ISI

BY IKE MOTSAPI

**SOUTH AFRICA'S** three top civil engineering companies have successfully concluded negotiations with the two major construction industry unions for the establishment of a provident fund.

The breakthrough came last week following months of talks between LTA, Murray and Roberts Construction, Grinaker and the Cosatu-Affiliated Construction and Allied Workers Union and NAC-TU's Building Construction and Allied Workers Union.

Until now the civil engineering industry has been without any kind of pension scheme for hourly-paid workers.

The new fund, named the Construction Industry Retirement Benefit Fund, involves an initial contribution of five percent of wages by both employer and employee, escalating over a three-year period to seven percent.

Membership of the fund also includes death and disability insurance and funeral benefits.

The signing ceremony (seated from left): Mr Tony Smith (LTA), Mr Bheki Ngidi (Cawu) and Mr Abiel Motsamai (Bcawu). Standing: Mr Ian A Crowther (Murray and Roberts), Mr Tshini Molondo (CAWU), Mr Dirk van Wyk (Grinaker) and Mr Edward Moganane (BCAWU).



### Tyre industry mediation

■ The three week old tyre industry strike was taken to mediation in Port Elizabeth this week. ~~16/8~~ (15/8)

Talks on demands for training had made sufficient progress, but wage demands and the call for a moratorium on retrenchments were still contested areas. Sources said that settlement was imminent. *W/M and 16/8-27/8/91*

Reports from Weekly Mail staff



PRICES ALSO INCREASED IN ALL

## 75% of jobs from small firms

*16/8/91*  
PORT ELIZABETH — The small business sector generated 75% of new jobs in SA, said Port Elizabeth Small Business Development Corporation manager George Marriner in a statement yesterday

As more than 85% of all business enterprises in SA could be considered small, with total assets of about R2m, this was not surprising, he said

"Forty percent of overall economic activity in SA can be accredited to small-scale enterprises in both the formal and informal sectors"

"Small businesses are a low-cost means of providing employment and are an efficient way to utilise resources in the economy" — Sapa

## Venter and union agree strikes are 'undesirable'

THE National Education Health and Allied Workers' Union (Nehawu) said yesterday it had held "positive talks" with Health Minister Rina Venter over a number of health issues, among them the lack of proper consultation in the sector

*16/8/91*  
Nehawu national organiser Monde Mditshwa said the parties met yesterday to discuss a number of issues, including the question of disciplinary action taken by the SA Nursing Council

VERA VON LIERES

after the May 1990 nurses' strike

"The axe is still hanging over the nurses' heads," Mditshwa said

Disciplinary action by the Nursing Council would hamper the relationship between the authorities and the union and the rendering of services

Mditshwa said the parties agreed strikes in the health sector were not desirable. Nehawu gave assurances it was in no way compromising services, but said legitimate grievances gave rise to the 1990 strike. These had not yet been resolved

The parties are expected to issue a joint statement next week

Finance

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WAGES AND ECONOMIC GROWTH FM 16/8/91

# Slicing the pie — not pie in the sky

Targeting money supply growth is generally seen as a way of containing inflation. More precisely, it is a mechanism for restraining the rise in nominal demand.

"This is as much as governments can do," says Simpson McKie's Graham Boyd. "What they can't do, is determine what proportion of growth in nominal demand is the result of real growth in output — and how much is attributable to rising prices."

Put another way, policymakers may set one side of the equation, but the relative increase in components of the other side (rising productivity + rising prices) depends on factors outside their control. What is clear, though, is that for any given growth in nominal demand, the lower the rate of inflation the greater the rise in real demand.

This is why the tentative move to link pay rises to profits and/or productivity has much potential for real growth. Recent settlements between the Chamber of Mines and National Union of Mineworkers and, to a lesser extent, National Association of Automobile Manufacturers of SA and National Union of Metal Workers of SA (Numsa), established an important principle that there is a connection between output and an increase in real income.

Once this is acknowledged, wages become flexible downwards (in real terms), which allows more scope for real productivity. The effect is fewer retrenchments, lower increases in unit labour costs and greater export competitiveness.

The mechanism for achieving the link is, of course, fraught with difficulties. This is illustrated by the different agreements.

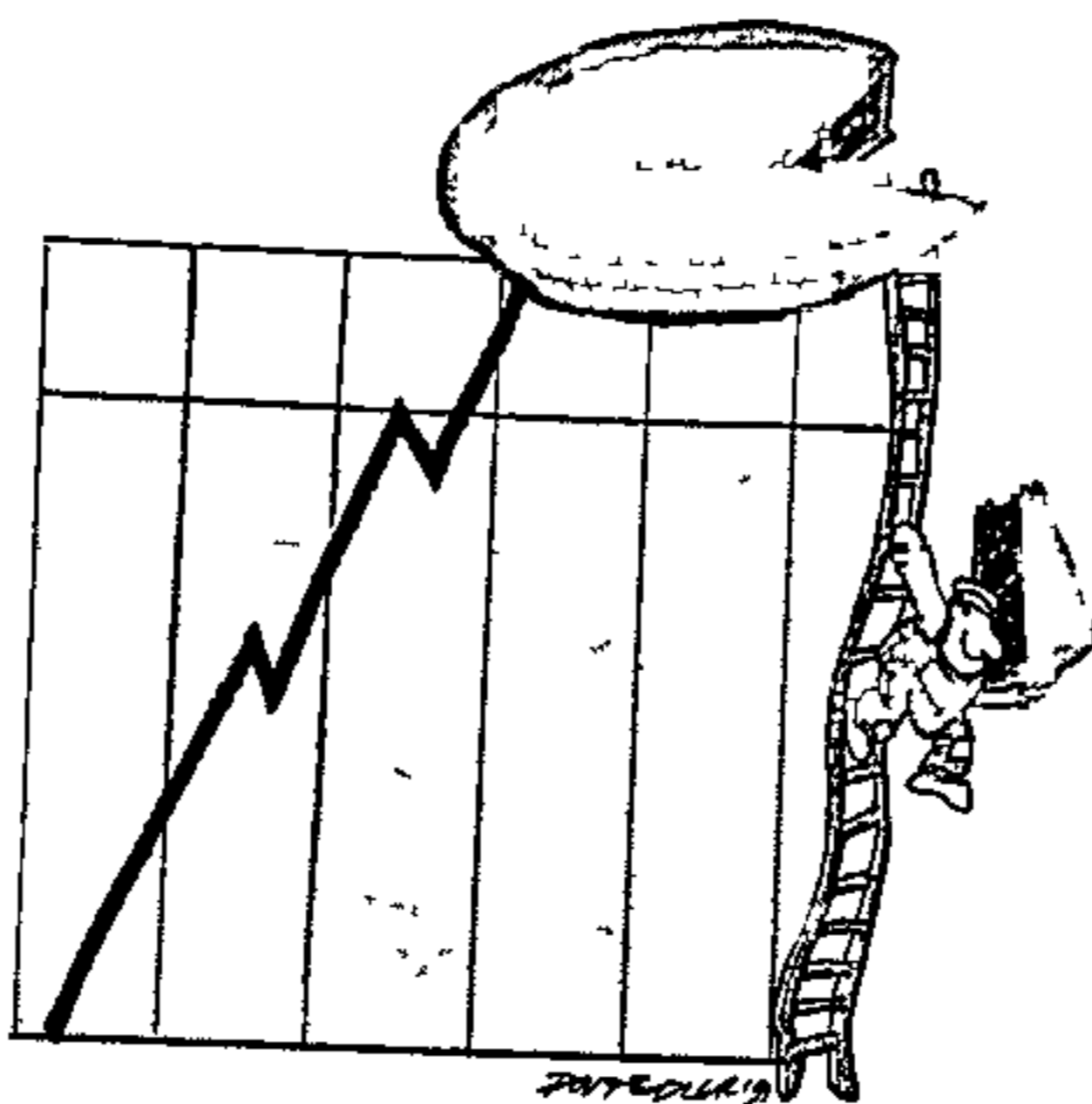
In the case of the metal workers, the agreement is that, provided certain productivity targets are attained, there is to be a moratorium on retrenchments. So little more than a principle has been established.

In the case of the gold mines, the price of the commodity provided a convenient peg for the settlement and the agreement could be better tailored to the needs of the situation.

Though productivity incentives are to be negotiated on individual mines, a major ingredient in the formula is the price of gold — for every R500/kg that the metal moves above a trigger of R33 750/kg, 1% is added to workers' basic increase of 5% for the year. (The limit is an additional 7%.)

"Significantly," says Chamber senior economist Francois Viruly, "the union has acknowledged the distinction between profitable mines and those in trouble" — the gold bonus applies only on mines where the ratio of profit to revenue is 5% or more.

But a range of problems has been revealed by an ILO survey of incentives, says Andrew Levy & Associates' Pat Stone. "Critics ar-



gue that output of modern industry doesn't depend only on the contribution of workers but on the capacity of machines and the organisational skills of management. The ILO found that factors that favour the use of incentive schemes in developing countries include the low degree of mechanisation that characterises the production process."

So far the concept has not been widely implemented.

In most EC countries, there is no explicit link between profit or productivity and wage settlements, says Matthias Boddenberg of the SA German Chamber of Commerce. "But all parties know the state of the economy. This sets the tone for negotiations."

In Japan, says US labour lawyer Bill Gould, profit-sharing takes place "theoretically, because of the large amount of compensation paid in the form of bonuses. But it is not at all clear that they are directly correlated to profitability."

In the US, he says, though the bonus phenomenon is increasing, the link between profit and bonuses "is even less clear." Nevertheless, research indicates there is a relationship between profit-sharing and productivity. "This isn't definitive or conclusive but there are a number of positive examples where productivity has been enhanced."

Whatever the problems, there is a strong case for exploring the potential of such agreements.

Difficulties may well be perceived rather than real. "There was a case in the US," says Gould, "when the rank and file of workers at Chrysler voted down profit sharing because of their suspicions, when in fact it would have benefited them."

Employers too have reservations which may be rooted in short-term decisions. Says Gould, "Corporations are more interested in sharing profits when there are none."

For such wage agreements to have macro-economic benefits, they would have to be

introduced widely and through both legs of the economic cycle. However, trade unions may prove tepid.

Says Numsa's Bernie Fanaroff, "We don't accept the link between productivity and low wages. To improve efficiency and competitiveness, a range of remedies is required, including training, reorganisation of production, more research and development."

Business, too, can only maximise the benefits if workers' skills improve. Says Steel & Engineering Industries Federation (Seifsa) chief economist Michael McDonald, "Our capital is enormously under-utilised. The main reason is lack of skilled labour."

He suggests that this is the point in the economic cycle when employers should be directing efforts into training. That they are not may be a short-termism.

Another perceived obstacle on the part of employers may be the need for full disclosure to unions — a principle accepted in EC countries. This effectively involves unions in management decision.

But if labour bodies and employers could overcome reservations about the system, they would benefit in a variety of ways, not least in a more efficient allocation of resources, says Econometrix's Azar Jammie.

In SA, blighted by inflation for the best part of two decades, such wage agreements would go a long way towards realising economic potential. ■

## EXCHANGE CONTROL

### Softly, softly

The Reserve Bank aims to plug loopholes, in foreign exchange regulations, enabling importers of computer software and other intellectual property to export funds illegally.

It is understood that some importers have over-invoiced when buying software abroad. Reserve Bank GM Foreign Exchange John Postmus says the Bank expects to devise an improved mechanism for controlling these imports within a few weeks.

Commercial banks have already been told that the Bank must be informed of foreign exchange requests from software importers before such transactions can be authorised. Frequent importers can apply for blanket foreign exchange approval, provided they supply documents to support the values attached to the products, says Postmus.

He acknowledges it is difficult for the Bank to verify the values importers attach to software products. One option is the use of independent valuers, similar to those used by the Bank to check declared values of other imported goods, like capital equipment.

# Numsa holds strike ballot at Bosal

THE National Union of Metalworkers of South Africa started balloting its members at plants belonging to Belgian multinational Bosal Afrika yesterday.

The union is in dispute over wages and demands that the company commit itself to national - instead of plant level - bargaining, Numsa northern Transvaal regional organiser Mr David Modimoeng said yesterday.

"Our members could go on strike by August 26, depending on the outcome of the ballot," said Modimoeng.

Balloting was preceded by mediation on August 5 and 6.

Bosal Afrika personnel manager Mr Solly Legong, was not immediately available for comment.

Modimoeng said the union demanded that Bosal Afrika join the metal industry National Bargaining Forum by affiliating to an employer association like the Steel and Engineering Industries' Federation of South Africa

Workers also demanded a R1,15 across-the-board increase on hourly rates, against the company offer of 85 cents, he said.

Numsa further demanded the company pay for shop stewards' accommodation and airfare when they attended national meetings

The company has been called on to grant March 21 - Sharpeville Day - as a paid public holiday. The company insisted that this be swapped with December 16, or that employees work in the lost hours

The strike poll at plants in Durban, Uitenhage, Krugersdorp, Mount Edgecombe, Pretoria and Cape Town was being supervised by the Independent Mediation Services of South Africa, he added. - Sapa

## Revised proposals in tyre sector dispute

8/Day 15/8/91  
MEDIATION aimed at settling the tyre and rubber industry dispute in the Eastern Cape ended this week with employers and unions agreeing to approach their constituencies with revised proposals

Independent Mediation Services of SA (Imssa) mediator Mark Anstey said yesterday the National Union of Metalworkers (Numsa), representing about 5 000 workers in the industry, expected to report back to

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VERA VON LIÈRES

employers by Friday ~~3/8/91~~  
Anstey said proposals report-backs would cover included wages, job grading, the viability of the industry, a moratorium on retrenchments and training

Numsa members have been on strike at Firestone, General Tyre and Tycon — formerly Goodyear — since July 22.



## Mediation being considered

Blocus  
13/8/91  
VERA VON LIERES (151) ~~151~~

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute

SA Motor Industry Employers' Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation ~~253~~

The dispute affects about 200 000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month.

Numsa chief negotiator Les Kettledas said last week the dispute arose from employers' call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages ~~153~~

Fourie said the motor industry was "in a difficult state". Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater.



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# Tyre sector talks: mediators called in

6/00am 13/8/91

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VERA VON LIERES

**DEADLOCKED** talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettledas said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

## Moratorium

Kettledas said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettledas said.

However, talks on Sunday ended in a stalemate on the question of a moratorium

on retrenchments and wage increases. Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5,50 minimum.

The Independent Mediation Service of SA (Imssa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imssa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imssa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.

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# Saccola Cosatu to meet FW?

13/8/91  
THE Congress of South African Trade Unions and the employer federation Saccola will launch a joint initiative to urge President FW de Klerk to abandon his plan to appoint a private sector committee to advise him on covert security activity

Cosatu spokesman Mr Neil Coleman yesterday said both parties agreed they would approach the Government, but no definite plans had been made.

He said the union and Saccola felt a private sector committee would be ineffective in dealing with security activity.

A more broad-based committee representing key sections of society should be appointed instead. - Sapa

Saccola, Cosatu to lobby Cabinet

# Rebuff for FW's covert security plan

B/day 12/8/91

ALAN FINE

A JOINT management/labour initiative has been launched to urge President F W de Klerk to scrap his plans to appoint a private sector committee to advise him on covert security activity.

It was disclosed at the weekend that employer federation Saccola and Cosatu agreed at a meeting on Tuesday to approach Cabinet jointly with a proposal that the committee be replaced by a more broadly based group representing all key sections of civil society, including organised labour.

They are to seek a meeting to discuss the issue with Deputy Constitutional Development Minister Roelf Meyer (soon to become Defence Minister)

The rationale behind approaching Meyer would be that he is government's chief representative in the church/business-initiated peace process. The parties hope to arrange a meeting with him this week.

The Saccola/Cosatu scheme — according to sources at the meeting and others briefed on its proceedings — would incorporate the entire issue of covert activity into the church and business-initiated peace summit which has made good progress in drawing up codes of conduct for political parties and the security forces.

Cosatu and the ANC have already stated their opposition to an advisory committee comprising senior businessmen. Cosatu has drafted a written proposal for government's consideration.

It is understood that the type of people De Klerk plans to appoint to the private-sector committee would be chairmen and chief executives of the country's largest

corporations. Initial approaches have apparently been made already, although identities of those approached could not be ascertained.

The consensus between the union and management groups is that a committee comprising representatives of such groups as business, organised labour, and civic and local government groups should be appointed to examine the covert activity issue.

The most important consideration was that its composition should be broadly acceptable to and inspire confidence among major opposing groups.

Its primary purpose should be to establish guidelines as to when the public interest would be served by covert activities, and to determine what control mechanisms should exist to ensure that these guidelines are adhered to.

An important consideration would be that the guidelines should be made public. If details of covert activities were then "leaked" again, it would generally be clear to the public whether the guidelines had been contravened. It was further suggested that these guidelines could also be incorporated into the review of legislation related to covert activities promised by De Klerk for next year.

It is understood that, apart from the Cosatu/Saccola initiative, several businessmen have already asked Cabinet contacts to try to convince De Klerk to drop his private sector committee scheme.

□ To Page 2

## Security

The ANC recently described De Klerk's proposed committee as "a face-saving measure designed to embroil others in dirty tricks to preserve the power of the NP". The ANC appealed to the business community not to permit itself to be drawn into such "dubious schemes".

And a senior business representative, who did not want to be named, said many business leaders opposed the scheme.

"The last thing we need is an arrangement which unions would see as confirming their suspicions of a conspiracy between the 'apartheid' government and big

business," he said.

In his statement on the Inkatha funding scandal on July 30, De Klerk said the committee would be asked to advise him on the requirement that secret funding should not benefit political parties, and to advise on whether continuing secret projects were in the "national interest".

He said the advisory committee, in order to permit it to "restore trust", should comprise well-known personalities accepted as people of integrity.

Meyer had no comment to make yesterday.

□ From Page 1



# Motor strike ends with retrenchments accord

W/Mon 9/8-15/89. (151)

**E**MPLOYERS have conceded to industry's first ever retrenchment moratorium, in terms of the landmark deal bringing to a close the 13-day national strike in the vehicle assembly sector.

Another pioneering feature — although this was substantially finalised before the strike — is an agreement to set up an industry training and education board to consolidate and oversee all training initiatives, funded by employers and under joint union-employer control

Ground-breaking accords on retrenchments and training marked the end of the motor industry strike, reports

**DREW FORREST**

The National Union of Metalworkers described it as "breaking new ground in the history of training in this industry and the country"

Retrenchments and pay were the key triggers for the first national strike in the industry, staged by Numsa and involving 25 000 workers and affect-

ing production at all major assembly plants except Mercedes Benz. Costing an alleged R800-million in lost output, it was resolved after 40 hours of mediation.

In mediation, Numsa succeeded in driving up the wage offer for the lowest paid from R1 to R1,15 an hour — well short of its original R2 across-the-board demand. Skilled workers will receive R1,80 or 13,5 percent, whichever is greater

The retrenchment moratorium applies until June 30 next year, when the agreement lapses, but can be suspended in the event of repeated failure to reach production targets because of unprocedural industrial action.

In their pre-mediation offer, employers tied the moratorium to a number of other conditions, including the achievement of monthly production schedules

The agreement also gives effect to Numsa's job security and creation concerns by setting up a "job security and productivity committee", which will draw up a plan of action and make recommendations to the national bargaining forum by November 30.

Underpinning the proposed industry training board are a set of agreed principles. Training will be linked to programmes for economic transformation and industry restructuring, will redress past racial and gender discrimination, will be linked to the formal education system and defined industry career paths and will be modular and competence based.

It will also encompass adult basic education and literacy, while the job security committee will set guidelines on the training of retrenched and the jobless

Another unusual feature is an employer agreement to share the cost of community-based child-care facilities with the state.

Providing for "the whole spectrum of educare, from infant care to after-school care", these will be established in the communities from which companies draw their workforce and remain under community control

Numsa's bargaining secretary, Les Kettlebas, commented that the agreement "heralds a new era in the bargaining relationship with employers in the auto industry".



# Long wait

## for new cars

By Jovial Rantao

New car buyers will receive their cars four to six weeks late and some may even be forced to pay increased prices as a result of the 13-day strike that crippled the motor industry.

Some car dealers said the strike, which ended on Wednesday after the National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, had a moderate effect on business. The loss in industry turnover has been estimated at R300 million.

One dealer said new car owners would be forced to pay new prices because of the delay. "Car prices go up every 90 days and by the time some customers receive their cars, the new prices will be in effect," the dealer said.

Some dealers said they had made provision for a strike situation and were therefore not affected by the work stoppage. Others said their stock levels

Staw 9/8/91 (151)  
were high because of the depressed economy.

The waiting period for new car owners might be reduced after Numsa agreed to make up production lost during the strike by about 25 000 members, the National Association of Automobile Manufacturers of SA (Naamsa) said yesterday. Production at all motor assembly plants, with the exception of Samcor's Silverton plant, resumed yesterday. Production at Silverton will resume today.

However, another major dispute in the motor industry remains unsettled — the wage dispute affecting about 20 000 workers at petrol stations, garages, vehicle body-building establishments, components manufacturers, automotive engineers and reconditioning establishments.

A special dispute meeting between Numsa and employers was set to take place at Industrial Council level today.

Naamsa president Spencer Sterling said the deal with Numsa contained some significant principles.

# Motor strike ends as final deal is reached

FINAL settlement was reached yesterday in the 13-day-old vehicle assembly strike by 25 000 National Union of Metalworkers (Numsa) members which cost the industry about R800m in lost turnover

Numsa chief negotiator Les Kettledas said yesterday workers were expected to return to work today

The agreement — reached after three days of mediation which started at the weekend — provides for across-the-board increases in the hourly-wage of between R1,15 and R1,80 for unskilled and skilled workers respectively

The settlement also provides for an interim moratorium on retrenchments and an agreement to set up a joint industry education and training board

The parties committed themselves to the long-term growth of the industry and the protection of jobs, Kettledas said. It was accepted that employers and government would jointly fund child-care facilities at all plants

National Association of Automobile Manufacturers of SA (Naamsa) representatives were not available for comment last night

A dispute was declared in June when Naamsa employers offered a R1 across-the-board increase. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. It also wanted an unconditional moratorium

Employers on Tuesday upped their wage

offer and accepted a moratorium on retrenchments

In terms of the settlement employers agreed to an interim moratorium on retrenchments, while a job security committee was appointed to develop by the end of November a plan for the long-term viability of the industry and job security

The parties accepted that employers would be entitled to withdraw the moratorium in the event of repeated failure to reach production targets

In a landmark agreement on training, the parties undertook to set up a joint industry education and training board which will be guided by a number of principles. These include the linking of training to clearly defined industry career paths, and that government should have an obligation to assist in training

Vehicle assemblers lost about 1 500 production units daily in strike action which halted production at Toyota, Nissan, Delta, BMW, Samcor, and Volkswagen assembly plants

Five of the seven companies party to the vehicle assembly national bargaining forum were still not in production yesterday. A spokesman for Toyota SA confirmed that production resumed at its Mobem and Prospecton plants in Durban yesterday, Sapa reports

B1 (paw) 8/8/91

VERA VON LIERES

# Salary row threatens city phone system

ARG 8/8/91  
(151)

## Staff Reporters

TECHNICIANS at the telecommunications customer services depot in District Six downed tools today and held an impromptu meeting to discuss salary restructuring which has caused widespread dissatisfaction among workers.

All week technicians have been threatening action which could severely disrupt telecommunication services.

At least two senior technicians who have been involved in staff assessments have reportedly been assaulted by disgruntled workers — one at the Pinelands telecommunications depot and another at the Clareinch customer services premises in Claremont.

Neither of these attacks could be verified.

A go-slow is reported to have begun at the Montague Gardens mechanical and transport depot and there are unconfirmed reports of plans to set in motion wide-spread strikes and further go-slows.

Department of Post and Telecommunications spokesman Mrs. Amanda Singleton said about 300 workers in Philippi and Worcester held unauthorised meetings yesterday to discuss the situation but had gone back to work afterwards.

Regional representatives of the Postal Employees' Association of Southern Africa were to meet senior telecommunica-

tions management today.

She said she knew nothing of the alleged attacks, the go-slow or talk of strikes.

Mrs. Singleton said the restructuring was "an occupational-specific dispensation to improve the positions of workers, particularly technical staffers" and nobody stood to lose.

"There appears to be some misunderstanding by workers about the system and this should be cleared up at the meeting," she said.

A reporter was turned away from one of the department's Cape Town premises when he made inquiries about the dissatisfaction.

The Argus has been inundated with calls from telecommunications workers, all of whom refused to identify themselves but who complained of the "unfair" re-structuring of posts.



# Auto workers expected back on the job today

By Shareen Singh  
and Helen Grange

About 25 000 workers in the motor industry are set to return to work today, following a major breakthrough with employers on wages, retrenchments and training after a costly two-week strike.

The National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, securing a moratorium on retrenchments for the next 12 months and hourly pay increases ranging between R1,15 and R1,80.

The parties also agreed to set up a training committee with joint representation by employers and unions to look at training needs.

Numsa spokesman Les Kettledas said employers had agreed to 99 per cent of the union's demands on training.

Previously, employers had focused solely on apprenticeship training, but the new agreement provided training as well as literacy and numeracy education for workers.

Unionists believe the agreement has set a precedent for other industries.

The settlement was reached after a strike

which brought production to a standstill at six motor companies and which cost employers more than R500 million.

A meeting of workers arranged yesterday by Numsa at Samcor's Pretoria plant to vote on the agreement had had a smaller turnout than hoped for, and another meeting had been planned for this morning, said Samcor spokesman Ruven Els — "so we will not be in full production for at least another morning".

However, other plants, including Volkswagen, Toyota, Nissan, Delta and BMW, expect most workers to return today.

The 12-day strike is expected to have serious repercussions on the supply of high-selling vehicles, Mr Els said.

"There is already a two-month to three-month waiting list on these vehicles," he said.

All plants affected are making plans to make up for lost production.

Ralph Broadly, managing director of Toyota Manufacturing, said there would be a shortage of units, but strike allowances had been incorporated in the production schedule.

One source said the strike's effects would likely be felt at the end of the year, when demand for vehicles was highest.



Employers table revised offer

# Breakthrough may end car industry strike

8/15/91 7/8/91

355-1111/151

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen

Numsa senior negotiator Les Kettleidas said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Charles Nupen.

Employers were offering hourly across-the-board wages of R1 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday by how much employers had improved their offer.

Kettleidas said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union's bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals

MARC HASENFUSS and  
VERA VON LIERES

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today

Industry estimates are that the strike has cost the vehicle assembly and related industries about R800m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Bradley said the strike had continued for longer than expected, but the production backlog could be made up with overtime

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinhans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected "too badly"

Blouay 7/8/93

## Colgate workers to vote on strike

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THE Chemical Workers' Industrial Union (CWIU) announced yesterday it would ballot its 330 members at Colgate-Palmolive in Boksburg on strike action next week following a deadlock in wage negotiations.

Shop steward Dusty Ngwane told a news briefing yesterday conciliation board and mediation meetings over the past two months had failed to resolve the wage dispute.

The union was demanding a 16% wage increase while the company's final offer amounted to 12% — less than the current inflation rate.

The union also claimed Colgate was union-bashing by employing temporary workers without union consultation and unilaterally granting wage increases to operators.

Colgate-Palmolive human resources manager Walter Skosana said the company was willing to enter into further negotiations. He denied the union-bashing claims.

Sept 7/8/91

# Accord ends 2-week car workers' strike

By Helen Grange  
Pretoria Bureau

(151)  
The car manufacturing industry is expected to be back in full production tomorrow after an agreement to end the crippling two-week strike was made by employers and unions at 4 am yesterday.

The agreement between the National Association of Automobile Manufacturers of SA (Naamsa) and the National Union of Metalworkers of SA (Numsa) came after three days of mediation.

Details of the agreement on wages have not been released.

Naamsa and Numsa consulted members at

(150)  
all seven car plants later yesterday, and expected to report back on the reaction to the offers today.

It is understood employers made improved offers on wage increases and dealt with a demand for a moratorium on retrenchments — two core issues of the dispute.

The car industry almost came to a halt during the strike — losing up to R60 million a day in turnover.

In a last-ditch attempt to resolve the dispute on Friday, parties turned to mediation.

Numsa was pressing for a R1,20 increase on hourly rates and called for a blanket moratorium on retrenchments.

# Spornet and union to discuss strike

*5/Day 6/8/91*  
SPOORNET management and the SA Railway and Harbour Workers' Union (Sarhwu) will meet today to try to resolve the strike by about 5 000 railway workers in Pretoria and the northern Transvaal

Sarhwu general secretary Martin Sebekoane said yesterday the number on strike had swelled to more than 6 000 since last week

The strike was sparked more than a month ago by dismissals of Sarhwu members, compulsory transfers and the closure of Autonet depots

The union is also demanding that a

*1404* *151* *278*  
VERA VON LIERES  
national recognition agreement, signed last November, be implemented in the northern Transvaal.

Sebekoane said the parties met last Friday but deadlocked over the union's demand for the resignation of several northern Transvaal labour relations managers who allegedly inhibited direct negotiations between line managers and workers.

Spornet spokesman Tienie van den Bergh said yesterday the parties were unable to agree on the reinsta-

tement of dismissed workers and the dismissal of the managers

He said dismissals had been dealt with recently in two arbitration cases which had been awarded to Spornet. Sarhwu agreed that the arbitrator's decision would be binding on both parties and now appeared reluctant to accept the decision.

Other union demands centred on the inclusion of farmworkers in the Labour Relations Act and racism in the workplace.

Spornet had agreed to a union proposal for another meeting today.



# Motor trade strike likely to end today

MOTOR industry plants were out of operation yesterday as mediation talks between management and union representatives continued. (ISI) ~~SA~~ ~~SA~~

A major labour dispute, which has cost the industry R60 000 a day over 12 days of striking, has now ended in mediation talks *Sowetan 6/8/91*

Previous efforts between management and members of the National Union of Metalworkers of South Africa failed on Friday

Yesterday, six out of seven motor plants were closed.

According to National Association of Automobile Manufacturers of SA president Spencer Sterling the strike may be over by today

Central to the dispute is Numsa's R1,20 an hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have offered R1 an hour - *Sowetan Correspondent.*

# Wage settlement focus on growth and productivity

*Blom 5/8/91*  
ECONOMIC development and increased productivity emerged as crucial issues in the settlement last week of the metal industry dispute

The agreement, which was welcomed by the National Union of Metalworkers (Numsa) as a major breakthrough for union negotiations in 1991, steered the industry away from attempts to resolve economic problems by cutting real wages

The union, which represents 113 000 members in the industry, said the agreement represented an important development in its drive towards restructuring the sector

A mediated settlement between the Steel and Engineering Industries Federation of SA (Seifsa) and four unions, in terms of which the metal industry's 350 000 workers received average wage increases of 13% on scheduled wages, was concluded on Wednesday

According to Seifsa, labourers' wages were increased by 15%, guaranteeing a personal increase of 63c an hour. Artisans received increases of R1,14 or 12% an hour

Seifsa executive director Brian Angus said the parties had agreed that economic development and increased productivity were crucial issues calling for a greater focus on manpower training and develop-

*(151)*  
VERA VON LIERES

ment. The agreement binds the parties to disclose information on structuring in the industry and career orientated training

The parties agreed to set up a joint training board, comprising employer and union representatives, as well as a body which would focus on economic growth and job creation

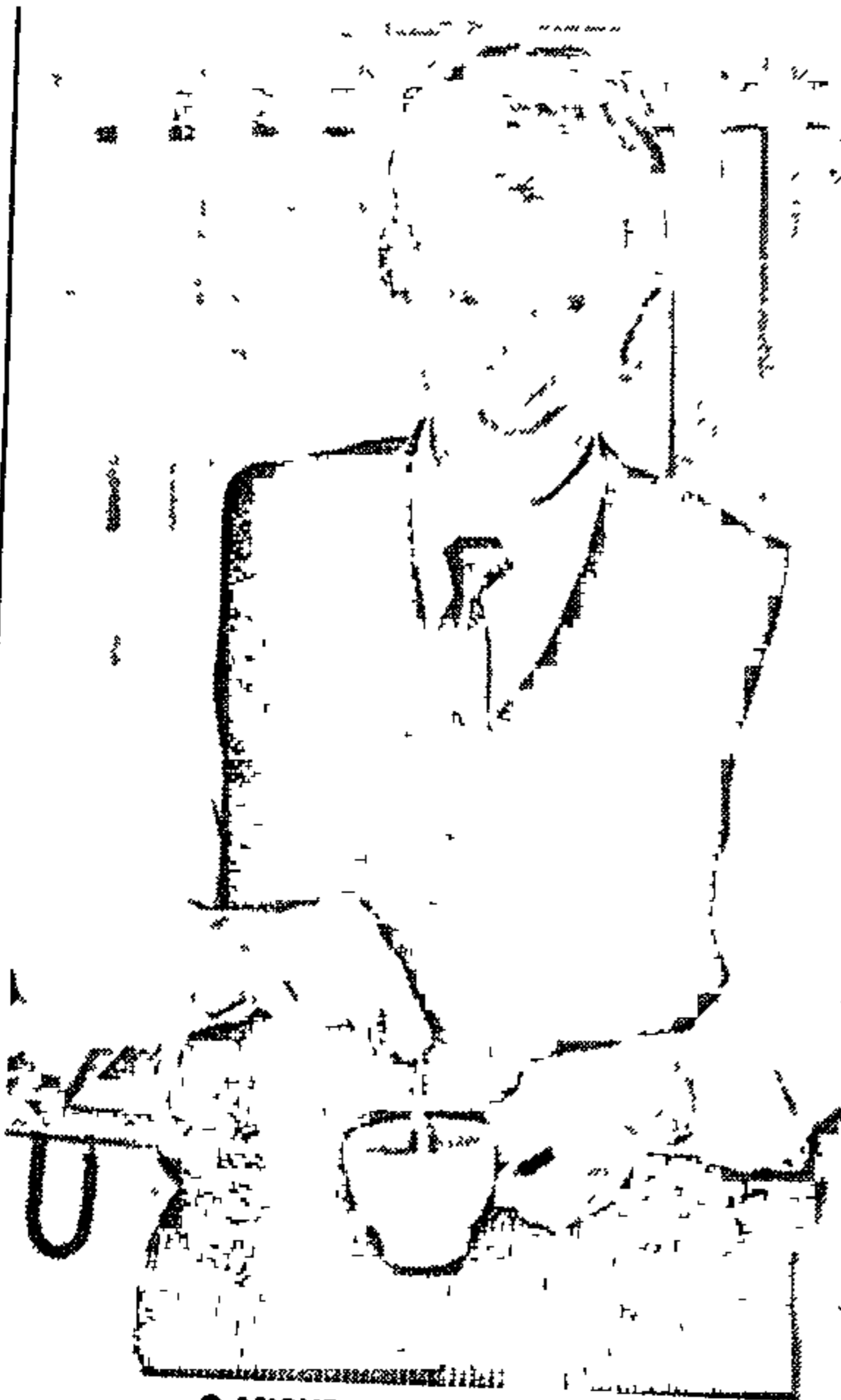
Other points of agreement included statutory minimum severance pay of one week's wages for each year of service, and a normal working week of 44 hours

Independent Mediation Services of SA (Imssa) mediator John Brand described the agreement as a triumph for collective bargaining

Brand said the settlement showed that despite difficult economic conditions unions and employers could moderate expectations while laying the foundations for effective dialogue

The settlement followed four months of talks which culminated in nine days of mediation

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6% and Numsa dropped its demand from an hourly increase of R2 to R1,50



● ANGUS . training needed

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750 000 come short as rises trail inflation

# Falling profits

3 Times (Burs Times) 4/8/91



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# Trim black pay

TRADE unions representing more than 750 000 workers this week accepted lower wage settlements than in recent years.

Most are below the inflation rate, which means that workers' standard of living will drop

This reverses a trend in which real remuneration of unionised black workers has been rising while that of white employees has fallen

Economists say it was caused by falling profits induced by slack demand and the Reserve Bank's policy of keeping interest rates high (Business Times, July 28)

## First

Chamber of Mines vice-president Bobby Godsell says the mines' historic settlement with the National Union of Mineworkers (NUM) "reflects the kinds of concerns both management and labour have in tough economic conditions about securing reasonable wage increases while being concerned about saving jobs"

Mr Godsell says "It is apparent that this economic reality is being seen by both parties in negotiations in other sectors — which augurs well for labour relations in SA." Workers at most chamber gold

By CURT VON KEYSERLINGK and ADRIAN HERSCH

mines will get only a 5% basic increase plus a bonus-linked to the gold price up to a maximum of 7%

It is the first time a chamber-NUM settlement has been reached so early in the year

The increase is below the inflation figure of 15,2% — even if the maximum bonus is paid. The gold price bonus range is between R1 050 an ounce and R1 160 an ounce

In addition, performance bonuses will be negotiated at some mines. But Gold Fields mines and Anglovaal's Hartbeesfontein will not pay any bonuses. Their wage increases will be between 6,5% and 9,0%

Colliery pay increases are between 6% and 19,1% and no bonus system will operate

In 1989 the NUM hoped to gain uniform pay rates for workers at all mines by this year. It has not been achieved because pay is being more closely linked to profitability of individual mines

NUM press officer Jerry Majatladi stresses that this year's bonus on gold mines is a temporary adjustment to a crisis. The original policy of uniform pay rates remains

The agreement covers about 410 000 unskilled and semi-skilled workers on gold and coal mines

At the time of writing employers and Numsa were meeting to resolve the two-week wage strike in the motor industry. Numsa wants a

14,9% increase, which is below the inflation rate. The employers offer 12,4%

Industry sources predict that if talks break down the current system of negotiating at national level will be abandoned in favour of plant agreements. If this happens wage settlements will more closely reflect the profitability of the plants involved

A moderate wage agreement in the national textile industrial council is expected to be signed soon. A source in the SA Clothing and Textile Workers Union acknowledges that wage demands will take account of the recession

## Ballot

The agreement concluded between Setisa and trade unions party to the metal industrial council is for a 12% increase for artisans and 15% for labourers. Last year's increases were between 15% and 19%

The latest settlement came after four months of negotiations. Last year it took longer

Setisa executive director Brian Angus describes this year's agreement as "reasonable, given the general economic conditions and the needs of workers"

The National Union of Metalworkers of SA (Numsa), the largest union at the talks, held a strike ballot and

Setisa a lock-out ballot:

Numsa spokesman Bernie Fanaroff is not exactly unhappy with the settlement. He says increases are about the inflation rate in some categories

Employers have realised that real wage cuts are not the solution to the industry's problems

Mr Fanaroff says the prospect of a lock-out played no role in the union's signing the agreement

Non-wage issues agreed on break new ground and make economic sense for workers and employers

Unions and management have played a role in training apprentices. But for the first time a joint committee will be concerned with training the unskilled

Another development is the setting up of a management-labour committee to consider job creation and protection of existing jobs

Mr Angus says "We have not considered job creation until now — not even among ourselves as employers. We view the formation of the committee as a positive step"

The agreement affects about 350 000 workers

Sources say the parties may re-evaluate the cumbersome and costly way in which negotiations are structured

This year mediation was eventually used — for the first time. The process was viewed positively and it is possible that next year's negotiations could be restructured to include aspects of mediation which facilitate speaker settlement



# Mediator for car dispute

Star 3/8/91

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PAULA FRAY and SARA

AN all-day marathon negotiation session yesterday failed to end the 10-day strike which has crippled the motor industry. Now an independent mediator is to be called in.

Hopes were high that last night's meeting would reach consensus as the National Union of Metalworkers (Numsa) and employers attempted to hammer out an agreement.

The meeting, the third this week, began at 9.30am in a Port Elizabeth hotel and ended just before 10pm.

"It's been a long day. We've tried all sorts of things... we agreed to go into mediation tomorrow at 2 pm," said NBF chairman Dave Kirby. This would continue until an agreement was reached, he added.

Charles Nupen of the Independent Mediation Service of South Africa was proposed by Numsa, he said.

The nationwide strike by about 25 000 workers is estimated to be costing more than R60 million a day.

Chief executives of the seven car manufacturers party to the industry's bargaining forum opted to meet Numsa after caucusing in Johannesburg on Thursday. Industry sources were hopeful of a positive outcome to the talks.

"The good news is they're still talking," said National Association of Automobile Manufacturers' president Spencer Sterling. "There is a concerted effort on both sides to hammer out an agreement."

Central to the dispute are Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers had offered R1 an hour.

Several manufacturers reported improved attendance yesterday.



LABOUR

# Settlement in metal industries

By DREW FORREST  
AN agreement on training and structuring of the metal industries, which concedes a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week

Covering 350 000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation. It provides for pay rises of between

15 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1,14 personal increase).

Numsa hailed the wage deal as matching the inflation rate, stressing that Seifsa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12,6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said. However, sources point out that in all

but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented.

Numsa said other breakthroughs included the first 13th cheque and minimum severance pay of one week a year of service to a maximum of four years. The key feature of the agreement is undoubtedly its provision on training and industry restructuring. It provides for the creation of a joint union-employer committee whose task it will

be to consider all forms of training in the industry — not merely artisan training. The agreement enshrines the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Seifsa director Brian Angus said R1-million was already available for such training from the industry's technological fund and that employers believed "this would be a good place to start". Within two years, a new training

board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Numsa demand. The agreement concedes that unions "have an important role in developing strategies for attaining these objectives".

It appears that during mediation, Numsa dropped several conditions for restructuring talks, including a restraint moratorium and disclosure of financial information by com-

panies

## Agreement with Spoornet artisans averts a strike

B/pas  
2/8/91

GERALD REILLY

2/8/91 (15)

PRETORIA — A threatened strike by thousands of Spoornet artisans was averted yesterday when management reached an agreement with the Artisan Staff Organisation (ASO)

The agreement stipulates that negotiations will be reopened to discuss the impact Spoornet rationalisation will have on ASO members' salaries

The negotiating committee will examine ways of minimising the impact on about 10 000 of the 15 000 artisans who face the threat of a salary freeze for up to two years in terms of a proposed new salary structure

Meanwhile VERA VON LIERES reports Spoornet spokesman Tienie van den Bergh said yesterday more than 3 500 SA Railway and Harbours Workers' Union (Sahrwu) members were still on strike in Pretoria and the northern Transvaal

Van den Bergh said Sahrwu members were striking over a number of issues, including two separate arbitration cases — dealing with the dismissal of workers — which the union recently lost in the Pietersburg and Lydenburg areas. Workers were also demanding that farmworkers be included in the Labour Relations Act and were protesting at the closure of Autonet depots in the northern Transvaal

The union yesterday informed Spoornet that it was "considering a new agenda", to be discussed at a meeting with the company. A date had not been set, Van den Bergh said

Sahrwu spokesman Vanguard Mkosana said yesterday about 4 000 workers remained on strike in the northern Transvaal, mainly over the dismissal of 54 workers in a number of areas including Pietersburg. The strike, which has been going on for more than a month, was not related to current wage negotiations, he said

# D-Day for motor strike

(152) Star 2/8/91 (151) 355  
By Shareen Singh  
and Shirley Woodgate

Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R500 million — will resume today, and employers were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numsa spokesman Les Kettledas said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today's meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

"In the final analysis it is the resolution of these issues that would determine whether the strike ends," he said.

Central to the dispute is Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

## Threats

"Our demand for a 16 per cent increase would just about match inflation, and would only enable people to keep up with the cost of living," Mr Kettledas said.

In the light of Nissan's retrenchment of 1 200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

● To Page 2 ■

P.T.O.

# Employers ponder motor strike options

From Page 1

Another spokesman said the small Citi Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares.

Most strikers interviewed by The Star at Samcor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will.

Workers at Samcor complained about shop stewards

who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably.

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1,20 an hour was reasonable. Some wanted an increase of R1,50 an hour.

Some said they were prepared to return to work only if management could agree to a R1,30 increase — retrospective

to July 1 — with another 20c after the introduction of VAT.

Some workers were against the strike, but would go along with the wishes of the majority.

A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners.

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man."



**LABOUR BRIEFS**

**CWIU settles with petrol firms** (151) *WBC*

**The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16,3 percent. The minimum wage at Caltex is now R1 441 and at BP, R1 480.**

**In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances. In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.**

**BP has also granted 10 days' "sports" leave for workers involved in sports. Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.**

*16/6/91  
26/9/91  
20/10/91  
20/10/91*

# Industrial council for Transnet

By DREW FORREST

TRANSNET and 13 trade unions last week signed a pioneering deal setting up an industrial council covering 150 000 Transnet employees:

The country's third largest council, it will begin operating on October 6, when Transnet falls for the first time under the Labour Relations Act.

All unions organising in the corporation, from the far rightwing, all-white Transnet Union of South Africa to the Congress of South African Trade Unions' militant South African Railway and Harbour Workers' Union (Sarwhu), will be party to it.

The council will therefore replace the present Labour Council and parallel bargaining forums for Sarwhu and its "moderate" rival, the Black Trade Union. *W/Mail 20/9-26/9/91*

The council is a unique compromise between centralised and decentralised bargaining. It is understood that in addition to the central forum, there will be six committees — called "chambers" — catering for Transnet's various divisions: Spornet (rail), Portnet (harbours), Autonet (road transport), South African Airways, technical staff and a general chamber for specialist employees such as medical aid staff.

The idea is that workers common to more than one division, such as general workers, will have their wages and conditions set by the council, while those specific to one division, such as pilots or train-drivers, will be covered by the relevant chamber.

It is understood that all the unions formed a common platform in the seven-month negotiations.

## LABOUR BRIEFS

### CWIU settles with <sup>(151)</sup> ~~253~~ petrol firms

*26/9/91*  
■ The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16,3 percent. The minimum wage at Caltex is now R1 441 and at BP, R1 480.

*20/10/91*  
In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances. In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.

BP has also granted 10 days' "sports" leave for workers involved in sports.

Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.

## Mediators re-count Edgars ballot

THE Industrial Court called in the Independent Mediation Services of SA (Imssa) on Friday to re-count a strike ballot of Edgars workers

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2 000 Saccawu members had been postponed so that the ballot results could be checked

Kashe said both parties agreed on the re-count, which was conducted at the weekend

Edgars group human resources

B (Jan) 23/9/91  
VERA VON LIEKES

executive Don Findlay said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1 300 (151)

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage

Saccawu is demanding a R200 across-the-board increase, while Edgars has offered R180, with an additional R20 after six months



## Public servants call for right to strike

GERALD REILLY

PRETORIA — The Public Servants' Association (PSA) signalled yesterday that it would campaign to have all rights contained in the Labour Relations Act, including the right to strike, extended to public service workers.

PSA president Johan van Wyk told the association's AGM the existing "toothless" negotiating mechanisms were obsolete and in need of urgent review.

Public sector workers needed a central negotiating structure and conciliation machinery and where these failed, they should have the right to compulsory arbitration, as well as the right to strike.

The PSA, he said, also wanted right of access to the Industrial Court.

Van Wyk urged government to commit itself to a three-year programme to restore the salaries of public servants to a "proper" level.

He said it had been formally agreed that collective bargaining legislation should be based on the Labour Relations Act.

Van Wyk appealed to government workers to be patient for a while longer while a breakthrough to legal collective bargaining was achieved.

He said public sector workers had lost faith in government's salary policy following the allocation of an unsatisfactory R1.9bn for public service increases.

He said the PSA was demanding government give it written guarantees that jobs and benefits would be retained in a new dispensation.

# Public servants seek collective bargaining rights

By Helen Grange  
Pretoria Bureau

The Public Servants Association (PSA) is to register as a trade union so that public servants can have a collective bargaining platform similar to private sector workers

This was announced yesterday by PSA president Johan van Wyk at the association's annual general meeting where concern over the plight of public servants in a new, increasingly privatised South Africa, was strongly highlighted

Mr van Wyk said representations had been made over the years by public servants for legal rights similar to those provided by the Labour Relations Act protecting private sector workers

However, the Government had denied its own employees the same benefits

Now, moves were afoot to find ways of improving collective bargaining power for public servants — including registering as a workers union and mooting the right to strike

However, the PSA would not advocate striking by employees providing essential services — like magistrates and medical personnel, among others

Mr van Wyk said the government and the various employees organisations were presently

drafting legislation for a system of collective bargaining within the Public Service based on the Labour Relations Act — either to be incorporated into the Act or falling under a separate Act

Public servants were becoming increasingly concerned about their career security and their acquired rights in the event of a new constitution, Mr van Wyk added

The issue had been further complicated by pronouncements from political quarters that various "adjustments" would have to be made and that up to 1 500 top posts in the Public Service were in jeopardy

Mr van Wyk called on the Government to provide written assurances guaranteeing the protection of rights of public servants in the new dispensation — and appealed for a fixed programme over about three years "within which it must restore the salaries of public servants to a proper level"

Fringe benefits were also far better in the private sector than the public sector — and attractive benefits offered outside the Public Service was one of the main reasons for the resignation of competent officers from the service, Mr van Wyk said

"South Africa cannot afford to do without the services of competent, dedicated and trained staff," he said

# The alternative way to settle your dispute

The development of arbitration in South Africa is gaining more local acclaim and several legal firms now offer alternative dispute facilities to their clients.

**H**ave you been ripped off? Who can you call? Try the Association of Arbitrators

Arbitration is a procedure whereby parties involved in a dispute agree to refer to the judgment of a neutral third person — the arbitrator — rather than resolve their dispute in a court of law. The arbitrator hears the parties in a judicial manner and his decision is final and binding on both.

“With the increasing pressures on our legal systems, backlogs and time delays in cases reaching court are commonplace,” says Eyvind Finsen, chairman of the Association of Arbitrators.

“As society becomes more sophisticated, consumers are becoming more aware of their rights. In the process of insisting on their rights, consumers generate more disputes than the legal system is geared to cope with.

“In addition, there is a limit on legal aid resources and the Government is looking at

ways to control the explosion of the costs of such services in the future.

“Consequently, we have an increased demand for alternative dispute resolutions (ADR). Arbitration is the only legally binding ADR which is far cheaper than traditional litigation.

“Legal costs often mean a no-win situation for both parties and place the facility way out of the reach of the average person. As a result consumers with valid complaints seldom challenge the source of their grievance through litigation.”

The process of arbitration is within public reach and can be used for a wide variety of disputes ranging from domestic arguments, divorce and unfulfilled purchase contracts to corporate wage agreements. Some of the advantages of the process are

- Speed — arbitrations are generally held in a short space of time
- Economy — arbitrations cost less than court actions
- Privacy — the process is

conducted in private which avoids adverse publicity

● Confidence — parties can choose someone they have confidence in as their arbitrator

● Technical expertise — disputes of a technical nature are normally arbitrated by an expert in the field who has an understanding of the issue

● Finality — there can be no appeal against an arbitrator's decision

● Flexibility — unlike litigation the parties are free to arrange the time and venue of the hearing to suit their mutual convenience.

The development of arbitration in South Africa is gaining more local acclaim and several legal firms now offer alternative dispute facilities to their clients.

“Players in Trade and Commerce are noting of the benefits of this process and arbitration may soon become the preferred dispute settling procedure in consumer contracts,” says Mr Finsen.

CAROLINE HURRY

Star

24/9/91

(151)

**Union's  
dispute  
resolved**

By SELLO  
MOTLHABAKWE

THE sit-in by former South African Clothing and Textile Workers Union members at the union's Johannesburg offices has been resolved after 10 days

A statement released yesterday said an agreement had been reached between the former members and the union at a meeting held on Monday night. The terms of the agreement were not specified

The statement said further details would be released as soon as Cosatu had been informed

The sit-in by the 10 former Sactwu members was held in protest against a closed-shop agreement Sactwu had with the Jason Michael factory at Nancefield near Soweto

The 10 also wanted the union to renegotiate their reinstatement after they were retrenched at Jason Michael



WAGE SETTLEMENTS

# Cutting the coat

FM 27/9/91

ISI  
~~132~~  
~~133~~

Greater awareness of the context of profitability is apparent

As various sober settlements in the year's big negotiations show, industrial relations have apparently gained a new maturity. This has been the pattern in mining and metal — and even the motor sector, admittedly after a costly strike. On closer inspection, the picture is mixed.

"We began by accepting the political realities, now we are coming to terms with economic realities," observes Kate Jowell of Cape Town's Graduate School of Business. "No-one is going to invest in SA without seeing stability. Gold is not going to bail us out again. The Gulf War and the Soviet coup (attempt) provided two perfect tests which it flunked. And while we have theoretical debates about economic models for profit maximisation or job creation, industries are having to focus on survival."

This fact, spread by fears of lay-offs (and declining pressure on unions to act as the political vanguard) no doubt has much to do with a sense of maturer collective bargaining. Though this has for the moment been largely confined to the big players in key

industrial sectors, the point is that they set the precedent. This is reflected not only in the narrowing gap between unions' opening wage demands and the final settlement, or lower rates of wage increase (see graphs), but in the mining industry *par excellence*, where it was led by Cosatu's flagship union.

However, indications are that wage restraint in both the private and government sectors remains elusive. In the first quarter, observes Andrew Levy & Associates, the number of workers employed in the private sector increased by a mere 0,2% over the same period last year, whereas the total wage bill in this sector rose by 15,1%, according to Central Statistical Service data. By the same token, government employees have enjoyed higher increases. In the first quarter of fiscal 1991/1992 government spending on remuneration rose by 28,4% — an average increase of 23,5% in salaries as 5,2% more workers were employed.

In an historic first, the Chamber of Mines and National Union of Mineworkers (under the leadership of Cyril Ramaphosa) formally

linked their August wage agreement (a 6% increase plus profit-linked bonus) to the parlous market conditions of gold mining.

The complexity of this agreement came in very special circumstances as many mines faced closure because of the low gold price. Nor was it seen as something that could easily be replicated across industry. As Pat Stone of Andrew Levy notes, if protection is lifted some industries might find that they could not afford productivity-related schemes — assuming they entered into them.

Yet the nature of the mining settlement will be good for concentrating the minds of labour and management on precisely what does improve output.

Though the metal workers (Numsa) and employers (Seifsa) conducted strike and lock-out ballots during this year's extremely difficult negotiations — over four months, with nine days of mediation — they clinched a rational, just-below-inflation deal with increases of 12%-15% without resorting to either.

Of course, the motor industry wage nego-

*Continued*

tiations were settled, through mediation, only after a costly R800m loss by assemblers and a two-week strike at a time when the industry is wallowing in deep recession. Some employers suspected the strike was a carefully timed muscle-flexing exercise by the union following its success in achieving centralised bargaining. But, as Jowell notes, cost to companies is notoriously difficult to assess in a soft market and the industry's National Bargaining Forum is relatively new — Delta was the last to join it in May.

Mercedes-Benz workers at East London refused to join the strike — either because they were still smarting from the wounds of last year's wildcat strike, or because of the special programme of mediation both management and employees have been engaged in for several years.

An important feature of the motor sector agreement not widely reported is that the moratorium on industry lay-offs comes, as

Cosatu acknowledges, "with all kinds of strings." This quite sensibly means that the moratorium can be scrapped if "unprocedural industrial action" leads to repeated failure to meet production targets, and also that workers may be put on short time or temporarily laid off to avoid the bigger threat of retrenchment.

For the rest, there was great diversity in wage agreements, reflecting the difficulty of striking deals to both parties' satisfaction in a tough economic climate. According to the settlements tracked in a survey by Andrew Levy, unions have apparently targeted those sectors or specific companies which have recorded good financial results as being able to pay "reasonable increases." In sectors where results have been poor or increased competition from companies threatens profitability, and therefore jobs, unions have been prepared to settle at lower rates.

In the food and retail sectors, for example, "expectations and settlement levels have been, in some cases justifiably, high." By contrast, automobile manufacturing, which has the highest minimum wage at R7,75 an hour, saw a protracted strike.

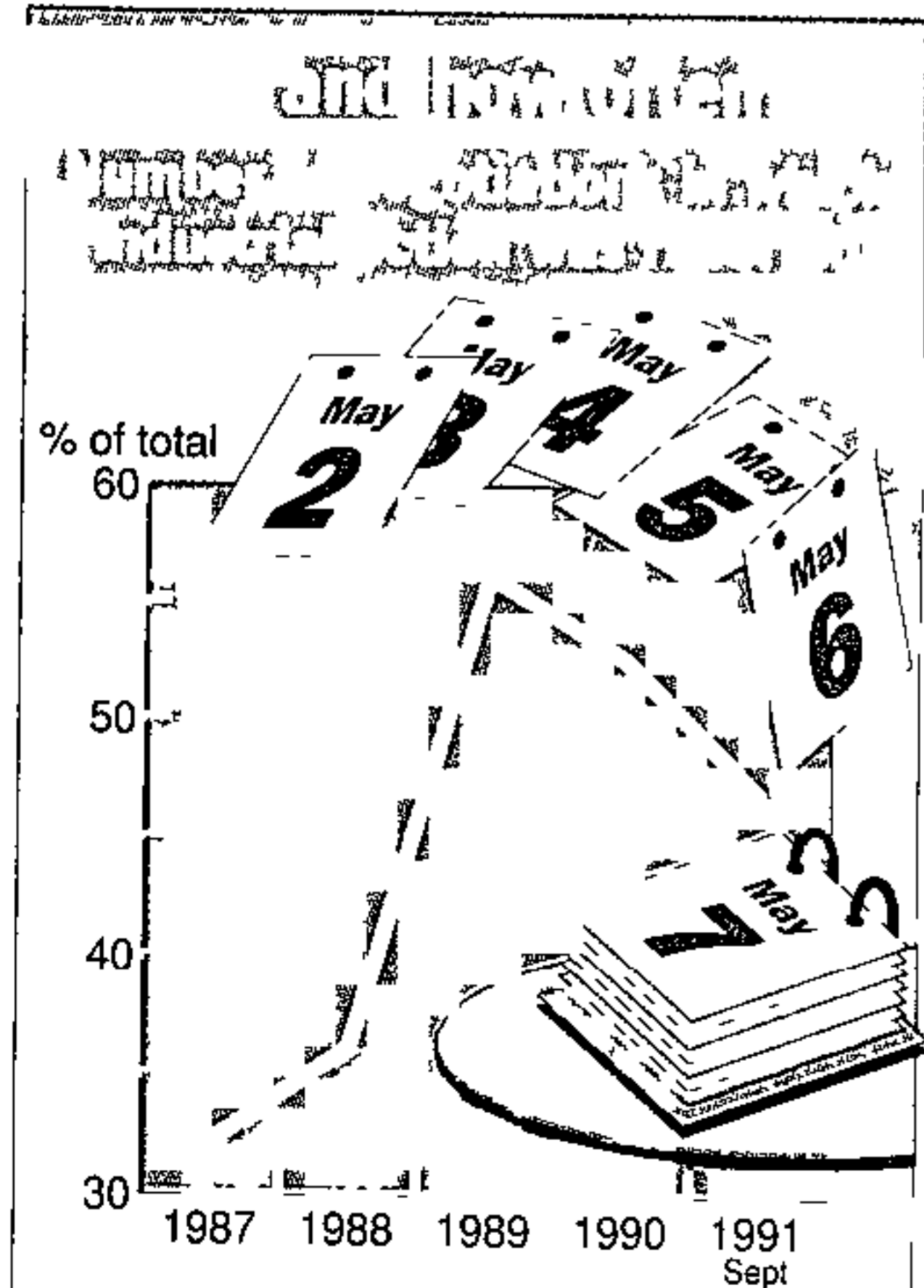
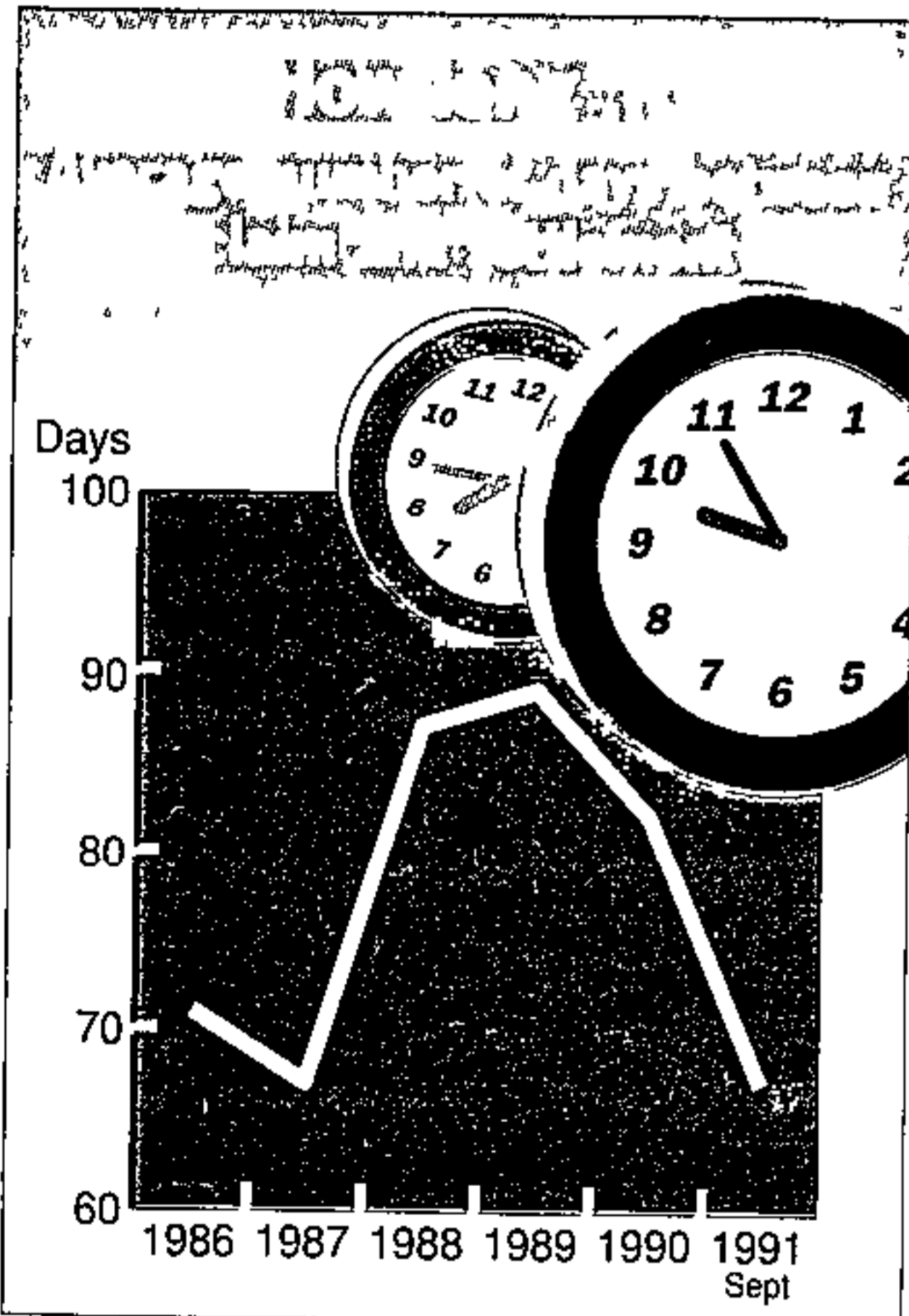
An interesting development this year has, in sharp contrast to previous years, been the high level of settlements in February, averaging 17,2%. Since then they have dropped to a more realistic 16,7%. Levy predicts the year's average level of settlement will remain between 16% and 16,5%, around inflation.

While the average level of union claims is about 50%, it has dropped appreciably in certain sectors. The chemical workers (CWIU), for instance, have pegged theirs to about 20% yet settled for just under 17%. However, the union called for strike action at BP, Caltex and Total and failed to make any gains on the issues of centralised bargaining and retrenchments.

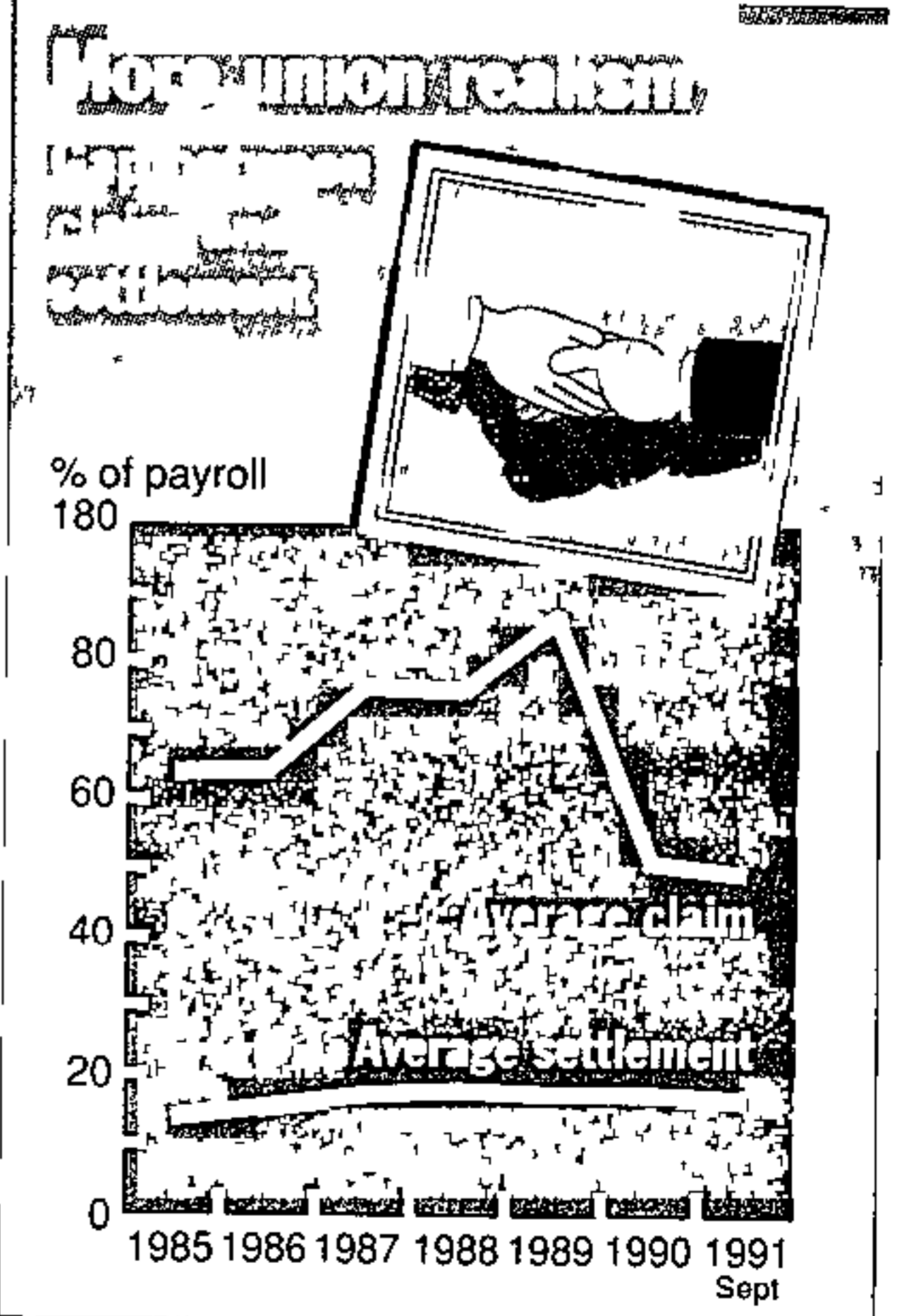
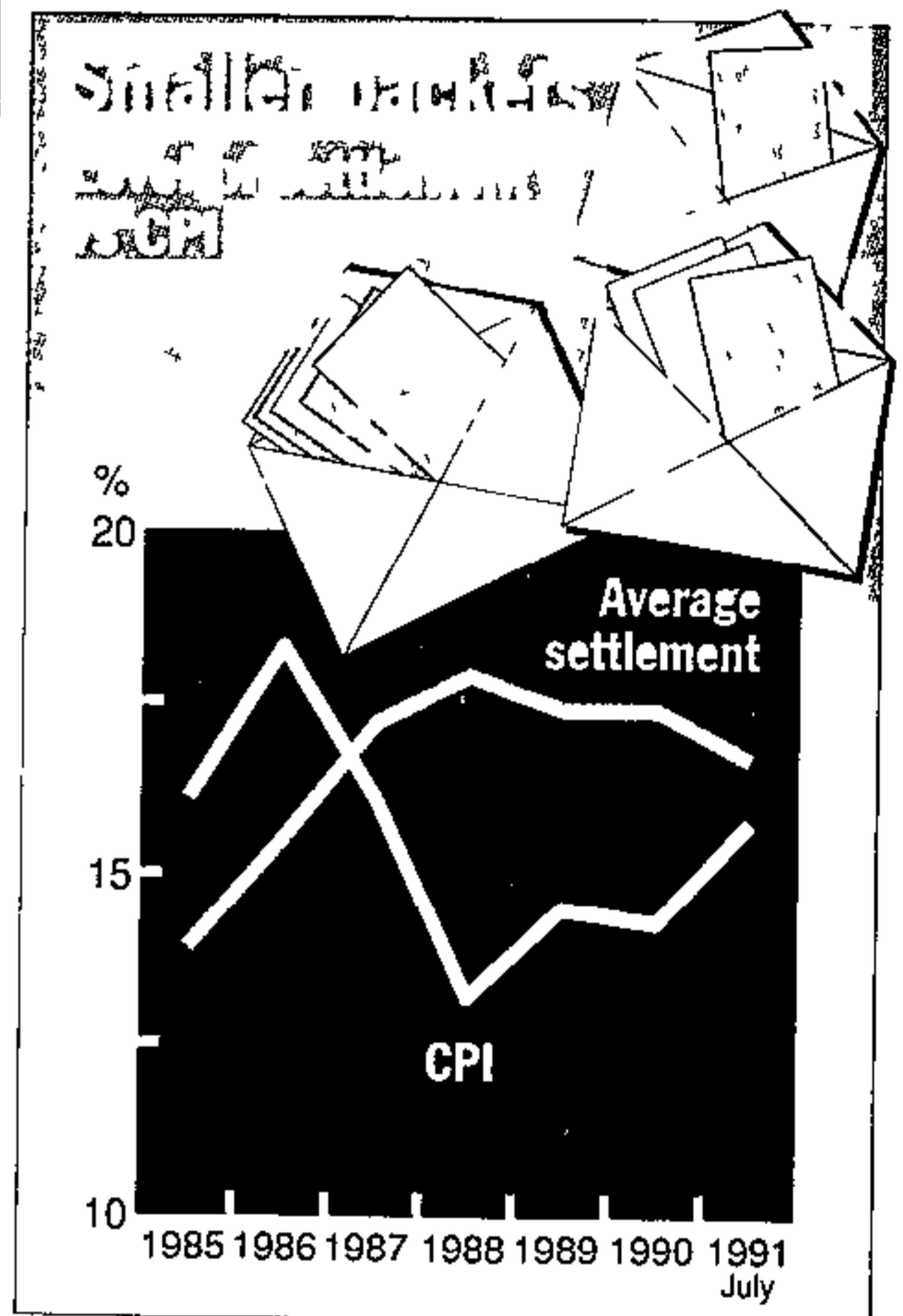
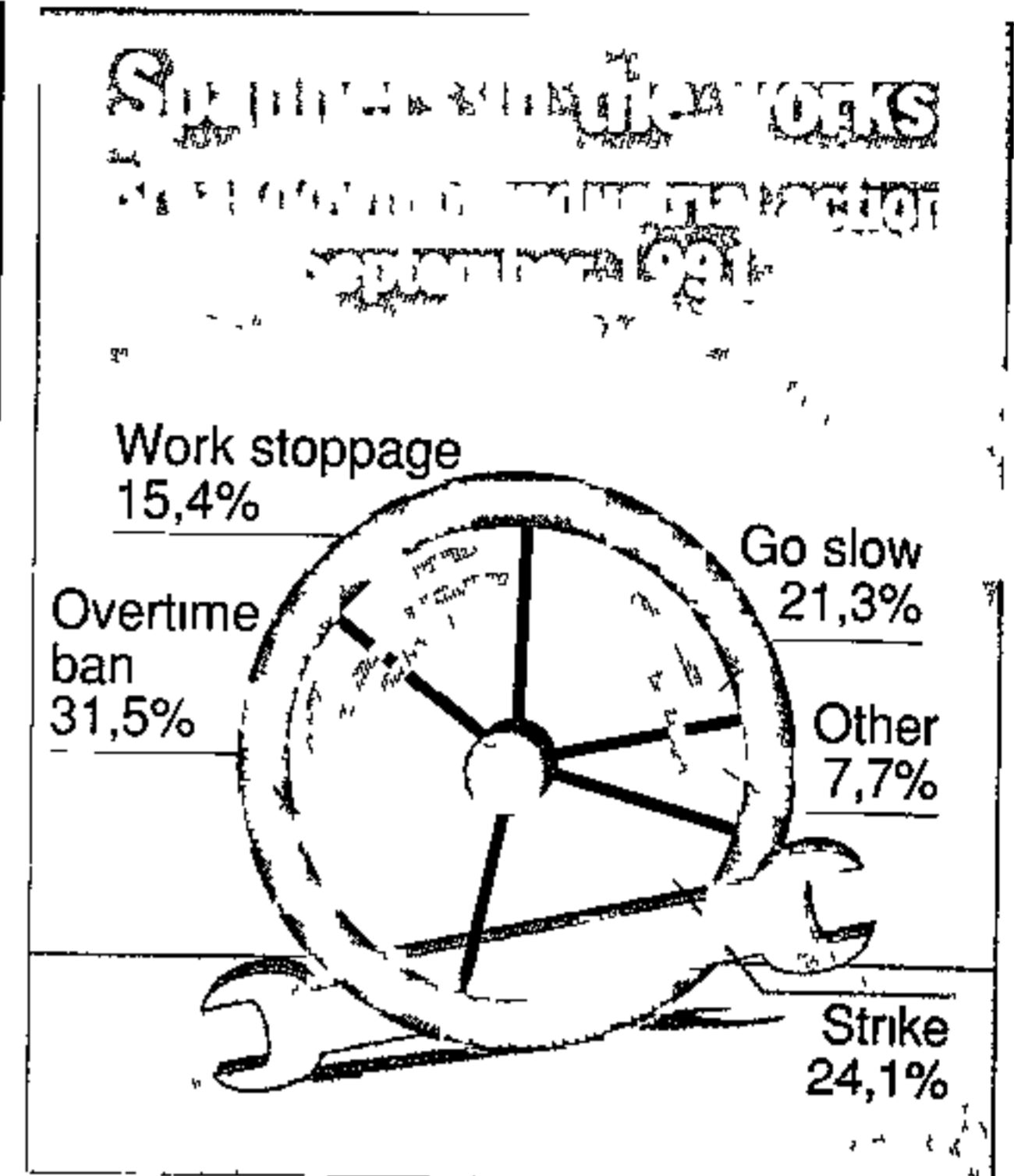
The time taken to settle has reached 1987 levels but negotiations still take about 67 days to resolve. Industrial action occurred in almost half the negotiations tracked, with an increase in strike activity being notched up since June. Since then about 600 000 mandays have been lost, and there are two strikes on the go at Edgars and Pep stores.

No doubt reflecting tougher economic conditions, the unions appear also to be shifting emphasis to nonwage issues. Thus, aside from lay-offs and centralised bargaining, education and training and economic policy issues are being taken up by Cosatu. It is in this vein that it has taken issue over VAT — the unaltered implementation of which could, it has threatened, lead to a general strike.

Pragmatism around the wage bargaining table is, however, the growing trend. Limited financial disclosure is assisting in formulating positions from which rational agreements can flow. Once employers have managed to establish an accurate means of measuring the effects of inflation and unemployment on lower income groups, it will become easier to reach agreement. The effects could show up next year.



Source ANDREW LEVY & ASSOCIATES





# Union acts at Kentucky

31 day 1515141  
VERA VON LIERES

A DISPUTE has been declared over wages and demands for central pay talks for almost 2 000 workers at 180 Kentucky Fried Chicken outlets nationwide

SA Commercial, Catering and Allied Workers' Union spokesman Allan Horwitz said yesterday demands for central pay talks included a R1 200 minimum wage and a R300 across-the-board increase (151)

A spokesman for Devco, the agent for Kentucky in SA, said yesterday the company had not yet received a formal application of dispute. He was therefore unable to comment (151)

## 'Urgent need' to ease courts' load

GERALD REILLY

PRETORIA — SA was in desperate need of a dispute-resolution mechanism to lighten the heavy burden of the courts, labour expert Nic Wiehahn said last night.

Wiehahn has been appointed chairman of the Resolution Board — an organisation established to address the need for alternative dispute-resolution procedures for a wide range of issues.

These include matters ranging from collective and individual disputes to community, civil, environmental and marital disputes.

Wiehahn said mechanisms were urgently needed to meet society's and the individual's growing need to resolve conflict in times of rapid economic, environmental, social and political change.

The Resolution Board, he said, was a neutral and independent body offering parties the use of various dispute-resolving procedures, including mediation, conciliation and counselling.

It also offered a wide range of neutral mediators, arbitrators, conciliators and counsellors drawn from more than 40 panellists.

Wiehahn said the board would be dedicated to solving conflicts and would provide expeditious, cost-effective and professional services to parties in southern Africa.



# Company is union-bashing:

THE National Union of Metal Workers of South Africa (Numsa) has accused an electric appliance company of union-bashing, writes **MOKGADI PELA.**

As a result the union has threatened to instigate industrial action at the company, Haz

Products.  
Numsa said the Krugersdorp-based company had constantly tried to force its members at the Chamdor plant to resign from the union.

## Shocked

"In certain cases our members have been dismissed. On May 8, 1991, six of our members were unprocedurally retrenched. The company is also making dual stop order deductions in

that they flatly refuse to acknowledge our members' resignation from a former union called Upusa which they used to belong to," Numsa said.

A spokesman for Haz Products, Mrs Cindy Peel, said: "We are shocked to learn about the allegations made against us and wish to emphatically deny them. No retrenchments were made on May 8 as Numsa alleges. Only short-term employees were released within the contract period."

(152) (151)  
**Vlok's son joins  
picket protest** (140A)

CAPE TOWN — Riaan Vlok (24), son of Law and Order Minister Adriaan Vlok, yesterday stood shoulder to shoulder with black trade unionists in a protest outside Dorbyl Marine.

The picket was organised by the National Union of Metalworkers of SA (Numsa) ~~Sapa~~

He would not be interviewed, but agreed to show his Numsa membership card 1715191

A colleague said Mr Vlok joined Dorbyl three years ago as an apprentice and had been a union member since.

Numsa and 13 other unions in the engineering sector are currently locked in pay talks with the Steel and Engineering Industries Federation of SA.

The fifth and provisionally final meeting between the parties is set for Tuesday — Sapa.

# Seifsa, union talks at 'crucial' stage

B10-4 21/5/77

ISI

VERA VON LIERES

THE fifth round of negotiations between the National Union of Metalworkers (Numsa), 11 other unions and the Steel and Engineering Industries Federation of SA (Seifsa) scheduled for tomorrow have been described as a potential watershed in this year's wage talks.

The negotiations were due to end today in terms of a schedule agreed between Seifsa and the unions. However, a declaration of dispute appears more likely than a settlement.

A Numsa spokesman said today's negotiations would be crucial in determining whether the parties settled on wages and other demands. Numsa warned last month of massive conflict in the industry resulting from "employer intransigence" at pay talks.

The union represents about 113 000 workers. All 12 unions party to industrial council talks rejected Seifsa's "final" offer of between 9% and 12,6% on minimum rates.

This would raise minimum hourly wage rates in the industry to R4,66 and R10,36 for labourers and artisans respectively, employers said.

Numsa rejected the offer on the grounds that it was well below the estimated rate of inflation.

Unions also proposed a guaranteed increase in actual wages. This was

especially important to more skilled workers whose earnings were much higher than the minimum rates in the main agreement, Numsa said.

Numsa has proposed increases of R2 across-the-board or 25% — whichever is the greater.

Yesterday, human resource consultants FSA-Contact reported that employers and unions involved in this year's annual wage round appeared to be on a collision course over fundamentally opposing views on non-wage demands.

A recent survey on wage and settlement trends, conducted among 25 leading companies, identified a clear and growing move by trade unions towards non-wage demands in annual pay talks. These included fringe benefits and community-related issues such as health care facilities, literacy programmes and a reduction in working hours.

Employers, on the other hand, tended to focus primarily on business interests, the report said. Emphasis was placed on increased productivity and ways of improving efficiency and unit costs.

It was questionable whether unions' broader socio-economic goals could ever be reconciled with the predominantly business-orientated goals of management, the report said.

## New wage deal for West Cape textile workers

By SHARON SOROUR

Labour Reporter

(S) Aug 21/5/91  
THE SA Clothing and Textile Workers' Union has concluded a wage agreement with a Worcester textile company which is expected to pump R2,3 million into the region's economy

The settlement with Barlow Rand subsidiary Hextex (Pty) Ltd contained a range of improvements to the employment conditions of the 930 employees, said union national education secretary Mr Ebrahim Patel

He said the agreement was an important step forward in the 65 000-strong union's "Living Wage Campaign"

Improvements for Hextex workers included

- A R35 a week wage increase and a new minimum wage of R191,11 for union members — a 22 percent improvement on the previous minimum

- A wage differential between union members and non-members, whereby the six non-members at the plant would get R1,50 a week less than union members

- An increase in the service bonus entitlement period and a new Christmas bonus.

- A reduction in the work hours of shift workers by one hour every three weeks



## Employer walkout at Numsa talks

8 Day 22/5/91  
VERA VON LIERES

(RUBA)  
(151)

METAL and engineering industry employers walked out of the final scheduled round of annual wage negotiations yesterday after about 150 chanting National Union of Metalworkers (Numsa) members disrupted the talks.

The employers walked out, claiming they had been insulted, when the Numsa members sang and danced inside the Germiston Civic Centre yesterday in protest against what Numsa said was slow progress in the talks.

Numsa said hundreds of other workers took part in widespread national action.

Numsa spokesman Les Kettleidas told a news conference the Steel and Engineering Industries' Federation of SA (Seifsa) had failed to respond positively to union's demands from the start of negotiations.

Employers' wage offer constituted "an insistence that workers take wage cuts", he said. In addition, the employers' stand that their last offer of between 9% and 12,6% on minimum rates was "final", was an attempt to "stifle" negotiations.

Seifsa executive director Brian Angus said in a statement yesterday that demonstrators had branded employers as liars and thieves. Employers had proposed a special meeting of the Industrial Council executive committee to discuss ways to continue negotiations. Talks had not deadlocked, he said.

# Wage talks disrupted, end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Seifsa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible. *Stew 22/5/91*

At a press conference yesterday, Numsa criticised Seifsa's walkout.

In a separate statement, Seifsa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

## Refused

Workers throughout the country held work stoppages yesterday as a demonstration against Seifsa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists; a moratorium on retrenchments, and shop steward training and basic worker rights.

Seifsa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47,8 percent if Seifsa agreed to its demands on restructuring.

# Deadlock looms in key metal industry pay talks

**S**QUEEZED between high worker militancy and a tough employer stance, central wage talks covering 400 000 workers in three key sectors are moving ominously towards deadlock.

Worker impatience over what is seen as employer intransigence in the engineering, tyre and auto-assembly sectors spilled over into work stoppages coinciding with the fifth and final round of Metal Industrial Council negotiations on Tuesday.

The Steel and Engineering Industries Federation (Seifsa) said it had received only 30 calls from member firms reporting demonstrations or stoppages.

A *Weekly Mail* correspondent reports production was halted at firms throughout the eastern Cape. National Union of Metalworkers' regional organiser Bimba Manqashana said Tues-

*w/mail 24/5-29/5/91*  
Key metal industry pay talks are heading for problems as employers plead for wage restraint and workers embark on work stoppages, reports  
**DREW FORREST**

day's action had been preceded by a week of lunch-hour demonstrations.

The metal industry talks, in Germiston, were broken off mid-stream after about 150 singing and dancing Numsa members disrupted proceedings. Complaining that meaningful negotiations were impossible, Seifsa negotiators walked out.

The talks are likely to resume — a meeting of the industrial council executive committee was scheduled for yesterday to discuss ways of putting them back on track — but prospects for settlement seem slim.

Seifsa has tabled a final offer of be-

tween 9,6 and 12 percent, while Numsa, the largest union party to the council, has yet to shift from its opening demand of a R2 guaranteed personal increase — which is 48 percent at the bottom.

In other negotiations approaching finality, tyre employers have offered seven percent and auto bosses have also warned of below-inflation rises. In the motor industry, employers have suggested an effective wage freeze.

At a press conference this week, Numsa national organiser Les Kettle-das complained the unions were being expected to take an employer package of real wage cuts and retrenchments to their members.

There was a clear hint at the conference that Numsa might accept wage restraint — but only as part of a negotiated plan for industrial reconstruction.

Seifsa had agreed to join the union in an industrial council sub-committee on job creation, Kettle-das said, but had little else to offer in stemming job losses and creating new employment. "A consistent employer argument is that they can't discuss rationalisation with their competitors," he complained.

In particular, Seifsa had failed to respond to the union's "minimum conditions" for restructuring talks, including disclosure of financial information and a moratorium on retrenchments.

Seifsa denied this, saying it had agreed to discuss the conditions next month, as the issues were complex and required "extensive employer discussion and mandating".

Numsa's Alistair Smith said the union wanted Seifsa to grant an additional five percent to offset the effect of VAT, which would be twice as burdensome as GST for workers.

High executive salaries amid mass retrenchment of hourly-paid workers and the need for an increase in actual earnings were other concerns. Seifsa's nine percent offer on scheduled artisan rates would amount to an effective five percent, he said.

Kettle-das said a decision on whether to move to a dispute in the various sectors would be made at industry council meetings early next month.

# Protesters disrupt vital metal industry wage talks

By SHARON SOROUR  
Labour Reporter

METAL industry wage negotiations, which affect about 300 000 employees nationwide, ended in chaos when about 150 chanting union members disrupted the talks in Germiston.

According to Steel and Engineering Industries Federation of SA (Seifsa) executive director Mr Brian Angus, metal industry employers were branded "liars and thieves" by the

demonstrators from the National Union of Metalworkers (Numsa) who entered the venue

The demonstration started shortly after the talks began and continued "for some time", leaving employers to abandon the fifth and final scheduled meeting.

"It became clear that meaningful negotiations would not be possible under these circumstances," Mr Angus said

green street fashions

Tukkie's r





# Seifsa wage talks facing deadlock

5 Times (Bus Times)

26/5/71

151

By DON ROBERTSON

WAGE negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and its 360 000 workers are heading for deadlock.

Their discussions have been under way for two months.

At what was to have been the fifth and final scheduled meeting on Tuesday, about 150 members of the National Union of Metalworkers of SA (Numsa) demonstrated against the employer body.

The meeting had to be abandoned.

Numsa is the largest of the 12 unions in the negotiations.

At a second meeting on Thursday, Seifsa proposed mediation in an attempt to allow negotiations to continue. The suggestion was rejected by Numsa and the Metal and Electrical Workers Union of SA (Mewusa).

But the Council for Metal and Building Unions (CMBU) agreed to mediation.

Seifsa will attend another meeting on Wednesday, but warned that it will withdraw if demonstrations are repeated.

At meetings which began on March 15, Seifsa increased its wage offer from between 7% to 10,5% to a final 9% to 12,6%. It agreed to 10 of the

unions' 30 demands on working conditions.

The unions toned down their original demands ranging from 16% to 167% to increases of between 20% and 48%.

Seifsa executive director Brian Angus says he is concerned about the poor progress in negotiations and the lack of moderation shown by the unions.

"I cannot say at this stage whether the matter can be resolved without dispute or some kind of industrial action."

The agreement ends on June 30.

The negotiations are taking place in an industry suffering about 2 100 retrenchments a month.

Mr Angus says employers are hard-pressed to cope with the rising cost of labour and low productivity. SA products are becoming increasingly uncompetitive on international markets.

Numsa spokesman Veli Mjyako says the talks have not been officially declared to be in deadlock. But the union believes employers are "digging in".

### Numsa seeks retraining

■ The National Union of Metalworkers has proposed that 13 000 workers facing retrenchment from the Moss gas project be trained to equip them for other jobs. Negotiations around the Numsa proposal continued this week between the contractors and unions in the mechanical sector of the project. (S)

The retrenchments are due to begin in June, and flow from the imminent completion of the project. Only 970 highly skilled employees will keep their jobs. (S) (235) (179)

Numsa's Blimba Mangqashana

W mail

24/5 -  
29/5/91

(S) (181) (235) (179)  
said the union had proposed a package including training to equip retrenched workers for jobs in the same industry; discussions on job creation with the contractors; job preference for local over foreign workers; an end to overtime; and a union pledge to maintain industrial peace "unless workers are provoked".  
"If no resolution has been reached by Thursday, the union will declare a dispute," Mangqashana said. (S)

## Pay talks <sup>(151)</sup> to resume

THE annual pay talks in the metal industry, which were broken off last week after union members disrupted proceedings, will continue today

This was said by a Steel and Engineering Industries Federation of SA representative.

Following the disruption, representatives of employers and trade unions in the metal industry held a special meeting to discuss ways in which negotiations could continue without further delays. *Sowetan 27/5/71*

Employers agreed with Numsa and the Metal and Electrical Workers Union of SA to proceed with negotiations today. -  
*Sapa*

## TGWU demands national bargaining

By DREW FORREST

*W/ma 30/5-6/91*  
THE 40 000-strong Transport and General Workers' Union is to demand national bargaining in all its sectors and move to "mass industrial action" if the demands are refused. *(S)*

In a resolution at its national conference in Johannesburg at the weekend, the union calls for living wage conferences in all its sectors — goods transport, passenger transport, cleaning and security — to formulate demands. These would be followed by national disputes and industrial action, including strikes, if employers resist sector-wide bargaining. *(S)*

Cosatu's rail affiliate, Sarwlu, Nactu and non-aligned unions should be drawn into the conferences and the broader campaign, it says.



LABOUR

# Cosatu demands talks on economy

W/Med 30/5-6/6/91

**T**HE Congress of South African Trade Unions has formulated a broad platform of economic demands for negotiations with employers and the state.

These include a retrenchments freeze and a national programme of adult education and training. The employer body, Saccola, will also be asked to support the call for an interim government, constituent assembly and an end to political violence.

The demands, emerging from Cosatu's economic policy conference last week, were unveiled at a Cosatu press briefing yesterday. After discussion within affiliates, they would be finally endorsed and refined at a special central executive committee meeting, said Cosatu press officer Neil Coleman.

Coleman said the conference, attended by 300 delegates, had been a first crucial airing of grassroots worker thinking on the economy but had not drawn up a definitive economic policy. This would be done at the federation's congress in July.

The demands for negotiation with Saccola and the state — the aim is to hold the first round of talks next month as a prelude to the congress — were of an interim nature and directed at check-

#4 151 1404

Negotiations with the state and employers on a wide range of economic issues was one of the chief demands drawn up by the Congress of South African Trade Unions at its economic policy conference last week, reports **DREW FORREST**

ing job losses and creating employment. Broad-er proposals for economic restructuring would be addressed at a later date.

Key elements of Cosatu's negotiating platform include:

- A retrenchments moratorium, and negotiations on a job creation programme,
- An end to privatisation and commercialisation, and negotiations on the sale of strategic stockpiles. The state would also be asked to avoid policies leading to job cuts, such as the precipitate lifting of tariff barriers.
- Saccola support for an interim government, constituent assembly and an end to violence
- Employer and government agreement to a nationally integrated system for basic adult education and training.
- The reduction of wage gaps.



Neil Coleman ... conference was a crucial airing of grassroots worker thinking on the economy

- Pensions changes, including an end to racial discrimination in pension payouts, the reduction of the retirement age to 55 years and pensions for all those entitled to them.
- One provident fund per industry. This would facilitate the use of provident money for development, Coleman said.

● Saccola would be asked to fund a feasibility study on the conversion of hostels to single and family accommodation. Employers would also be asked to give time off for consultation with hostellers.

Coleman said the National Council of Trade Unions (Nactu) would be approached to join the negotiations as part of a union front. Black employer bodies such as the National African Federated Chamber of Commerce and Industry (Nafcoc) and the Foundation for African Business and Consumer Services (Fabcos) would be invited, and Cosatu wanted state representation to include public sector employers.

It was envisaged that next month's opening encounter would be the start of an ongoing tripartite process, he said. After adopting an economic policy, Cosatu would also take it to its alliance partners and the Broad Patriotic Front. Coleman said sectoral reports at the conference revealed an economy-wide crisis and that neither the state nor employers had a global vision on how to tackle it.

"The employer response is to cut wages, retrench and seek unilateral rises in productivity — there is no job creation perspective and no productive investment. Monopolisation and the export of capital continues."

# ADR cuts corners in settling disputes

ST Times (Bus Times)  
2/6/91

A CHEAPER and more effective means of litigation, alternative dispute resolution (ADR), has been developed by SA lawyers

They have formed Adrasa, a non-profit organisation, to be registered in about two weeks' time. Its object is to promote ADR and train people to be neutral in disputes

The idea is for companies to adopt as corporate policy that ADR will be explored before resorting to litigation. About 400 American companies have signed such a pledge with one another. It has been successful in helping executives to reach mutually acceptable decisions

Chairman of the working group getting Adrasa off the ground William Lane stresses that companies are not legally obliged to use ADR if they believe the issue should be resolved by a court

By TERRY BETTY

ADR can be used by the ordinary person to settle small claims

Mr Lane says "The advantages of ADR are it is cheaper, quicker and can deal with real issues regardless of legal form." This is particularly beneficial where the parties have a continuing relationship

For example, a court settlement in a divorce would deal with technical details, but not the underlying issues. With mediation the parties could reach a solution

About 90% of law suits are "doors of court" settlements — the parties eventually settle out of court

The cost of pleadings, summonsing experts and research can be avoided with ADR.

# Revenue's long lasso will pull tax evaders into line

TAX evaders and those slow to hand over their income tax to Revenue will be pulled into line with the introduction of VAT

Inland Revenue chief director Trevor van Heerden said that, through information gleaned from companies' VAT registration forms, Revenue would be able to link companies' VAT liability with their income tax liability

Dreisenstock and Associates director Tony Dreisenstock said "If a company has paid too much VAT and is entitled to a refund, but has not submitted its VAT return, or if Revenue discovers a shortfall in the company's other tax payments, it will be able to set one off against the other without warning or even notifying the company."

However, the company would have to be a constant defaulter for Revenue to take such drastic action

In addition, Revenue could insist that the defaulters make a security deposit upfront to cover future liabilities. This, too, could be used to offset other tax liabilities

Van Heerden said the new computer system installed for VAT would make Revenue collections much more efficient — in linking companies' different tax liabilities

and also in monitoring their VAT positions  
The VAT system, created, installed and tested by outside consultants, was already up and running. An audit programme was in place and would run a full spectrum of tests to ensure each company was fulfilling its VAT obligations

"Inspectorate visits to companies will normally take place only if the computer identifies unusual behaviour during its audit test. We will, therefore, be using our 800-strong inspectorate much more efficiently, allowing them to concentrate on companies where known discrepancies and problems exist," Van Heerden said.

He said companies could request an information visit from Revenue to study their computer system and controls. Should Revenue find the controls adequate, future inspections were unlikely

He added that although penalties for not complying with VAT requirements were stiff, Revenue would not take a hard line until everyone knew how the system worked

"We will encourage and advise rather than penalise," he said

*5/10 am 4/6/91*  
GILLIAN HAYNE

John Griggs, chairman of Regional Services Council, briefed the n today's budget meeting.

## Bill aims at faster end to disputes

*151*  
Political Staff

CAPE TOWN — Provision for speedier settlement of legal disputes through mediators and alternative "short process" courts is made in a Bill tabled in Parliament yesterday

The Department of Justice said in a memorandum, attached to the Short Process Courts and Mediation in Certain Civil Cases Bill, that the measure was aimed at cost-saving, expeditious adjudication and increased accessibility to courts

In terms of the Bill, the Minister of Justice will be empowered to appoint mediators in an area from names submitted by the Association of Law Societies, the General Bar Council and the Department of Justice

After a notice has been issued subjecting a dispute to mediation, the parties will be required to appear before a mediator in chambers

"After the interview with the parties the mediator shall issue an order which shall later form part of the record of the resulting action in the court concerned" *5/10 am 4/6/91*



## Sit-in spreads nationwide

MORE than 3 000 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members would demonstrate nationwide today to push the Furniture Industrial Council to meet demands for centralised bargaining, the union said yesterday

Union spokesman Jacob Kgakane said workers in the Transvaal and Natal began a sit-in campaign earlier this week to back demands for centralised bargaining in the industry. Protest action would begin in East London today

192 (151)  
VERA VON LIERES

The sit-ins were sparked by the council's failure to respond to a memorandum delivered in April.

Ppwawu said a working committee for the council in Natal yesterday requested until early next month to respond to members' demands. The Johannesburg council is expected to meet today to consider demands

A spokesman for the council in Johannesburg yesterday confirmed that sit-ins had taken place



# Employers, unions meet over pay row

*Sowetan*  
*7/6/91*

STALLED pay talks in the steel and engineering industry enter the "cooling-off phase" next Tuesday when unions and employers meet over ways to ease the deadlock.

The largest union in the sector, the National Union of Metalworkers of South Africa, last Wednesday gave notice that it would declare a dispute.

## Spokesman

Mr Hendrik van der Heever, spokesman for the Steel and Engineering Industries Federation of South Africa, confirmed yesterday the full executive of the sector's national industrial council would meet in Johannesburg on June 11.

Numsa, representing some 113 000 workers in the sector and the Metal and Electrical Workers Union of South Africa, with nearly 34 700 members, had

given Seifsa written notice of dispute. Verbal notice had been given by the 10 000-strong Confederation of Metal and Building Unions, as well as the Steel, Engineering and Allied Workers Union, representing about 1 880 workers.

Written notification of dispute had to be given within 14 days of a dispute being declared, said Van der Heever.

At the May 29 meeting, Numsa and Mewusa dropped their demand for a R2 hourly increase by 50c. Numsa demands a 20 percent rise.

## Dropped demands

The CMBU unions dropped their demands from 18 to 12 percent.

Seifsa's final offer on hourly rates ranged between nine percent (86c) for artisans, to 12,6 percent (48c) for lower skilled workers. - Sapa.

(151) (151)



LABOUR

*w/m a/j* *7/6-13/6/91*  
**Metal unions join forces in Seifsa dispute** (151)

By DREW FORREST  
NACTU'S Metal and Electrical Workers' Union (Mewusa) has joined Cosatu's National Union of Metalworkers in declaring a formal dispute in metal industrial council talks covering 380 000 workers.

This is the third year on the trot that the two unions have jointly been in dispute with the Steel and Engineering Industries Federation (Seifsa).

At the final round of scheduled talks last week, Numsa and another small Nactu union, Seawusa, dropped their pay demands to an across-the-board rise of R1,50 an hour. Mewusa's

opening proposal of R2,50 remained unchanged

It was the Cosatu union's first move on wages since tabling R2 or 25 percent, whichever is larger, at the start of negotiations. Its R1,50 proposal still amounts to 36 percent at the bottom — employers held fast to their earlier final offer of between nine and 12,6 percent.

Seifsa said that while it was still willing to consider further adjustments "of a minor nature in certain categories", union demands were still well beyond what the industry could afford

Seifsa spokesman Hendrik van der Heever said retrenchments reported to

the council were rising, reaching 2 363 in March and 2 507 in April. The actual figure was likely to be higher, he said

Giving background to the dispute, Numsa complained that employers' current offer, amounting to a cut in real wages, showed they were aiming to restructure through low wages and low employment.

Numsa's proposals, embracing training and education, revised grading structures and job creation schemes, envisaged a high-wage, efficient industry supplying goods and services and able to compete internationally.

**Waltons strike ends** (15)

■ The Waltons strike, involving more than 600 workers at 38 Transvaal  
W/Mail 7/6-13/6/91

branches of the stationery outlet last month, has been settled through mediation. W/Mail 7/6-13/6/91 (15) 355

In terms of the settlement, workers will receive a monthly minimum wage of R1 055. Management had initially offered R1 030 and the union had initially asked for R1 070.

# SA mining crisis: 151 No easy way out ~~151~~ ~~251~~

W/Mail 7/6-13/6/91  
The major players in the mining industry attended a summit this week. The conference was marked by concern for the crisis in the industry — and deep divisions among delegates.  
**By Weekly Mail Reporter**

**T**HIS week's mine summit made ground-breaking progress towards co-management of the crisis on South Africa's mines — but also highlighted deep divisions in the restructuring strategies of labour and employers.

Attending the Johannesburg conference were all major players in the industry — the government, the Chamber of Mines, the Council of Mining Unions, officials' associations and the National Union of Mineworkers.

Its key achievement, signalling that employers now accept a union role in shaping the industry's future, was to set up a joint steering committee charged with establishing working groups.

Among other issues, these will investigate how to prolong the life of mines and expand the industry, the co-ordination of mine closures and downscaling, the protection of job conditions and health and safety standards, training and retraining of retrenched, literacy and numeracy training and relief for rural areas and mining towns hit by retrenchments.

All summit participants will sit on the steering committee, which will try to



**Clive Knobbs ... no to nationalisation**

recruit members from the departments of finance and manpower.

Echoing chamber president Clive Knobbs, NUM economist Martin Nicol described the tone of the summit as "positive". He added, however, that the state did not seem to appreciate the depth of the crisis or its national importance.

"In terms of the impact on communities, the loss of foreign exchange, and knock-on effect in other industries, we are looking at a tidal wave, not just a ripple effect," he said.

Believing that 200 000 jobs are likely to be lost in the mining industry by 1995 if no relief is forthcoming, the union proposed a three-stage rescue plan. To alleviate the immediate crisis, it suggests state subsidies to enable marginal mines to adjust, a new tax formula and various retrenchment measures, including a national severance package and income-generating projects.

Although it settled for the steering committee idea, it originally proposed a permanent mining commission to oversee restructuring.

Longer-term proposals include skills training and re-organisation of work to render the industry more productive.

In one vital respect — the need for literacy and numeracy training and adult education — the NUM and the chamber appear to be of one mind. Knobbs said the chamber would launch an education drive on all mines in collaboration with the union.

But there were also significant differences in outlook. Reacting to NUM demands for a centrally co-ordinated approach to mine downscaling, Knobbs stressed that the chamber was not a command structure and mining houses could not be expected to collaborate on retrenchments or closures.

He also expressed reservations about state subsidies, suggesting these would impoverish the country.

And while the NUM urged "the adoption of progressive and modern" labour policies, including the recognition of full-time shaft stewards and worker directors, Knobbs complained of workplace violence and stressed that since 1986, 365-million manhours had been lost through industrial action.

Calling for a sound investment climate, Knobbs also hit out at NUM support for sanctions. Nationalisation, which the recent NUM congress backed as part of an economic reconstruction plan, would lead to the "undoing of the industry", he said.



# New power cuts loom in township

Sowetan 12/6/91

By MONK NKOMO

THE Pretoria City Council yesterday warned it might cut off electricity to Atteridgeville again next month unless residents paid new tariffs ranging between R75 and R190.

A spokesman for the council said the management committee was due to meet on July 16 to review the situation.

Power supply to the township was discontinued on May 13 after the Atteridgeville Council failed to pay arrears

totalling R800 000 to the Pretoria Council

Electricity was restored last Thursday following discussions between local administrator Dr Ernie Jacobson and "an interim committee representing broad-based community organisations", the Pretoria Council said.

A spokesman for the Pretoria Council yesterday warned that "a strong possibility exists that the power will be discontinued again next month if

residents do not pay the proposed new tariffs"

A large number of residents who attended a meeting convened by the Atteridgeville/Saulsville Residents Organisation on Sunday resolved to ignore the new tariffs and to continue paying the R50 monthly flat rate

## Crisis

The Pretoria Council had said the R50 flat rate was not enough to pay for administrative costs and sewerage in the township.

"let alone electricity"

Atteridgeville acting town clerk Mr Daan Mouton expressed concern about the rent crisis and said large numbers of residents were still not paying the R50 flat rate.

The arrangement signed by Asro and the administrator in January for the payment of R50 a house is due to expire at the end of this month

Asro chairman Mr Reeves Mabitsi asked residents at Sunday's meeting to determine how much they wished to pay from July

## Stayaway protest plan by students

By MATHATHA TSEDU

THE South African National Students Congress has declared a week of action against Gazankulu Chief Minister Professor Hudson Ntsanwisi in protest against the closure of Tivumbeni College

Sansco's Northern Transvaal chairman Mr Robinson Ramaite said yesterday the organisation had decided that Friday would be marked by a stayaway and marches at all tertiary institutions in the region

Tivumbeni was closed indefinitely in March following class boycotts to demand that Ntsanwisi relinquish his post as chancellor of the college and for the recognition of the constitution of the students representative council. Sowetan 12/6/91

Sansco has tried several times to pressurise the Gazankulu government to reopen the college.

A delegation that staged a sit-in at the offices of the department of education in April was frog-marched out by police.

## Strike threat by steel workers

STEEL and engineering employers are forcing trade unions into a strike, the Metal and Electrical Workers Union of South Africa said on Monday

"If we are not able to reach an agreement I believe we are heading for a crisis," Mewusa general-secretary Mr Tommy Oliphant said in a statement, referring to deadlocked pay talks

Trade unions and employers' representatives who are involved in national wage negotiations in the industry were

due to attend a dispute meeting in Johannesburg yesterday

The 12 unions facing the Steel and Engineering Industries Federation of South Africa in the talks have declared a dispute with the employer grouping, Oliphant said

Metal industry talks deadlocked on May 29, despite unions having drastically reduced their demands, he said

Seifsa had refused to amend its wage offer, despite Mewusa reducing its across-the-board demand to R1,30 an hour, Oliphant said - Sapa

# Demos to halt retrenchments

THOUSANDS of members of the National Union of Metalworkers of South Africa yesterday staged lunch-hour demonstrations countrywide.

The protests were aimed at attempting to force managements to halt looming retrenchments at various plants.

The demonstrations and marches at various city centres were also part

*Sowetan 12/6/91*

By IKE MOTSAPI

of the Cosatu affiliate's campaign to force employers to accede to a demand for a R2 an hour increase

**ISI Talks**

Workers have instead been offered 48c an hour.

Placards-carrying workers took to the streets and danced as they sang freedom songs

Numsa and the Steel and Engineering Industries Federation of South Africa, which represents the employers, have been locked in wage negotiations since the beginning of the year

Another round of talks between the two parties was held yesterday morning, but no progress was made

Instead, Seifsa has now declared a dispute

with the same trade unions which have rejected its wage, a move that would enable employers to consider lockouts if settlement is not reached

"The parties then discussed various options open to them in terms of the dispute resolution procedures and mutually agreed to refer the matter for mediation," Seifsa said in a statement.

# Mediation for metal industry

B(Day) 12/6/91

VERA VON LIERES

DEADLOCKED Metal Industrial Council talks, covering more than 270 000 workers, were referred to mediation by mutual agreement between employers and trade unions at an industrial council dispute meeting in Johannesburg yesterday

Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said in a statement the mediation meeting would be held on June 18 under the auspices of the Independent Mediation Service of SA (Imssa)

He said trade unions party to the talks had been informed that employer associations represented by Seifsa had formally declared a dispute after the unions failed to accept employers' final offer

"The declaration of a dispute on the part of employers will enable them to consider the possibility of lockout action should the dispute not be resolved," Angus said

He said the parties discussed various options open to them in terms of the dispute resolution procedures and mutually agreed to mediation.

On the possibility of a lockout, National Union of Metalworkers of SA (Numsa)

spokesman Alistair Smith said the fact that employers had declared a formal dispute "was indicative that they were planning lockout action and had considered it as a likely event"

Numsa, representing almost 113 000 workers, is one of several unions to have declared a formal dispute in the pay talks

At the final round of scheduled pay talks last month, Numsa and Nactu's Steel Engineering and Allied Union of SA (Seawusa) dropped their wage demands to an across-the-board wage increase of R1,50 an hour This was Numsa's first shift on wages since tabling its opening demand of R2 or 25% — whichever was greater

However, Smith said yesterday employers' failure to consider the unions' revised proposals on wages and other non-wage demands at pay talks last month meant that Numsa had now reverted to its original demand

Seifsa's final offer ranges between 9% (86c an hour) and 12,6% (48c an hour) for artisans and lower skilled workers respectively



# Cape Gate order 'was to prevent illegal acts'

By SHARON SOROUR  
Labour Reporter

CAPE Gate, Fence and Wire Works in Parow has "denied in the strongest possible terms" it brought a Supreme Court interdict against hundreds of employees on a wage strike as a tactic to undermine the industrial action

The company said the order was applied for and granted to prevent the employees "perpetrating unlawful or illegal acts" during the strike, which began on June 4

The company's statement followed a report in The Argus in which Metal and Electrical Workers' Union (Mewusa) spokesman Mr Ben Petersen slammed the company for "trying to have workers jailed" by alleging strikers assaulted casual workers this week

The company's statement said "The order was applied for and granted to prevent employees on strike from perpetrating unlawful and illegal acts during the currency of the strike. The management of Cape Gate deny in the strongest possible terms that the order was sought or granted on the basis of untrue or half-true allegations (as alleged by Mr Petersen), or that it was applied for in an attempt to undermine the strike or with a view to jail employees on strike

"The management of Cape Gate deny having invoked the assistance of the police to arrest strikers outside the factory or elsewhere and is not aware of any arrest being made"

On the background to the dispute, the statement said an offer was made to increase the hourly wage rate, which was increased by 18 percent with effect from July 1, by another 10 percent for May and June 1991

This was coupled with an offer to increase the hourly wage rate, which was being negotiated at industrial council level, by 1 percent from June 1, 1991 until June 30, 1992. The offer was rejected by the union

It said striking employees, through picketing and other means, prevented anyone from entering or leaving the company's premises from June 4 to June 6

It said employees who chose to work were intimidated and threatened with unlawful action — which included threats of serious assault

"A number of employees were assaulted by employees on strike and had to have medical attention"

It was against this background that the company applied to the Supreme Court for an urgent interdict on June 6. A temporary order was issued, which applied until a restraint order, returnable on July 17, was issued on June 7

The order was served on June 10 and copies were made available to striking employees



# Unions reject bus fare increases

Sowetan 13/6/91

151

By ALINAH DUBE

A DELEGATION of trade union and community leaders has rejected Putco's bus fare increases to come into effect on routes to Pretoria, KwaNdebele and Moutse from July 1.

The delegation, consisting of officials of the Transport and Allied Workers Union, General Workers Union and Moutse Civic Association, met Putco and Government representatives in Pretoria yesterday.

Spokesman for the group Mr Freddie Pilane said the meeting was part of ongoing talks between the transport industry and the Government.

Proposed fare hikes and the Government's decision to reduce its subsidy for transporting workers featured prominent-

ly at yesterday's meeting.

Pilane said. "We decided not to take a decision on the subsidy issue because we learnt from the meeting that the Government is organising a conference to address the subject in August.

"But apart from that we made it clear to those present that subsidising workers was the Government's responsibility because they are the ones who moved our people from where they lived to places far from their employment."

The proposed fare increases were rejected by both worker and community representatives.

# Numsa declares dispute in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metalworkers of SA declaring a dispute on behalf of its 100 000 members in the sector.

Numsa negotiator Les Kettleas said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers' position."

SA Motor Industry Employers' Association chief secretary Vic Fourie said employers were disheartened at Numsa's disclosure that it had entered talks with a mandate for a

dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added.

New wage rates varying between 30 and 40% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers' association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa's stance, Kettleas said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant

was currently R112,50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher.

Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September, Kettleas said.

Employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry.

The union had also tabled other non-wage demands.

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19. — Sapa.

### Industry-level mediation for giant metal industries

151 w/mant 14/6-20/6/91  
dropped its demand from 18 to 12 percent at the last round of talks, seemed set to settle.

Employers and unions are to resort to the unprecedented step of industry-level mediation in a bid to break the wage logjam in the giant metal industries.

At this week's meeting, Seifsa also declared a dispute, a first step towards an industry lockout.

Last year employers staged a lockout ballot for the first time. This was successful, but settlement was reached without industrial action.

This was agreed at an industrial council dispute meeting this week. All unions have now joined the National Union of Metalworkers in moving into formal dispute with Seifsa. There is some surprise that the Confederation of Metal and Building Unions, the main representative of white labour, has declared a dispute. The CMBU, which

# Seifsa warns of lock-out if pay dispute unresolved

S/Times (Bus/Times) (151) 355 (1981)

16/6/91

By ADRIAN HERSCH

THE PAY dispute between Seifsa and all 12 trade unions party to the metal industrial council will go to mediation

Seifsa says management has also declared a dispute to leave the way open for a lock-out should the dispute not be resolved

The annual pay talks, affecting about 360 000 workers, reached deadlock at the end of last month

Seifsa offers increases of 9% for artisans and 12,6% for labourers

The National Union of Metalworkers of SA (Numsa), the largest union at the negotiations, asked for increases between 20% and 36% when the talks broke down

But Numsa has reverted to its opening demand of an increase of R2 an hour or 25%, whichever is the greater — amounting to between 25% and 48%

Seifsa executive director Brian Angus says although the parties are far apart, he believes mediation offers the best chance of producing a settlement

But if the dispute cannot be resolved Seifsa will hold a lock-out ballot

Numsa spokesman Alistair Smith says that when the dispute was declared two weeks ago, the union had to consider all options and plans for a strike were among them

However, Mr Smith says Numsa is committed to a settlement and will approach mediation "with an open mind"

"If we come close to a settlement in mediation the strike option will fall away"

## First

Mr Angus says non-wage issues, particularly education and training, offer scope for common ground between the parties and mediation is well suited to handle them

It is the first time a national metal industry dispute has gone to private mediation. The talks, to be held on Tuesday, will be conduc-

ted by the Independent Mediation Service of SA (Imssa)

The two Nactu unions lowered their demands at the last round of negotiations

The Metal and Electrical Workers Union of SA (Mewusa) demands a R1,30 an hour increase — 31% for the lowest paid. The Steel, Engineering and Allied Workers Union of SA (Seawusa) wants a R1,50 an hour increase — 36% for the lowest grade

Last year Seifsa and Numsa gained ballots in favour of a lock-out and strike

respectively. Neither party exercised the option

Numsa ultimately accepted an offer of between 15,5% and 19%

The union said the major reason for not calling a strike was the problems township violence could pose

But if Numsa had staged a strike, even a "strategic" one where members from carefully chosen plants walked out, Seifsa's lock-out could have occurred on a much broader front, placing great pressure on the union to accept the offer

## Rooibos for Japan

THE Rooibos Tea Board will export 640 million to Japan in the next three years

The board says, "The Japanese from their desire for natural rooibos to make instant tea health products"

Farmers have increased that their tea will be

Rooibos is grown in the Cape and last year was





## Disputes head for bargaining forum

VERA VON LIERES

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday. Numsa negotiator Les Kettle said the union had declared a dispute in both sectors on June 7.

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute.

And in another move, Numsa last week declared a dispute on behalf of its 100 000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze.

Numsa, which represents about 8 000 workers in the tyre industry and 37 000 in the auto assembly industry, is demanding a R2 across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations. *B Day 18/6/91.*

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R5,50 minimum.

Kettle said auto employers have offered increases ranging between 13,3% at the bottom pay levels and 12,5% at the top.

Tyre manufacturers' final offers ranged between 14,6% at the bottom pay levels to 12% at the top.

Kettle said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have.

nesday June 19 1991

# Threat of lockout to metalworkers

Sowetan 19/6/91

151



**METAL** industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360 000 workers, reached deadlock at the end of May.

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus.

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far

apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said.

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113 000 workers - warned of mass industrial action if employers did not improve their offer.

## Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind".

Seifsa has offered wage increases of nine percent for artisans

and 12,6 percent for labourers - increases ranging from 48c to 86c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option - *Sowetan Correspondent*.

## Community News

**READERS** are reminded that the deadline for Community News is noon today.

Telephone the *Sowetan* at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.

# Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions

Numsa negotiator Les Kettledas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week

The union represents about 8 000 tyre workers and 37 000 auto assembly workers

Kettledas said it had dropped its demand from a

8/PCW 19/6/91  
VERA VON LIERES

R2 across-the-board increase to R1,50 at yesterday's dispute meeting with auto assembly employers. This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction

## Security

While there had been substantial progress on training demands, no progress had been made on the union's demands around job security

Employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettledas

said (151) (182)  
Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate

However, there had been no progress on key proposals around employment security and restructuring of the industry

Mediation in metal industrial council talks, covering more than 270 000 workers, continue today

A date for a dispute meeting for the motor industry talks involving 100 000 workers has not yet been set



INDUSTRIAL RELATIONS FM 21/6/91

~~NUM~~ 151

# COGITO, ERGO SUM

Rightly hailed as a landmark in industrial bargaining, this year's profit and productivity-based wage settlement between Cosatu's flagship, the National Union of Mineworkers (NUM) and Anglo American's Ergo should be placed in perspective.

As Ergo points out, the deal "issued out of very peculiar circumstances" — in short, the low gold price. The bonus package is valid for a year only. "It's something devised and implemented with the agreement of both parties to meet the needs of both parties," explains an Ergo spokesman, implying caution about the implications for the future. Thus predictions about similar settlements being replicated across all industry, or anticipating sweetness and light in labour relations generally is premature.

Productivity bargaining has not been discussed among other Cosatu affiliates. The giant metalworkers' union, Numsa, for example, says the issue was not raised by employers in this year's tough wage round. Disputes declared by the union against Seifsa and the auto and tyre industries go to mediation this week.

Cosatu maintains that it is not through productivity deals alone that the mining industry can be saved.

Spokesman Neil Coleman says it's simplistic to ascribe SA's economic problems

merely to low productivity and high wages; the unions advocate a "far broader" long-term strategy to tackle what they call the underlying economic "structural crisis". This would include a number of factors such as beneficiation, overall human resource



training and job creation.

The NUM-Ergo agreement initiated by the company provides for a 5% across-the-board wage increase and a new employee bonus scheme based on financial results and operating performance, which can add a half-year bonus for each employee.

Tier 1 of the bonus scheme is based on the profitability of the Ergo Division. If it makes at least R2m operating profit from gold and acid production per half-year after capex, a bonus of 4% of their earnings for the six months is paid to all employees at the end of the period. No operating profit, thus defined, means no bonus.

Tier 2 of the scheme is based on performance of the whole company and only comes into effect if the full 4% bonus is paid. At 100% performance, a maximum additional bonus of 5.5% is possible. Together with the basic 5% wage increase and the 4% bonus, this could give an overall 14.5% increase. The maximum can increase by a further 5.5% if 110% performance is achieved.

Ergo says the objectives of the scheme are to minimise permanent increases in working costs given the gold price uncertainty, to reward employees for better performance, and to provide the possibility of achieving overall wage increases close to the inflation rate if reasonable production and gold price targets are achieved.

Under the agreement, which is valid for

the current financial year, Ergo agrees "to provide the union with relevant financial information" on a monthly basis to enable monitoring of the bonus scheme.

Of course, the Ergo agreement is a major departure from the SA trend of industrial wage settlements and will form the basis of the NUM's negotiations with goldmines of the Chamber of Mines this year. But it is by no means certain that this kind of deal is acceptable to all mining managements.

Nor does the complexity of such profit and productivity-based agreements necessarily make them feasible in other sectors of industry, observes Pat Stone of labour consultants Andrew Levy & Associates. Some industries could, after protection is lifted, start finding that they may not be able to afford productivity-related schemes if they entered into them.

Union realisation of the realities faced by the gold mining industry — which NUM general secretary Cyril Ramaphosa conceded has forced the union to shelve its comparability claims and uniform wage structure approach — is to be welcomed. For unions, the risk faced if productivity incentives do work is that if the market stays static, the issue of job security becomes crucial.

However, while the NUM has, from a weak economic position, this year settled for a comparatively small increase upfront, it has arguably won something which could be of greater tactical benefit later on. It could in future be in a much stronger position to demand financial disclosure and participation in key management decisions after this year's inroads into that terrain.

At any rate, the Ergo-NUM settlement will be good for concentrating the minds of both labour and management on exactly what it is that improves output, remarks Kate Jowell of UCT's Graduate Business School. Two positive things flow from the settlement, she adds: recognition of common problems and common objectives, and the possibility of unleashing the creative potential of both workers and management. This will be a useful model for mining and industry in general.

## JOINING THE FORCE

Law and Order Deputy Minister Johan Scheepers announced the racial integration of SAP training facilities at a police passing-out parade in Cape Town this week. They have been segregated for the four race groups that existed until this week's scrapping of the Population Registration Act. People with racial prejudices should look elsewhere for work, he said.

Banning racists from the SAP is expected to reduce considerably the number of white recruits.

Scheepers says the integration will be handled carefully. All applicants will be psychometrically tested (presumably to assess their racial attitudes) and recruits will be allowed "freedom of choice, religion, culture, eating habits and so on," but the bottom line will be: no racists in the SAP.

The AWB and the Conservative Party have often claimed widespread support among white policemen; now the apartheid stand they represent has been officially declared dead.

NEGOTIATIONS FM 21/6/91

## WHO'S STALLING?

President F W de Klerk put a positive spin on his review speech at the end of parliament's historic five-month session this week when he told MPs that negotiations with the ANC were still on track. But there were undertones of uncharacteristic frustration with the lack of real progress.



By IKE MOTSAPI

THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory when it successfully negotiated pay increases for its members at Flamecut Company, a union spokesman said yesterday.

The additional 22c for all members will be added to the offers negotiated by Flamecut and the Steel and Engineering Industries Federation of South Africa and applies to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Seifsa and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr Philemon Ntombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for

# Union scores victory over pay

the 1991/1992 year.

"This supplementary wage agreement will be implemented on July 1 1991 and shall operate up to an including June 30 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.

# 'Historic' training scheme planned

w/mcmt 2/6-27/6/91  
THE car assembly sector is poised to introduce South Africa's first industry education and training board, in line with revolutionary proposals by the National Union of Metalworkers.

Despite the dispute in the sector, which turns on pay and job security, Numsa and auto employers have reached virtual consensus on a "historic" new training dispensation, says the union's Gavin Hartford.

Unions and employers will have equal representation on the board, which is to be established by October this year with employer funding.

(151) ~~151~~ ~~151~~  
Numsa demands for proportional representation are, however, still in dispute.

The purpose, Hartford said, would be to consolidate and broaden existing plant-based training according to national standards and link it to industry needs and restructuring.

Training will be modular and competency-based, offering opportunities for all workers "from sweeper to engineer".

Included in the board's scope will be adult basic education and literacy.

The board will also seek to redress race and gender discrimination, including educational disadvantage.



# Wage deadlock: co-ordinated (151) strikes looming

By DREW FORREST *Wimac*

SOUTH Africa's first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four key industry pay negotiations.

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flashpoints. This weekend, Numsa's national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members.

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including Numsa and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving Numsa broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1,50 — about 20 per cent in both sectors — but the parties remain widely separated.

Also in dispute, said Numsa national organiser Gavin Hartford, were job security and creation demands. While Numsa wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to Numsa "minimum conditions" for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. Numsa has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop.

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lock-out workshops for members in three centres if mediation breaks down.

# New union attitudes Star 24/6/91 (151) ~~152~~ are stirring optimism

By Michael Chester

A new spirit of constructive co-operation between trade union leaders and employers has been hailed by the Institute of Personnel Management as a signal of optimism for the post-apartheid era

IPM president Tony Frost said at the weekend that trade unions were tending to abandon militancy for more constructive attitudes

"They are less politicised," he said "In a very short time they have matured to the stage where they are about as professional as any trade union in the world"

Mr Frost, also a member of the South African Board for Personnel Practice, which claims to set standards in human resources management, said that the recent pay-and-productivity pact between the National Union of Mine-workers and Anglo

American's Ergo gold recovery operation was a brilliant example of the new maturity in relations.

"Both employers and unions are abandoning their old adversarial roles in favour of negotiation and constructive compromise "If one could translate this into political and social terms, you have all the ingredients of a winning nation"

## Spadework

Mr Frost attributed much of the new spirit to the success of spadework carried out by professional human resources managers in eliminating distrust and clearing the middle ground between labour and management

But, he added, there were still some major companies that had not responded to the unions' new approach

"They are still living in a fantasy world when

it comes to labour relations"

There were also encouraging signs that trade unions were distancing themselves from politics and taking a more independent stand on bread-and-butter issues

"The black unions were highly politicised in the early days of their development — and no wonder After all, the unions were the workers' only legal voice on political issues, their only avenue for political action

"Now that workers have a legal political voice, the unions can concentrate on genuine shop-floor issues

"The unions' learning curve has been short and sharp — but so too has that of management

"I see a strong and healthy movement developing in business that will work to create profitable worker-management partnerships"



# Judges tell union to reinstate ex-official

ARC 25/6/91  
By JOHN VILJOEN

Supreme Court Reporter (151)

A FORMER office-bearer in the South African Typographical Union (Satu) has won his Supreme Court battle against the union's decision to expel him

Mr Farrel William Hunter, 32, of Strandfontein, a carton-die maker, joined the union in 1979, and was elected chapel father in 1985

He became a trustee in 1987 and was nominated for president of his branch in February last year

In August he was charged with encouraging union members not to complete stop-order forms for union fees and expelled

He appealed to Satu's governing board, but it upheld his expulsion

Mr Justice H C Nel, with Mr J H Conradie concurring, ordered that Satu's decision of August 22 last year to expel Mr Hunter be set aside

Satu must reinstate Mr Hunter as a fully paid up member retrospective to the date of expulsion and restore him to full pension, mortality, medical aid and employee benefit fund membership.

The union's governing board acted beyond its powers in confirming Mr Hunter's expulsion as the union's constitutional disciplinary procedure was not followed, the judges found.

Mr Hunter should have first appeared before the Cape Town branch committee and not the executive council

# Strikers at SAB plant resume work

By Shareen Singh

2/6/91

Strikers at South African Breweries' Denver plant returned to work last night after an agreement was reached between their union and SAB management to refer their dispute to arbitration.

The strike, which started last week over the dismissal of a driver, affected deliveries in Johannesburg.

The Food and Allied Workers' Union (Fawu) said the driver had been unfairly dismissed. His truck was short of six cases of beer because the delivery crew had taken bottles from those cases and used them to fill up incompletely filled cases.

The machine that packed bottles into cases often missed one or two and the delivery crew usually ensured that the cases were full for bottle stores.

The driver, in any case, had nothing to do with the missing cases of beer because he did not offload the truck, Fawu said.

SAB management said this week the driver had been dismissed for "unauthorised use of a company vehicle and removal of company property".

# All hopes pinned on mediation

50 workers 27/6/91

EMPLOYERS and trade unions who are party to deadlocked pay talks in the metal industry are pinning their hopes on mediation as a last-ditch effort to stave off industrial action.

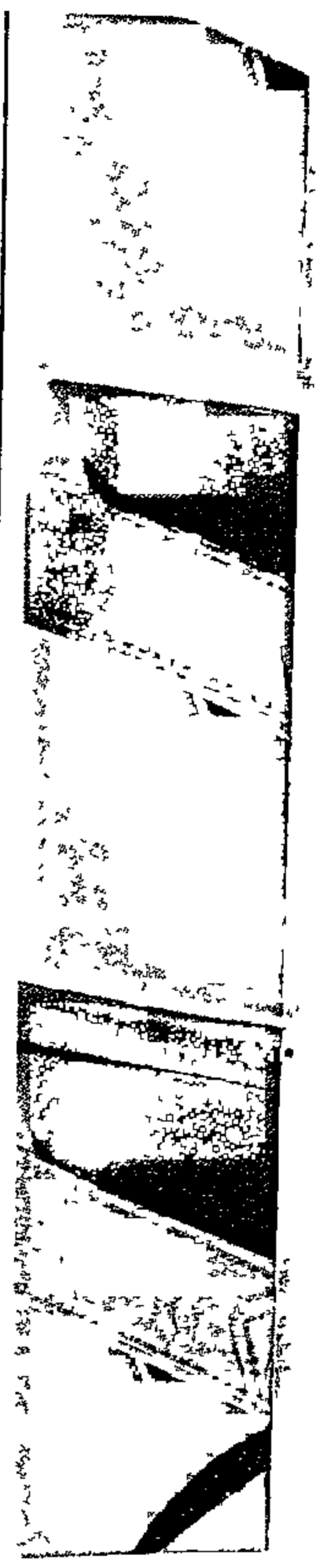
Agreement had not yet been reached, said mediator Mr John Brand, but mediation would continue if the parties agreed.

The Steel and Engineering Industries Federation of SA and its union opponents met for a third round of mediation on Tuesday.

The parties had agreed to report back to their constituencies on progress to assist settlement, said a spokesman for the National Union of Metalworkers of SA.

"We are supposed to go back to the Industrial Council with our mandate - either mediation or call it quits," he said.

He declined to comment further as the union still had to canvass the opinions of 113 000 members covered by the talks. - Sapa.



# Wage talks deadlocked

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked. *South 2716-317191*

The major demands of the union, which represents about 1 500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands.

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining.

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "ludicrous" in the context of a highly-centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful. ....



NUMSA 28/6 - 4/7/91

## Numsa code for foreign investment

By DREW FORREST

THE National Union of Metalworkers has spelt out its conditions for foreign investment in post-sanctions South Africa.

At its weekend congress, Numsa called for a code, to be jointly developed with the Congress of South African Trade Unions and canvassed with its allies, to ensure investment "benefits the working class".

The terms of foreign investment must be made public and open to negotiation between the state and civil society, including unions, it says.

Numsa calls for investment to develop manufacturing, mining, agriculture and social services — and a ban on speculative financial or property investment. Investment on the JSE must be "limited".

"Investment must comply with the short, medium and long-term policies laid down by the state in negotiations with the mass organisations of civil society," the resolution says.

Investors must agree to support centralised bargaining and national and industry training programmes, and will also be bound by minimum labour standards. They will have to comply with nationally negotiated wage levels.

# Union urges chamber to expel Parow company (S)

By SHARON SOROUR  
Labour Reporter

ARG 17/91  
STRIKING workers at Cape Gate, Fence and Wire Works have asked the Cape Chamber of Industries to reprimand and consider expelling the Parow company for allegedly violating business principles upheld by the chamber

In a memorandum handed to the chamber on Friday members of the Metal and Electrical Workers Union of SA (Mewusa) accused the company's practices of being "dishonourable and unlawful"

Union official Mr Ben Petersen said the company's actions were "bringing the chamber in disrepute" and contributed to "a climate of instability in the metal industry which is spilling over. The company should be reprimanded and consideration must be given to its expulsion"

More than 200 workers, members of the Metal and Electrical Workers' Union of S A (Mewusa), have been on strike over wages since June 4.

The dispute centres on the recognition agreement between the two parties

Scores of workers marched to the chamber headquarters on the Foreshore on Friday to hand over the memorandum

In the memorandum the union accused the company of waging a "campaign of victimisation against shop stewards and union members" which left workers with no other "honourable options" but to defend their rights via a legal strike

"There is also a campaign of intimidation and slander against shop stewards and union members," Mr Peterson said in the memorandum

Cape Chamber of Industries executive director Mr Colin McCarthy said the chamber would study the memorandum and would take action if necessary

Company spokesman Mr Tony Swil declined to comment

## Historic talks to set tripartite agenda

B/Am 11/19/ ALAN FINE (151)

THE first round of historic tripartite talks on the economy and labour relations is scheduled to begin today

Employer federation Saccola, Cosatu, Nactu, Manpower Minister Eli Louw and his director-general Joel Fourie would be the main participants in the talks, Saccola chairman Anton Roodt said

The talks arise from the September agreement between the parties on labour law and related issues. The minute of the agreement said the parties would pursue discussion on the impact of labour relations on the economy

Roodt said the first meeting would decide on an agenda for future talks. Each party would discuss goals and aspirations.

It is understood participants made special representations to the magistrate hearing the Cosatu "kidnap" trial to postpone today's hearing to enable Cosatu general secretary Jay Naidoo and possibly other accused to attend.

Roodt described the meeting as an "exciting and historic" development.

Stew 2/7/91

# Govt, unions and business get together

By Shareen Singh

151

At a meeting in Johannesburg yesterday, trade unions and business and Government representatives formed a steering committee to facilitate continuing joint discussions on the economy and labour issues.

The meeting focused on the process of talks and defined common objectives. It was attended by an employer body — the South African Consultative Committee on Labour Affairs (Saccola) — as well as Cosatu, Nactu, Minister of Manpower Eli Louw and Director-General of Manpower Joel Fourie.

Cosatu spokesman Neil Coleman said yesterday's meeting was aimed at getting the ball rolling.

In this regard, the parties agreed to set up a joint steering committee, including Geoff Schreiner for Cosatu/Nactu, Anton Roodt of Saccola and Mr. Fourie.

This committee is expected to meet on July 10 but the next round of tripartite discussions was not expected to commence until late August, Cosatu said.



Tripartite (151)  
talks (151)  
ct 3/7/91  
'successful'

Own Correspondent

JOHANNESBURG. — Tripartite talks involving trade unions, the state and employers on the economy and labour relations have resulted in the formation of a steering committee to map out common objectives and facilitate further joint discussions

Employer federation Saccola, Cosatu, Nactu, Manpower Minister Eli Louw and Manpower director general Joel Fourie met in Johannesburg earlier this week to start a process of talks and map out common objectives, Saccola vice-president Bokkie Botha said yesterday

He described the talks as "successful" and said it was the start of a process.

He said members of the joint steering committee included representatives from all the parties. He but would not give details.

No further date has been set for the next round of talks.

# Police investigation into the notorious 'House of Horrors'

By PHILIPPA GARSON

(151)

AFTER numerous appeals by the press, human rights groups and lawyers, the South African Police have at last undertaken to investigate irregularities at Welverdiend police station, near Carletonville.

*The Weekly Mail* has published numerous articles on the alleged brutal activities of several police officers from the Welverdiend Police Investigation Unit. These officers are stationed at Welverdiend police station, a converted house — dubbed the "House of Horrors" where scores of youths from the neighbouring township of Khutsong have allegedly received shock treatment.

At least two detainees died after being interrogated at the police station:

●16-year-old Nixon Phiri, who died in the police cells in January last year after he was allegedly assaulted and administered electric shocks. At the time, police denied allegations of assault, claiming Phiri died while having an epileptic fit. *WMA* 5/7-11/79.

●15-year-old Eugene Mbulwana,

who died in hospital in July last year shortly after he was allegedly tortured at Welverdiend. Police claimed Mbulwana died after being pushed against a steel cupboard by a fellow detainee who had an argument with him.

Several witnesses to the alleged torture of both detainees, who gave sworn statements to lawyers, were subsequently gunned down by police in separate incidents.

A string of youths have been killed over the past 18 months in what police describe as "unrest action".

Local community leaders claim the security forces have fuelled gang warfare in the township by supplying a vigilante group with guns and money.

This week the SAP issued a statement announcing that a special investigation team had been formed to look into the "on-going allegations of irregularities at the Welverdiend Police Investigation Unit...".

The SAP appealed to the public to assist with the investigation by contacting a Lieutenant Viljoen, the newly appointed commander of the unit.

A SURGE of industrial action sparked mostly by pay demands has hit the Western Cape, with strikes breaking out in Namaqualand diamond mines, Cape Town's vegetable market and a major petrol refinery. Strike fever is slowly rising in the region's engineering industry as the National Union of Metalworkers of SA start balloting its 8 000 members in local plants. In the same sector, over 300 members of the

# Industrial action surges in W Cape

Nacwu-affiliated Metal and Electrical Workers Union of SA at Cape Gate, Parow, on Friday entered the second month of a legal strike. At least three Namaqualand diamond diggings owned by Trans Hex Mining were still gripped in a four-day le-

gal strike over wages by the end of the week. The affected mines were at Hondeklipbaai, Baken and Reuning, said Trans Hex executive chairman Francois Hoffman. At Cape Town's Epping Market, about 250 members of the Food

and Allied Workers Union still refused to work after starting a legal strike for more pay on June 25. About 200 workers at the Caltex refinery in Milnerton were fired by Babcock-Triplejay on Wednesday after ignoring repeated warnings to end a two-day wildcat strike. Numsa has also declared in-house disputes with ADE and Cape Town Iron and Steel Works — Sapa

A SURGE of industrial action sparked mostly by pay demands has hit the Western Cape, with strikes breaking out in Namaqualand diamond mines, Cape Town's vegetable market and a major petrol refinery.

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In the same sector, over 300 members of the Nactu-affiliated Metal and Electrical Workers Union of SA at Cape Gate, Parow, on Friday entered the second month of a legal strike.

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CT 8/7/91

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## Deadlock in oil industry pay talks

Annual wage talks between the Chemical Workers' Industrial Union and three major oil firms — Total, BP and Caltex — have deadlocked over central bargaining and other issues.

Of the big petroleum producers, only Total had agreed to central negotiations, the CWIU said in a statement.

Despite this, the three firms had coordinated their wage offers at between 14 and 16 percent, in response to a 20 to 28 percent demand.

The union said the companies' argument, that they did not wish to sit round a negotiating table with competitors, was "ludicrous" in the context of a highly centralised industry with a history of voluntary co-operation.

The CWIU had demanded a national pow-wow with all petroleum producers next week to discuss central bargaining and job security and creation.

# Commission seeks new look to ease labour talks

151 (198)

Monday 8/7/91

VERA VON LIERES

THE National Manpower Commission (NMC) has recommended its own restructuring to facilitate negotiations between unions and employers on labour law.

The NMC recommendations, which have been submitted to Manpower Minister Eli Louw, come in the wake of last year's "Laboria Minute" in terms of which Cosatu conditionally agreed to join the commission.

Nactu also agreed to join the commission if it was restructured.

Both Cosatu and Nactu want the NMC to be a negotiating forum, in which groups can strike deals on wider economic issues and labour law. The NMC recommends that a restructured commission should be appointed not later than October 1.

In a report published last week, NMC members agreed the commission should remain an advisory body to the Manpower Minister but that advice would be given as far as possible on a consensus basis.

It is believed that NMC members hope the restructuring will be the first step towards a situation in which the commission's recommendations cannot be overruled by the Manpower Department.

"It is unavoidable that negotiation will take place, that compromises will be made and deals will be struck," the report said.

Because compromises would be part of the process, advice had to be considered

"very seriously" by the Minister.

The report recommends the NMC consist of employer and employee representatives in equal numbers. A few individual experts should be appointed.

The majority recommendation was for 10 representatives each for employers and employees and five independents.

Previously, the NMC's membership was not formally structured.

Members agreed representation should be weighted to take into account membership and the importance of different organisations. However, there was no agreement on how to implement such a system.

The report also recommends that the Manpower Department "participate actively" in NMC proceedings to inform the commission at an early stage of its views. The department should however not have voting rights.

"If the department actively participates in NMC proceedings, the NMC will also be much clearer as to why its recommendations might not have been accepted".

It was agreed that the state as an employer should participate through the Commission for Administration.

The NMC was also unanimous that it could not usurp Parliament.

# Wage talks dumped city strike

(151) ~~2003~~  
CT 10/7/91

## Municipal Reporter

THE prospect of a municipal strike in Cape Town was averted recently when the SA Municipal Workers' Union (Samwu) and the council came to an agreement over an overall 12,5% wage increase.

Mr Roger Ronnie, the Cape Town branch secretary, said yesterday that the lowest wages had risen by 14,8%.

This year's wage agreement had been signed on June 20, he said.

What was particularly historic about this year's agreement, he said, was that most council labourers had now breached the R1 000-a-month barrier.

"The new minimum wage has gone up from R845 a month to R970, but more significant than that is that we have four notches on the labourers' scale."

Workers moved through these notches automatically with time. Each notch was a year apart, he explained. In effect, this meant that any worker

who had been with the council for over a year was now earning more than R1 000 a month.

In Durban, he said, labourers had a slightly higher starting wage, but they remained on that notch until they were promoted.

Samwu and Cape Town City Council have also agreed that weekly-paid workers will be given three extra days of paid leave a year. Until now, five-day-a-week workers had 16 working days' leave, and the six-day weekers 19.

The council had also undertaken to add another day on to leave from July 1 next year, Mr Ronnie said.

"Negotiations were conducted in a fairly amicable manner this year," he added. "We realised that the economy is in a bad way."

Another meeting between the council and union teams is to be held by November 30 to discuss the adverse implications of Value Added Tax.

It was a year ago that a cleansing workers' strike led to massive piles of rubbish around the Peninsula.

# Council workers win wage increases

By CLIVE SAWYER  
Municipal Reporter

NEGOTIATIONS between the Cape Town City Council and the SA Municipal Workers' Union have ended with a 14,8 increase in minimum wages but no gain on demands for June 16 and March 21 as paid holidays.

Details of the settlement, which affects 13 000 workers, were released by the union's Mr Roger Ronnie and council personnel director Mr David Beretti.

Minimum wages will rise from R845 a month to R970. Increases vary from 12,5 to 14,7 percent for other grades.

Hourly paid workers are to get an extra three days' annual leave to eliminate a discrepancy with leave regulations for other staff.

Council and union negotiators are to meet in November to discuss the implications of value-added tax.

The settlement follows months of negotiations during which the union demanded increases of 30 percent for its lower-paid members and 20 percent for those with higher pay.

A demand for a 40-hour working week — council staff work 43½ hours — was refused.

Mr Beretti said the deal was fair to the council and the workers in the light of the inflation rate and the economic situation.

Last year refuse piled in Cape Town streets when a breakdown in equivalent wage negotiations led to the cleansing services being paralysed.



ARL 10/7/91



# Unions and (151) bosses narrow the money gap

Labour Reporter ARG 11/7/91

WAGE negotiations are being conducted with increased pragmatism by unions and employers because of the economic climate and financial problems, says a leading industrial relations consultancy

A report published by Andrew Levy and Associates says there is a definite closing of the gap between negotiated wage increases (16,5 percent) and the official rate of inflation (15 percent) for the whole of 1991

The figures in 1988 were 17,9 percent and 13,2 percent respectively

Wage and job-security issues still dominate negotiations, with unions dropping peripheral demands quickly, if tabled at all, says report co-editor Ms Erica Jancowitz

"This pragmatic approach by unions is also evident in the disclosure by one of Cosatu's major affiliates that they are negotiating a wage freeze with one severely depressed concern in an attempt to keep as many jobs as possible under the circumstances"

Unions were concentrating on winning good settlements in growth sectors while showing some restraint in their dealings with the less healthy concerns

The food and retail sectors reflected the highest settlement levels and above-average

I W

# Municipal workers in pay-rise deadlock

HENRI du PLESSIS  
Tygerberg Bureau

THOUSANDS of municipal employees are still waiting for their annual salary increases after negotiations between the Cape's local authorities employers' organisation and the South African Association of Municipal Employees (Saame) became bogged down

The municipal employers' organisation has been accused of deliberately lying to bring Saame into disrepute among its members

Saame represents mainly white municipal and emergency service workers

The accusation, the latest salvo in what is turning into a lengthy battle, came during a meeting of about 1 000 senior Saame members in the Bellville Civic Centre

Negotiations between Saame and the employers' organisations in the Transvaal, Natal and the Free State have been concluded without a hitch, Saame officials said

In some cases Cape officials were paid up to R4 000 a year less than their counterparts in the Transvaal, Natal and the Free State

The Cape Saame members repudiated a circular sent to municipalities and regional services councils by management, which alleged their salary demands had been submitted late

The circular, written by management secretary Mr A Swart, also claimed that an offer of an interim adjustment had been refused

"In the first place, there is no reason at all for a council to

pay out money it had already budgeted for," Mr Swart wrote

"Secondly, if all employers stood together, there would be no reason for any official to change jobs, because there would be no incentive to do so," he wrote.

Saame presented its claim to management on April 23, in which it demanded an increase based on the consumer price index and a five-notch salary scale, said Saame industrial relations secretary Mr Leon Grobler.

"They let me know in May that they had moved offices, had lost the document and asked me to fax them a copy. I sent them a copy right away," he said

"In their circular, they also do not mention the fact that they had added two conditions

to their salary offer which we found unacceptable"

The meeting, between Cape local authority officials who claimed they were the worst paid in the country and union officials, was held to protest against their employers' unwillingness to resolve pay increases and salary structures

At the meeting it was decided that the executive committee of each local authority would approach its employer body on an ad hoc basis to ask them individually to accept Saame salary demands or face a situation in which members may decide not to do the work of members of the South African Municipal Workers' Union should they go on strike

They also undertook to give councils a document which pointed out the mistakes in the circular

## Dismissal unfair — claim

A CONFERENCE consultant has claimed in the Industrial Court that she was unfairly dismissed from her position as manager of the Cape Town-based company Adele Lucas Travel and Conferences

(S) CT 17/779  
Mrs Lucas — the high-profile promotions executive who directed this year's Cape Festival — is alleged to have dismissed Mrs Louwdine Nienaber without having a valid reason, complying with fair disciplinary procedures, or giving notice, leave pay and commission due

Mrs Nienaber is claiming four months' salary, R10 000 in compensation for expenses and loss of benefits and R5 000 in compensation for mental distress, as well as leave and sick pay.

Mrs Lucas has until July 24 to answer

# Union scores wage rise for steel workers

Sowetan 17/7/91

151

THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations."

He said: "The union, represented by Mlungisi Twana, managed to convince management of Printed Circuit Laboratories to recognise it."

The union also managed to negotiate less

By IKE MOTSAPI

working hours for its members without loss of pay.

Tibane added. "The company agreed that our members can now work for eight hours a day

"I must say this has not been an easy task for the union.

"We have tried for so many months to get management to recognise us," he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

"The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry."



**More talks on wages** (15)

The second round of annual wage talks between Transnet and the SA Railways and Harbour Workers Union took place in Johannesburg yesterday. The parties were expected to table their respective wage proposals.

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# Members back union in unfair dismissals claim

SHARON SOROUR  
Labour Reporter

MEMBERS of the Construction and Allied Workers' Union have protested against claims that the union unfairly dismissed three people who applied for jobs as organisers.

About 30 workers gathered outside the Department of Manpower offices to support the union yesterday

The protest coincided with a conciliation board hearing on an application by three workers who were dismissed by the union after a three-month probation period, said union spokesman Mr Leonard Ramatlakene

He said the applicants had cited the union, a Cosatu affiliate, for dismissing them unfairly

In a statement, the union accused the three applicants of undermining union structures by going to the conciliation board and a "racist court"

The placard-bearing supporters accused the applicants of taking the

union to a "racist court" which could not "solve their problems"

A placard read "We do not expect progressive people to take other progressive organs to courts of the regime" and "Racist courts cannot solve your problems — go to democratic formations"

The job applications of the three workers, two from Cape Town and one from George, were turned down in January. They then declared a dispute with the union and appealed for reinstatement on the grounds of alleged unfair labour practices

Mr Ramatlakene said they were not hired because they were not suitable for the organiser positions.

Union shop steward Mr Fred Gona, who attended the conciliation board, said the applicants had reserved their right to approach the Industrial Court for relief

● The outcome of the conciliation board is not yet known

# Mediation continues in metal trade

(151)  
Sowetan  
19/7/91

**MEDIATION** between employers and trade unions in the metal industry continued on Wednesday and yesterday in an attempt to resolve a wage dispute, mediator Mr John Brand said.

Hitches delaying a settlement are believed to be centred on union demands on industrial restructuring and wages.

Mr Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa, yesterday dismissed union claims that employers had refused to agree to a basic programme of restructuring in the industry.

"The statement by the National Union of Metalworkers of SA is fac-

tually incorrect. We have agreed to set up a special committee with senior people on both sides to discuss these matters.

"We are obviously not able to settle all these issues and cannot resolve a matter as large as this in the course of negotiations on the Industrial Council Main Agreement," Angus said.

## Proposals

He declined to comment on inquiries about wage proposals and counter offers.

Only Brand of the Independent Mediation Services of SA was entitled to comment to the Press, said Angus.

Numsa was not available for comment - *Sapa*

Sowetan 19/7/91

# Strike <sup>(151)</sup> looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettleidas, national secretary for collective bargaining in the National Union of Metalworkers of South Africa.

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday.

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Sersa yesterday.

Kettleidas said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa.



## Sleep-in at Beacon

(151)

■ About 4 000 workers demanding centralised bargaining at three plants of Beacon Sweets downed tools and embarked on a sleep-in at the company's depots last Thursday, according to the Food and Allied Workers' Union (Fawu). The strike was still in progress this week.

Worst hit was Beacon's Durban plant, where 2 500 workers are involved. The firm's Port Elizabeth and Ndabeni, Cape Town, depots were also affected.

The action has brought production and distribution to a complete halt.

Fawu shop steward in Port Elizabeth, Freddy Makoki, said a strike ballot held last Wednesday produced a 100 percent vote in favour of industrial action after the deadlock.

Beacon managing director B Riebeck said the company agreed workers could sleep-in at the various depots and its plant in Durban provided "it did not affect the security at the centres, the place was kept clean and workers were well behaved".

Fawu said the company was gearing up for industrial court action.

# Large award <sup>(151)</sup> in Frame mill closure case

By DREW FORREST

WHAT lawyers say is South Africa's largest arbitration award in a termination of service case has been made in a dispute between the Frame group and the South African Clothing and Textile Workers' Union (Sactwu)

Independent Mediation Service arbitrator John Brand has awarded 1 000 workers at Frame's Wentex mill, in Durban, four weeks' pay in addition to their retrenchment money, following the mill's closure. The total award amounts to between R600 000 and R700 000.

Sactwu declared a dispute with Frame over the two weeks' severance pay given by the company, arguing that this was appropriate to a retrenchment, but not to a closure where there was no hope of re-employment.

The dispute went to arbitration in terms of the recognition agreement.

Brand found the closure procedurally unfair, in that the company had failed to consult the union, which had been recognised for many years, before deciding to close.

The ruling was important, said the workers' lawyer, Helen Seadey, because of its closely argued and categorical finding that is not enough for employers merely to consult on the consequences of a closure. Court rulings on this are contradictory.

She added that it would help to counter the Industrial Court's "creeping tendency" to find that prior consultation was not required if it was unlikely to have altered the decision.

Arbitrations do not bind the industrial court or other arbitrators, but can be of strong persuasive effect.

Lawyers say a jurisprudence is being developed through arbitration, with the growing number and weight of matters arbitrated.

### Dispute at Tiger Oats plants (151)

■ Meanwhile, Fawu members in Queenstown and King William's Town have been sleeping in at Tiger Oats group's plant since the beginning of a dispute on July 1. *w/mend 19/7-28/7/91*

The action is part of the regional demand for a centralised bargaining unit. Plants affected are Radue Roller Mills in King William's Town, and KSM in East London and Queenstown.

At the East London KSM plant, management was granted a court order preventing the workers from continuing with the sleep-in strike.

Reports from Sapa, Ecna

# Numsa settlement deadline

CAPE TOWN — Car assembly plants and tyre manufacturers were headed towards industrial action next week if national talks on wages and service conditions were not settled today, a trade unionist warned yesterday.

"We nonetheless seriously hope to settle outstanding issues — specifically wages and a moratorium on retrenchments," national secretary for collective bargaining in the National Union of Metalworkers of SA Les Kettleidas said.

Numsa and vehicle assembly industry employers met on Wednesday, and talks in the tyre industry resumed yesterday.

Strike ballot results this week gave the union majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettleidas said vehicle assembly employers had not moved on their

offer of a R1 across-the-board increase. Numsa demanded R1.50 or 20%, whichever was the higher.

Its pay claims were based on a cost-of-living increase no lower than 15%, and a further 5% to compensate for VAT, he added.

Kettleidas said sufficient progress had been made towards resolving union demands on training.

Numsa had given employers until the close of business yesterday to respond to demands on job security.

In talks with the new Tyre Manufacturers' Employers' Association in Port Elizabeth yesterday some progress had been made on demands on training, said Kettleidas. The negotiations were continuing.

Seifsa executive director Brian Angus yesterday dismissed claims that employers had refused to agree to a basic programme of restructuring.

"We have agreed to set up a special committee with senior people on both sides to discuss these matters."

He declined to comment on inquiries about wage proposals and counter-offers, saying the parties were bound to silence. — Sapa



**Employers fail  
to appear at  
wage talks**

(151)  
B/Pay 22/7/91  
THEO RAVANA

WAGE negotiations between the National Union of Metalworkers of SA (Numsa) and motor and tyre industry employers were held up on Friday because employer representatives were not available, Numsa said.

Numsa national secretary on collective bargaining, Les Kettleas, said his union found it "inexplicable" that the employers should fail to come back to them at a stage when most union members had voted in support of industrial action.

Car and tyre industry workers last week voted for industrial action to support wage demands.

Kettleas said the industry representatives were supposed to discuss union proposals for a moratorium on retrenchments during wage talks.

Employers' spokesman Vic Fourie could not be reached for comment.

# FNB faces strike

THE SA Commercial, Catering and Allied Workers Union is planning a strike ballot in early August after the collapse of talks with First National Bank.

Saccawu general secretary Mr Papi Kganare said yesterday a conciliation board earlier this month failed to resolve a dispute over union recognition at FNB in Johannesburg

"FNB is refusing to recognise Saccawu even for representation of its members in grievance and disciplinary matters. Access by union officials is being denied," Kganare said.

The union charged that FNB was encouraging new staff to join the South African Society for Bank Officials.

"The latter practice has amounted to an illegal closed shop," Kganare said.

FNB's general manager (personnel) Mr Colin Hunt was expected to respond to the union's claim later yesterday, his secretary said. - Sapa.

151

Sowetan 25/7/91

# Metal (151) talks wind up

C (press 28/7/9)  
By JOHANNES NGCOBO  
and THEMBA KHUMALO

AGREEMENT could be reached tomorrow in wage negotiations between three big metal trade unions and the Steel and Engineering Industries Federation of South Africa (Seifsa)

The National Union of Metalworkers of South Africa (Numsa), the Steel and Engineering and Allied Workers Union of South Africa (Seawusa), and the Metal and Electrical Workers Union of South Africa (Mewusa), went to mediation with Seifsa after they deadlocked on wages in May.

Seifsa initially offered an increase of 48c an hour which was rejected. A 53c offer was also rejected. They finally offered 60c, an increase of 14 percent.

The parties meet tomorrow after seeking "the necessary mandates" from their constituencies, according to a joint statement this week.

Sources close to management said they had promised that if final agreement was reached before August 1 the increases would be backdated, but if mediation dragged the increases would only be effective from the date of final agreement.

## Hope for accord in car industry dispute

Bloway  
24/7/91  
VERA VON LIERES  
and MARC HASENFUSS  
ISI

INDUSTRY sources were yesterday hopeful that talks due tomorrow between employers and the National Union of Metalworkers (Numsa) could settle the costly dispute in the vehicle assembly industry.

About 24 000 union members who had joined the strike by late last week are due to suspend their action tomorrow as the meeting gets under way.

An industry spokesman said the parties had moved closer in their latest positions and a proposed employer moratorium on retrenchments represented "a significant concession" in a bid to reach a settlement.

Numsa, which represents 25 000 workers in the vehicle assembly sector, has dropped its hourly across-the-board wage demand from R1,50 to R1,20.

A union spokesman said at the weekend that Naamsa (the National Association of Automobile Manufacturers of SA) had agreed to a union proposal to hold a meeting. The union had proposed a meeting and suspension of the strike today, but this had been postponed at employers' request.

Main centres hit by the strike include Port Elizabeth, East London, Durban, Maritzburg and Rosslyn.

In the tyre sector, more than 3 000 workers downed tools at Gentyre and Firestone plants in Port Elizabeth last week.

A Numsa spokesman said at the weekend talks between the parties had not been

□ To Page 2

## Dispute

Bloway  
24/7/91.  
set up yet and the strike was continuing. The strike has been described as the longest and most damaging in SA's history and employers are estimated to have lost up to R300m in turnover.

Analysts have warned that further industrial action could irreparably damage the industry, causing serious supply shortages.

With the motor industry labouring under the increased requirements of Phase VI of the local content programme and an extremely depressed market for new vehicles, further industrial unrest is of

ISI ~~ISI~~ □ From Page 1

grave concern.

Analysts said a stable workforce was necessary to warrant the costs of tooling up for increased exports under Phase VI.

The three German manufacturers have recently made considerable investments in new or upgraded plants and analysts fear prolonged strikes could force the parent companies to freeze further spending.

Further industrial unrest could delay Japanese investment. Industry sources said Japan would only invest once the socio-economic situation had stabilised.

● Comment: Page 8





**PAY PROTEST ...** Train and gate conductors protesting outside Spoor-net offices yesterday to demand the scrapping of wage disparities between race groups.

Picture ANNE LAING

CT 30/7/91

# 'Scrap wage gap' rail workers

By RAMOTENA MABOTE

AT least 100 Spoor-net train and gate conductors marched to Spoor-net's Cape Town offices yesterday morning to demand the scrapping of wage disparities based on race

Sarhwi spokesman Mr Dennis Kika said Spoor-net was paying black train conductors R2 290 a month whereas whites earned R2 700

Black gate conductors earned R1 300 and whites R1 557, he said

Mr Kika said the workers were concerned about violence on trains, which affected only black workers

The workers refused to hand their memorandum to Mr John Truter, Spoor-net's labour relations officer, and said they would only hand it to

the regional manager, Mr L du Toit

Asked for comment, Spoor-net's public relations officer, Mr Brian Lotter, said he could not comment formally because the memorandum was not handed to the officials

However, he said Spoor-net had long adopted a policy of equal pay for equal work, so he could not understand the wage discrepancy claim. It was incorrect that there were no white workers in black townships. He knew there were "white workers in places like Khayelitsha"

Among the workers' demands were that a commission of inquiry be appointed to investigate the "irregular" taxing of the workers, and that Spoor-net stop its plans to privatise.

# Vehicle industry dispute talks set to begin

Blom 30/7/91 151

VERA VON LIERES

TALKS between employers and the National Union of Metalworkers (Numsa), aimed at settling the costly dispute in the vehicle assembly industry, are likely to start today.

Numsa national negotiator Les Kettledas said yesterday both parties agreed last week to the meeting in an effort to resolve the strike which entered its second week yesterday.

He said Numsa would enter the talks in "a serious endeavour to settle

the current dispute". Talks would focus on wages, the future of the industry, and measures to improve productivity and job security.

Kettledas said the more than 24 000 union members who had been on strike since last Monday would return to work today.

The main object of the meeting was to settle the dispute.

He criticised certain employers' refusal to attend today's meeting as "highly irresponsible", and urged them to attend. Numsa said some vehicle assembly employers yesterday informed the union that they would not attend the meeting in the light of employees' failure to return to work yesterday.

Employer spokesmen were unavailable for comment yesterday and were believed to be in a meeting.

ATTEMPTS to resolve the eight-day dispute in the motor industry stalled yesterday when employers withdrew from talks with the National Union of Metalworkers of SA (Numsa)

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said Numsa's failure to keep assurances that normal production would be resumed at all assembly plants was the main reason for the breakdown of national bargaining forum deliberations

Employers would meet today to formulate an appropriate course of action

Although some workers reported for work yesterday, production could not be restarted at Delta in Port Elizabeth, Samcor in Silverton and Port Elizabeth, Volkswagen in Uitenhage and Toyota's stamping

## Talks break down in motor industry

*B/Day 1/8/91*

MARC HASENFUSS

plant at Mobeni

Thousands of workers returned to work on Tuesday Last week more than 24 000 Numsa members were on strike

Sterling called on Numsa to take urgent steps to ensure the early resumption of full, normal production in order to prevent any further escalation of the dispute

Sapa reports that Numsa negotiator Les Kettledas said many workers could not go back to work because of interference by employers in the bargaining forum

# Board to tackle dismissals

151  
124  
235  
2910

By Mbuyiselo Mtsheketshe

South 118-718191

A CONCILIATION board will attempt to resolve the dispute around the recent dismissal of four Transport and Omnibus Workers Union (TOWU) members at Lombard's Transport Company in Parow.

Their dismissal follows disciplinary hearings against shop steward Mr James Mpambane and other workers.

Workers who have joined the union claim they are being harassed and victimised by the management, who have refused to recognise the union.

The local manager of the company, Mrs HJ Badenhorst, said no workers had been dismissed and declined further comment.

C



# Gains for job surety hailed

ET 2/8/91 (151)

THE National Union of Metalworkers of South Africa has described the new agreement in the metal industry as a major breakthrough for union negotiations in 1991.

However, it remained in dispute with several companies outside the negotiations.

In terms of the settlement with the Steel and Engineering Industries Federation of South Africa (Seifsa), metal industry employees have been granted an average wage increase of 13%.

This headed industry away from the low-pay strategy whereby it tried to solve the economic crisis by cutting real wages, Numsa said.

Seifsa also agreed to a 13th cheque for all workers and to look at a minimum severance pay level for those who were retrenched.

"Taken together with the significant rights to challenge retrenchments won in 1990, this represents a major step towards achieving job security," Numsa said. — Sapa

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# Pay rise for metalworkers

A MAJOR breakthrough was made in the metal industry this week when agreement was reached in the annual wage negotiations between employers and all trade unions. *Sowetan 2/8/91*

The agreement, which averted a nationwide strike by union members in the metal industry, was reached after mediation yesterday.

This cleared the way for the implementation of improvements in working conditions for its 350 000 employees and includes wage increases of between 12 and 15 percent, with an average increase on scheduled wages of 13 percent.

The settlement package is as follows:

- \* A 15 percent wage increase for labourers, which means a guaranteed personal increase of 63 cents an hour. Artisans are awarded personal increases of R1,14 an hour, which amounts to 12 percent on the scheduled wages,

- \* The normal working week to be a maximum of 44 hours;

- \* A minimum severance payment, on retrenchment, of one week's pay for each year of service up to a maximum of four weeks after four years, and

- \* Subsistence allowances increases to range from 12,8 to 14,5 percent.

Workers will also enjoy leave bonuses of 8,33 percent calculated on the annual wage payable in the first and subsequent leave cycle.

# Use more blacks - Dhlomo

(151)  
Sowetan 2/8/91.

**WORKERS** will have to be increasingly brought into industrial decision-making in a post-apartheid South Africa to ensure industrial peace, Dr Oscar Dhlomo has said.

Addressing the Johannesburg Afrikaanse Sakekamer last night, Dhlomo, executive chairman of the Institute for a Multiparty Democracy, said industrial relations would be an area where socio-political change would be most profound

## SOWETAN Correspondent

"Our failure to successfully manage this change will destroy whatever hope we have of a new South African industrial giant able to hold its own among other industrial and trading nations of the world," said Dhlomo

### Motto

Labour and industry would have to establish a new symbiotic relationship which would be underpinned by the motto that without industry there could be no labour

and vice-versa.

Another change in industrial relations would involve the introduction of black managers in most sectors of industry, Dhlomo added

"If and when a predominantly black government of the future comes to power, it will almost certainly insist that more blacks be brought into management sooner rather than later."

Industries had to begin implementing policies that facilitated the rapid advancement of blacks up the managerial ladder and should not wait for a future government to tell them to do this, Dhlomo said.

# Steel industry settlement 'breakthrough' for union

(S1)  
1991

ARG 2/8/91

**SHARON SOROUR**  
Labour Reporter

ABOUT 350 000 workers in the metal industry will get wage increases of between 12 and 15 percent in terms of an agreement reached between the Steel and Engineering Industries' Federation (Seifsa) and four trade unions

The agreement in annual wage negotiations, described as a breakthrough, came after four months of talks which culminated in nine days of mediation spread over two months

Workers would get an average increase of 13 percent on scheduled wages, federation executive director Mr Brian Angus said in a statement

The wage increases would be implemented from July 1 1991

The National Union of Metalworkers (Numsa) — the largest trade union in the talks — said the settlement had set a precedent for continuing negotiations in other sectors, including the strife-torn motor assembly and tyre sectors

Before mediation began two months ago, Seifsa offered increases ranging between 9 and 12,6 percent

Mr Angus said employers considered the settlement package to be fair and reasonable, given the "very poor" business conditions prevailing in the industry

He said negotiations were "again extremely difficult, protracted and costly" and covered a wide range of issues apart from work conditions.

Strike and lock-out ballots were conducted in anticipation of industrial action "which was fortunately averted"

The agreement was signed on Wednesday by Seifsa, the National Union of Metalworkers (Numsa), the Metal and Electrical Workers' Union, the Confederation of Metal and Building Unions and the Steel, Engineering and Allied Workers' Union.

The settlement included

- Increased wages of 15 percent for labourers which guar-

anteed a personal increase of 63c an hour Artisans' wages increased by R1,14 an hour or a 12 percent increase.

- A minimum severance payment on retrenchment of one weeks' pay for each year of service up to a maximum of four weeks after four years

- Subsistence allowance increases ranging from 12,8 to 14,5 percent

- A leave bonus — 8,33 percent of an employee's annual wage — was payable in the first and subsequent leave cycles

- The normal working week would be 44 hours at most.



(151)  
Uniserv hit ~~3/33~~  
by dispute ~~3/32~~  
star  
2/18/91

Finance Staff

Uniserv, the freight and courier services company, is forecasting "a significant drop" in first half earnings, caused largely by the under performance of Sun Couriers

The Uniserv chairman, MJ (Tiger) Wessels said yesterday "A spate of union troubles has plagued Sun Couriers for nearly a year and during the past months the company has been unable to come to an accommodation with the Union (TGWU).

"We hope the current deadlock will soon be broken, commonsense will prevail and Sun Couriers and Uniserv will get back on track"