

# INDUSTRIAL RELATIONS — STRIKES.

16 | 10 | 81 — 31 | 12 | 81

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# Stoppage follows winning a EL union

DD  
16/10/81 (193) (152) 1404  
EAST LONDON - A large section of the workforce at Johnson and Johnson downed tools yesterday afternoon in sympathy with a fellow worker who had been dismissed

Mr Wayne Munro, the personnel manager of Johnson and Johnson, said in a statement "Endeavours by management to implement procedures which allow workers the opportunity to appeal against any management disciplinary action have been unsuccessful"

Management met yesterday evening with officials of the South African Allied Workers Union (Saawu), the union which represents the majority of workers at the firm and was recognised by management earlier this year

Mr Munro said that, following this meeting, management had given the union the opportunity of further discussing the issue at national executive level

"In terms of the agreement between management and the union, negotiations regarding the dispute will not proceed until workers are back at work," he said "Management is making every effort to resolve the issue"

Attempts to contact a Saawu representative for comment last night following the meeting proved unsuccessful

It is not known at this stage how many workers are involved in the stoppage or whether they will be returning to work this morning - DDR

# Hulett's workers still out

ABOUT 800 striking Hulett's Aluminium workers who stopped on Wednesday had still not resumed work in Pietermaritzburg yesterday.

Spokesmen for the workers and company executives were yesterday continuing negotiations.

The stoppage followed the resignation of 130 hourly-paid workers on Monday. They resigned to obtain their pension fund contributions, as they were concerned about proposed pension legislation.

They were told that they would be re-instated on repayment of the pension fund contributions paid out to them.

Publicity manager of Hulett's Aluminium, Mr Frank Fergusson, blamed the work stoppage on severe intimidation and coercion. "It is evident that most workers want only to continue work in the usual manner," he said.

"A bus carrying some of our workers was stoned, and there have been assaults and threats of assaults on workers who wish to return," he continued.

A meeting of more than 300 workers at the Edenvale Lay Ecumenical Centre in the meantime elected a negotiating team.

They decided to continue with their demands for the reinstatement of their colleagues, and for payment of their pension fund contributions.

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Strikers reach agreement  
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Labour Reporter

Several countrywide wage disputes were resolved yesterday.

At Federated Timbers in Witbank 218 workers returned to their jobs

They had sought an increase in the minimum wage implemented at the beginning of the month which amounted to a 23 percent increase, according to a company spokesman.

At Imperial Cold Storage in Addo 300 workers settled for an 80c an hour wage agreement. They originally asked for R1

About 100 drivers at the Motorvia firm in Uitenhage agreed yesterday afternoon to return to work after management expressed its willingness to discuss wage demands with the Fosatu-affiliated Transport and General Workers' Union next week.

At Natal Tanning in Melmoth most of the 600 workers at the agricultural estate returned to work while management expected a return of the 200 workers at the factory itself.

# Bottling plant

Ev Post 16/10/81

## back to normal production

By GRANT AUBIN

THE SA Bottling plant was back to normal production today and the firm was building up to a full labour force, Mr P H Gutsche, managing director, said today

In a management statement on the situation at the plant where 250 workers struck two weeks ago, Mr Gutsche said he was anticipating some of the workers would return and would be engaged on merit

Strikes at SA Bottling began on September 25, when all weekly paid workers and two salary-paid workers walked off the job

After discussions with management the strikers returned to work and were paid for the full day while on strike

On October 6, workers once again went on strike

"There were many reluctant strikers, but they followed after being intimidated by a group of instigators," he said

The strikers gave their reason as the employment of five coloured workers standing in for absent employees

It was alleged that they were paid at a higher rate

"This is totally incorrect, as they were paid at the normal rate," said Mr Gutsche

Stikers also alleged that they were being used to train

the coloured workers, who would then replace them This was also denied by Mr Gutsche

In his absence overseas, workers were given an ultimatum to return to work or be fired

Meanwhile, 80 to 100 of the 180 workers who were out on strike at Motorvia in Uitenhage, returned to work yesterday A spokesman said Bloemfontein-based convoy drivers were expected back on Monday

About 200 strikers at Imperial Cold Storage at Alocs also returned to work yesterday

In East London, striking workers at Johnson and Johnson decided at a mass meeting today not to return to work until a dismissed worker was re-instated

The workers downed tools yesterday in protest against the dismissal of the worker

The companys' personnel director, Mr Wayne Munro, was today unable to say how many were involved in the strike but a spokesman for the South African Allied Workers Union (Saawu) said more than 600 workers were involved and production was at a standstill

The striking workers held a meeting with SAAWU officials this morning

EVPOS 16/10/81  
~~152~~ (152)  
**Weekend  
ban on  
meetings**

Crime Reporter

THE Divisional Commissioner of Police in the Eastern Cape, Brigadier E S van Rensburg, today announced a 48-hour weekend ban on meetings by two unions in the Port Elizabeth magisterial district.

The ban — on meetings by the General Workers' Union of South Africa (Gwusa) and the Motor and Component Workers' Union of South Africa (Macwusa) — was authorised today by the Deputy Chief Magistrate of Port Elizabeth, Mi Piet de Wet, under Section 2 of the Riotous Assemblies Act 17 of 1956

It bans all meetings called by Gwusa and Macwusa from 8am tomorrow until 8am on Monday

It is believed the ban was requested by the Security Police in a bid to curb intimidation of workers which is alleged to have followed a number of meetings held by both unions this week

# e West?



Labour expert Wiehahn ... the system is not faulty

tem that his commission helped to introduce. In fact, he says, the unrest would have been far worse if reforms had not been made to SA's labour laws.

## LABOUR UNREST

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### Expected flurries

FM 16/10/81

The wave of strikes involving thousands of black workers which has swept through SA this month presents a confusing picture to managements and labour observers who are trying to identify the reasons for the unrest.

There is no single cause for the nearly 30 strikes which have taken place in the past three weeks. Three basic issues appear to be involved.

□ Strikes over the Preservation of Pensions Bill, which have spread from the eastern Cape to Natal. Following appeals from Natal employers for the Bill to be postponed, government has announced that its implementation will be delayed for three years (see *Economy*).

□ Strikes over wage demands. These have occurred on the Reef, in Natal and the eastern Cape as employees make increasingly forceful demands for higher wages. Labour observers predict that the country's continuing double-digit inflation rate will cause

escalating conflict over wages in the future, and

□ Strikes over employer actions which employees believe are unfair. Four companies have been hit by worker unrest in recent weeks following the dismissal of employees in terms of disciplinary measures.

Labour consultant Andrew Levy says it is significant that so many of the strikes are not related to wages. Black workers are making use of their labour power, he says, but are not acting in a particularly organised manner. He believes there is a trend towards strikes being initiated spontaneously at shop-floor level, with union leaderships only being drawn into the disputes later.

Union leaders point to hardening attitudes of employers and claim that some still do not hesitate to call for police aid. Some labour observers say although the tough anti-union stance of most employers is beginning to be eroded, they have noticed that employers have in recent months displayed a greater willingness to meet challenges from unions head on.

Professor Nic Wiehahn, the architect of SA's new labour dispensation, is not alarmed by the recent unrest. He tells the *FM* it can be expected that black workers will for a time flex their newly-gained labour muscle. He does not believe the unrest can be blamed on the labour relations sys-

# 'Shooting' threat after transport men sacked

RPM 17 10 81 152

A GERMISTON transport employer yesterday threatened to shoot any black workers whom he had sacked earlier if they entered his property

The threat was made by a Mr Viljoen, believed to be the owner of Viljoen's Transport in Wadeville, when he was asked to comment on a labour dispute at his firm which had resulted in all 70 black workers being dismissed yesterday

Mr Viljoen confirmed he had sacked all the workers and added "If any of them come here, I will shoot them"

He said the dispute was the "fault of the Department of Man-

By RIAAN DE VILLIERS

power and the workers' union, because of promises made to the workers more than a year ago", but declined further comment

The workers were sacked after going on strike earlier this week in support of a demand that they should be paid out leave pay allegedly in arrears, according to a union spokesman

The spokesman, for the Trans-

port and General Workers' Union, said the strike happened after the Department of Manpower had failed for several months to act on complaints about leave pay owing

The spokesman claimed the firm had not paid out leave pay since it was formed 12 years ago, and that numerous complaints had been submitted to the department over a long period

Department officials had visited the firm in June to look into the issue, with no result

Earlier this week, workers stopped work, demanding that their leave pay be paid out before the end of the month, as their contracts would expire soon

## Refused

Mr Viljoen was approached by union officials, but he refused to make any payments or discuss the issue

Workers returned to work after Department of Manpower officials told them action would be taken on the matter within two weeks, the spokesman said

Yesterday morning, a worker was sacked after breaking a component on a truck, and when union shop stewards intervened in an attempt to have him reinstated, all the workers were sacked, she said

No comment could be obtained from Department of Manpower officials yesterday



# Sacking sparks strike at EL firm

## Labour Report

ABOUT 600 workers at the East London factory of Johnson and Johnson, one of the city's major employers, went on strike yesterday over an alleged "unfair dismissal"

The company is one of the few in East London to recognise the unregistered SA Allied Workers Union and the strike has prompted intense interest in the area. By late yesterday, no immediate end to the dispute seemed likely.

Meanwhile, in Durban the strike by about 200 workers at Huletts Aluminium — one of several to hit Natal employers this week — has entered its third day. Workers are demanding that their pension contributions be refunded.

The strike at Johnson and Johnson was sparked by the dismissal of a woman worker.

## Agreement

Management alleges she stole toilet rolls from the company. The worker denies the charge and workers see the sacking as an "unfair dismissal".

The company's industrial relations director, Mr Wayne Munro, said yesterday that the company had told workers it would negotiate with Saawu on the dismissal — but only after the strikers returned to work.

This, he said, was provided for in the recognition agreement between the company and Saawu.

Mr Munro also said Johnson and Johnson had attempted to persuade workers to make use of the appeal and grievances procedures provided for in the agreement, rather than resorting to strike action, but that this had been unsuccessful.

Saawu's vice-president, Mr Sisa Njikelana, said workers were refusing to return to work until the fired worker was reinstated.

A report-back meeting would be held over the weekend to tell strikers of management's offer to negotiate once they returned, "but I am pessimistic about the outcome."

## Procedures

Mr Njikelana confirmed that there were grievance procedures in the agreement which had not been followed. "Workers accept these procedures and are prepared to stand by them", he said.

But he alleged that management had not followed procedures laid down in the agreement by not informing workers of its own disciplinary code.

"This is the fifth time a worker has been fired without the union committee being in-

The committee  
that this

152 (44) 1404

# Striker's death: no-one to blame

R/M 17/10/81  
By SAM MASEKO

A PRETORIA inquest magistrate yesterday found no-one was responsible for the death of a Sigma Motor Corporation striker, Mr Paulus Mahlangu, 25, who was shot dead last April.

No evidence was given and no witnesses were called.

The magistrate, Mr R J van der Merwe, said various people had made statements and the court was satisfied that the police had thoroughly investigated the case.

A legal representative of the Mahlangu family, Mr M Brassley, indicated he wanted witnesses called to testify so they could be cross-examined, but was overruled by the magistrate.

Mr Mahlangu, of Mamelodi, an employee of the Sigma plant, was allegedly shot by a woman motorist on April 15 during the Sigma Motor Corporation two-week strike over pay.

Police said at the time Sigma strikers were rocking cars on their way home from the plant when Mr Mahlangu was shot.

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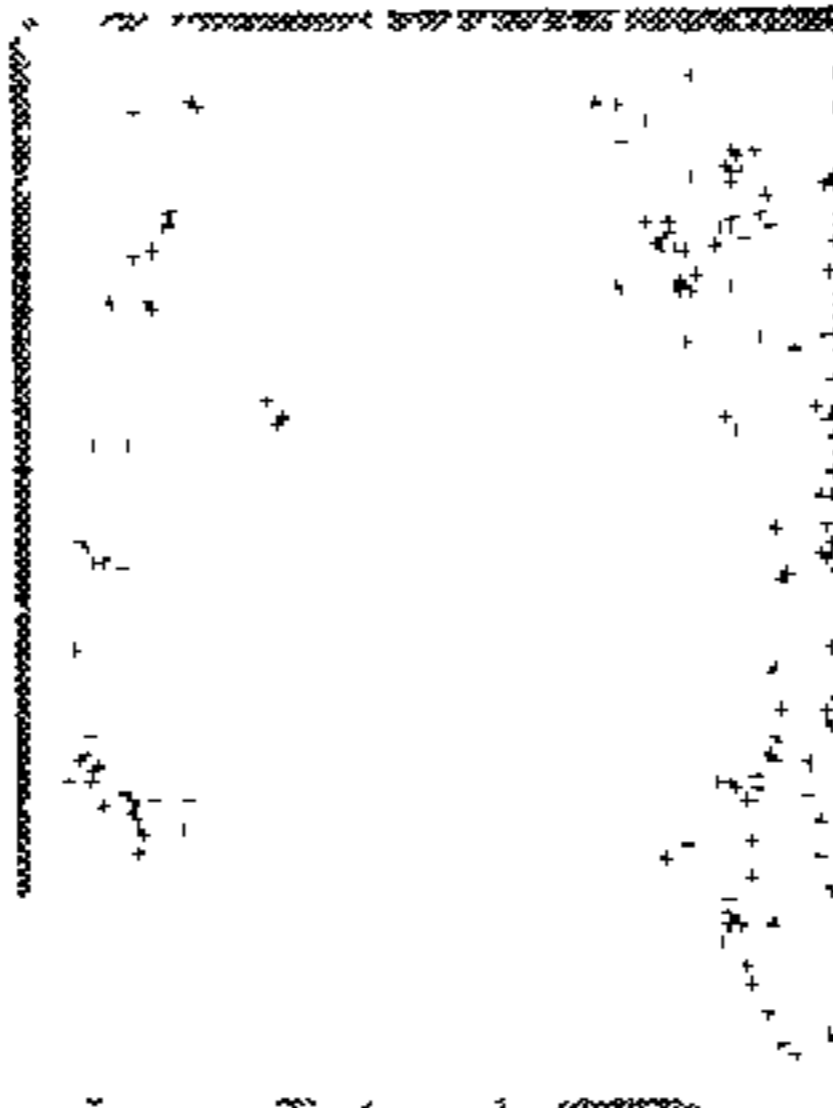
# EL workers vote to continue strike

EAST LONDON — The entire black workforce at Johnson and Johnson continued their strike yesterday over the dismissal of a fellow worker

At a mass meeting in the morning about 650 workers resolved to continue their strike until management agreed to reinstate Mrs Eunice Tempi, who they said had been subject to victimisation.

The workers said Mrs Tempi, who denied being guilty of any offence, had been fired in connection with the alleged theft of two toilet rolls. She said she had been working at the firm for 11 years before she was fired on Monday.

Mr Wayne Munro, the personnel director of Johnson and Johnson, said if Mrs Tempi or the workers were unhappy at her treatment, procedures were "open for us to investigate the matter in detail and resolve it in a fair



MRS TEMPI . . . dispute over her dismissal.

and equitable manner"

Following a meeting between management and officials of the South African Allied Workers Union (Saawu), which is recognised by the company, management agreed to institute an appeal committee to investigate the case with the proviso that the

workers return on Monday morning

Mr Sisa Njikelana, the vice-president of Saawu, said the union would convey the matter to the workers, who are to hold another meeting on Sunday, but said the union could not decide for them whether they should return

"We believe in mass participatory democracy," he said, "which means the workers and not the union officials dictate what action is to be taken"

Mr Njikelana said there had been a string of dismissals over the past few months which had caused concern to workers in the way they had been implemented "It is disappointing when you speak to people for months and months and still get this kind of treatment"

Mr Munro said his company was totally committed to resolving the dispute in a just way — DDR

Star 17/10/73

# Work force is replaced

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The Telephone Manufacturers of SA plant in Springs has taken on 1 250 workers after the recent strike by its African workforce and has now stopped recruiting, a management spokesman says.

The spokesman says the company's management has decided to stabilise the African work force at 1 250 for business reasons.

Meanwhile the partial work stoppage at Hulett's Aluminium in Pietermaritzburg continued yesterday. The workers are demanding the reinstatement of 130 colleagues who resigned on Monday and claimed pension contributions. They have not been rehired.

Hulett's publicity manager, Mr Frank Ferguson, said the company had no objection to reinstating

those who had resigned on condition they repaid their pension contributions. He said many workers had been prevented from going to work by "severe intimidation and coercion".

In Wadeville on the East Rand 70 members of Posalys Transport and General Workers Union have been dismissed after a dispute over leave pay with the management of Viljoen's Transport.

The workers who claim they have not had paid leave for 12 years stopped work on Tuesday.

A TGWU spokesman said the workers were fired yesterday after protesting at the alleged victimisation of one of their number following the strike. Management could not be reached for comment last night.

# Union jubilant as strike ends

THE National Union of Motor and Rubber Workers' Union of South Africa (Numorosa) has hailed the settlement of the strike at the Car Distributors Assembly (CDA) in East London as a feather in the cap of the union.

This is in spite of the fact that one of the main causes for the walkout by 2 600 African and coloured workers from the plant that assembles Mercedes Benz vehicles has not been settled yet

The walkout started after Mr Today Davimani was dismissed following an alleged fight with an employee

The branch organiser of the union, Mr C Fazzie, spent more than 40 hours negotiating with management. He was aided by his regional secretary from Port Elizabeth, Les Kettleidas, local chairman Sydney Nvengane and executive members Kenny Postman and Michael Matroos

## BEAUTIFULLY

Afterwards he said: 'We have settled this dispute beautifully but we could not proceed with these two cases as there is litigation pending

The technical foreman involved with Mr Davimani, Mr L Pierskalla, has laid charges and police are investigating. Management felt they could not proceed with the matter until the police have completed their investigations

'The case of Mr Macanda is also being investigated

by police as charges of assault have been laid

'Other than these two cases, our union has settled all complaints. Everyone is back on the job and everything is fine' Mr Fazzie said

## VIOLENCE

He praised both management and the workers for their attitudes in the tense affair where violence and intimidation had been alleged, at certain stages, and police were known to have been on standby

'Management really listened to us fairly and the workers' behaviour was exemplary'

Mr Fazzie also rejected any suggestions that the African and coloured workers were not completely united

'Ours is a non-racial union. We stood as one and I have not come across any division. As one young worker said at the meeting, quoting Paul: 'If one of the fingers is injured the hand is injured'. This was the attitude in this affair, from which, I must say, the union has come out with flying colours. We have learnt a lot about negotiating settlements'

# Aluminium firm workers will be fired unless they return today

N.M. 19/10/81

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Pietermaritzburg Bureau

WORKERS at the Hulett's aluminium plant in Pietermaritzburg who stopped work last week over a pension fund dispute have been warned that they will be dismissed if they do not report for duty today

According to a company spokesman, the men were warned that they were participating in an illegal strike on Friday afternoon after a stoppage occurred following the resignation of about 130 hourly paid workers who demanded the refund of their pension contributions

The spokesman said the workers had been told that if they did not return to work by the first shift today, 'it would be taken as notice of resignation'

Trouble at the Edendale Road plant began about two weeks ago when workers voiced their dissatisfaction at the proposed Government pension legislation and demanded refunds

About 130 subsequently resigned and left, and a work stoppage began

'Employee representatives were informed that a major concern of the company was that employees should be able to retire with a pension adequate for their needs. To provide for this, both employers and employees contribute to a pension fund

'In addition, offers were made to reinstate the employees concerned on repayment of their pension contributions, and plans were put forward to help ensure the safety of

employees and their families, but no real progress was made in meetings with employee representatives,' said the spokesman, who alleged many workers were being intimidated into staying away

'As a consequence, the company has reluctantly advised those on strike that failure to return by today will be taken as their resignation,' he said

# Unions appeal to overseas labour bodies

CT 19/10/81

## Own Correspondent

JOHANNESBURG — Two local black unions have sought the help of powerful overseas labour organizations in an attempt to resolve disputes arising out of recent strikes on the Rand

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifantsfontein, where workers were fired after a recent strike

A union spokesman said the TUC had secured an agreement from the parent company that workers would be reinstated and that the firm should meet with the union

However, he claimed local management wanted to re-employ selected workers only — which the British unions "totally rejected" He also claimed the firm had told fired contract workers to vacate their hostel in Tembisa township

It was not known whether the workers were actually evicted but the union was seeking an urgent meeting with management, he added

Company spokesmen could not be reached for comment Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with the Telephone Manufacturers of SA (TMSA) in Springs

TMSA is a subsidiary of the General Electric Company and the Fosatu-affiliated union has asked the IMF to approach GEC in an attempt to bring the local management to the bargaining table

The union wants to meet with the company to discuss reinstatement of workers fired after the whole black workforce of 1 600 went on strike recently

Up to now, TMSA has refused to meet with the union Nine people appeared in the Kwathema Magistrates' Court last Monday on charges of assault following the unrest They were released on bail, paid by the union, and the case was postponed

A police spokesman said another two people had been arrested in connection with alleged cases of assault and another arrest would be made

A union spokesman condemned the involvement of the police in the dispute

He added "It seems TMSA management is using the police to weaken the resolve of the workers"

He said the company was still refusing to talk to union officials, which was "damaging to worker-management relations"

A spokesman for TMSA said almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on

He reiterated that the firm would not take back 200 workers who were fired first after starting the strike

Star 19/10/81  
**600 stay out in  
sacked-woman row**

By Drew Forrest  
The strike by nearly 600 workers at the large East London plant of Johnson and Johnson went into its third day today as representatives of the unregistered SA Allied Workers' Union met management in another bid to break the deadlock.

The company is one of only two in East London to have signed a formal recognition agreement with SAAWU, and the strike is seen as a key test of its labour relations policies.

At a meeting in East London yesterday, the strikers decided not to go back until management reinstated a woman worker whose dismissal for theft sparked the stoppage last week.

The company has offered to negotiate with SAAWU on the dismissal,

but has said that in terms of the agreement it will only do so after a general return to work.

In Maritzburg some of the 200 workers who struck last Wednesday at the Huletts Aluminium plant were back on shift this morning in response to a management return-to-work deadline.

The workers are demanding repayment of their pension fund contributions and the reinstatement of 130 colleagues who resigned last week to reclaim their pension money, and have not been taken back.

A company spokesman said half the morning shift of 300 were at work, and other workers were meeting in the car park with officials of the Metal and Allied Workers' Union to decide on a course of action.



83 men  
CV POST 19/10/81  
arrested  
219 (52) 27  
under  
RIOT Act

**Crime Reporter**

SECURITY Police have arrested 83 men on charges of intimidation under the Riotous Assemblies Act the officer commanding Security Police in the Eastern Cape, Colonel Gerrit Erasmus, said today

He said the men all had links with strikes at SA Botling and the Post Office

Those who had not yet appeared in court were expected to appear today and tomorrow for remand for a regional court trial date

The arrests followed complaints of intimidation at SA Botling and the Post Office

A total of 59 men made a brief appearance in the Port Elizabeth Magistrate's Court today on a charge of allegedly attending an illegal gathering

No evidence was led and the magistrate, Mr P Crous, postponed the case to October 29 The men were not asked to plead

The charge sheet stated the alleged offence happened on October 12

Mr B I Pienaar appeared for the State The men were not represented

# Bottling firm

Ev Post 19/10/87

## re-employs several workers

### Post Reporters

THE managing director of SA Bottling Company, Mr F H Gutsche, said today that several workers who had been on strike had been re-employed

But a spokesman for the General Workers Union of South Africa (Gwusa) and the Motor and Components Workers' Union of South Africa (Macwusa), said the 250 workers were still on strike

He did not know of any workers being re-employed

Mr Gutsche said he could not reveal the number of re-employed workers or their names

Last week, Mr Gutsche said in a statement that striking workers would be re-employed on merit

Strikes at SA Bottling began on September 25, when all weekly-paid workers and two salary-paid workers walked out

After discussions with management, the strikers returned to work and were paid for the full day while on strike. On October 6, workers once again went on strike

A spokesman for Gwusa said

a meeting would be held later this week as weekend meetings had been banned

Meanwhile, 80 to 100 of the 180 workers at the Motorvia plant in Uitenhage have gone back to work. A spokesman for the company said the rest of the workers, based in Bloemfontein, were expected back today

In East London, striking Johnson & Johnson workers decided at a meeting yesterday not to return to work until a woman who was dismissed last week had been re-instated

About 600 Johnson & Johnson workers downed tools on Thursday after the dismissal of Mrs Eunice Tempa, who allegedly stole two toilet rolls

The Johnson and Johnson management agreed to institute an appeal committee to investigate the dismissal, provided the workers returned this morning

A South African Allied Workers' Union (Saawu) official said this morning that union organisers would meet representatives of the company's management today to tell them the decision taken at yesterday's meeting

# Striking workers view Pension Bill as interference in their financial affairs

# 'We don't trust the Govt'

By Shaun Harris

WORKERS involved in two recent work stoppages made it clear yesterday that they did not trust the Government over the proposed pension legislation and for that reason they intended to continue rejecting the proposals.

They also emphasised that the decision to down tools in a demand for the repayment of their pension fund contributions was not forced on them by trade unions.

In one case workers claimed that no union had been involved in their work stoppage, while another group of workers said the decision to strike was made only after they had formulated their grievances and approached their union for guidance.

According to men who work for Grindrod Cotts Stevedoring, no trade union was involved in their work stop-

page for the repayment of their contributions.

The stevedores said they had learned about the proposed Pension Bill from newspapers, Radio Zulu and fellow workers.

They were unhappy about the proposed legislation, and after discussing the issue among themselves they decided to down tools, they said.

When the stoppage continued, certain union officials had made contact with them, but their demands had already been made to management.

A few reasons were given for their rejection of the Bill, but the chief one was that they did not trust the motives behind the Government wanting to freeze contributions.

'We can take care of our own money; the Government isn't, after all. We can take care of our own children,' a stevedore said.

When asked what he would do with his pension contributions when they were repaid to him at the end of the month, he replied he would invest the money.

Other workers said they did not believe they would see their money again if the Pension Bill were introduced, although they could not specify exactly why they felt this way.

Off-duty workers at the Huletts sugar mill at Mount Edgecombe, which has been the scene of two strikes over pension funds during the last two months, also said they had learned about the Pension Bill through the media.

They said a meeting had been held before the stoppages began where they had voiced their fears regarding the Bill to management. Management was sympathetic, but had said that contributions could not be refunded.

After that they had approached their union for advice and were paid to stick to their decision to demand the withdrawal

of their contributions.

Huletts workers' reasons for rejecting the Bill were similar to those of Grindrod stevedores. They resented the Government interfering in their financial affairs and did not trust the new Bill because they believed they would not see their money again if it were introduced.

Other reasons put forward included the prospect of long terms of unemployment during which they could not withdraw their pension money. Several said they feared that they would die before they could withdraw their money.

Huletts and Grindrod workers agreed unanimously on two points. The possible deferment of the Bill to 1985 made no difference to their demands for the immediate refund of their pension money, and they would rather not belong to a pension scheme than accept the proposals put forward in the

new Bill

Grindrod Cotts Stevedoring agreed to repay workers their pension fund contributions on Wednesday, while Huletts' management called a temporary moratorium and suspended pension fund payments while negotiations continued.

Former magistrate and former Chief Bantu Affairs Commissioner, Mr A. J. Furtton, yesterday described black workers, especially the Zulus, as 'very conservative people, very nervous of anything they don't fully understand'.

He said pensions were not embedded in black history as was the case with whites, and pensions therefore were not as important.

A reason for this was the structure of the black family, he said, where especially with more rural blacks, they knew they always had a family to return to when they were too old to work.

A black union leader, Mr Sam Kikine of the South African Allied Workers Union, said yesterday he believed the deferment of the Pension Bill was a tactic on the Government's part to buy time.

'Black workers are poor, they need their money for living now.'

Mr Kikene said he believed the State should run a pension scheme because it was their responsibility to look after their old people.

Sawetan 19/10/81

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1457

## Johnson strike continues

THE entire black workforce at Johnson and Johnson continued their strike on Friday over the dismissal of a fellow worker.

At a mass meeting in the morning, about 650 workers resolved to continue their strike until management agreed to reinstate Mrs Eunice Tempi, who they say has been subjected to victimisation.

The workers said Mrs Tempi, who denied being guilty of any offence, had been fired in connection with the alleged theft of two toilet rolls. She said she had been working at the firm for 11 years before she was fired on Monday last week.

Mr Wayne Munro, the personnel director of Johnson and Johnson, said if Mrs Tempi or the workers were unhappy at her treatment, procedures were "open for us to investigate the matter in detail and resolve it in a fair and equitable manner".

Following a meeting between management and officials of the South Afri-

can Allied Workers Union, which is recognised by the company, management agreed to institute an appeal committee to investigate the case with the provision that the workers return today.

Mr Sisa Njikelana, the vice-president of Saawu, said the union would convey the matter to the workers, who held another meeting yesterday, but said the union could not decide for them whether they should return.

"We believe in mass participatory democracy, which means that officials, workers, and not the union officials, dictate what action is to be taken."

Mr Njikelana added there had been a string of dismissals over the past few months that had caused concern to workers in the way they had been implemented. "It is disappointing when you speak to people for months and months and still get this kind of treatment."

Mr Munro said his company was totally committed to resolving the dispute in a just way — Sapa

Department of Manpower officials step in



MR J LINDE, extreme right, an official of the Department of Manpower, with some members of the Umzinto North Town Board yesterday.

# Pay

## Umzinto North Town Board given ultimatum on black wages

NM  
20/10/81 (152)  
[Handwritten initials and numbers]

# up or

By Mariah Vengtas

OFFICIALS of the Department of Manpower yesterday gave the Umzinto North Town Board an ultimatum to upgrade the wages of its black labour force within 48 hours or face prosecution.

This follows a move by the board's 70 labourers to down tools yesterday morning in protest against low pay and working conditions.

The striking workers however, resumed their duties after two officials of the Department of Manpower, Mr J Linde and Mr A van der Merwe, assured them that their demands would be taken up with the board.

The officials, accompanied by a spokesman for the workers, Mr Gilbert Mkadi, later held 'closed door' talks with members of the town board.

After the hour-long meeting, neither Mr Linde nor Mr van der Merwe would comment, except to say that negotiations were continuing. But it was learned from a reliable source that the board was given 48 hours to upgrade the wages of its black workers or face prosecution.

Mr Mkadi said the starting wage of a labourer was R76 a month and the highest wage was under R150 a month.

'This is ridiculous,' he

said adding that workers were finding it impossible to survive on R76 a month.

'Bus fares have been increased and the cost of living has gone up. We want a minimum increase of R30 a month for all labourers.' He said workers were also demanding overalls and gumboots while on duty.

Board chairman Mr Goolam Bellim said a special meeting of the board would be convened today to discuss the pay demand and the decision would be relayed to the Department of Manpower.

Meanwhile, a board member Mr Ismail Moolla, who last week announced his de-

cision to quit, told the Mercury yesterday that he had now decided to stay on following 'pressure from the chairman and his colleagues'.

He said he had been persuaded not to resign at least until the outcome of a comprehensive memorandum sent recently to the Natal Provincial Administration by Mr Bellim. One of the requests in the memorandum, it is believed, is for a committee of inquiry into the workings of the town board.

Mr Moolla, who also attended the pay talks, said he agreed that the black labourers' wages should be upgraded.

# N M 600 workers quit in labour dispute

Pietermaritzburg Bureau  
ABOUT one third of Hulett's  
Aluminium's 1800-strong  
Pietermaritzburg work  
force elected to resign yes-  
terday after a company  
ultimatum

Workers who were on  
strike last week were  
warned on Friday that their  
strike was illegal, and that  
failing to return to work by

6 pm yesterday would be  
taken as notice of their  
resignation.

'Between 600 and 650 of  
the strikers elected to col-  
lect their pension fund con-  
tributions, back pay and  
other benefits, yesterday  
morning and so left the  
company's employ,' Mr  
Frank Fergusson, publicity  
manager for the company

said last night

'Production is now at nor-  
mal levels and the company  
will be advertising to fill  
the vacant posts,' Mr  
Fergusson said

Mr Geoff Schriner of the  
Fosatu affiliated Metal and  
Allied Workers Union, who  
have not been recognised  
by Hulett's, said he did not  
believe it was necessary to

refuse to re-employ the  
workers who had resigned  
in order to collect their  
pension fund contributions

'There are numerous  
ways in which Hulett's  
could resolve this issue  
There are a number of com-  
panies that have already re-  
funded their workers'  
pension contributions with-  
out problems,' he said

The Government has called the controversial Preservation of Pensions Interests Bill. Drew Forrest reports on a recent survey and analysis of worker attitudes in the Transvaal, which sheds new light on the persistent unrest on this issue.

# Star Deep-seated unease Over pension funds

20/10/31

When in September last year 400 workers struck at Tubatse Ferrochrome in a remote area of the north-east Transvaal, no one took very much notice. But, brief and inconclusive as it was, the strike was a landmark in South African labour history.

For the first time, workers had demanded tools in a demand for the repayment of their pensions contributions — a demand which has sparked literally dozens of disputes in factories across the country this year.

At the root of the unrest was a report of the Inter-departmental Commission of Inquiry into Pensions, presented to the Minister of Finance last year, which recommended that all pension funds be frozen until workers' retirement.

The resulting strike-wave, which swept the Eastern Cape and later Natal, forced two concessions from the Government.

In this year's Budget speech, the Minister of Finance, Mr Owen Holtwood, announced that contributions made before the law was introduced would not be affected by its provisions. A draft Bill en-

shrining this was released shortly afterwards.

Workers responded by striking in their thousands in Natal, and under pressure from the provinces employers, the Government has now agreed to delay the implementation of the Bill for three years after its enactment.

A commonly held view is that the unrest is a product of worker ignorance and credulity. The claim is that it springs from a failure to understand the real benefits of pensions and from a reflex suspicion of any State initiative or from "agitator" exploiting wrongly biased fears.

A different picture emerges from a recent survey and analysis of worker attitudes in the Transvaal, as voiced in shop steward

Pension strikers at Hulett's Darnall sugar mill, on the Natal north coast, answer to their tears direct worker control of pension funds?

Council discussions of the Federation of SA Trade Unions (Fosatu).

This argues that the draft Bill has nearly brought to a head longstanding worker grievances over the operation of existing pensions schemes. According to the Fosatu document

Workers have never been consulted about pension schemes. They have played no part in framing their rules or determining their benefits, and are generally forced to accept the schemes with only token consent.

Workers are denied access to adequate information on the funds. They do not know how much they have contributed, what happens to their money or what interest is gained.

Many workers — particularly contract workers, their widows and dependants — are never paid out because there is no satisfactory system of tracing and paying pensioners.

The document also reveals that many workers do not receive the major benefit of a pension scheme — the employer contribution.

Under some schemes black workers, vulnerable to retrenchment and dismissal must work a minimum period — of up to 10 years — before the employer contribution is added to their funds. If their continuous service is broken by absence not recognised by the employer, they may have to recommence their qualifying period.

a house or an education for their children. Others see the money as a hedge against unemployment — an ever present threat to blacks.

A major shortcoming of the Bill, the document states, is that it perpetuates "one of the most objectionable features of the present pensions system" — the withholding of management contributions.

The immediate threat of compulsory pensions preservation has now been averted, and the Bill may be further amended to accommodate the views of powerful lobby groups, such as the Federated Chamber of Industries.

The FCI originally proposed that workers earning under R8 000 a year should be exempt from its provisions, but is now calling for a distinction between pension funds which would be subject to preservation, and provident funds which would not.

Workers would be able to opt for either. "The idea is to leave the issue open to negotiation," commented the FCI director of economic services, Mr Arthur Hammond-Tooke. In principle pensions should be negotiated, like any other condition of service.

Fosatu is in broad agreement. It believes that labour's deep seated fears can only be laid to rest through direct worker control of pension funds.

300  
Sawyer 2/15/87

# IsCOR Workers Sacked

BY JOSHUA RABOROKO

ABOUT 296 black IsCOR workers were dismissed from their duties after a two-day pay strike last week, the company's industrial relations manager, Mr H Liebenberg, said yesterday.

Speaking from Vereeniging, Mr Liebenberg said the workers — mostly employed as shunters — were dismissed after several warnings that they go back to work and to negotiate with the management from within.

He said despite these warnings the workers "chose to stay away from work and the management decided to do away with them." They were paid all their remaining salaries and other benefits from the homelands such as Transkei, Ciskei, KwaZulu and other areas and did not belong to any trade union which could have voiced their grievances, according to informed sources.

But, Mr Liebenberg said the workers were fully represented by their departmental heads. The workers stayed away from work last Tuesday after they had made several representations to the establishment.

"We told them that at no stage will they receive a further salary increase this year. They were also told they will get their next pay rise next July but they would not listen.

"We warned them that if they did not go back to work then they should consider themselves dismissed from their employment. Despite this warning the workers did not listen," he said.

The dismissal of the workers from the company means they will have to vacate their rooms at the IsCOR Hostel near Sebokeng township because in terms of regulations only IsCOR workers might stay at the hostel. However most of the dismissed workers have already gone back "home" after receiving their salaries and other benefits. Some of those who are remaining are expected to leave the hostel soon.



# Metal workers fired

By SELLO  
RABOTHATA

MORE than 140 workers, including 13 committee members, were fired at Electrolitec Metal Corporation in the West Rand after they had downed tools in protest against the Government's Pension Bill.

Mr Andrew Motingwe, one of the fired committee members, said the workers decided they did not like the new pension scheme and when this was told to the company's management they were told their wages would be increased.

Workers demanded a minimum increment of R1 an hour but management felt that this was too high. They were told to return to work else there would be no money and they decided that if there was no money there would be no work.

On Friday last week, the workers came to work and were asked to decide whether they wanted to work or go on strike. Some decided to work and others to strike. When they came to work the following day they found the cards they used to get into the company premises had been changed and those who had gone on strike could not get in.

All those who had not been permitted to get in were again asked whether they were on strike or not. Some decided to return to work and about 140 who did not were told they were fired.

When Mr Motingwe asked why he had been fired as he was a worker representative he was told that it was a reduction of staff.

The SOWETAN could yesterday not get a comment from the company's management.

CT  
20/10/81 152  
**900 still on strike**

PORT ELIZABETH — Altogether, about 900 workers are still on strike at Johnson and Johnson in East London and SA Bottling in Port Elizabeth

In spite of an ultimatum by management, about 650 workers at the Johnson and Johnson factory continued their strike yesterday over the sacking of a woman worker who allegedly stole two rolls of toilet paper

The workers demanded the woman be re-engaged. The company's personnel manager, Mr Wayne Munro,

said he would do "everything possible" to find a fair solution to the dispute

At SA Bottling, where about 250 workers have been on strike since October 6, and have since lost their jobs, management said yesterday that it was prepared to re-employ some of the strikers on merit.

The managing director of SA Bottling, Mr P H Gutsche, said they were obliged — because of distribution commitments — to take on new workers in the place of some of the strikers — Sapa

# 200 Grabouw workers stop work

CT 20/10/81  
Staff Reporter

ABOUT 200 workers at the Appletiser factory in Grabouw are said to be on strike over a wage dispute, but factory management is keeping silent on the issue

According to the Food and Canning Workers' Union, worker representatives met management yesterday, but no agreement over new wage rates was reached. Negotiations would continue today.

The labourers had been on strike since Friday last

week, and represented a "substantial majority" of the factory workforce, a spokesman for the union said.

He said workers had been granted an increase in October, but many were not satisfied with the rise.

The employers had offered a minimum rate of 96 cents an hour, but workers had rejected this and had asked for R1,50 an hour.

Last week they had requested a meeting with factory officials to discuss the

issue. No agreement had been reached at the meeting on Thursday and the workers had come out on strike the next day.

The factory manager, Mr C W Viljoen, said yesterday he would not comment on the strike nor wage negotiations. There was no one else from the factory who could make any statement, he said.

Most of the workers at the factory are said to be employed in semi-skilled categories of work.

All 180  
at Post 20/10/81  
Motorvia  
drivers  
back

## at work

### Post Reporters

THE strike at the Uitenhage firm of Motorvia which is involved in the delivery of new vehicles to the rest of the country, is over because 130 drivers returning from Bloemfontein failed to support the strikers

A spokesman for the company said today that all 180 drivers who were on strike were back at work yesterday

"Everything is back to normal," he said

The strike began last week when 130 drivers demanded the company recognise the Transport and General Workers Union. They also wanted higher pay. A meeting between management and union representatives will be held tomorrow to discuss both issues

The managing director at SA Botling, Mr P R Gutsche, said today that re-employment of some of the 250 workers deemed to have "dismissed themselves" after striking three weeks ago, would continue "on merit and subject to the availability of vacancies"

Seven workers who went on strike at SA Botling are to appear in court on November 10 on charges of intimidation

A spokesman for the General Workers Union of South Africa (Gwusa), to which most SA Botling workers belong, said today he was still trying to arrange a meeting with the firm's management to discuss re-employment

BU 20/10/81

# Strike talks end in deadlock

EAST LONDON — There were no signs yesterday of an end to the deadlock between the South African Allied Workers Union (Saawu) and the management of Johnson and Johnson as almost the entire black workforce remained out on strike at the firm.

At a mass meeting on Sunday the workers resolved to continue the strike until the company agreed to re-instate a cleaner who was fired for allegedly stealing two toilet rolls, but management has said it cannot re-consider the case until all the workers are back at

work.

A meeting between officials of Saawu and management ended in deadlock yesterday. Following this Mr Richard Cook, the managing director, issued a statement saying Saawu had rejected a proposal that workers return so that the causes of the strike could be more fully investigated.

"In line with the procedures negotiated in the recognition agreement, the grievance of Mrs Eunice Tempu was to be heard, providing the workers had returned to work," he said.

Mr Cook said he was disappointed that two of the fundamental principles of the recognition agreement had been ignored. He said the union had not gone through all the agreed procedures before resorting to strike action and the strike had been extended rather than workers returning as soon as possible so that negotiations could continue.

Mr Cook appealed to the workers to reconsider and return to work as soon as possible. "We remain committed to solving the dispute in a just and equitable way," he said.

Mr Sisa Njikelana, the vice-president of Saawu, said the workers had directed the union to reject management's proposal. "The workers are leading this struggle and the union leadership is backing them up."

Mr Njikelana said management had been warned of an impending situation of this nature but had continued to allow certain action to be taken against employees.

He said the workers would be meeting again this morning to discuss what action to take —  
DDR



Star 20/10/8  
59 appear under riots  
Act after strikes

Labour Reporter

Fifty-nine workers appeared yesterday in the Port Elizabeth Magistrate's Court under the Riotous Assemblies Act after 1 cent labour unrest in the area.

The case was postponed to next week.

The 5<sup>th</sup> along with 24 other workers were held by police in connection with strikes at two post office yards and at the SA Bottling Company.

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The other 24 appeared on Friday and their case was also postponed

In the Security Police

swoop last week, an organiser of the Motor Assembly and Component Workers Union, Mr Themba Duze, was held for two days and later released without being charged.

In Uitenhage last week charges against five union shop stewards of participating in an illegal strike were dropped. However, charges of intimidation under the Riotous Assemblies Act were postponed to next Monday

The men are being charged in connection with the Dorbyl motor components firm dispute from earlier this year

# BOYCOTT SPREADS BUT TYCOON HOLDS OUT

**SOWETIAN (S2)**  
**REPORTER** 20/10/81  
**THE** boycott of Wilson-Rovntree

products is spreading, with about 200 Katlehong traders being the latest to join in the action.

They decided at a meeting last week to remove from their shelves all products from the East London company which dismissed 500 workers who went on strike earlier this year. But Soweto tycoon, Mr

Ephraim Tshabalala has refused to heed the boycott call, saying he will not do so unless union leaders contact him personally.

"I won't boycott until these leaders have approached me so that we can talk," he said. "In any case I'm not even aware we're supposed to boycott Rovntree products," Mr Tshabalala added, saying he had not seen Press reports about the boycott.

The call for the boycott in the Soweto area came from Mr Veli Kraai, chairman of the Soweto Chamber of Commerce and Industry. Mr Tshabalala's stand was

criticised by Mr Sphuwe. Thus, a member of the Support Committee which helps maintain the dismissed workers.

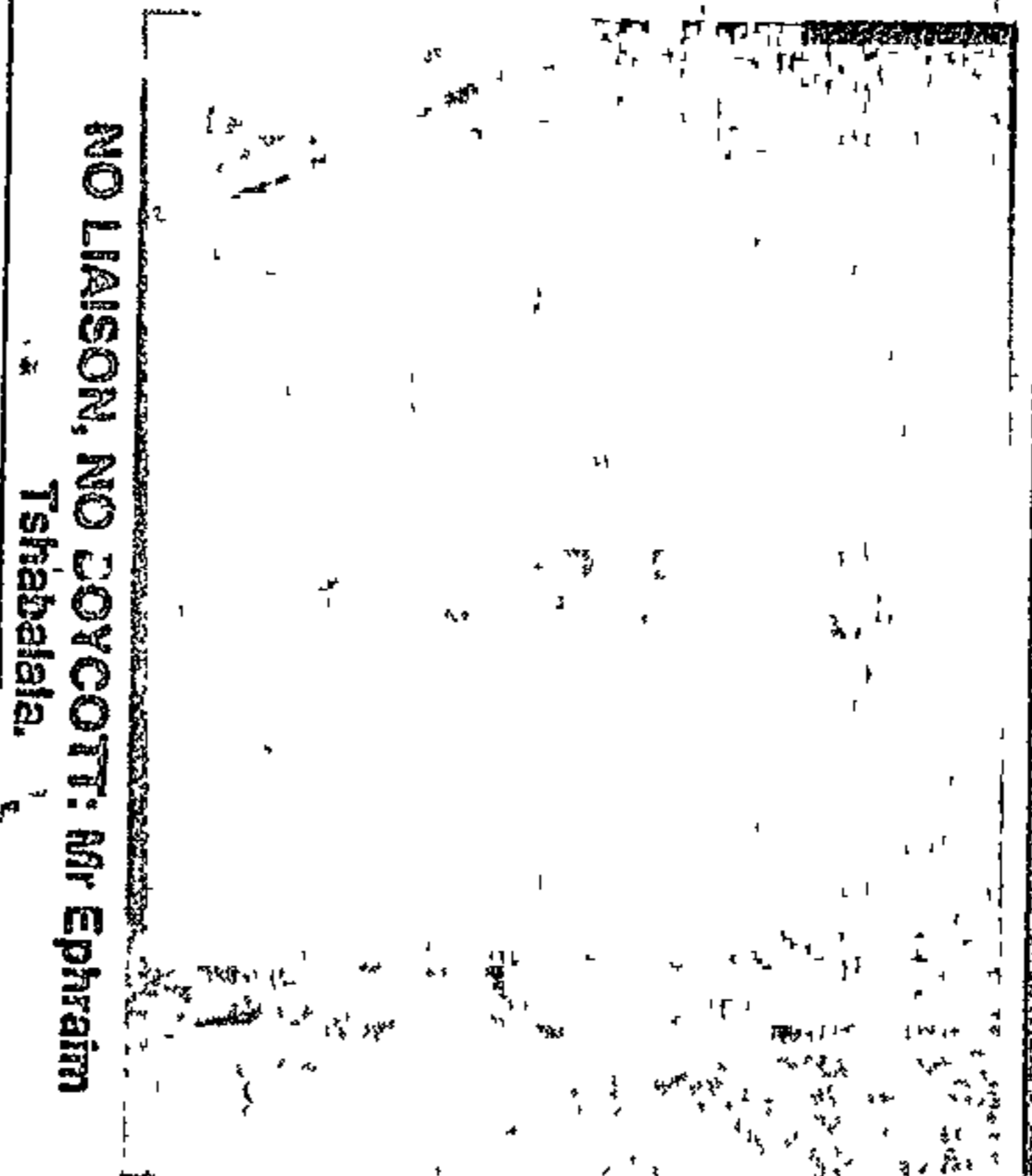
"It is regrettable that Mr Tshabalala has decided to be a blind businessman who refused to align himself with the suffering masses," said Mr Thusi.

Mr Thusi said it was not necessary for his support committee or other leaders to approach Mr Tshabalala personally to ask him to join the boycott. "He should have attended the Chamber of Commerce meeting in order to know that

he should boycott. My committee talks only to organisations and not to individuals," Mr Thusi said.

Mr Tshabalala said he was no longer a member of the Chamber, but he was prepared to talk to them at any time.

In Katlehong, the chairman of the Chamber of Commerce there, Mr Moleke Namane, said yesterday. "We have decided not to sell these products any more until the company decided to reinstate the 500 workers. My colleagues have promised to help them by removing the products from their shelves



NO LIAISON, NO BOYCOTT: Mr Ephraim Tshabalala.



By Mervyn Harris  
EAST LONDON —  
Employers should  
stand firmly together  
to resist strike action  
over the pensions  
issue, delegates were  
told at the annual con-  
vention of the Feder-  
ated Chamber of In-  
dustries.

The idea was made  
by Mr Alex Hamilton  
of Natal during the  
debate on the preser-  
vation of pensions,  
which has touched off  
industrial unrest.

Delegates agreed  
that the Government  
had acted precipitated-  
ly in introducing the  
legislation to preserve  
pensions.

But they decided  
that a three-year delay  
in bringing the legisla-  
tion into effect would  
not assist employers

Mr Tony Hesp, FCI

Star 21/10/87  
Resist  
strikes,  
FCI told

vice-president said  
many trade unions  
were showing an irre-  
sponsible attitude to  
their workers by de-  
manding the payout of  
pension contributions.

Such unions were  
motivated by the de-  
sire to wield power for  
political gain.

He asked where this  
pressure would stop if  
employers capitulated.

Mr Brian Matthew,  
of the Midland Cham-  
ber of Industries — an  
area where the pension  
issue has caused much  
unrest — said that  
pension preservation  
had come as part of a  
package.

LABOUR

# 660 out in new worker unrest

Star 21/10/81

152 358 183 407 139 189

782

By Drew Forrest

In the latest outbreak of pensions-related labour unrest, more than 600 workers at factories in Port Elizabeth and Durban were on strike yesterday

Management at Henkel (SA) in Prospecton, outside Durban, has warned 260 strikers who have demanded the immediate repayment of their pension contributions that unless they are back at work today they face dismissal

The strike at the detergent company began on Monday. Management has been dealing with Fosatu's Chemical Workers' Industrial Union which is informally recognised at the plant

At the Port Elizabeth plant of Feltex Foam and

Automotive Products the ~~400~~ workers who downed tools yesterday in a pensions dispute returned to work this morning pending talks between management and the Motor Assemblers and Component Workers' Union (Maowusa).

More labour unrest has been reported from the East Rand, where the Boksburg-based General Tire subsidiary, Pigott, Maskew and Company, is restaffing after last Friday's strike over wages by its entire 450-strong black workforce

The company recently recognised the Chemical Workers' Industrial Union. The managing director, Mr Vic Pretorius, accused union members of "striking during negotia-

tions, and in breach of the recognised agreement"

He said the workers had "resigned" by failing to meet a management return-to-work deadline

According to a CWIU spokesman, the workers struck in rejection of management's final offer of a productivity bonus. They wanted a 50c an hour flat-rate wage increase, she said

Our Cape Town correspondent reports that about 200 workers at the Appletiser factory near Grabouw, in the western Cape, have been on strike since Friday

The workers, represented by the Food and Canning Workers' Union, are demanding a minimum hourly wage of R1,50

# Grabouw strike talks continue

ARGUS 21.10.81  
Labour Reporter

NEGOTIATIONS aimed at settling a wage dispute at the Appletiser factory near Grabouw were continuing today between management and representatives of the workers and the Food and Canning Workers' Union.

Workers at the factory have been on strike since Friday, demanding a minimum rate of R1,50 an hour as opposed to 96c an hour offered by management.

A spokesman for the Food and Canning Workers' Union said a majority of the workers were on strike.

# Hundreds sacked at Hulett's

ABOUT 500 Hulett's Aluminium workers were paid off yesterday after they insisted on having their pension fund contributions refunded to them. *Sowetan 21/10/81*

And in Durban more than 200 workers at the Henkel Chemical Works at Prospecton have gone out on strike in support of pay demands and pension negotiations.

The events at Hulett's followed the issuing of an ultimatum by the company on Friday, in which 300 workers were told they were on an "illegal strike" and that they should either return to work at 6 am on Monday, or lose their jobs.

Workers at Henkel Chemical Works said they had downed tools during the morning tea break on Monday because discussions about wage increases and the possibility of paying out pension scheme contributions had been under way with representatives of management and the chemical workers' industrial union for some months without resolving anything.

They were subsequently told in writing that the strike was illegal.

Meanwhile negotiations aimed at settling a wage dispute at the Appletiser factory near Grabouw continued yesterday between management and representatives of the workers and the Food and Canning Workers' Union.

Workers at the factory have been on strike since Friday, demanding a minimum of R1.50 an hour as opposed to 96 cents

## LABOUR BEAT

offered by management

In East London the dispute leading to a strike of 600 workers of

Johnson and Johnson plant is also still deadlocked. The South African Allied Workers' Union reported to the striking workers yesterday that the management still refuses to re-instate a Mrs Eunice Tempi whose dismissal led to the walkout on Thursday.

A spokesman for the union said that management had offered to institute an appeal committee to investigate the dismissal provided the workers returned, but such a committee was not acceptable to the union or the workers as it would be biased.

In Port Elizabeth 59 workers appeared in the Magistrate's Court on Monday under the Riotous Assemblies Act following strikes at two post office yards and at the SA Bottling Company. All were remanded until October 29.

Another 24 also arrested last week appeared at the end of last week under the same Act.

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The 83 men were arrested for alleged intimidation of workers during the strikes.

RDM 21-10-81

# Hundreds of strikers paid off at Huletts

152  
300 (LDA)  
81

ABOUT 500 Huletts Aluminium workers were paid off in Maritzburg yesterday after they insisted on having their pension fund contributions refunded to them.

The workers resolved yesterday afternoon to "fight for the right to get their jobs back" and not to accept re-employment unless "all the workers are reinstated". They also resolved to prevent any "scabbing".

A negotiating committee consisting of 10 workers' representatives and officials of the Metal and Allied Workers union was elected to negotiate the reinstatement of all the workers.

The company was approached later in the day to meet this committee but refused, saying "workers could apply individually to be re-employed".

Yesterday's events follow the issuing of an ultimatum by the company on Friday, when 300 workers were told they were on an "illegal strike" and they should either return to work at 6am on Monday or lose their jobs.

According to the company, "several hundred" workers reported for duty on Monday and production "returned to normal levels".

This has been denied by worker representatives and trade union organisers, one of whom said only 30 of the striking workers returned to their jobs. They also claimed production "could not possibly be at normal levels" - Sapa

# Strikers go back pending new round of meetings

By MOKONE MOLETE  
THE 400 workers at Feltex rubber factory in Korsten, Port Elizabeth, who went on strike yesterday after demanding that they be paid their pension fund contributions, have resumed work pending the outcome of a meeting between management and one of the trade unions, a union spokesman said.

Workers at the factory said they wanted to withdraw from the pension fund but were told by management that they had to resign before the money would be paid out.

At about 1pm yesterday

workers downed tools after refusing an ultimatum from management to resume work, or leave.

The company public relations manager Mr S Thompson described talks held between the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as 'fruitful'.

A spokesman for Numarwosa which is affiliated to Fosatum, said there would be further talks between the union and management as 'nothing final has been decided yet'.

Mr Thompson said according

to clock card records 87% of workers who struck yesterday were at work today.

Meanwhile, the Transport and General Workers' Union at the Motavia plant in Uitenhage will hold a meeting with management today to discuss demands that led to a strike last week.

The managing director at the SA Bottling Company Mr P R Guishe said that re-employment of the 250 who went on strike three weeks ago and were deemed to have dismissed themselves, was continuing on merit and subject to the availability of vacancies.

PIETERMARITZBURG — About 500 Hulett's aluminium workers have been paid off after they insisted on having their pension fund contributions refunded to them

The workers resolved to "fight for the right to get their jobs back", and not to accept re-employment unless "all the workers are reinstated"

They also resolved to prevent other people from filling what they still regard as their rightful positions

Meanwhile, more than 200 workers at the Henkel chemical works at Prospecton have gone out on strike in support of pay demands and pension negotiations

Management staff were not available for comment, but workers said production was virtually at a halt

80  
21/10/87  
500  
Workers  
paid off  
152  
139  
139

despite white staff operating the plant on a reduced level

In Grabouw about 200 workers at the Appletiser factory are said to be on strike over a wage dispute, but factory management is keeping silent on the issue

According to the food and canning workers' union, worker representatives met management on Monday but no agreement over new wage rates was reached

A Port Elizabeth correspondent reports that 400 workers, almost the entire workforce, downed tools at the Felton foam rubber factory in Korsten yesterday morning after demanding their pension contributions

Workers interviewed said they wanted to resign from the pension scheme, but said they were told by management yesterday that they would have to resign before the money would be paid out

At about 1 pm workers left the factory's premises after an ultimatum from management to resume work in five minutes, or leave

At that stage an official of the Motor Assemblers' and Components Workers' Union was still negotiating with management on the workers' demands — SAPA

# Protesters advance in pension issue

THE current unrest over the pension issue is more than the product of workers' naivety and inbred fear fanned their grievances about the operation of pension funds generally, SIILO RABOTHATA reports.

THE RECENT announcement by the Government that the new Pensions Bill will be delayed for three years is not having the desired effect of calming labour unrest, as can be seen in the spate of strikes and dismissals around the country.

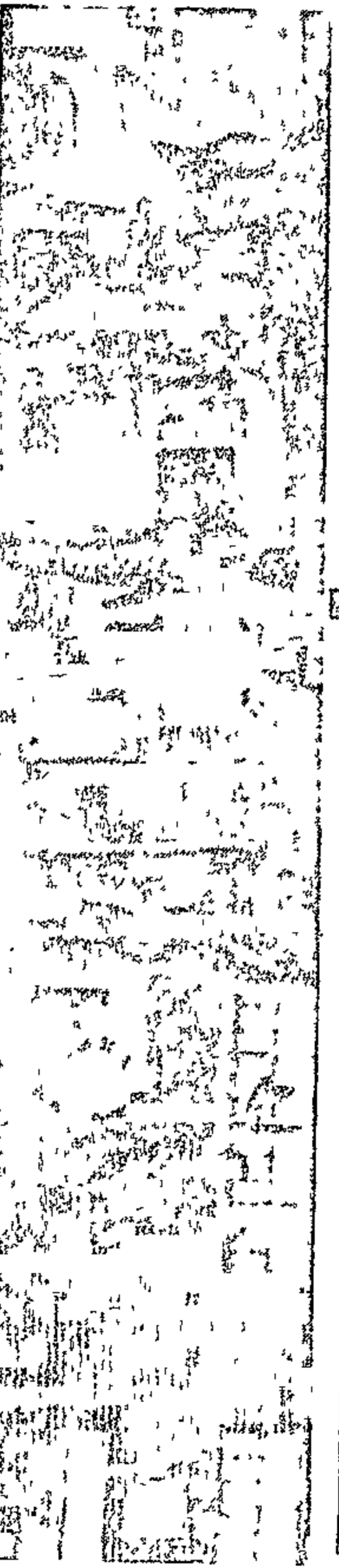
Demands for the withdrawal of pension contributions are still being made in several parts of Natal and the Eastern Cape and trade unionists on the East Rand say serious dissatisfaction exists with pensions there.

What the pensions bill seems to have done is to focus workers' grievances about the operation of pension funds generally. This is the finding of a Federation of South African Trade Unions' memorandum which is to be discussed at Fosatu's central committee meeting at the end of the month.

According to the memo, a strikingly similar set of objections have been voiced on the running of pension funds at shop stewards councils and factory meetings in Natal and the Transvaal.

Both management and the media have fallen into the trap of believing that the present pensions' unrest is the product of worker grievances and gullibility, the memo says.

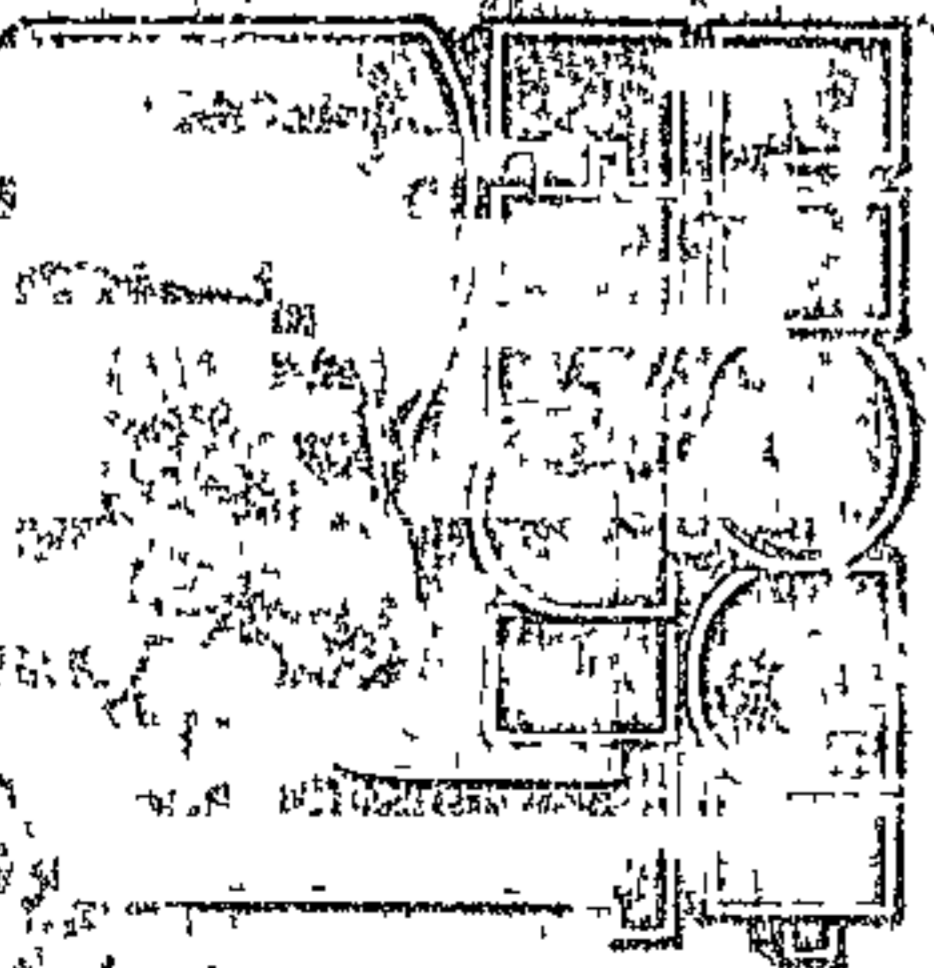
They believe that workers do not understand the benefits of pensions, and so see the problem as being one of communication. This totally underestimates workers' ability



workers a return to the same kind of industry is not easily or speedily achieved. Many contract workers are a result do not get the benefit of management contributions which greatly reduces the value of participating.

Police stand by as a recent strike. Labour unions continue over the pensions issue. Many workers without their money after leaving their jobs they almost never receive management contributions. If there are circumstances in which the forced saving of the workers' own money. But as the system presently works, the rate of interest given to worker contributions is unacceptably low. They are younger on a deposit for a house or on education for their children. Others need the money more when they are unemployed than in their old age.

THE ALL PEOPLE'S CONFERENCE IS BEING HELD IN JOHANNESBURG. THE CONFERENCE WILL BE HELD IN JOHANNESBURG.





22/10/81

152

ity to see the short-comings of pensions. Among the problems of pensions identified by the memo are.

⊙ Workers have never been consulted about pension schemes. They played no part in framing the rules or determining benefits. They have usually been forced to accept schemes with only their token consent. As a result many workers take the view that interests other than their own are being served, and that funds as presently constructed fail to meet their needs.

⊙ Workers are denied access to adequate information on the funds. They do not know how much they have contributed, what is happening to their money and what rate of interest is being gained.

Even though they are entitled on request to information on their contributions or on the general condition of the fund, this is often made difficult to get. Such obstruction again feeds suspicion of funds, and makes it difficult for workers to know what they can claim.

⊙ Already many workers do not get their benefits because no satisfactory system of tracing and paying pensioners is laid down. This is especially true of contract workers and their widows and dependents.

At present the responsibility for claiming the pension rests with the worker and not with the fund. This is particularly problematical when it comes to widows claiming death or retirement benefits.

⊙ Through no fault of their own, many fail to work in one company or one industry for long periods of time. Redundancy and dismissal are the most common movements, and in the case of contract

# EL strikers threaten to contact US head office

DD 21/10/77  
EAST LONDON — Mr Richard Cook, managing director of the strike-hit firm Johnson and Johnson, yesterday turned down a call by the workers' committee at the factory to involve himself in negotiations

About 650 workers, who continued the strike yesterday over the demand that management reinstate a cleaner who was fired for allegedly stealing toilet rolls, held a mass meeting in the morning

They demanded that Mr Cook meet with the top official of Saawu, the national president, Mr

Thozamile Gqweta, who is at present in Durban. They said there was no way discussions on the deadlocked issue could proceed unless top management became involved

The workers resolved that if this meeting did not materialise they would contact the head office of the company in the US and inform management there of the situation at the plant

They also resolved that if Johnson and Johnson management "remained intransigent" the company should start preparing holiday pay and bonuses and shut down the factory

until next year

Mr Cook said Saawu was already negotiating with a team that represented the views of the board of directors and the board was personally represented by the personnel director, Mr Wayne Munro

He said "Based on what has been reviewed by the parties concerned to date I see no reason to change the negotiating pattern

"The union should understand that the recognition agreement provides adequate channels for the resolution of disputes and these are open today pro-

vided employees return to work'

Officials of the union have criticised the company for sticking to technicalities in the recognition agreement and avoiding the main issue. They said management did not appear to realise the depth of sympathy for the dismissed cleaner felt by the workers who would not abandon her by returning to work before she was re-instated

The company has said that in terms of long-term policy theft, no matter how petty, is an offence punishable by immediate dismissal — DDR

# 'NO SPACE' FOR 300 STRIKERS

MORE THAN 300 workers who went on strike at Johnson Tiles in Olifantsfontein were this week told they could not be re-employed as there was no space for them any more.

Mr Frank Mohlala, general secretary of the Building, Construction and Allied Workers' Unions said the workers had applied for re-employment at the factory on October 13 but were told there were no vacancies. Most of the vacancies were said to have been filled while the workers were on strike.

The work stoppage at Johnson Tiles started on September 22 when workers demanded the reinstatement of a fired colleague, dismissal of two supervisors and recognition of the BCAWU.

Mr Mohlala said: "On October 13 the workers went to the factory and one of the shop stewards was re-hired and the others not. The following day when he went to start work a black supervisor told the foreman who had hired the shop steward about him.

The foreman, according to the shop steward said he could not take him any more as 'Ek het nie geken dat jy is k k, ek kan jou nie meer vat nie'. The shop steward was then turned back.

"Most of the workers who

## SELLO RAEOTHATA

come from the homelands decided to go back home. Those who qualify to stay and work in the area went to the labour bureau in Kempton Park to fix their reference books so as to start looking for other jobs but they were told that they were still needed at Johnson Tiles."

The situation has been like this even at other companies where some of the workers go to look for jobs. Everywhere BCAWU members are told Johnson Tiles still needs them, but when they go back there they are told that there are no vacancies.

Mr C J Joubert, personnel manager at Johnson Tiles, said the company had done everything possible to get all

the workers back at work. He said he last told them on October 5 to return to work as the factory could not stop production through their action.

"We tried on several occasions to get them back and when they did not respond we started hiring a new workforce. By October 13 we had already filled 50 percent of the vacancies. We could thus not take all those who had gone on strike. We are not anti-union, as some of them think."

Mr Joubert said he could not comment on what the foreman is alleged to have said to the shop steward who was hired and then dismissed the following day.

# East London tense as strike deadlock stays

FPM 22 10 81 By STEVEN FRIEDMAN

THE five-day-old strike by about 600 workers at Johnson and Johnson's East London plant remained deadlocked yesterday, while a three-day strike on the pension issue at the Henkel plant in Durban ended.

This week has seen another outbreak of strikes in various parts of the country on pension and other issues. The labour situation in East London is reportedly tense and there have been calls by individual workers for strike action over a variety of issues, chiefly the impending Ciskei independence.

At Johnson and Johnson, our East London correspondent reports that no end was in sight yesterday to the deadlock over the dismissal of a woman worker for allegedly stealing toilet rolls. Johnson and Johnson is one of only two East London companies to have signed a formal recognition agreement with the unregistered SA Allied Workers Union and both sides have accused the other of not adhering to the terms of the agreement.

At a meeting this week, workers called for the company's chairman to negotiate directly on the dispute with Saawu's president, Mr Thozamile Gqweta, and said the plant should close until the end of the year if the company did not agree.

But the company has replied it will continue to channel negotiations through its personnel director, Mr Wayne Munro.

## Ultimatum

The company has said strikers should return to work before negotiations on the dismissal begin, while workers say they will return only once the woman has been reinstated.

At the Henkel plant in Durban, 260 striking workers ended a three-day strike in response to a management ultimatum.

Sapa reports that a spokesman for the Federation of South African Trade Unions' Chemical Workers Industrial Union, which has been negotiating with management on worker demands, described the outcome as "unsatisfactory".

He said the union had made three proposals aimed at ending the dispute — sparked by the Government's proposed Pension Bill — and management rejected them all.

# Hulett's plant pension fund dispute resolved

22/10/81

Mercury Reporter

HULETT'S Aluminium plant in Pietermaritzburg has offered to allow certain workers who resigned on Monday to retire early, so that they can enjoy the annual benefits of their pensions rather than receiving only their pension fund contributions

Mr Frank Fergusson of Hulett's said yesterday that some of the 500 workers who resigned on Monday following the work stop-

page, during which demands were made for the immediate withdrawal of pension fund contributions, would be allowed the same pension benefits that they would have received if they had reached retirement age.

Workers falling into this category are those who have worked for at least 15 years and who are over 60

Mr Fergusson said these men would be given a 'technical early retirement', on condition that they repaid

the pension money they received when they resigned on Monday

A spokesman for the Metal and Allied Workers' Union said yesterday that Hulett's management had indicated to workers that they could re-apply for their jobs, but if re-employed they would lose their extra week's leave, service bonus and they would have to rejoin the company's pension fund

The spokesman said the workers who had resigned from their jobs last week would all re-apply this morning, in spite of a statement from management saying that workers who had resigned would only be selectively re-employed

More than 650 workers have resigned from the Pietermaritzburg plant in the last week in order to withdraw their pension fund contributions

Mr Fergusson said only about 250 of the 900 men who went on strike had returned to work. Recruitment for the vacant positions was under way, he said

## Henkel staff back at work after row over payments

Mercury Reporter

WORKERS at the Henkel plant in Prospecton returned to their jobs yesterday after the strike which began on Monday, according to an official for the Fosatu Affiliated Chemical Workers' Industrial Union

Workers were on strike demanding the immediate repayment of their pension fund contributions

Management issued a short statement saying 'discussions regarding the pension issue had not been finalised, and no further comment could be made'

Star 22/10/81  
650 (152) (1457)  
137 (307) (1483)  
192  
1477

## strikers get dismissal warning

The week-long dispute at the Johnson and Johnson factory in East London approached a climax today when management warned the 650 workers on strike that they will be dismissed if they do not return to work tomorrow.

In discussions yesterday, the management also warned that unless there was a return to work, the recognition agreement with the SA Allied Workers Union (SAAWU) would be "null and void," according to a union spokesman.

The agreement is one of only two reached between SAAWU and East London companies.

In a statement published in the East London Press today, Johnson and Johnson's managing director, Mr Richard Cook, said that if the workers were not back tomorrow "we will regrettably have to assume that they have resigned, and alternative plans will be made."

### REINSTATEMENT

The workers struck last Thursday in protest against the dismissal of a cleaner, allegedly for stealing two toilet rolls. They have since insisted that they will not man their posts until she is reinstated.

In his statement, Mr Cook said the recognition agreement with SAAWU "prohibits work stoppages until all procedures have been followed."

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement also included in the agreement."

A SAAWU spokesman this morning accused the company of "clinging to technicalities."

### CONTRIBUTIONS

Meanwhile, 260 workers are back at work at Henkel (SA) in Prospecton near Durban after their two-day strike over a demand for the immediate repayment of pension contributions.

And at the Motavia car ferrying firm in Uitenhage, where 100 drivers struck a fortnight ago, management has agreed after talks to recognise Fosatu's Transport and General Workers Union.

# Deadline set

Ev Post 22/10/81

# for striking

# workers

By SANDRA SMITH

EAST LONDON — In a full page advertisement in an East London newspaper today striking Johnson and Johnson workers were given an ultimatum to return to work by tomorrow, or lose their jobs

The advertisement was addressed "to all Johnson & Johnson employees" and signed by the company's managing director, Mr Richard Cook

The entire black workforce at Johnson & Johnson walked out on Thursday last week after the dismissal of a woman employee who allegedly stole two toilet rolls

The workers refused to return until the woman was reinstated

Management's stand, so far has been to agree to the setting up of an appeal committee to investigate the case — on condition that the workers return

The advertisement said "Recently we have been criticised for 'unfair dismissal' We have released employees only for just cause"

Long-standing company policy demanded that those who stole company property were "released" from service

The South African Allied Workers' Union "with whom we had negotiated a recognition agreement over the past 18 months, has an important role to play as one of the links

between workers and management, and it is disappointing at this early stage to experience serious conflict where conflict should not exist"

The agreement with the union prohibited a work stoppage until all procedures had been followed

The management of Johnson & Johnson would abide by the agreement procedure and accept any decision which resulted from its correct application

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement in the agreement," the advertisement said

"Many of our employees have years of service behind them — they have skills which will be hard to replace

"It takes time and money to recruit and train new people, but if necessary this is what we will have to do

"We cannot hold jobs open indefinitely We, therefore, sincerely trust that our employees will return to work by Friday, October 23

"If this does not happen, we will, regrettably have to assume that they have resigned and alternative plans will be made"

A spokesman for SAAWU said the workers were meeting this morning and the ultimatum to return to work by tomorrow would be discussed

*a bit too generalised*

Ev Post 22/10/81  
**Pension**  
strike:  
many not  
members

**Post Reporter**

ABOUT 100 of the 300 workers who went on strike at Port Elizabeth's Feltex plant on Tuesday over pension fund contributions do not pay any fees to the fund, according to the firm's public relations chief, Mr Seton Thompson

The workers, who all returned yesterday, had demanded that their pension fund contributions be paid out

He said any possible action against workers would first be discussed with representatives of the Motor and Component Workers Union of South Africa (Macwusa) and with the National Union of Motor and Rubber Workers of South Africa

In a statement the firm's general manager, Mr S Dicks, said employees would receive their pension fund contributions only when they resigned from their jobs. This policy would continue until any new legislation was enacted

Mr Dicks said Macwusa had agreed to report back to its members the new position with regard to the delay in the introduction of legislation on pensions

100  
100  $\frac{80}{90} = 0,89 \text{ cl}$   
100  $\frac{90}{86} = 1,25 \text{ win}$   
100  $\frac{120}{100} = 1,2 \text{ cl}$   
100  $\frac{100}{120} = 0,86 \text{ cl}$



50 22/10/81  
No end in sight to EL strike

EAST LONDON — No end to the deadlock between management at Johnson and Johnson and the South African Allied Workers Union (Saawu) was in sight yesterday as about 650 black workers at the firm remained out on strike

The workers, who have been on strike since last Thursday, have refused to return to work until management reinstates a cleaner who was fired for allegedly stealing toilet rolls

Management has said that in terms of the recognition agreement signed between them and the union they cannot negotiate the case of the dismissed employee until all the workers are back at work  
— DDR

DD 22/10/81  
152  
TO ALL EMPLOYEES  
Johnson & Johnson

# TO ALL JOHNSON & JOHNSON EMPLOYEES

We are experiencing a serious industrial dispute — the first since this Company was formed over fifty years ago. I feel it is important that we fully understand the principles involved.

Over the years the Company has provided good wages, good working conditions, family and community benefits, and we believe our people have opportunity and challenge, as well as a sense of security in their jobs.

We are fortunate to have many long-serving, loyal and hard-working employees today, and over the years they have achieved excellent results. We are proud of them.

Our sales have grown substantially over the past years, and today over 1 200 people earn their living at Johnson & Johnson. We have set high standards for our employees, and in the main these have been met. We have always expected our employees to have a keen sense of responsibility towards their Company.

Recently, however, we have been criticised for 'unfair dismissals'. We have released employees only for just cause. Long-standing Company Policy demands that we release those who steal Company property, regardless of the value, and

others.

Our Company is growing and its management becomes more complex. The Union — SAAWU — with whom we had negotiated a recognition agreement over the past 18 months, has an important role to play as one of the links between worker and Management, and it is disappointing at this early stage to experience serious conflict where conflict should not exist.

The Agreement with the Union prohibits a work stoppage until all procedures have been followed. Any employee who feels he or she has been unfairly treated may appeal through defined levels within the Company, and if still not satisfied, the case will be heard by an independent person who has been accepted by both parties as the final mediator. This is the correct and agreed procedure. The Management at Johnson & Johnson will abide by it, and will accept any decision which results from its correct application. This is as it should be, but we cannot make progress on any issue as long as our employees refuse to come to work — a requirement included in the Agreement.

We have a business to run. We have a responsibility to our customers who need our products, and I am sure that many of those who are absent today and losing their wages as a result, would like to return to work and get on with the job. We hope they will.

Many of our employees have years of service behind them — they have skills which will be hard to replace. It takes time and money to recruit and train new people, but if necessary this is what we will have to do.

We cannot hold jobs open indefinitely. We therefore sincerely trust that our employees will return to work by Friday, October 23. If this does not happen we will, regrettably, have to assume that they have resigned and alternative plans will be made.



Richard L. Cook  
MANAGING DIRECTOR

1st October, 1981.

Star 23/10/87  
**600 EL workers suspend their strike**

**By Drew Forrest**  
More than 600 workers at Johnson and Johnson in East London agreed yesterday to suspend their week-long strike pending negotiations between management and the SA Allied Workers Union.

But the mass of workers were still meeting with SAAWU officials outside the plant today.

They were deciding whether to meet a management deadline for a return to work today or to go back only after the weekend.

The strike was sparked off last week by the dismissal of a cleaner, Miss Funke Nonceba Tempi, allegedly for stealing two toilet rolls.

Workers refused to re-

turn before her reinstatement.

The company refused to re-examine her case until the workers went back.

Sapa reports that at yesterday's mass meeting, SAAWU officials, including its president, Mr Thozamile Gqweta recommended a return to work.

Sandock-Austral, a Durban ship building firm was

hit by a one day pensions-related strike on Wednesday.

The Star's Durban Correspondent estimates that between 700 and 900 workers struck in demand for the repayment of pension contributions.

● A dispute at the Anpletiser plant in Grabouw ended on Wednesday with a wage increase.

Strikers  
Star 23/10/81  
want ~~26/4~~  
foreman ~~20/1~~ (152)  
removed

**Own Correspondent**

DURBAN — More than 100 Tongaat Town Board electrical workers struck yesterday to support demands for the removal of their foreman over an alleged incident involving some of their colleagues

Today the strikers also demanded the refund of their pension contributions, and sources said there were threats of the industrial action spreading to other departments

It is understood workers took exception to an alleged incident involving their foreman, walked out in protest, and are now urging his removal, an official said

It is learnt that workers in other departments have pledged solidarity with the strikers

The Town Clerk, Mr V V Parkhouse, confirmed the walk-out

"We have not officially heard their grievances, but we are expecting to meet members of the liaison committee in an attempt to resolve the dispute," he said

Star 23/10/81

# Sugar men to ask Govt: let us decide on pensions

Own Correspondent

DUBAN — In a dramatic turn in the Pensions Bill controversy sugar industry employers are to ask the Government to allow employers and employees to decide for themselves on pension schemes

The Federated Chamber of Industries has said its general policy is that pensions and other forms of remuneration should be negotiated between employer and employee without interference by the State.

The Natal Chamber of Industries and the Durban Chamber of Commerce want lower paid workers excluded from the proposed legislation which, in its present form, will

"freeze" future pension contributions of all workers until they reach retirement age

The sugar industry has been particularly hard hit by the spate of strikes in Natal arising from workers' opposition to the legislation

Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers' Association, said The main thrust of our comments is that there should be self-determination on pensions between the employer and the employee

"Pension arrangements are part of the total employment package and as such should be a matter between employer and

employee — a private matter."

The Natal Chamber of Industries and the Durban Chamber of Commerce favour the exemption from the Bill's provisions of workers earning less than R7 000 a year

This suggestion was put forward by Natal to the Federated Chamber of Industries at its meeting in East London this week and according to a Natal delegate, was generally well received

The FCI said after the meeting it would "consider a number of options available to harmonise conflicting interests of pension matters within its general policy that pensions and other forms of

remuneration should be negotiated between employers and employees without interference by the State"

The statement said the three year delay in bringing the legislation into effect would not assist employers

This was the conclusion reached at the FCI debate on the subject during which Mr Alex Hamilton of Natal urged employers to stand firm to resist strike action

Mr Ken Hobson, general manager of the Durban Chamber of Commerce, said yesterday his chamber favoured the exemption of workers earning less than R7 000 unless they voluntarily wanted to be included

By SANDRA SMITH  
EAST LONDON — A strike  
broke out at Dunlop Flooring  
here today but workers at the  
toiletry factory of Johnson &  
Johnson and at the dispute-  
ridden Car Distributors  
Assembly (CDA) returned  
today

In a statement, the general  
manager of Dunlop Flooring,  
Mr N Yeadon, said members  
of the workers' liaison com-  
mittee approached the firm's  
management yesterday and  
asked for employees' pension  
contributions to be paid out

After the company's policy  
was explained to the workers,  
they left the factory, "thereby  
terminating their employment  
with us" Mr Yeadon said

Recruitment, including se-  
lective re-employment, would  
begin next Wednesday, he  
said

At the troubled CDA plant,  
which builds the Range of

Mercedes-Benz vehicles mark-  
eted in South Africa, 321 work-  
ers in the stores returned to  
work after being addressed by  
shop stewards of the National  
Union of Motor and Rubber  
Workers of South Africa  
(Numarwosa)

It is the second time this  
month a work stoppage has oc-  
curred at the factory

Ev Post  
New EL  
23/10/81  
Strike as  
plants  
USA  
go back  
to work

A company spokesman, Mr  
Richard Wagner, said 250  
workers stopped work yester-  
day afternoon after demanding  
the re-instatement of a man  
who was dismissed

The workers clocked in this  
morning but only agreed to  
start work after it was de-  
cided that union representa-  
tives would discuss the issue  
with members of management  
Striking Johnson & Johnson  
workers decided this morning  
to return to work today

The company's managing di-  
rector, Mr Richard Cox ves-  
terday gave the workers an ul-  
timatum to return to work to-  
day or lose their jobs

After a meeting, between  
management representatives  
and officials of the South Afri-  
can Allied Workers Union  
(Saawu) yesterday, the union  
said it would recommend that  
the workers return to their  
jobs today

DB 23/10/81

# D-day for objections to Pension Bill

JOHANNESBURG — Today is the closing day for objections to the controversial draft Preservation of Pensions Bill and officials say they have received a growing stream of comments on the bill

A union leader again warned yesterday of deep-rooted black worker objections to the bill

The draft bill, which has sparked heated comment and a spate of strikes by black workers, was released some weeks ago for comment and objections.

The government announced it was going ahead with the bill, but that it would not implement it for three years

However, the issue is still prompting strikes in various centres

A spokesman for the office of the Registrar of Financial Institutions said yesterday that "an ever-thickening stream" of reactions to the draft bill had been received

The bill provides for all employee contributions paid into pension funds after it becomes law to be "preserved" — employees

will not be able to withdraw contributions when they leave a job, but will receive their pension payout on retirement

Most black unions want the bill scrapped in its entirety. They have received unexpected support from "free marketeers" who argue that the bill is a socialist measure and that it would allow "the state to get its hands on private pension money"

But the broad thrust of the bill still draws substantial employer support

The government seems determined to go ahead with the bill in some form. However, changes to the draft bill appear certain

One clause which seems almost certain to go is that which allows for pension funds to be exempted from the proposed law if there is a threat of "serious unrest"

This clause has been widely condemned by employer spokesmen, some of whom see it as an "invitation to strike action"

At the same time, the government has received several suggestions from employers who want to see

the measure retained, but modified to prevent unrest

These include exempting workers earning below a set amount and exempting provident funds from the measure, thus allowing workers to negotiate a fund which is not covered by the bill

Meanwhile, black union objections to the bill were reiterated yesterday when Mr Piroshaw Camay, general secretary of the Council of Unions of SA, addressed the National Development and Management Foundation.

Mr Camay said it was "important to note why workers are rejecting the proposal"

He said their past experience with the administration of pension funds was "negative" and they "have no faith that the scheme will work to their benefit"

They also rejected the scheme "on the basis that they were not consulted" Workers were also motivated, Mr Camay said, by "mistrust of the role of the state" and the "lack of credibility in the white rulers" — DDC



# Saawu advises strikers to go back today

DD 23/10/8

152  
RRR  
WATA

**EAST LONDON** — The South African Allied Workers Union (Saawu) is to recommend to the 650 Johnson and Johnson workers who have been on strike since last week that they return to work today.

This follows a call by the managing director of Johnson and Johnson, Mr Richard Cook, contained in a full page advertisement in the Daily Dispatch yesterday, to return to their jobs or they would have "dismissed themselves" and a resolution by the workers at a mass meeting that they would be prepared to suspend the strike pending negotiations between management and the union.

The strike was sparked last week by the dismissal of a cleaner for the alleged theft of toilet rolls and workers had refused to return until she had been reinstated. Management had refused to re-examine her case until the workers returned.

Following a meeting between management and union officials yesterday, Mr Thozamile Gqweta, the president of Saawu, said the union would be recommending at a mass meeting this morning that they go back to their jobs.

Mr Gqweta stressed that the final decision lay with the workers and that the union could only advise them on what action to take.

In yesterday's advertisement management

● Said the company had done its utmost to look after its workers and was "proud of its many long-serving, loyal and hard-working employees who over the years had achieved excellent results."

● Denied there had been unfair dismissals, saying employees had only been "released for just cause."

● Said the recognition agreement between management and Saawu prohibited a work stoppage until all procedures had been followed.

● Said there could be no progress on any issue as long as workers refused to return.

● Called on all workers to return by today, failing which the company would "have to assume they have resigned."

At the meeting yesterday workers resolved to compromise on two points. They said they would be prepared to suspend the strike pending negotiations between management and the union, provided these negotiations did not last more than two days, and would be prepared to resume work "in the absence of Miss Nonceba Eunice Tempu who must wait inside the premises while her case is being considered."

However, the workers resolved that they would only return on Monday and not today in protest against the company

"dictating terms to the workers — and even more so through the Daily Dispatch which is not a party to the agreement and as such cannot be used as a means of communication between itself and the workers."

They contended that management had undermined the status and rights of the union as a mouthpiece and representative of the workers by not allowing them to report back to the workers first.

This was last night denied by Mr Cook who said he had not dictated terms to the workers through improper means but merely passed on a message to the company's striking workers requesting a return to work.

Mr Gqweta said the case of the dismissed workers should not be viewed in isolation but be seen in conjunction with previous dismissals at the factory for which management had failed to give satisfactory reasons.

He said in all the cases management had not adhered to the disciplinary procedures agreed upon by the union and the company.

Commenting last night on the union's decision to recommend a return to work, Mr Wayne Munro, the personnel director of the company, said "This is very positive, and what we have been encouraging for a long time" — DDR

# Striking town board workers

## dismissed after refusing to work

Mercury Reporter

A NUMBER of striking workers of the Tongaat Town Board were dismissed yesterday after refusing to return to work, Mr V V Parkhouse the Town Clerk, said

He told the Mercury yesterday he was not in a position to disclose the number of people involved at this stage but added that the dismissed workers had been told to collect their pay on Monday morning

Mr Parkhouse said the striking workers assembled at the board's electrical department yesterday morning and some of them disregarded pleas by board officials to return to work

The labour unrest started on Wednesday when about 30 black electrical workers downed tools following claims that they were being unfairly treated by a white official. The unrest escalated yesterday with workers from other departments joining in.

According to a workers' spokesman their new demands included immediate removal of the official and refunds of their pension contributions.

The workers had told the Mercury earlier that they were 'fed up' with the attitude of the official. 'We are not treated as human beings but as savages. There is a limit to what we can put up with and it's now time that the authorities took some action,' said their spokesman.

Commenting on their allegations, Mr Parkhouse said no formal charge had been laid against the official. All we have are rumours, he said, but investigations are continuing.

650 <sup>24/10/81</sup> strikers <sup>(52)</sup>  
agree to go <sup>(12)</sup>  
back to work <sup>(11/77)</sup>

**EAST LONDON** — About 650 workers at the Johnson and Johnson plant here elected to end their week long strike and returned to work yesterday

The strike was sparked by the dismissal of a cleaner for the alleged theft of toilet rolls

An appeals committee comprising three members from management and three members from the South African Allied Workers Union (Saawu) is to be constituted to review the case of the dismissed

worker on Monday  
The decision by the workers to return follows a recommendation by Saawu that they go back and a call by the company for them to return by yesterday failing which they would have dismissed themselves

Mr Richard Cook, the managing director of the company, said yesterday he was pleased at the decision by the workers to return and said he was hoping for a fair resolution of the dispute — DDR

# 500 and 750 lose jobs

**EAST LONDON** — About 750 workers have lost their jobs following strikes at two local companies

At Dunlop Flooring about 500 workers went out on strike on Thursday demanding their pension contributions back and at Car Distributors Assembly (CDA) 258 workers walked out of their jobs yesterday over the dismissal of a fellow-employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management on Thursday with the request that their pension monies be paid back to them

Mr N Yeadon, the general manager of the company, said the company's policy was explained to the workers

The employees then elected to leave the factory, thereby terminating their employment with us," he said "Recruitment, including selective re-employment, will commence on Wednesday next week"

At a mass meeting yesterday workers resolved to send a delegation of officials from the South African Allied Workers Union (Saawu), which claims to represent roughly half of the workforce, and five Dunlop workers to meet with management

258 workers from two departments at CDA — stores and cut and sew — walked off their jobs yesterday afternoon and a spokesman for the company said recruitment to replace them would start immediately

Problems in these departments began on Thurs-

day after a sorter in the stores department, who had been on probation, was not confirmed to the permanent staff and was paid off

The management spokesman said these departments had downed tools on Thursday in protest over his dismissal. They again downed tools yesterday morning but returned to work after the tea break at 10 am

Following a meeting between the union and management it was agreed by both parties that the man's work performance had not measured up to standard and that the decision should remain

The union informed the workers of the decision at lunch time and the 258 workers did not return to their jobs after the break.

The management spokesman said all other sections at the plant appeared to be working normally yesterday

# Strikers back — others fired

By Drew Forrest

Five busloads of workers turned up at the gates of the Johnson and Johnson factory in East London yesterday as the week-long strike by its 600-strong workforce drew to a close.

But at another East London company, Dunlop Flooring, about 500 workers were fired yesterday after striking in demand for the repayment of pensions contributions.

Accusing Dunlop of "utter intransigence," the vice-president of the SA Allied Workers Union, Mr Sisa Njikelana said management had refused to meet either union officials or a worker delegation.

In a statement, the Dunlop general manager, Mr Nigel Yeadon said the workers had "elected to leave the factory" on Thursday "thereby terminating their employment."

He added that recruitment, including selective re-employment, would take place next week.

Yesterday's decision by Johnson and Johnson workers came after a mass meeting in which the SAAWU president, Mr Thozamile Gqweta, advised an immediate return to work in keeping with a management deadline.

The workers had earlier decided to resume work

pending negotiations between management and the SAAWU on the case of a company employee whose dismissal for the alleged theft of two toilet rolls triggered the strike.

At that stage they said they would go back only after the weekend.

A SAAWU spokesman stressed that the strike had been "suspended" pending talks — which will begin on Monday, and which workers have stipulated should last no more than two days.

They have also insisted that the dismissed worker be allowed to wait inside the factory while her case is reviewed.

Johnson and Johnson is one of only two East London companies to have formally recognised the SAAWU, and the strike has aroused intense interest among the city's employers.

Meanwhile, about 250 workers from the giant Car Distributors Assembly plant in East London resumed work yesterday after a brief work-stoppage to protest against the dismissal of a colleague.

Management is negotiating on the issue with Fosatu's National Union of Motor Assembly and Rubber Workers.

nik tabled an amendment to the Fundraising Act effectively stiling the judgment.

While legislation passed in 1978 gave the Minister authority to refuse permission to use funds, the amendment removed the right of an organisation to appeal against his decision.

Opposition parties in Parliament attacked Di Munnik for disregarding the legal principle of the right of appeal and claimed that the amendment made a mockery of the courts.

A prominent Johannesburg labour lawyer, reacting to yesterday's proclamation, said "The legislation, and the Minister's cynical use of it represents the most blatant flouting of the rules of natural justice."

"It is all but impossible for a sophisticated trade union movement to develop in this country when it is prevented from becoming financially sound by ministerial decree," he added.

A senior Fosatu official told The Star that the federation condemned this "outrageous and also futile attempt" to prevent unions from stabilising and growing.

"We will be consulting our affiliates and considering what steps to take in due course," he said.

Another labour lawyer said the prohibition in the gazette was "yet another example of the Government being unwilling to accept decisions made in the courts."

CT 24/10/81  
750 lose jobs in E London  
1200 152 198

EAST LONDON — About 750 workers have lost their jobs following strikes at two East London companies

At Dunlop Flooring about 500 workers went on strike yesterday demanding their pension contributions back, and at Car Distributors Assembly 258 workers walked out over the dismissal of a fellow-employee

In both cases management has regarded the workers as having dismissed themselves and will be recruiting to fill their places

Dunlop workers approached their management yesterday with the request that their pension monies be paid back to them

The general manager of the company, Mr N Yeadon, said the company's policy was explained to the workers

"The employees then elected to leave the factory, thereby terminating their employment with us" Sapa

EL firms to  
CV Post 24/10/81  
start filling  
vacant jobs

(152) (192) (190A) (198)  
(185) (190)

Weekend Post Reporter

RECRUITING will begin next week to fill 750 jobs vacated by strikers at two East London plants

At Car Distributors Assembly (CDA) 258 workers who walked out yesterday afternoon for the second time this week were declared by the company to have dismissed themselves

A further 500 workers who downed tools at Dunlop Flooring on Thursday were being treated the same way

The workers at Dunlop wanted their pension contributions back

At CDA the workers walked out after the management refused to promote a probationer to the permanent staff. The man's work was not up to standard, the management said

EL car  
Ev Post 26/10/71  
plant (152)  
EPA (1492) (14019)  
Strikers (183)  
(1458) (180)  
return (184)

Post Reporter

THE giant East London motor manufacturing plant, Car Distributor Assemblies, returned to normal today with its 3 300 workers back at their posts after a series of strikes over the past fortnight.

According to a spokesman for the firm, 258 black and coloured workers from the stores and cut-and-sew sections, involved in a wildcat strike on two days last week, were among those who clocked in today.

"In the interests of industrial peace, the company made no move to bar them from their places of work or to recruit new workers to fill their places," he said.

The firm assembles the South African range of Mercedes Benz vehicles.

At the Johnson and Johnson factory, hit by strikes after a woman was dismissed for alleged theft, the situation has returned to normal. Officials of the SA Allied Workers Union were negotiating with management, a spokesman for the union said today.

In Port Elizabeth, at the firm of SA Bottling, the managing director, Mr P R Gutsche, said the factory was back to full employment except for a "limited" number of key positions.



Star 26/10/81  
**Tongaat  
dispute  
workers  
fired**

Labour Reporter

About 200 municipal workers in Tongaat were dismissed on Friday following a dispute involving a municipal foreman

On Thursday about 100 town electrical workers went on strike after calling for the dismissal of the foreman. Workers in other municipal departments also joined the dispute

Tongaat's town clerk, Mr V Parkhouse, confirmed the dismissals and said new workers would be taken on, although former workers were allowed to reapply for work

In another labour incident at the CDA motor assembly plant in East London workers were all reported to be on the job again following a dispute late last week in which about 250 protested the dismissal of a colleague

The CDA plant was hit earlier this month by a strike by about 1600

who needs a



**THER-A**



# Litemaster sacks 22 employees

By SELLO  
RABOTHATA

TWENTY two workers were fired at Litemaster (Pty) Ltd in Wadeville, Germiston, for refusing a 10 cents increment in favour of a R2 an hour minimum wage.

According to a Metal and Allied Workers' Union (MAWU) spokesman discontent at the factory started on Monday last week when more than 288 employees demanded a minimum of R2 an hour across the board but management refused to meet the demand.

The spokesman said "Management offered to increase the workers' bonus from 35 cents to R1 but they refused and stuck to their original demand. They were then offered eight cents more across the board and later 10 cents but still they refused.

"Management then told the workers that if they do not agree with their offer they would be dismissed. On Wednesday the workers were told that they were fired but they refused to leave the premises and went back to their machines and proceeded working. At knock-off time police were called in but the workers still refused to take their pay. Instead they left as usual.

He said the night shift workers were also told they had been fired but they also refused to take their pay and were told to go home. Some of the workers were said to be inefficient and others disobedient.

On Friday last week, all workers were paid their wages in the normal way but 22 of them were told to collect theirs from the office. At the office they were told that they had been fired and no reasons were given for their dismissal.

The Union official said "Management failed to reach an agreement with the shop stewards and did not call union officials to discuss the issue. This is a violation of our agreement with them. After firing the workers they employed about 20 coloureds to replace them and told other work-seekers to come on Wednesday."

The SOWETAN could yesterday not get the company's officials for a comment.

KDN 27 10 81 (152) 269

# Striking workers are paid off

## Mail Correspondent

HALF of the Tongaat Town Board's black work force was paid off yesterday morning, after being dismissed last Friday "for refusing to work"

The Town Clerk of Tongaat Mr V Parkhouse, said yesterday that 173 of the 310 black employees were given their wages following last week's strike. Last Wednesday about 30 elec

trical workers downed tools in protest against an electricity department official's alleged use of abusive language and treating them "like savages"

On Thursday Town Board workers from other departments joined the strike, and on Friday they were dismissed

Mr Parkhouse said yesterday he would consider rehiring any who re-applied for their jobs

Factory  
Ev Post 27/10/81  
workers  
152  
walk out

**Post Reporter**

ABOUT 150 workers at the Aberdare Cable factory in Neave Township stopped work yesterday after a man was paid off

It is understood that after the man was dismissed the workers downed tools and held meetings in the canteen yesterday

The Evening Post was told that none of the workers arrived at the factory today as strikers had refused to go back to work until their colleague was reinstated

A spokesman for Aberdare Cables said the management had no comment

A General Workers Union organiser Mr Themba Dube said he would be meeting the workers shortly

12/0 27/110/87

# Fired strikers get jobs back

EAST LONDON — CDA day, the date set by management for recruitment  
workers regarded as dismissed on Friday for participating in a wildcat strike clocked in for work yesterday morning

A management spokesman said that in the interests of industrial peace the company had made no move to bar the 258 workers from their places of work or to recruit new workers to fill their places. The workers, who were from the stores and cut and sew departments, downed tools on Thursday and again on Friday last week demanding the reinstatement of a probationary worker who was not confirmed to the permanent staff and was paid off.

Meanwhile, about 450 Dunlop Flooring workers elected yesterday morning not to collect their pay following their dismissal from the company on Thursday after a dispute over the pensions issue.

At the meeting the workers resolved that they would not apply for re-employment on Wednesday.

The workers are to forward a letter to the company works manager demanding their unconditional reinstatement, the return of their pension contributions and the right to be represented by the union of their choice, in this case the South African Allied Workers Union (Saawu)

About 800 members of Saawu, the African Food and Canning Workers Union and the General Workers Union pledged solidarity support for the Dunlop workers at a mass meeting on Sunday

Production was back to normal at Johnson and Johnson yesterday and discussions between Saawu and management were continuing

However, it is understood that the dispute which first sparked the week-long strike — the dismissal of a cleaner for alleged theft — has not been resolved yet — DDR.

# Town Board fires workers

DURBAN — Half of the Tongaat Town Board's black workforce was paid-off yesterday morning, after being dismissed last Friday "for refusing to work."

The Town Clerk of Tongaat, Mr V Parkhouse, said yesterday that 173 Town Board employees were given their wages following last week's strike.

Workers gathered outside the pay office at 7 am yesterday morning, and at about 10 30 am Town Board officials began to pay them off.

Four police vans were parked outside the office, but no violent incidents were reported.

On Wednesday, about 30 electrical workers downed

tools in protest against the actions of an Electricity Department official who, they claimed, used abusive language and treated them "like savages."

On Thursday, Town Board workers from other departments joined the strike, and on Friday they were dismissed.

A workers' spokesman said yesterday that he had joined the strike in support of the electrical workers because he knew how badly the official had treated them.

Mr Parkhouse said he would look into the allegations made by the workers against the official, but unless he had definite facts he could not do anything — DDC

**Cable** *Argus 28/10/81*

**factory** *152*  
**deadlock** *196 145 189*  
**goes on**

Argus Bureau

PORT ELIZABETH. —

The deadlock between management and workers at the Aberdare Cable Factory, where about 150 workers have been on strike, is continuing.

The workers, who downed tools late on Monday, are refusing to work because of the dismissal of a colleague, it is believed.

A spokesman for the General Workers' Union, to which workers are affiliated said they would meet today to discuss the issue

A spokesman for Aberdare Cables said management would not comment on the strike

#### PENSIONS

In East London, Dunlop Flooring today began recruiting staff to replace 500 workers who dismissed themselves last week when they struck after demanding that their pensions contributions be paid out.

The dismissed workers, who are represented by the South Africa Allied Workers Union, met today to discuss the issue, but there was no decision on what action they would take.

The general manager of the company, Mr N Yeadon, had told the workers it was company policy that all workers belong to the pension scheme

#### WELL KNOWN

"The only way an employee can obtain a refund is to resign. This our employees know," he said.

A spokesman for the company confirmed that new labour was being hired

Meanwhile, negotiations are continuing between SAAWU and Johnson and Johnson management over the dismissal of a cleaner who allegedly stole toilet rolls

#### RE-EXAMINED

Mr Wayne Munro, personnel director of the company, said negotiations were continuing.

About 650 workers went on strike last week in sympathy with the cleaner. They suspended the strike on Friday after an agreement with management that the cleaner's case would be re-examined.

# Reef responds to boycott call

Star 28/10/87

30  
145A  
152

By Drew Forrest

About 1 000 traders in the Pretoria - Witwatersrand-Vereeniging area agreed recently not to stock Wilson-Rowntree products — indicating that the consumer boycott of the East London sweet company is spreading.

African traders in the Transvaal were not fully drawn into the Fattis and Monis dispute two years ago and their response to the boycott call is a novel development.

It is bound to strengthen demands for Wilson-Rowntree's recognition of the SA Allied Workers Union (SAAWU) and the reinstatement of 500 workers dismissed after going on strike in February this year.

The president of the

Soweto Chamber of Commerce and Industries, Mr Vela Kraai, said yesterday that there had been "a good response" to the boycott call.

He estimated that at least 500 Soweto traders had committed themselves to not renewing Wilson-Rowntree stocks.

Earlier this month the Atteridgeville - Saulsville Chamber of Commerce, representing about 100 traders, the Mamelodi Traders Association and the 200-strong Katlehong Traders Association promised to support the boycott.

A spokesman for the Transvaal Wilson-Rowntree Workers' Support Committee said that several traders in Sebokeng and Evaton, near

Vereeniging, and in Mabopane, near Pretoria, had also thrown their weight behind the boycott campaign.

The campaign would "be intensified" in the coming weeks, he said, prime targets being traders in Alexandra and on the East Rand.

He revealed that expressions of support had been received from the British Bakers, Food and Allied Workers Union and from the Dutch Anti-Apartheid Movement.

Attempts to contact the company's management for comment on the effectiveness of the boycott failed yesterday. The Star was told that the only Wilson-Rowntree executives in a position to comment were overseas.



RPM 28.10.81

# Unrest at Durban firm over pensions

By STEVEN FRIEDMAN

THE large Durban plant of home appliance manufacturers, Defy Industries, yesterday "faced unrest" from its 1 000 black workers on the pensions issue, which has sparked a wave of strikes

Union sources said workers were on strike, demanding the refund of pension money. A source close to the company said that workers had gathered in the canteen and that they were discussing demands with management

But he added "There is no strike yet. None of the workers have left the premises. The purpose of the discussions is to forestall a strike"

## No refund

It is understood that management has said it cannot refund pension money.

The reason, they say, is that Defy is covered by the metal industries' industrial council agreement, which does not allow individual companies to refund workers' pension money

Industrial council agreements, which lay down that workers cannot withdraw pension contributions, has been a source of unrest in other industries. Recently the Transvaal clothing industry amended its industrial agreement to allow workers to withdraw provident fund contributions without losing their jobs

# PE strike

Ev Bot 28/10/87

not yet

settled

Post Reporter

THE management of the Aberdare Cable plant in Markman Township, where an undisclosed number of workers walked out on Monday, have again refused to make any comment

The workers left the plant after demanding the reinstatement of a man dismissed the previous week

A spokesman for the General Workers' Union of South Africa (Gwusa) said today it was claimed the man had been made to sign a form admitting he had left the plant early one day last week. The man denied the charge and was dismissed

The Gwusa spokesman said the striking workers met today to discuss the matter

A spokesman for Aberdare Cable, said the personnel officer Mr D Geldenhuys was not available, and that the company had no comment to make

100 28/10/71 (152) (286) (240) (113) (444)

# EL negotiations continue

EAST LONDON — Negotiations between the South African Allied Workers' Union (Saawu) and the Johnson and Johnson management, following the strike at the plant last week, are continuing

Neither management nor the union would issue a statement yesterday

Production at the plant was normal

About 650 workers went on strike last week over the dismissal of a cleaner who was alleged to have stolen toilet rolls

At Dunlop Flooring, where about 500 workers went on strike on Thursday, demanding their pen-

sion contributions, back; Mr. N. Yeadon, general manager of the company, said yesterday membership of the company's pension fund was a condition of employment

He said all employees were informed, on being interviewed for employment, of this condition.

"The only way an employee can obtain a refund is to resign. This our employees know"

He said some operators at the factory had taken action to terminate their services in order to recover their pension contributions

Dunlop workers are to meet this morning to decide on what action to take following management's decision to start recruiting new workers to fill their places from today. — DDR

# Strikers 27.10.87 want worker reinstated

Post Reporter

**STRIKING** workers at the Aberdare Cable plant in Markman Township decided at meetings yesterday not to return to work until a dismissed worker was reinstated.

About 400 workers left the plant on Monday after demanding the reinstatement of a Mr Dana

A spokesman for the General Workers' Union of South Africa (Gwusa) said it was claimed the man had been made to sign a form admitting he had left the plant early on one day last week

Mr Dana denied the charge and was dismissed.

The Gwusa spokesman said the striking workers had met at the Holy Spirit Hall in Kwazakele yesterday morning, and at the Centenary Hall in New Brighton last night.

The spokesman said he had contacted company representatives to arrange a meeting with union organisers and had been told to call back later today

The company's group personnel manager, Mr Derrick Geldenhuys, had no comment

# Remand

Port 29/10/87  
for 76

152

accused

139  
Court Reporter

IN a packed Port Elizabeth Magistrate's Court, 76 men appeared briefly today on a charge under the Riotous Assemblies Act

They were not asked to plead and no evidence was heard

According to the charge sheet, they allegedly threatened certain postal workers and their families with violence and prevented them from performing their duties, or from reporting for duty, between October 12 and 17

The men were remanded to November 18

A bail application will be heard tomorrow

Mr P Crous was on the Bench  
Mr M L le Roux appeared for the State  
Mr B Hoosain and Mr L B Mareuwa (instructed by Herbert Fischat and Assoc) appeared for the men

# Strike in PE goes on

*Sawela 29/10/87*  
*130*  
*152*

THE deadlock between management and workers at the Aberdare Cable factory in Port Elizabeth, where about 150 workers have been on strike, continues.

The workers, who downed tools on Monday, apparently refused to work because one of their colleagues was dismissed.

A spokesman for the General Workers' Union, to which workers are affiliated, said the workers were to hold a meeting yesterday to discuss the issue.

A spokesman for Aberdare Cables said management continued to have no comment on the strike.

29/10/87  
**Protest at Defy**  
WORKERS at the Defy  
plant in Jacobs, Durban,  
today enter their third day  
of protest in support of  
demands for a refund of  
their pension fund contribu-  
tions

SAO 29/10/81

# Four detained PO workers released

## Labour Reporter

Four post office workers from Soweto, detained by the Security Police in March this year, have been released

The four were initially detained under section 22 of the General Law Amendment Act before being held under section 6 of the Terrorism Act.

Mr Ben Raboane, counter clerk, was detained a week before the other three — Mr Elias Mosun-

kutu, Mr Bob Mabaso and Mr Rupert Khumalo

Fifty-nine Port Elizabeth workers, many of them former post office employees, who were detained earlier this month by the Security Police are due to re-appear in the Port Elizabeth Magistrates' Court today in connection with their alleged role in labour unrest in that city

On their first court appearance last week the case was postponed

152

152

152

152

152



DD 29/10/81 (185) (152) (457) (183) (196) (300)

# Milling workers end go-slow

EAST LONDON — A go-slow strike over wages at the KSM milling plant here came to an end yesterday with partial agreement between management and workers

There were no further developments in the two disputes between South African Allied Workers' Union (Saawu) members and Dunlop Flooring and Johnson and Johnson

The Managing Director of KSM, Mr Gordon Minkley, said yesterday that work at the plant was back to normal after two days of a go-slow strike

He said the company had negotiated with Saawu and the striking workers over a "number of issues" and that although some of the issues still had to be resolved, the workers had agreed to resume normal production

He did not reveal what was discussed, but said that the dispute had nothing to do with the transferability of pensions.

However, Mr Sisa Njikelana of Saawu, who confirmed that the workers had "suspended their action" said the dispute was

mainly over wages

Mr Njikelana also said there was no change in the dispute between Saawu and Johnson and Johnson, where about 650 workers went on strike following the dismissal of a cleaner who allegedly stole toilet rolls

The workers returned to work, but negotiations between Saawu and J and J management continued

"We are still talking," Mr Njikelana said

At Dunlop Flooring, where about 500 workers, most of them Saawu mem-

bers, struck over the transferability of pensions, demanding the return of their pension contributions, and were dismissed, new workers were still being recruited yesterday

The management at the factory would not issue a statement yesterday, saying they would telex the Daily Dispatch if there were any further developments

Mr Njikelana said that as far as he knew the factory was still recruiting labour to replace the workers who had been fired — DDR

# Pensions strikes: another 1 000 out

By Tony Davis  
Labour Reporter

Pension unrest erupted again this week in Durban as about 1 000 workers at the Defy plant in Jacobsdowned tools and demanded immediate payment of their pension contributions.

The work stoppage at Defy began on Tuesday when both shifts refused to work and management tried to reassure workers about the pension scheme.

Talks among management, the black works committee and Manpower Department officials were held yesterday.

Workers were warned that in terms of the metal industry's pension fund they were not entitled to payouts of their contributions even if they resigned.

The general secretary of the South African Allied Workers' Union (Saawu), Mr Sam Kikine, said the workers were unwilling to alter their demands on the pension issue. Saawu officials visited the plant on Tuesday to discuss the dispute with management.

At the Ensor Plastics factory in Durban, about 140 workers went on strike on Tuesday, demanding payouts.

They were warned by management to return to work yesterday morning

but refused to do so and were dismissed.

Ensor's personnel manager, Mr Geoff Woods, said workers would be selectively rehired from today.

At four Game furniture stores in Durban about 170 workers were still out on strike after a dispute earlier this month over union recognition of the Commercial, Catering and Allied Workers' Union.

The workers were demanding reinstatement as well as a commitment from management to negotiate. Only about 15 of the original workforce had returned to work, a union spokesman said.

The workforce of about 400 at Aberdare Cables in Port Elizabeth continued its strike this week in protest over the dismissal of a colleague. Workers walked out on Tuesday and at a meeting yesterday said they would stay out until their colleague was unconditionally reinstated according to a spokesman for the Motor Assembly and Component Workers' Union.

At Dunlop Flooring in East London, where about 500 workers went on strike over pension demands, management yesterday began recruiting a new workforce. The workers were represented by Saawu.



AP 30/10/81

# Strike: Saawu talks continue

EAST LONDON — Negotiations between the South African Allied Workers Union (Saawu) and the management of Johnson and Johnson continued yesterday following the week-long strike of workers over the dismissal of a cleaner.

Neither Saawu nor the company were prepared to issue a statement yesterday other than to say the

issue which led to the strike had not yet been resolved.

At Dunlop Flooring, where about 500 workers were fired last week after striking in demand for the return of their pension contributions, attempts to establish from management how the recruitment of new workers was progressing proved unsuccessful — DDR

# 30/10/81 Film hit by PENSION ROW

By Tony Davis  
Labour Reporter

There was no production again yesterday at the Dely Industries plant in Durban as about 1000 workers continued their pension strike.

The black workforce downed tools on Tuesday, demanding pay-out of pension contributions. They were told that under pension fund conditions their contributions would be held until they turned 65.

There is a possibility that management may negotiate with the Fosatu-affiliated Metal and Allied Workers Union and the South African Allied Workers Union (Sawu).

Discussions have been held with a works committee, and Dely's managing director, Mr. Ron Collier, might be future talks with the unions to resolve the dispute. Talks were held again

yesterday at the Johnson and Johnson plant in East London where workers are demanding reinstatement of a sacked colleague.

The pension unrest had also spread to another Durban firm — Reckitt and Colman, where 400 were reportedly on strike.

Ensor Plastics in Durban started to engage a new workforce after about 140 workers were dismissed after refusing to work until they received their pension contributions.

At the Aberdare Cable plant in Port Elizabeth about 400 workers were warned to return to work or face dismissal. They are demanding that a recently dismissed colleague be reinstated.

Also in Port Elizabeth yesterday the case against 59 former workers was postponed until next month. They were appearing in court a second time under the Riotous Assemblies Act.

# Pension rows Keep two Natal strikes going

RDM 30/10/81  
152 360 189 143A 183  
154

THE Defy Industries plant near Durban remained shut for the third day yesterday as 900 striking workers remained deadlocked with management over disputes on the refund of pension contributions

And at the nearby Reckitt and Colman factory in Molen, about 400 workers struck for a second day in support of demands for a refund on their pension contribution, sources said

While the new wave of strikes over the controversial pensions issue again threatens to endanger labour relations in Natal, there was however, no sign of unrest at either plant

Mr. Ron Collie, general manager of major appliances at Defy, said the factory remained at a standstill during negotiations with worker representatives

"We have no power to change the provisions laid down in the regulations governing pension

funds, nor do we have the option of transferring these contributions to a trust fund, as was the case at some other factories," Mr Collie said

"The SA Allied Workers' Union (Saawu) has approached us and talks are continuing. Our policy is to maintain dialogue and to avoid confrontation," Mr Collie said

Sources at Reckitts said about 400 workers who downed tools on Wednesday continued strike action yesterday in support of demands for a refund of pension contributions

At Ensor Plastics in Prospecton, police were called to disperse about 150 striking workers protesting over pension refunds

The firm's accountant, Mr C L Woods, said the workers were asked to collect their pay and if they had not returned to work by yesterday they would have to consider themselves dismissed

"Workers are coming in drabs and drabs, and so far we have re-employed about 35," Mr Woods said — Sapa

# Labour row as 217 are fired

Labour Reporter

AT LEAST 217 of the 650 workers at Hulett's Aluminium in Natal, who went on strike recently over pension demands, were fired this week after a company "screening process", the Metal and Allied Workers Union alleged yesterday.

The union said it was taking legal advice on the issue and had also asked the International Metalworkers Federation for help. It said it was investigating whether a Canadian firm had a stake in the company and would ask the IMF to take the issue up if it did.

Comment from Hulett's Aluminium could not be obtained yesterday. Mr Ron Phillips, a spokesman for the parent company Hulett's, referred queries to Hulett's Aluminium's publicity manager, who was unavailable.

About 650 of the 925 Hulett's Aluminium workers recently struck in support of demands that their pension money be refunded.

## Resigned

All 650 resigned as this was the only way they could obtain a refund of their pension contributions, and then re-applied for their jobs.

According to MAWU, the company then said it would institute a "screening process" to determine which of the workers would be re-hired.

"Yesterday we discovered that at least 217 have been told there are no vacancies and have been refused their jobs. They include virtually all of the 30 members of the steering committee."

He also claimed that attempts to negotiate on the 217 with Hulett's Aluminium had been unsuccessful because the company had said their decision was "non-negotiable".

"They appear to have replaced our members chiefly with Asian workers they have recruited," he added.

The spokesman said the union had decided on a programme of action in support of the men.

This would include seeking legal advice assistance from other Fosatu unions and the IMF making contact with the parent company as well as other shareholders, and establishing whether there was a Canadian holding in the firm.

"The company has clearly embarked on a process of victimisation and rationalisation which is reminiscent of nineteenth century labour practices", MAWU said.

# Defy issues ultimatum on pension strike

ED 31/10/87  
S2 189 250  
Labour Reporter

THE 1 000 striking workers at Defy's Durban plant have been given an ultimatum to return to work on Monday morning or lose their jobs.

But at the same time, Defy has said it will take up their demand for the withdrawal of their pension contributions with the Steel and Engineering Industries Federation

It will suggest the fund's rules be changed to allow withdrawals by workers

The workers have been on strike since early this week

Yesterday informed sources suggested that the impasse at the company would prompt employers like Defy to press for a change in the fund's rules, which allow withdrawal of workers' contributions only on their death or retirement

They argue that the fund's rules make it impossible for disputes with individual companies on the pension issue to be settled and that, until the rules are changed, worker demands to withdraw money are destined to end in deadlock — and to prove costly to both sides

A Defy spokesman said yesterday the dispute was "non-negotiable"

"We are prevented by the fund's rules from meeting the workers' request and there is therefore nothing to negotiate"

He said workers had been told that, if they did not return by Monday, they would have 'dismissed themselves'

The spokesman said, however, that Defy had undertaken to "make representations" to Seifsa in an attempt to win a change in the rules which would enable their request to withdraw contributions to be met

It is likely that suggestions for a change in the rules will enjoy the support of other metal industry firms

# Sweet' n sour as traders join boycott

By Tony Davis  
Labour Reporter

The Wilson-Rowntree dispute has been going on for nine months and shows no sign of abating as the boycott campaign spreads in the Transvaal

An estimated 1 000 traders in the PWV area have agreed not to sell Wilson-Rowntree products in response to the growing boycott campaign

In Soweto alone about 500 shopkeepers have agreed not to renew their stocks of sweets from Wilson-Rowntree

A benefit concert for dismissed Wilson-Rowntree workers was held recently at the Uni-

versity of the Witwatersrand

But the cause of the actual dispute that eventually sparked the boycott campaign in May is not generally known

Early in February three workers at the Wilson-Rowntree plant in East London were dismissed after they refused to repair machinery, a job they claimed they were not trained to do

Ninety workers downed tools and demanded that their colleagues be reinstated. They too were dismissed after management said they had "dismissed themselves" for refusing to do work

The dispute then began

to snowball as more and more workers at the plant downed tools and demanded reinstatement of their dismissed colleagues

About 500 workers were dismissed over the month of February

The South African Allied Workers Union (Saawu), which represented a number of the workers, failed in trying to bring management to negotiations and in early March the union teleaxed the parent firm — Rowntree-MacIntosh — protesting against the dismissals

However, the protest was unsuccessful and Saawu asked British unions to lend support and put pressure on the parent company.

The dispute also saw violence as police dispersed sacked workers who gathered in front of the factory gates. Some people appeared in court on charges of assaulting other workers

Both Mr Donald Baron, chairman of Rowntree-MacIntosh, and Mr Steve Scheepers, of the Sweet Workers Union at the factory, blamed Saawu for the unrest.

## VIOLENCE

In March Saawu announced the start of the nationwide boycott campaign and Wilson-Rowntree executives flew to London to discuss the dispute with their superiors.

In response to claims that Saawu was guilty of intimidation of workers and other forms of violence, the union's general secretary, Mr Sam Kikine, said Saawu believed in consultation and not violence

He blamed management for being unwilling to hold talks with Saawu.

Boycotts are certainly not new to the townships — from the red meat boycott in the Cape, the bus boycott in Lebowa and the nationwide Fattu and Moni boycott campaign — and organisers of the Wilson-Rowntree boycott see a sweets boycott as an easier campaign to initiate as sweets are not staple foods

Star 31/10/87

152  
147  
156  
87  
77  
25



1400 get  
152  
work of  
sack 183  
ultimatum

By Tony Davis  
Labour Reporter

Monday is "D-Day" for about 1400 workers at two factories in Durban — unless they return to work they will be dismissed.

The black workforce of 1000 at the Defy plant in Jacobs, Durban, stopped work earlier this week after demanding the return of their pension contributions.

But after three lost days of production Defy has warned them to return to their jobs on Monday or face dismissal.

Defy's general manager, Mr Ron Collie, said pension fund contributions were preserved until 65.

#### HALTED

He said talks were being held with unions, and representations would be made to Scfsa about the workers' demands.

Production of goods such as airconditioning units, electric stoves, and ovens has been halted by the pension dispute.

Reckitt and Colman's eight factories at Moleni were hit on Wednesday by work stoppages by about 400 workers who have also demanded pension pay-outs.

Managing director Mr D Dunsire, said the workers mistrusted pending Government pension legislation and under pension fund rules they could only obtain their contributions by resigning.

#### ARRESTS

Less than half the workforce were still at their jobs yesterday and police had arrested some "intimidators". Mr Dunsire said workers had been given until Monday to return.

There apparently is no major union presence at the complex, although the South African Allied Workers Union (Saawu) has some members.

Johnson and Johnson management in East London is meeting Saawu officials in a dispute over a worker's dismissal. Workers involved in a pension dispute at Hulett's Aluminium in Maritzburg are reported to have been dismissed.

C.P.S. 1/10/74

# Defy workers have till Monday to return

(157) (189) (5) (142)  
Post Correspondent

DURBAN Monday is "D Day" for about 1 400 workers at two factories in Durban unless they return to work they will be sacked.

The black workforce of 1 000 at the Defy plant in Jacob-Durban stopped work earlier this week after demanding the return of their pension contributions.

But after three lost days of production Defy has warned them to return to their jobs on Monday or face dismissal.

Reckitt and Colman's eight factories at Moleni were hit on Wednesday by work stoppages by about 400 workers who have also demanded pension payouts.

Less than half the workforce were still at their jobs yesterday and police arrested some "intimidators". The workers have been given until Monday to return.

Officials at both companies say that workers mistrusted pending Government pension legislation and under pension fund rules they could only obtain their contributions by resigning.

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SAG

# Full production soon — Dunlop

**EAST LONDON** — The Dunlop Flooring factory, at which about 500 workers are regarded as having "resigned" after downing tools in a demand for the return of their pension contributions, would be back to full production on Wednesday, the general manager of the company, Mr N Yeadon, said yesterday.

Mr Yeadon said the response to the recruitment of new workers, which began on Wednesday, had been good and that production in certain sections had begun in the meantime.

Meanwhile the workers held a mass meeting yesterday and have decided to send a letter to the head office of the company in Durban as well as to other trade unions setting out what happened at the factory.

The workers, who numbered about 450, said they would not be applying for reinstatement at Dunlop but wanted their jobs back unconditionally as well as the return of their pension contributions.

Mr Yeadon said of the recruitment "We realise

that a number of our employees did not join the walkout willingly and although we sympathise with them and would consider their re-employment, it will be extremely difficult to do this after the new replacements, who are looking forward to joining the company, have started on Wednesday."

The workers yesterday said they could not understand why they had not been allowed to withdraw their pension money because this had been allowed at several other firms in the area without the workers losing their jobs.

They also condemned the Dunlop management decision to recruit labour through the Ciskei Manpower Centre in Mdantsane which they said was an agency for the sale of labour.

The company explained it was decided to conduct the recruitment at Mdantsane because of the large number of work seekers involved who could be saved the inconvenience of travelling costs and waiting time — DDR

152

# SHIP'S CREW

## HELD

By Rod Jackson-Smith

THE crew of a Greek-registered ship in Durban harbour is being held captive on board their vessel after a dispute with the captain

The seige of the ship, Eymar, docked at Maydon Wharf, is being enforced by the Railway Police at the captain's request

But on Friday, one of the crew managed to evade the tight security cordon to contact the Durban representative of the International Transport Workers Federation (ITF) a union which looks after the interests of seamen

The Durban ITF representative, Yunis Shaik told the Sunday Tribune yesterday the seaman appealed to the union on behalf of 10 crewmen who were dissatisfied with working and living conditions on the ship

The Eymar docked in Durban on Thursday night and the seige was imposed immediately. On Friday the lone seaman escaped and contacted Mr Shaik.

Mr Shaik said it appeared the captain had imposed the seige in an

attempt to prevent crew from contacting the ITF which could attach the ship until grievances and claims by the seamen had been investigated

The crewman told Mr Shaik that the main grievances were alleged illegal deductions from wages, not being paid according to contracts or the Greek Collective Agreement, long hours of work without overtime pay, performing dangerous work at sea and inadequate food

Mr Shaik, who was refused permission to board the vessel, said if he was unable to negotiate with the captain, the ship could face being blacklisted in every port of call after Durban, an effective means of having the crew's grievances settled

When the Sunday Tribune went to the ship yesterday, uniformed and plain clothes Railway policemen refused to answer questions

## SAR Police lay seige in Durban



RAILWAYS Policemen enforce the seige at the quayside.

# 580 end strike at EL firm

152 186 134

Argus Bureau

EAST LONDON. — The 580 workers who struck at Western Province Preserving, here yesterday returned to their jobs today.

They struck in protest against a management decision not to give all employees bonuses this year.

The strike was the third in less than a week at the factory. Workers struck for a few hours on Thursday and Friday last week but were persuaded by officials of the African Food and Canning Workers' Union to return to their jobs.

A director of the company, Mr B Hanly, said workers had returned to work today and the factory was running normally.

Workers had made certain demands which management had considered. Management had, however, been unable to accede to the demands as they were contrary to an agreement signed with the union.

Mr Hanly refused to disclose the workers' demands.

Miss D Komose, secretary of the union, said management had told workers that only those who had been most productive would receive bonuses.

She said Mr Hanly told the workers that he had been informed by the managing director, Dr G Marr, who was overseas at present, that bonuses and a new wage agreement would be negotiated in January.

# Dunlop strike: 500 <sup>152</sup> await <sup>1450</sup> reply on pensions

Argus 2/11/21

Argus Bureau

**FAST LONDON —** The 500 workers at Dunlop Flooring, here who dismissed themselves nearly 10 days ago when they struck after demanding that their pensions be paid, are still awaiting a reply to a letter they sent to Dunlop management.

In the letter the workers demanded that their pension contributions be paid and that they be unconditionally re-employed.

Management, however, has been recruiting new labour and the general manager, Mr N Yeadon, said production would be back to normal by Wednesday.

## STILL WAITING

A spokesman for the South African Allied Workers' Union, which represents the workers, said they would not offer themselves for re-employment until their pensions had been paid out.

The workers were still awaiting a reply to their letter and would hold a meeting on Wednesday to discuss further action, the spokesman said.

Referring to the recruitment Mr Yeadon said: 'We realise that a number of our employees did not join the walkout willingly.

## SYMPATHISE

'And although we sympathise with them and would consider their re-employment, it will be extremely difficult to do this after the new replacements have started on Wednesday.

At Johnson and Johnson, where 650 workers suspended a strike after they received an ultimatum from management to return to work or be regarded as having resigned, negotiations between SAAWI and management continued today.

Workers struck after a cleaner was dismissed for allegedly stealing toilet rolls. They agreed to suspend the strike while the cleaner's case was being re-examined.

# Council takes legal opinion on anti SAIC

By Nagoor Bissetty

vice-chairman, who is also chairman of the Anti-SAIC Committee, said

DURBAN City Council is taking legal opinion on whether it is legally competent to allow posters to be put up in public places calling on Indians to boycott the first national elections next month for the controversial South African Indian Council.

This is a simple matter of SAIC candidates putting up posters calling for votes and the Anti-SAIC Committee using its posters urging voters not to vote

This was disclosed yesterday by a senior spokesman for the City Engineer's Department after an application to the department by the Natal Indian Congress for the necessary permission to erect 'anti' posters

While the candidates have been given permission to erect posters on municipal property, we have been denied this, he said

The congress claimed the department had rejected the application by the Anti-SAIC Committee for poster permission, and said the Congress had referred the matter to its own lawyers with a view to challenging the City Council

Mr Naidoo said, 'We want to use the posters as a means to voice our objection, but by throwing out our application the City Council is in effect denying us an opportunity.'

'We are naturally angry, but we're neither disappointed nor deterred.' Mr M J Naidoo, the NIC's senior

Durban's Town Clerk Gordon Haygarth was not available for comment yesterday but a spokesman for the City Engineer's Department said he was surprised the NIC had already been informed of the outcome of its application; the council's legal advisers were still considering the matter

(Report by N Bissetty 12 Devonshire Place, Durban)

1961/12/21

# Labour unrest will continue, experts fear

Minister of Manpower  
S P Botha . . .  
ment faces seri-  
blems.

By Tony Davis,  
Labour Reporter

October was one of the worst months for labour relations in South Africa for many years. More than 20 000 workers were involved in disputes affecting about 40 firms and hundreds appeared in court.

Labour experts can see no end to labour disputes in the near future and this poses serious problems for the Department of Manpower under Mr S P Botha.

Hardest hit by the unrest were Durban, the East Rand, Port Elizabeth and East London.

There was no single reason for the unrest although worker agitation against new pension legislation due next year started many of the disputes in the Eastern Cape and Natal.

Workers fear that government pension fund legislation will freeze their contributions and they mistrust any official dealings with the state.

Union officials deny management claims that workers do not understand pension funds. "They do understand and they don't want any part of it," an official said.

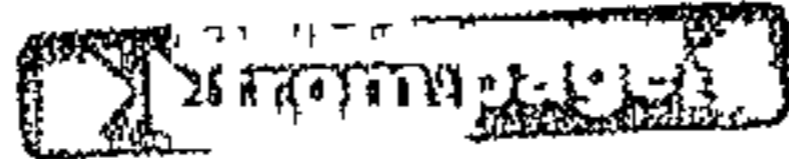
## Factors

Several other factors contributed to the unrest. These included:

• Dismissal of workers, as at the massive CDA car assembly plant in East London where there were several stoppages when workers protested against disciplinary action by management.

• The mass of new labour legislation, much of it from the Wichahn Commission report and accompanying government White Papers.

## Unrest is likely to continue



to withhold their labour and accuse employers of lockouts.

At the Telephone Manufacturers of SA in Springs, 1 600 workers lost their jobs and at Triumph in Kempton Park 500. There were similar dismissals in the Eastern Cape.

Manpower officials blame workers for being too willing to resort to the strike weapon when they have grievances.

Managements have accused unions of having failed to follow recognised procedures for disputes.

Several hundred workers have appeared in courts for their alleged roles in disputes.

Unrest at the SA Bottling Company plant and the Post Office in Port Elizabeth resulted in many workers being charged under the Riotous Assemblies Act.

And in the Ciskei, 183 workers who were arrested by the homeland's Security Police are to appear in court later this month.

In October several companies were hit by repeated closures.

In Natal, four of the Hulleys group's sugar factories were closed in September because of pension unrest. They were hit again last month when about 2 000 workers at Darnall, Mount Edgecombe, Felixton and Amatikulu downed tools.

• Workers "flexing their muscles" and realising the strength of registered trade unionism — only allowed for black workers in 1979.

Workers have often demanded the immediate reinstatement of dismissed colleagues and, when unions and managements have formed appeal boards there have been settlements.

Labour experts blame managements for neglecting to tell union representatives in advance of disciplinary action.

Several disputes on the East Rand resulted in mass worker dismissals although managements sometimes claimed that workers had "dismissed themselves" by refusing to work.

But unionists insist that workers have a right

(To Page 3, Col 7)



PE firm  
Ev Post 2/11/97  
takes on  
former  
workers

Post Reporter

ABERDARE CABLES, where about 400 workers went on strike last week, started re-employing workers today

The strike started when the men demanded the reinstatement of a worker they claimed had been dismissed unfairly

The company's group personnel manager, Mr Derrick Geldenhuys, said today those who wanted their jobs back were being re-employed

The workers were viewed as having "dismissed themselves" when most ignored a management ultimatum to return to work last Thursday

Mr Geldenhuys said an inquiry had been held into the matter before the dismissal which sparked the strike, and that no further investigation would be made

Asked whether Aberdare Cables would be involved in negotiations with the General Workers' Union of South Africa (Gwusa), Mr Geldenhuys said "The union isn't involved as far as we are concerned"

# October 'one of the worst months' in labour field

Argus Correspondent

**JOHANNESBURG.** — October was one of the worst months for labour relations in South Africa in many years. More than 20 000 workers were involved in disputes affecting over 40 firms and hundreds of workers were taken to court.

Hardest hit by the unrest was Durban with more than a dozen disputes and the East Rand, Port Elizabeth and East London were also hit. There was no one cause for the strikes and work stoppages, though worker agitation against new pension legislation next year sparked many of the disputes, in the Eastern Cape and Natal.

Workers fear that Government pension fund legislation will effectively freeze their contributions and mistrust any official dealings with the funds.

Union officials deny management claims that workers do not understand pension funds. They do understand them and they don't want any part of it, one official said.

There are several other factors contributing to the unrest. These include:

- Worker dismissals such as that at the CDA car assembly plant in East London, where there were several closures when workers protested against a number of disciplinary actions taken by management.

- The mass of new labour legislation, much of it from the Wiehahn Com-

mission reports and accompanying government White papers.

- Workers 'fixing their muscles' and realising the strength of trade unionism — only allowed to black workers in 1979.

- Workers often demand the immediate reinstatement of dismissed colleagues and in cases where both unions and managements have sat down to form appeal boards there have been settlements.

Labour experts say managements are at fault for neglecting to inform union representatives in the plant of disciplinary action in advance.

## MASS DISMISSALS

A number of the disputes on the East Rand saw mass worker dismissals, although some state

workers have 'dismissed themselves' by refusing to work. But unionists say that workers have a right to withhold their labour and accuse companies of lock-outs.

At the Telephone Manufacturers of SA in Springs, 1 600 workers lost their jobs — and at Tyromf in Kempton Park 500. Similar dismissals were also made in the Eastern Cape.

Manpower officials blame workers for being too willing at times to resort to the 'strike weapon' when there are grievances.

## PROCEDURES

Managements have accused unions of having failed to follow recognised procedures for disputes.

Several hundred workers have appeared in

courts for their alleged roles in disputes.

Unrest at the SA Botling Company plant and the post office in Port Elizabeth resulted in a number of workers being charged under the Riotous Assemblies Act.

And in the Ciskei where 183 workers were arrested by the homeland's security police, their court appearance was postponed until later this month.

## MILITANCY

One union spokesman said much of the militancy during labour unrest came directly from the work place where workers were unhappy about conditions.

The union was then often called in after the strike or work stoppage had already taken place, he said.

During October a number of companies were hit by repeated closures.

In the case of the Huletts group in Natal, four of their sugar factories were shut in September because of pension unrest, but they were hit again last month when about 2 000 workers at Darnall, Mount Edgecombe, Felixton and A matikulu downed tools.

Darnall workers even went out a second time last month.

Huletts Refineries and Huletts Aluminium were also hit in Natal.

Management in cases of pension unrest have told workers they must resign to collect their contributions and in firms covered by the Metal Industry Pension Fund the contributions are preserved until the age of 65.

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# 12000 Workers Fined

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Patrol ~~12000~~ 3/11/81 152  
Mercury Reporter

**Company  
invites  
dismissed  
strikers  
to reapply**

ABOUT 1200 workers at the Dely Industries plant in Jacobs were dismissed yesterday when they refused to go back to work on the fourth day of a pensions dispute

Mr Ron Collie, general manager of the Dely major appliances division, said notices had been issued to workers on Friday telling them that if they had not returned to work by Monday they should consider themselves 'voluntarily dismissed'.

He said workers had come to the plant yesterday but did not return to work  
'At the close of the last shift we told workers to come to collect their pay,' he said, 'which they did not do.'

Mr Collie said they would be hiring new workers today but 'we would like to re-engage as many workers who have had previous service with Dely as possible, this includes the striking workers'

He said it was impossible for them to accede to workers demands because they were powerless to alter the regulations governing pension funds

But we have approached executives of the Steel and Engineering Industries Federation of South Africa, where the workers pensions are paid in, and they are trying to resolve the worries of our labour force'

The entire workforce, involving about 30 men, of Croda S A at Prospecton near Durban downed tools yesterday after the management refused to accede to their demand for their pension funds

The managing director of Croda, Mr M P Horsell, said 'I don't understand it

'We have our own pension fund and the workers, especially those who have been with us a long time, stand to lose hundreds of rands by this move'

Meanwhile, at the Reckitt and Coleman factory at Mobsen in Durban, everything was back to normal yesterday after about 700 workers had downed tools last week after a dispute with management over pension funds.

Screening of dismissed workers continued yesterday at Hulett's Aluminium in Pietermaritzburg where two weeks ago 650 workers were dismissed after a pension fund strike

Mr Frank Fergusson, the publicity manager of Hulett's Aluminium, said they had rehired 33 workers yesterday, which brought the total up to 355 workers who had been re-employed.

He was not able to give any idea of the number of workers who had been re-fused re-employment

Mr Jeff Schreiner, the branch secretary of Metal Allied Workers' Union, said he had been approached by 218 workers who had been screened and refused re-employment

# Police send-off for workers in pension row

STAR  
3/11/81  
152

By Tony Davis  
Labour Reporter

Police dispersed workers outside the gates of the Defy plant in Durban this morning after they refused to collect their final pay-cheques

More than 1 000 workers lost their jobs yesterday, after refusing to return to work following last week's strike

They had downed tools in the plant and demanded management pay them out their pension contributions. But they were told that under the fund rules their contributions were preserved until the age of 65

A Defy company spokesman said there was no trouble when he sent the workers away and the plant would be re-

engaging a new workforce later today. Former workers were allowed to reapply

A little more than four days' production of appliances has been lost, although Defy still had supplies, the spokesman said

## DISMISSAL

Yesterday's meeting of the South African Allied Workers Union (Saawu) with the Defy management was cancelled after workers refused to go back to work. They had clocked in but had not started production

Talks between Saawu and the management of Croda SA, a Durban chemical firm, were held today after yesterday's strike by about 40

workers.

The Croda workers were demanding that their pension contributions be paid out.

The company's managing director, Mr M Horsell, said the talks were progressing well and the workers would only lose by withdrawing from the pension fund.

The Aberdare Cables dispute in Port Elizabeth spread to the firm's Stanford Road branch yesterday. Workers downed tools in support of 400 colleagues who went on strike last week in protest against the dismissal of one worker

An organiser for the General Workers Union of SA (Gwusa), Mr Themba Duzé, said the Aberdare dispute was deadlocked

Unrest also spread to another Port Elizabeth firm — African Hide Trading Corporation — over the issue of union recognition.

Md Duzé said about 100 workers at the plant walked out yesterday when management refused to discuss recognition for Gwusa.

# 188 quit Salcast over white boss

152

SOWETAN 3/11/81

A WORK stoppage by more than 400 employees at Salcast in Benoni 1 week was brought about by a communication problem but has since been resolved amicably, a company spokesman said yesterday.

The spokesman said "There was a work stoppage at Salcast in Benoni involving 444 employees. The reason was because employees had raised a matter with management about problems they encountered with the white supervisor, on Monday last week.

"Management promised to investigate the matter and later found that there had been a misinterpretation on both sides, the workers and the supervisor, and that it was caused

By SELLO RABOTHATA

by a communication problem. The workers were then told that if they had a problem they should contact management but they refused demanding that the supervisor be fired."

## PAY PACKAGES

He said management then decided to prepare 444 pay packages and told the workers that those who

wanted to leave should do so. About 230 workers collected their pay slips and 188 decided to leave.

On Wednesday, last week, the 230 workers reported for work as usual and were accepted back. Some more workers were queuing for jobs outside but most of them have been taken back. The spokesman said that those who had not returned to work as yet would still be considered depending on their previous records.

Ev Post 3/11/81

# Second cable plant hit by strike

Post Reporter

WORKERS at the second Aberdare Cable plant in Port Elizabeth walked out yesterday, and the entire black workforce at African Hide Trading Corporation in Deal Party downed tools in an attempt to have their union recognised

About 400 workers at the Aberdare Cable plant in Markman Township went on strike last week because they felt a colleague had been unfairly dismissed

At meetings, they resolved not to return until the dismissed man, a Mr Dana, was reinstated

The company's management delivered an ultimatum that striking workers would be regarded as having dismissed themselves if they did not return to work last Thursday. The strikers ignored the ultimatum

Yesterday workers at the Aberdare Cables plant in Stanford Road joined the strike

The company's group personnel manager, Mr Derrick Geldenhuys, said yesterday that workers who wished to return were being re-employed

The entire black workforce of about 100 at African Hide Trading Corporation walked out yesterday after the company refused to recognise the General Workers' Union of South Africa (Gwusa)

A Gwusa official said today members of the workers' committee had told him the company had said it would not recognise Gwusa, and encouraged the workers to join another union operating in the leather industry

The official did not know which union it was

The striking workers had resolved not to return until the company recognised Gwusa. Management spokesmen were not available for comment

# Police disperse 1 300 strikers

Argus 3/11/81

152 300  
~~145A 189~~

**Argus Correspondent**  
DURBAN. — Police, including a riot squad, and dog-handlers ordered about 1300 workers, dismissed yesterday after four days of striking, from the Defy plant and surrounding area here today.

The workers were dismissed at close of shift yesterday after they failed to return to work.

The general manager of the Defy major appliances division, Mr Ron Collie, said that no workers had come forward to receive money due to them.

'We advised them yesterday that their pay for last week, accumulated holiday pay and accumulated holiday bonus was available at our pay office.

## RESTRAINT

Mr Collie said he believed the police had acted with the greatest restraint.

'They did not resort to violence and were dispersing the workers only because it was illegal for them to be gathered there,' he said.

Police with loud hailer told the workers they had five minutes to disperse. When they failed to do so the dog-handlers moved in.

Workers scattered and assembled in small groups about half a kilometre from the Defy plant.

Mr Collie said the recruitment offices would be opened from this afternoon and priority would be given to workers with experience with Defy.

## BROKE DOWN

Mr Sam Kikine, general secretary of the South African Allied Workers' Union (SAAWU), said talks with Defy management had broken down

yesterday when they refused to guarantee the workers' pension fund money would be returned.

'All of the workers will refuse the money due to them until management agrees to their demands. The pension money is theirs and they are entitled to it,' he said.

● From Port Elizabeth  
The Argus Bureau reports that the strike at Aberdare Cables spread yesterday, while the entire work force at another company — Hide Trading Corporation — also downed tools.

*crude.*

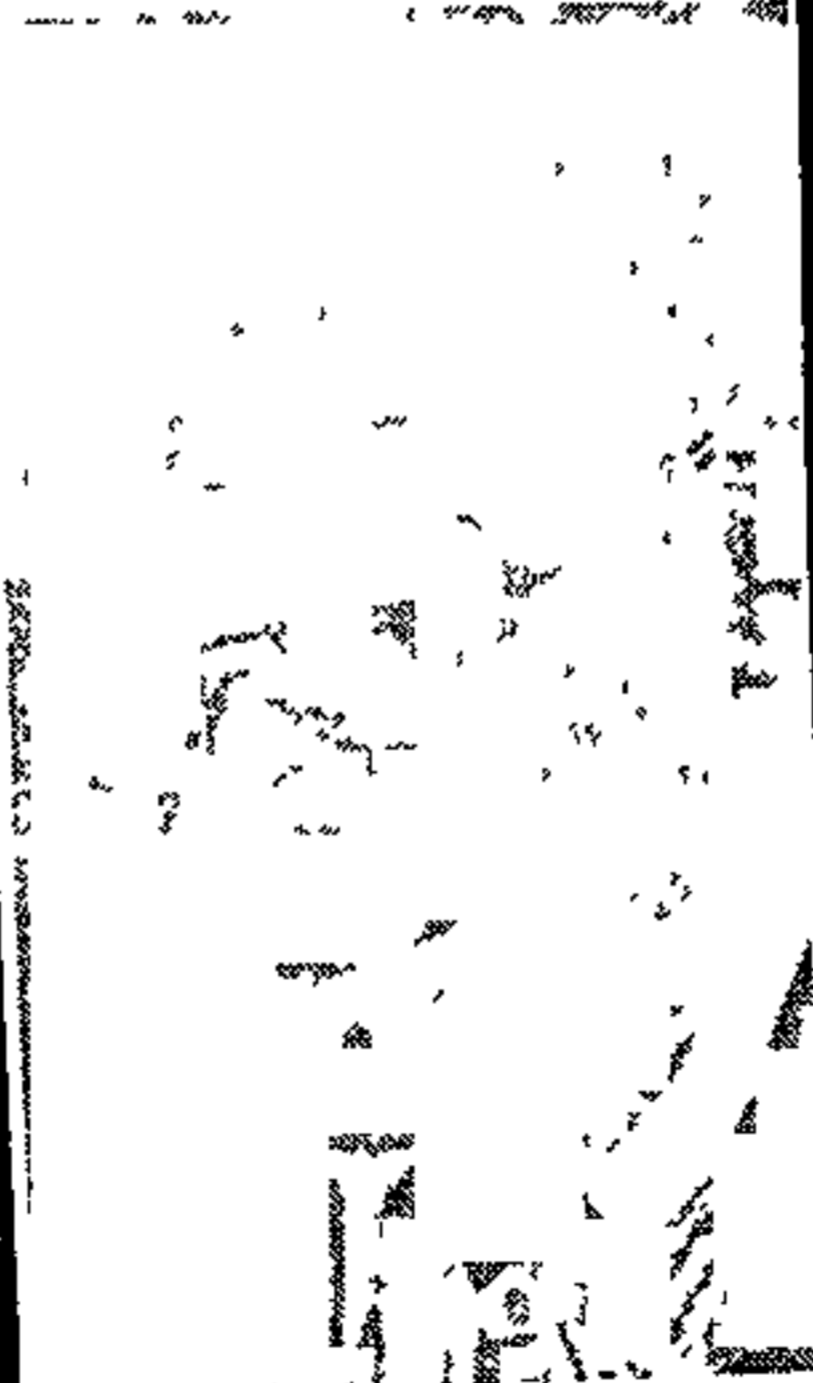
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# Charles Sebe takes a swing at Saawu

WORKERS at the Dunlop factory in East London went on strike recently because they were told they would not receive their pensions after the Ciskei became independent, according to a senior Ciskei official.

The head of the Ciskei Central Intelligence services, Major-General Sebe, was addressing a high school gathering at the weekend after a pre-independence celebration at Tshatshu near King Williams Town.

In a copy of his speech released in Pretoria, he accused members of the SA Allied Workers Union employed at the factory of initiating the strike



## SEBE: Ciskei reveals fallacy.

"What is interesting is that these people demanded all the workers should be given back their pension contributions because they said when Ciskei became independent the Government would gain possession and control of this money"

"They said this knowing full well that this is a fallacy of the first order. They know that no Government,

whether Ciskeian or South African, is legally entitled to pension money meant for the benefit of the workers in their later years in life"

General Sebe said the sole aim of some SAAWU members was to cause chaos in the country regardless of whether this resulted in people going hungry or destitute when they lost their means of making a living

"They know that this will result in the intimidation and terrorising of those who want to go to work, as in the Dunlop case thus bring instability to the country

"Meanwhile, hundreds of families will be going hungry, and this is exactly what communism thrives on," he said — Sapa



100-1 3/11/81

(152) ~~152~~ ~~152~~ ~~152~~  
**We'll sack  
strikers,  
says Defy**

MORE than 1 300 black workers at the Defy plant in Durban were threatened with dismissal yesterday unless they resumed work

Mr Ron Collie, general manager of the Defy major appliance division, said yesterday the workers had entered the fourth day of production stoppage and would be paid off if they did not go back to work

He said the company had cancelled a meeting yesterday with the unregistered South African Allied Workers Union (Saawu), which is representing the workers

"We are too busy with our problems here," he said

Mr Collie said Defy would be taking on new workers from today

"We have no power to meet the workers' demands to alter the regulations governing pension funds," he said

Meanwhile, the entire black labour force at Croda SA in Prospecton, near Durban, downed tools because of dissatisfaction with their pension fund

Saawu members were to meet Croda management yesterday to discuss the demands of about 30 workers - Sapa

ev Post 4/11/81 (152) (189) (190) (191) (192)

## Striking workers reject sacking'

STRIKING workers at African Hide Trading Corporation who were reported to have been sacked yesterday, have refused to accept their dismissal

The entire workforce of more than 100 downed tools on Monday in an attempt to have their union recognised

The company has refused to recognise the unregistered General Workers' Union of South Africa (Gwusa), and a union official said management had encouraged the workers to join another trade union operating in the leather industry

The company's managing director, Mr O R Townsley, could not be contacted for comment today as he was at a meeting

Meanwhile, re-employment of striking workers at Aberdare Cable, and the recruitment of additional employees to fill vacancies, was continuing today

Workers at the company's plant in Markham Township went on strike last week after what they termed the "unfair" dismissal of a colleague

They resolved not to return until the dismissed man was reinstated

On Monday, workers at the Stanford Road plant walked out in solidarity with their striking colleagues

Management delivered an ultimatum that striking workers who had not returned by last Thursday would have dismissed themselves

# 44 Natal strikers arrested

Argus

4/11/81

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**Argus Correspondent .**  
DURBAN — Police yesterday arrested 44 workers who went on strike on Saturday at the Zinkwazi Caravan Park near Dar-

nall on the Natal North Coast

The workers, who were dismissed on Monday after they failed to return to work, were arrested for trespassing.

Mr T S Kumalo, general secretary of the African Allied Workers' Union said today the workers went out on strike over the dismissal of two colleagues

'We will bail out all the workers today,' he said

The general manager of the caravan park, Mr H G O Achtzehn, was not available for comment.

## BACK TO WORK

Meanwhile 500 of the 1200 workers dismissed yesterday by Defv Industries in Jacobs have returned to work, management has claimed

Mr Ron Colle, the general manager of the major appliances division said the workers started returning early today

'We have told them that if they returned to work promptly they would not lose any benefits, and their employment would be treated as if it were uninterrupted,' he added.

# Police move in as fired workers demand pensions

(152)

RDM 4/11/81

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Labour Reporter

ABOUT 1 400 workers dismissed after a strike at Defy's Durban plant over pension demands were dispersed yesterday by riot police and dog handlers outside the factory.

But a management spokesman denied reports that they had been "chased down the road" by police dogs, saying that the police had acted "in a restrained manner"

The Defy strike is one of several to hit industry in Natal and the Eastern Cape

The Mail's Durban correspondent reports that a Pinetown firm, Niman and Lester, was hit by a wage strike by about 500 workers yesterday

The strike was settled after negotiations with Fosatu's National Union of Textile Workers

A strike at a second Durban firm, Croda, was also settled yesterday

And there are at least three strikes in Port Elizabeth

At Defy, a management spokesman put the total number of black, coloured and Indian workers fired for refusing to obey a return-to-work deadline at 1 400

The workers were sacked on Monday but the company is giving preference to those who were fired and wanted to return

But a company spokesman said "hardly any" had applied for their jobs

## Rules

About 700 workers who gathered in a Durban hall after being dispersed by police, however, were determined not to return until management refunded their pension contributions

They are also refusing to be paid off until the money is refunded

Mr Sam Kikune general secretary of the South African Allied Workers Union, said "The money is theirs and they are entitled to it"

Defy said it could not refund the money as it was bound by the rules of the metal industries group pension fund

Sapa reports that workers gathered outside the factory yesterday but were unable to enter the factory premises

Police with hailers told workers they were attending an illegal gathering and gave them five minutes to disperse

When they did not, the dog handlers took over and dispersed the strikers

## Restraint

The general manager of Defy's major appliances division, Mr Ron Collie, said he believed the police had acted "with the greatest restraint"

"They did not resort to violence and were dispersing the workers only because it was illegal for them to be gathered there," he said

Another management spokesman stressed "there were no baton charges and no violence — management people on the spot were impressed with the restraint of the police"

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# Sacked men to continue with demand for payouts

4/11/81  
Mercury Reporter

WORKERS from the Defy Industries plant in Jacobs, who were dismissed on Monday, resolved yesterday not to collect their pay and to continue demands for their pension fund money

This was decided at a meeting in Durban attended by most of the 1 200 workers involved in the dispute

The Mercury was told by workers that they did not consider themselves 'on strike' and said they were willing to return to work as soon as the management had paid out their pension money

The workers were dismissed after an ultimatum had been issued by the management on Friday telling them that if they had not returned to work by Monday they should consider themselves 'voluntarily dismissed'

The workers described how they had arrived at work just before 8 a m yesterday to be confronted by riot police with dogs.

They said they had then been told by the management that they must collect their pay and then leave the area

The workers, who were gathered across the road from the factory in a parking lot, decided not to collect their pay

'We were then given five minutes by police to disperse,' one worker said

After that they were chased away by police using dogs

Mr Ron Collie, general manager of the Defy major appliances division, said the personnel offices had been open all afternoon for workers to collect their pay

He said 'Quite a few workers came to collect their pay and we had various inquiries from them about re-employment.'

## Factory

At the Pinetown textile factory of Ninian and Lester 500 workers downed tools yesterday over a wage increase demand, according to Mr Obed Zuma, the general secretary of the National Union of Textile Workers

Mr Zuma said the workers had agreed to return to work today after the management had agreed to negotiate a wage increase with the union

Mr D Drysdale, the managing director of Ninian and Lester, said only the

night shift was involved — about 300 workers

'We have been holding discussions with the union prior to this and have agreed to negotiate a recognition agreement with them

'Once that has concluded we will then discuss wages with them,' he said

About 160 workers at Chicks Scrap Metals at Mobeni in Durban were involved in a dispute with their management yesterday over union representation and pension funds, according to union sources

## Dismissed

Mr Sam Kikine, the general secretary of South African Allied Workers Union, said the workers had stopped work after the management had dismissed the union's representative at the factory

He said although the management had agreed to pay out workers' pension contributions they had still to discuss union representation

The management at Chicks Scrap Metals could not be contacted yesterday

Workers at Croda SA at Prospecton near Durban who had downed tools on Monday following a pension fund dispute, returned to work yesterday

The management had agreed to pay out workers' pension contributions pending negotiations with Southern Life

# Steel industry won't change pensions rules

RDM 4/11/81 (1/11) (152) 3/10

By STEVEN FRIEDMAN

THE Steel and Engineering Industries Federation will resist changes to the rules of the metal industries' pension fund — one of the country's biggest funds — which has been a key factor in several outbreaks of unrest over pensions.

Seifsa's stand, spelled out at a Press conference in Johannesburg this week, comes after calls from employers for changes to the fund's rules.

Like the pension system envisaged in the Government's draft pension Bill, the metal industries' fund does not allow workers to withdraw their pension contributions when they change jobs.

The contribution is "preserved" and workers or their families receive their pension pay-outs when workers retire or die.

This stipulation has been a factor in recent demonstrations of unhappiness over pensions and the Defy Corporation, which is presently experiencing a pension strike, has said it will make representations to Seifsa requesting a change to the fund's

rules. Some employers argue that the rules of the fund "place us in an impossible position".

"Our workers strike and then refuse to return until they get their pension contributions. But we are powerless to return it because of the rules of the fund," one said.

But Seifsa officials have said there are no plans to change the fund's rules.

"We support preservation. We believe it is in the interests of workers and that the unrest directed at it has been the result of misunderstandings," a leading Seifsa board member, Mr Graham Boustred, of Highveld Steel Corporation said.

Mr Boustred and other senior Seifsa men said they believed the answer to pensions unrest did not lie in a change to the rules.

## Closed shop

It lay in active efforts by Seifsa to explain to workers "the benefits they can receive from the preservation system".

In another development, Seifsa spokesman said they saw no reason to renegotiate the industry's closed shop agreement, which means that workers in skilled and some semi-skilled jobs must join one of the unions which are members of the industrial councils.

"We support the current arrangement and we do not believe it is causing serious problems. If we did believe that, we would obviously seek to change it", Seifsa's director, Mr Sam van Coller, said.

Seifsa's assistant director, Mr Derek Harris, denied reports that many exemptions to the closed shop had been granted, but other employers said they believed the closed shop in the industry was being "honoured in the breach".

Senior Seifsa representatives said they did not believe the existing closed shop clause posed a threat to industrial peace in the industry.

# Strikers' condition for return to work

Ev Post 5/11/81

152

~~120~~  
Post Reporter

STRIKING workers at African Hide Trading Corporation have resolved not to return unless the company recognises the General Workers' Union of South Africa

A union official said he did not know whether the company intended reinstating or re-employing the 120 workers who went on strike on Monday in a bid to get Gwusa recognised. They are considered to have dismissed themselves.

The managing director Mr O R Townsley could not be reached for comment today.

The hiring of employees to fill vacancies at Aberdare Cables, and the re-employment of strikers wanting to return continued today.

Workers struck after a colleague had been dismissed

# More workers paid off after <sup>N Mercury</sup> ~~5/11/81~~ ~~152~~ ~~789~~ pension disputes

## Mercury Reporter

ABOUT 120 workers from Chicks Scrap Metals at Moberi in Durban were paid off yesterday after a dispute with management over union representation and pension funds.

The workers downed tools on Tuesday after the management had dismissed the South African Allied Workers Union's representative at the factory.

According to the general secretary of the union Mr Sam Kikine, workers demanded the reinstatement of the representative union recognition and immediate repayment of their pension fund money.

Mr A K Saver, managing director of Chicks Scrap Metals spoke to workers yesterday morning and told them that the skills they have are important to our business and would be hard to replace.

## Dismissed

But he told them, those of the workers who had not started work by 8 a.m. would have to be considered by management to have voluntarily dismissed themselves.

Mr Saver said 'Unfortunately the workers decided not to commence work and 90 percent of the workforce accepted their wage envelopes.'

He said the employment office had been opened yesterday afternoon and 'it would appear that a great majority of our previous employees will be re-engaged.'

Forty-four workers from the Zinkwazi Caravan Park near Stanger who went on strike after the management fired two workers on Saturday appeared in a Stanger Court yesterday on charges of trespassing.

Mr H Q Achtzehn, the general manager of the caravan park said he had discharged all the striking workers on Saturday but they had refused to leave the premises.

## Deadline

I called the police in who issued a final deadline to the workers that if they had not left the premises by Tuesday they would be arrested for trespassing.

The workers still would not leave so they were taken into police custody where they remained until they appeared in court yesterday, he said.

The public prosecutor, Mrs N. [unclear] said 44 workers had appeared briefly in court when their trial was postponed until November 20.

They were remanded on a warning and released from custody, she said.

Meanwhile at Jacobs in Durban yesterday, the Defy Industries plant was still closed, six days after 1200 workers downed tools after a dispute with the management over pension funds.

## Registered

Mr Ron Collie, general manager of the Defy major appliances division, said yesterday 500 of the workers who had been dismissed on Monday had registered for re-employment.

He said if the company re-employed 100-200 workers in the next few days they would be able to re-open the plant, but this depended on the exact composition of the workforce.

The re-employment of 500 workers was dismissed by Mr Kikine as 'propaganda'.

He said he had been out to the factory and the only workers there were the 40 he had sent to see what was happening.

*[Handwritten notes and scribbles on the left side of the page, including illegible text and a large scribble at the top.]*

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EV Post 6/7/81  
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# 200 'striking' George food workers gather at protest meeting

Post Correspondent

GEORGE — Amid mounting tension and accusations that their union leader was last night illegally locked out of the factory, about 200 workers at the Table Top factory gathered at the Conville Community Centre here for a protest meeting today. The manager, Mr P D du Toit, said the 200 absent workers were not on strike, but had terminated their own services by refusing to return to work after a lunch break on Wednesday. At the protest meeting workers claimed the "strike" on Wednesday was precipitated when Mr Du Toit refused to re-employ 14 quality controllers who had resigned from the company in September.

Workers said the 14 women — including three union leaders — were "pressured" into resigning when management insisted that they trained "replacements". Rather than collaborate in their own dismissal, the women resigned.

Mr Robert Pienaar, chairman of the union's George branch, said that when he reported for work on Thursday night, he was refused permission to enter the factory and was told he had voluntarily resigned on Wednesday night.

However, he maintained his request for absence was granted because he had spent the day discussing matters with dissatisfied workers.

Mr Du Toit today broke his silence on the dispute and said the workers had been replaced and they were dismissed because they refused to return to work on Wednesday.

om 'happy workforce'

Back

# k to normal

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6/11/81

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## Mercury Reporter

DURBAN returned to normal yesterday after a week's spate of work stoppages involving more than 2 500 workers

At Chicks Scrap Metals in Mobeni, Mr A K Sayer said the company had re-employed about 90 percent of the 120 workers who had been paid off on Thursday

He said he had gone down to the factory during the day and the workers were 'full of smiles and waves, so we seem to have a happy workforce'.

The workers downed tools on Tuesday after they claimed the management had dismissed unfairly their union representative

They had also demanded immediate repayment of their pension money

Mr Sayer said he had informed the workers that it was company policy to make sure their pension money was not misused and had guaranteed that should anyone resign they would be paid out

Although recruiting of workers who had been dismissed on Monday continued at Defy Industries plant in Jacobs, Mr Ron Collie, general manager of the major appliances division, said it was going fairly slowly

'Quite a lot of our previous workers have re-applied and the total number of people at the factory, including the small number who did not participate in the strike, is 600' he said

## Pension fund strikers slowly return to their jobs

The plant has been closed since Wednesday last week when about 1 200 workers downed tools after a dispute with management over pension funds

Mr Collie said there was a small amount of operating going on in the plant but it would not be able to re-open fully yet as the workforce was not enough to operate all sections

He reiterated that it was impossible for the company to pay out the workers' pension contributions as these were controlled by the Steel and Engineering Industries Federation of South Africa

'One of our senior executives has discussed the workers concern with federation executives and there has been a lot of con-

cern about the pension fund expressed by other members,' Mr Collie said

The 700 workers from Reckitt and Colman at Mobeni returned to work Monday after they had been involved in a dispute with management over pension funds

The entire workforce Croda SA at Prospecton about 30 men — downed tools on Monday after management refused to pay out their pension money returned to work the next day

At the Pinetown textile factory of Ninian Lester near Pinetown about 500 workers returned to work on Tuesday after a one-day stoppage when management refused their demands for a wage increase

# George firm locks out 220 workers

CAPE TIMES  
6/11/81

Staff Reporter

ABOUT 200 women and 20 men at Table Top in George were locked out by the factory management when they tried to return to work yesterday after a walk-out on Wednesday afternoon.

The workers — all members of the Food and Canning Workers Union (FCWU) — were threatened with arrest by police, who arrived at the factory gates when the workers gathered to discuss the lock-out.

Late-yesterday, representatives of the Cape Town-based FCWU arrived in George in an attempt to open negotiations with management, but details of whether the talks would take place were not available last night.

## Police action

The general manager of the factory, Mr PD du Toit, refused to comment when asked about the lock-out yesterday, and would neither confirm nor deny management involvement in the police action. Police spokesmen for the area could not

be reached last night.

A union organizer said in Cape Town yesterday that officials of the Department of Manpower Utilization had been called in by Table Top while management refused to negotiate.

The dispute began in September when Table Top evidently refused to re-employ 14 workers who walked out in support of the resignation of the union secretary in the area. She had refused to train a new quality controller whom it was feared would make the jobs of other workers redundant.

Management evidently told her that if she was not prepared to train the new person, then "there was no place for her in the factory", the union official said.

They also told the workers they would be re-employed when the peak season began. When it became apparent management would not honour their re-employment undertaking, the workers staged the walkout, it is claimed.

A workers' committee member said from George yesterday that they were waiting to hear the response from management to approaches from the union, but in the meantime 'the workers will stand firmly together'.

In a statement issued yesterday, the union said 'the FCWU had represented workers at Table Top and have done so for a number of years'.

"Table Top had a wage agreement with the FCWU but after it was taken over by Fedfoods, one of the largest employers in George they were not prepared to formally recognize the union."

"We are extremely distressed that the employers are prepared to call in the Department of Manpower Utilization and the police to resolve this dispute particularly as it is a problem that has arisen from management going back on an undertaking given to workers. The union committee as well as union officials the statement said."

# Pipekor strike off

By SELLO RABOTHATA

THE 300 employees at Pipekor (Pty) Ltd near Krugersdorp who went on strike yesterday over the Government's Pension Bill will be going back to work today.

A member of the workers' liaison committee said the workers had instructed the committee to talk to management about the proposed bill, which aims at making employees receive their pension contributions on retirement and not each time they change jobs.

The worker said "We have been talking to management for the past five weeks and we have still not received a satisfactory answer."

The workers decided to down tools until they received a satisfactory answer from management.

The personnel manager was unavailable for comment. Later yesterday, the worker representatives contacted The SOWETAN to say a meeting between management and the Industrial Council was over and that the workers would be going back to work today. He said management had nothing to do with the grievance but they would take the matter up with the Industrial Council.



GOING BACK: Some of the workers

(15)

(152)

Sowetan Club

# Fresh worker RSM 7/11/81 unrest 152 flares in Natal

## Labour Reporter

TWO new pension strikes hit Natal yesterday — and a third, involving 1 400 workers, was settled after a unique agreement between the Defy Corporation and the unregistered SA Allied Workers Union.

The latest strikes began shortly before the Government dropped its plans to "freeze" pension contributions until retirement.

The Mail's Durban correspondent reports that about 400 workers at the Saiccor mill in Umkomaas were teargassed by police yesterday as they struck in support of demands for pension refunds.

Management refused to accede to this demand and told workers that they would have to quit if they wanted their pension money.

In Durban, Rheem Corporation was hit by a pension strike involving about 75 workers — half the workforce.

## Called off

At Defy, a two-week pension strike ended yesterday and staff streamed back to work after an agreement between management and Saawu.

This is believed to be the first time a major Durban employer has negotiated an end to a strike with Saawu.

Defy workers had also demanded pension refunds, but management had said it was unable to pay out because the metal industries pension fund, which covers Defy workers, had the same preservation provisions as the Government's pensions Bill.

After a deadlock in negotiations, Defy fired 1 400 workers on Monday but invited them to reapply for their jobs.

By yesterday, however, only about 600 had done so and management reopened negotiations with Saawu.

A statement yesterday by Mr Ron Collie, general manager of Defy's general appliances division, said Defy and Saawu had completed discussions and that "all workers will be returning today and normal factory operations will resume as quickly as possible."

He added "Arrangements have been made with Saawu to begin discussions directly with Seifsa and Defy has undertaken to communicate workers' grievances to all relevant authorities, to assist workers in their attempts to secure changes to the fund's rules so that it may ultimately be more suited to their needs."

Saawu had also accepted Defy's assurances that job preferences would be given to former

would be no victimisation

ARGUS 7 11 81

# Strike at fruit firm suspended

~~152~~ ~~157~~  
Weekend Argus Bureau  
EAST LONDON—The 500 workers who went on strike at Western Province Preserving here after demanding bonus payments have suspended

their strike pending a decision on their demands.  
The factory ground to a standstill yesterday morning when the workers downed tools. They agreed to return to work in the

afternoon after officials of the African Food and Canning Workers' Union, which represents the workers, held discussions with management.  
No decision was reached on the bonus issue and

negotiations will continue on Monday.  
A management spokesman said the company had not yet decided what stand it would take. The managing director, Dr G Mair, was overseas and would only return next week.

# Govt drops pensions Bill as the pressure mounts

By STEVEN FRIEDMAN

THE Government has dropped its controversial Bill to "freeze" employees' pension contributions until retirement — a Bill which has prompted nationwide labour unrest and heavy pressure from employers and unions to scrap it.

According to business lobby groups, the strikes triggered by the Bill have caused the loss of tens of thousands of man-days.

Demands by black workers for pension contribution refunds have forced pension funds to pay out "millions" — endangering their financial health.

A brief joint statement by the Registrar of Financial Institutions and the Director-General of Manpower yesterday announced the Government would not go ahead with the Bill

It hinted legislation on this issue could be introduced in the future, but said this would not be done without consultation with all involved

The statement came only a day after the influential Federated Chamber of Industries issued a call for the scrapping of the Bill

It argued that pension reform could be brought about by negotiation between employers and employees rather than by legislation

## More unrest

At the beginning of this week, the Federation of SA Trade Unions also called for its withdrawal, saying any Bill should be introduced only after consultation with black worker leaders

The Bill's withdrawal also came amid continued pension unrest, particularly in Natal. One major pension strike in the area was settled yesterday and two new ones were reported

The statement announcing the decision not to go ahead with the Bill was released yesterday by the Registrar of Financial Institutions, Mr Naas van Staden, and the Director-General of Manpower, Mr Jaap Calliers

They announced that "in order to dispel any doubts regarding the preservation of pension interests, the Preservation of Pension Interests Bill is not being proceeded with

"Before the introduction of legislation in this regard will be considered further, in-depth consultation will take place with the leaders of the parties concerned"

## Step hailed

A spokesman for Fosatu yesterday welcomed the Government's decision

He also hailed it as "the first time in many years that the Government has recognised the need not to introduce measures affecting black workers without negotiating with workers themselves"

He added "We trust that, if the Government plans to introduce any similar measures in the future, it will recognise consultation must include the leaders of black workers, who are the group most directly affected"

Since the beginning of the year, black worker strikes over the pension Bill have plagued industry — particularly in Natal and the Eastern Cape. The Natal sugar industry alone has lost tens of thousands of man-days as a result

Black workers demanded the refund of their pension contributions to escape the effects of the proposed Bill. Where pension funds agreed to this, they often had to pay out large sums.

The Transvaal clothing industry's provident fund alone is due to pay out more than R1-million

## Reviewed

One-tenth of its members have asked to withdraw

The mounting unrest led to a reassessment of the Bill by employer groups like the FCI, which had originally supported it, but had requested amendments

Successive suggestions for changes to the Bill by the FCI culminated in this week's call for its withdrawal

It is understood that business leaders, who foresaw a decision to withdraw the Bill, do not expect this decision to end unrest immediately. They expect that some time will be needed "before things cool off"

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7/11/81  
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# Police use teargas to disperse workers

N. MERCURY

7/11/81

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**Mercury Reporter**  
POLICE used teargas to disperse about 400 workers from the Satecor mill at Umkomaas on the South Coast after they downed tools yesterday over a pension fund dispute.

The workers, some of whom had been working since midnight, stopped work at 6 a.m. yesterday and gathered outside the factory where they were told management would address them at 11 a.m.

Police in riot gear accompanied by dogs arrived about 1 p.m. and then management representatives addressed the assembled workers.

## Refusal

The workers sent two representatives to talk to Mr O. W. Tainton, the managing director of the rayon-pulp mill.

They returned with Mr Tainton's refusal to pay their pension money, 'unless they resigned'.

An ultimatum was issued by the police and management that the workers either to return to work or go home.

As the workers were slowly dispersing the police formed up and tear gas was fired into large groups of workers.

The majority of workers

then turned to run down the road and police rolled tear gas cannisters at small groups who had not followed them.

Workers told the Mercury that all they wanted was their pension money and then they would return to work.

'After all it's our money,' they said, 'so all we're asking for is to be given what belongs to us.'

Mr Tainton claimed later that the majority of his workers wanted to return to work but they were being 'stirred up by agitators'.

During the day the Mercury had seen no evidence of agitation and all the workers spoken to had understood the pension fund issue.

A number of workers said although the proposed pension Bill was only to be introduced in 1985, they did not trust the Government.

'I signed forms relating to my pension when I joined the firm which set down rules relating to it,' a worker said, 'surely then if the rules are to be changed I should have been consulted'.

In the morning workers stopped and bounced cars. They said they were checking for workers from other shifts.

At Rheem S.A. in Isipingo about half the workforce —

involving about 75 men — also stopped work yesterday demanding their pension fund contributions. All but about 20 workers had returned by a deadline that had been set.

At Defy Industries plant in Jacobs all the workers clocked in yesterday after an agreement was reached between management and the South African Allied Workers Union.

The plant had been closed since Tuesday last week after about 1200 workers downed tools.

## Membership

Mr Ron Collie, general manager of the major appliance division, had said the firm was unable to pay out the workers' pension contributions because they were tied by membership to the Steel and Engineering Industries Federation of South Africa, who administered the fund.

No said arrangements had been made with the union to commence discussions directly with the federation.

Workers' grievances would be conveyed to the various authorities.

Mr Sam Kikine, the general secretary of the union, said they had accepted Defy's assurance that no victimisation would take place.



# Govt criticism blows down

# ON PENSIONERS' FREEZE

152  
AS MERCURY  
7/11/81

Mercury Correspondent

**JOHANNESBURG**—The Government has dropped its controversial Bill to 'freeze' pensioners' pension contributions until retirement, after nationwide labour unrest and heavy pressure from employers and unions to scrap it.

According to business lobby groups, strikes triggered by the Bill have caused the loss of thousands of man-days.

Demands by black workers for pension contribution refunds have forced pension funds to pay out millions.

A brief joint statement by the Registrar of Financial Institutions and the Director-General of Manpower yesterday announced the Government would not go ahead with the Bill.

## Negotiation

It hinted that legislation on this issue could be introduced in the future, but said this would not be done without consultation with all involved.

The statement came only a day after the Federated Chamber of Industries issued a call for the scrapping of the Bill. It argued that pension reform could be brought about by negotiation between employers and employees rather than by legislation.

At the beginning of this week the Federation of South African Trade Unions (Fosatu) also called for its withdrawal.

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Mercury Reporter

THE general secretary of  
the National Federation of  
Workers, Mr Matthew  
Oliphant, who is facing  
three charges under the Ri-  
otous Assemblies Act, was  
remanded yesterday to No-  
vember 27 to the Fshowe  
Regional Court

Mr Oliphant appeared in  
the Melmoth Magistrate's  
Court yesterday

The three charges which  
Mr Oliphant faces are in-  
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(vii) Is the thesis deserving of publication?

Not in its present form. The conclusion, together with some of the  
relevant evidence, could well make one or two valuable articles.

*M.G. Whisson*  
.....

M.G. Whisson

27.5.1980

SAWU'SSIA UNIONS STRIKE FOR WILSON-ROWNTREE STRIKERS

# SAWU'SSIA UNIONS STRIKE FOR WILSON-ROWNTREE STRIKERS

## a sweet boycott in UK

By CHARLENE BELTRAMO and BARNET MTHOMBOTHI

ANTI-APARTHEID activists belonging to more than 400 organisations unanimously passed an urgent resolution in London this week to impose trade union and other pressure on Wilson-Rowntree and Rowntree-Mackintosh.

The move is a sequel to a remarkable labour dispute between the growing South African Allied Workers' Union (Sawu) and the Wilson-Rowntree organisation. Against a background of clam and counter-claim, a consumer boycott of Wilson-Rowntree products in South Africa was launched about eight months ago after 500 workers went on strike.

The union claimed the strike followed the firing of three workers for allegedly refusing to repair machinery.

The union also claimed, against strong denials of both the reasons for the strike and the effect of the boycott, that other similarly unskilled workers had been dismissed for trying to fix equipment in a similar situation.

Wilson-Rowntree in East London dismissed 470 workers who refused to return to work until the issue was resolved.

The company's management also refused to negotiate with Sawu, the worker's trade union. The London resolution calls for "the reinstatement of the dismissed workers and an end to the victimisation of and detention of all Sawu members".

The anti-apartheid activists say that if the London resolution is ignored by the Ciskei and South African authorities, an "international boycott" of Wilson-Rowntree and Rowntree-Mackintosh products will be launched.

Mr Mike Terry, a leading figure in the British Anti-Apartheid Movement, told the Sunday Express political activists had pointed to the apparent hypocrisy of the Rowntree companies' treatment of Black workers in southern Africa — when the parent company freely admitted giving grants to "liberation movements around the world, including those in southern Africa".

Rowntree-Mackintosh revealed this in an interview with BBC-TV.

Mr Terry said the grants came from two trusts set up by the parent company.

According to him, one of the trusts partly funded Frelimo and the MPLA during the wars against the Portuguese colonialists in Mozambique and Angola.

He said they also contributed to the Anti-Apartheid Movement in London.

Mr Andrew Morelsane, a Black Allied Workers' Union representative, has travelled Britain and Australia informing meetings of Black trade union-

ism in South Africa, focussing on the Wilson-Rowntree situation.

In August, after Ciskeian police detained 205 Sawu members, Australian trade unionists boycotted all South African goods and refused to load or off-load shipments of South African

cargo for a week.

The Wilson-Rowntree issue was raised at the recent Quaker conference in Britain.

Rowntree-Mackintosh is run by a leading Quaker family and a motion was passed urging the Quakers to put pressure on the family to remedy the situation.

Wilson-Rowntree management disputed boycott claims by the union when they were put to them by the Sunday Express, insisting on all communication being by Telex and not telephone.

They then stated some facts in the original claims were untrue and that they had proof to the contrary.

When asked to produce their evidence they said in a Telex message to the Sunday Express that they were "a reputable company" and were "not prepared to divulge our figures to you".

They asked that their three-page Telex message and subsequent management have to be returned to them.

Other moves include a few weeks ago students at the University of Cape Town stormed the university canteen and confiscated all Wilson-Rowntree products. They sought

workers did not follow normal dispute procedures.

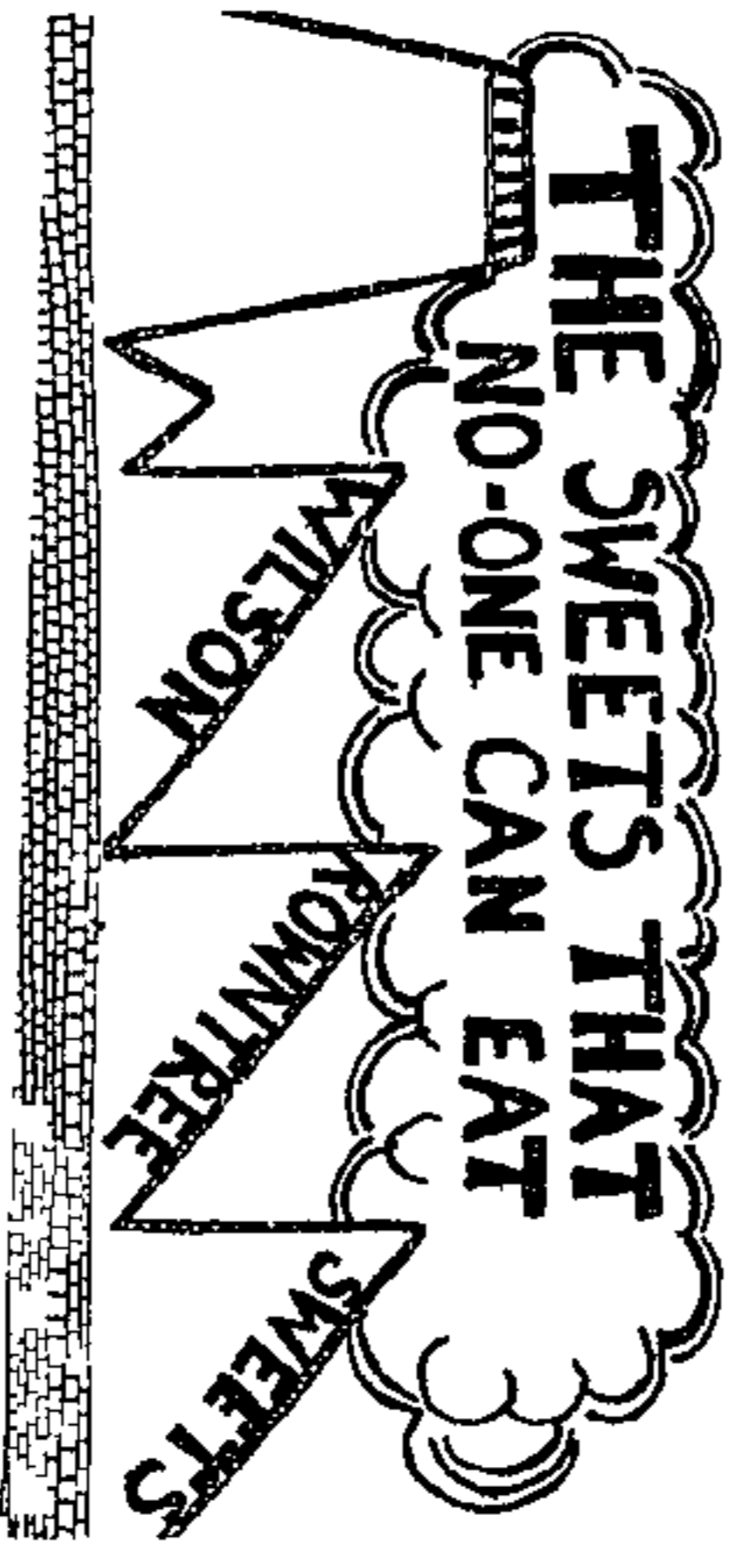
Over a period of three weeks 500 workers either walked off the job or did not report for work, while more than 1 000 employees did not participate in the strike.

Wilson-Rowntree management said a boycott was called after negotiations broke down between Wilson-Rowntree management and Sawu Thirty workers returned to Wilson-Rowntree while 470 remained on strike.

Wilson-Rowntree management arrested in a Security Police swoop in Johannesburg. Some were released, while others were redetained under Section 6 of the Terrorism Act.

Mr Veli Kraai of the Soweto Chamber of Commerce and Industries said they had asked their 500 members to boycott Wilson-Rowntree products.

The Rowntree Workers Support Committee claim that about 1 000 Pretoria-Witwatersrand-Vereeniging storekeepers have agreed not to sell Wilson-Rowntree products.



Title of pamphlet calling for the Wilson-Rowntree boycott

Client management has invited the client to attend a meeting on the 11th of November at 10:00 am at the University of Cape Town. The meeting will discuss the current situation and the proposed solution. The client is requested to bring a copy of the relevant documents to the meeting.

# Strikers go back to work <sup>(152)</sup> as Pensions <sup>STAR :</sup> Bill is scrapped <sup>9/11/80</sup>

## Labour Reporter

Several pension-related strikes were resolved at the weekend in the Eastern Cape and Natal. At the same time the Government announced that it had scrapped the controversial Pensions Bill.

The Bill had sparked widespread worker unrest and employer bodies in Natal today hailed the decision to drop it.

Employers are hoping that the unrest will now abate.

Cases where pension disputes were resolved include

● The Defy plant in Durban where by Friday afternoon most of the workforce of 1400 had been re-engaged.

● The Rheem SA firm in Isipingo which produces metal containers saw about 90 workers out on strike on Friday and all but 27 met the return-to-work deadline and were dismissed.

● The Proekor plant in Krugersdorp, part of the Everite group, where about 150 strikers returned to work on Friday after a dispute involving the metal industry's industrial council's pension scheme.

● About 120 workers at Chick's Scrap Metals in Durban returned to work on Thursday after striking

for 11 days over their pensions.

Another pension-related dispute at the Saiccor ravenon pulp firm in Umkomaas Natal has been reported. Management was not available today for comment.

The scrapping of the Pensions Bill followed a call by the Federated Chamber of Industries on Thursday evening for the Bill to be dropped and for future pension negotiations to be held between employers and workers with a minimum of State intervention.

A spokesman for one Natal employers' group said any future drafting of pension legislation should include worker representatives to avoid further disputes.

Talks at the strike hit Table Top firm in George between management and the Food and Canning Workers' Union are scheduled for tomorrow. About 200 workers were told they had "dismissed themselves" for downing tools in support of 14 colleagues who had lost jobs.

The Star's Africa News Service also reported a strike by about 110 workers at a SWA/Namibian meat packing factory in Windhoek over wage demands.

STAR 7/11/81

# Nanga journalists join work-to-rule action

OWN CORRESPONDENT  
DURBAN — Journalists at the Durban-based Nanga newspaper, published in Zulu, today joined colleagues at five English language newspapers on a work-to-rule over a pay dispute.

The Sunday Tribune chapel instituted a work to rule 10 days ago and it has since been joined by

chapel at the Sunday Times, the Sunday Express, the Rand Daily Mail and the Daily News.

When pay talks reached deadlock on November 4, management left its offer of 18 percent across the board with a seven percent discretionary increase open for two weeks. The SACU's demand was for 25 percent across the board for senior.

Session	Ha	Examinees
1	Hi	History I
2	Hi	History I
3	History Senior, 1a (Colonisation and decolonisation. Old History II, Paper I)	History II History III
4	History Senior, 1b (U.S.A. since 1783. Old History III, Paper I)	History II History III
5	History Senior, 1c and African History I, 1a (Outline history: pre-colonial Africa. Old African History I, Paper I)	History II African History I
6	History Senior, 1d and African History II, 1a (Special themes: pre-colonial. Old African History II, Paper I)	History III African History II
7	History Senior, 2a and African History I, 2b (South African History. Old History II, Paper I)	History II History III African History I
8	History Senior, 2b (20th Century trends. Old History III, Paper III)	History II History III
9	History Senior, 2c and African History I, 2a (Outline history: colonialism, etc. Old African History I, Paper I)	History II African History II
10	History Senior, 2d and African History II, 2a (Special themes: colonialism, etc. Old African History II, Paper II)	History III African History II
11	History Senior, 2e (19th Century Europe. Old History III, Paper II)	History III

Note: In the above, the symbols 1a, 2b, etc. are used to identify courses as set out in the proposed new Prospectus entry. The numerals (1 and 2) identify the semester; the letters (a,b,etc.) identify the half-courses offered in those semesters.

# 250 jobs offered to Mdantsane workers

EAST LONDON—The Ciskei Minister of Agriculture and Forestry, the Reverend W M Xaba, has invited Mdantsane residents to apply for jobs at the Dunlop Flooring factory here by reporting to the Ciskei Central Intelligence Service (CCIS) offices in Zwelitsha this morning.

Mr Xaba announced that there were 250 job opportunities at the factory after delivering his main address at the Mdantsane regional independence celebrations on Saturday.

About 500 workers at the

factory lost their jobs two weeks ago after striking in demand of the return of their pension contributions. The general manager of the company, Mr N Yeadon, said last week that recruitment to replace the fired workers was going well.

Mr Xaba congratulated the management of Dunlop for its stand against what he called "evil righteousness".

He said applicants for the jobs should be able to read and write English and should have passed standard three. The jobs

were for Mdantsane residents, he said, adding that they should report at the Zwelitsha offices of the Ciskei Central Intelligence in zone six to be "guided about these job opportunities".

Mr Xaba said he sympathised with those who had lost their jobs after being misled by irresponsible people. "These hungry stomachs are the responsibility of the Ciskeian government," he said.

He appealed to Ciskeians not to accept anything that came before them without finding out what the government thought about it and said they should always seek the government's guidance.

"Do not listen to self-styled leaders. They will lead you to nowhere because their time is doomed," he said.

Mr Yeadon was unavailable for comment — DDR

## Employees misled says Dunlop chief

EAST LONDON — Mr N Yeadon, the general manager of Dunlop Flooring, said in a telex statement yesterday that the government's decision to drop the controversial Bill to preserve pension contributions until retirement should resolve once and for all the problems, which have arisen over the issue.

Commenting on the strike at his factory which has been over the pensions issue, Mr Yeadon said it was extremely unfortunate that the workers had been completely mis-

guided by some irresponsible elements who, it was obvious, by having incited them to an illegal strike, did not have the existing and long-term welfare of the workers at heart but some other motive.

"We sent telegrams to our employees, as any responsible employer would do, to inform previous members of our workforce, who had much to lose to make up their minds quickly or suffer the consequences of not having jobs to come back to" — DDR

# Gqweta calms

DD 9/11/81

## crowd

at

## funeral

PEELTON — The president of the South African Allied Workers Union, Mr Thozamile Gqweta, calmed an angry crowd at the funeral of his mother and uncle here yesterday

The crowd was milling around members of the Ciskei security police and protesting against the arrest of one of the mourners

The crowd had surged forward to try to release Mr Butinyana Tokota from their custody

The incident occurred during the funeral service of Mrs Nontamba Elsie Gqweta and Mr King Gqweta

The service was attended by thousands of mourners including some from Johannesburg, Port Elizabeth, Grahamstown, Durban and Bloemfontein

Mourners from Mdantsane and East London came in a fleet of vehicles to pay their last tribute

Mrs Gqweta and Mr Gqweta were burnt to death when their house here was destroyed by fire last week

Messages of condolence read at the funeral included some from the management of factories and firms in East London, all expressing sympathy with Mr Thozamile Gqweta and members of his family

Mr Tokota said he borrowed a pen from a friend and was writing a message on the palm of his hand when the security police came forward and tried to take him to a car. He protested and wanted to know why he was being taken away

He said the security police paid no heed and dragged him into the car. This drew the attention of the mourners who became angry and surged forward milling around the security men demanding to know why they were taking Mr Tokota away

Mr Gqweta left his seat as chief mourner to plead with the crowd to be calm. They responded immediately and Mr Tokota was released from the custody of the security police

The security police left when the mourners left the cemetery — DDR

# Work to rule spreads

**THE** black newspapers, **Ilanga** and **Post (Natal)** joined a work-to-rule campaign by a number of newspapers yesterday in support of pay-demands by the Southern Af-

rica <sup>10/11/67</sup>  
**Society of Journalists.**

The father of the Ilanga chapel, Mr France Xolo, confirmed in Durban that all journalists on the newspapers were affected

<sup>152</sup> <sup>since 1967</sup>  
The SASJ is demanding a 25 per cent across the board increase for senior journalists. The society declared a dispute with employers when the demand was not met last week.



# 7 papers now work to rule

CAPE TIMES  
10/11/81

151  
152  
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JOHANNESBURG — The African newspapers, Ilanga and Post (Natal), joined a work-to-rule campaign by a number of newspapers yesterday in support of pay-demands by the Southern Africa Society of Journalists.

The father of the Ilanga chapel, Mr France Xolo, confirmed in Durban that all journalists on the newspapers were affected. The SASJ is demanding a 25 percent across the board increase for senior journalists. The society declared a dispute with employers when the demand was not met last week.

Ilanga and Post the first newspapers for blacks to work to rule, are Argus publications.

At least seven newspapers are working to rule.

The Sunday Tribune editorial staff started working to rule the week before last. They were joined by another Argus paper, Durban's Daily News, and three South African Associated Newspapers publications in Johannesburg, the Sunday Times, the Sunday Express and the Rand Daily Mail last week.

Post and Ilanga yesterday became the sixth and seventh papers to join the action.

Staff on the Star and the Argus agreed in principle last week to join the work-to-rule, but the decision was not immediately implemented.

A Cape Times chapel committee is investigating the possibility of joining the work-to-rule.

● The general manager of Saan, Mr Raymond Louw, says the decision by the SASJ to work to rule has not seriously affected publication of the group's newspapers, although it "does present some problems".

The work-to-rule means that while newspaper production goes ahead sub-editors and reporters will not work extra shifts.

Mr Louw said his management was still waiting for the SASJ to respond to an offer of an 18 percent increase for senior journalists, with an additional seven percent at the discretion of editors. The SASJ has till November 18 to reply to the offer. — Sapa

(152)  
~~138~~  
~~126~~  
~~117~~

# 580 workers are back on the job

STAR 10/11/81

Own Correspondent  
EAST LONDON — The 580 workers who downed tools at Western Province Preserving here yesterday returned to their jobs today.

They struck to protest a management decision that not all employees would receive bonuses this year.

Yesterday's strike was the third in less than a week in the factory.

Workers struck for a few hours on Thursday and Friday last week and were persuaded by officials of the African Food and Canning Workers Union (AFCWU) to return to their jobs.

A director of the company, Mr B Hanly, said staff had returned to work this morning and the factory was running normally.

They had made demands which management had con-

sidered but rejected as they were contrary to the agreement with AFCWU.

Mr Hanly refused to disclose what the demands were.

Miss D Komose, the secretary of AFSWU said management had told workers that only those who had been most productive would receive bonuses.

Mr Hanly told the workers he had been informed by the managing director, Dr G Marr, who is overseas at present, that bonuses would be negotiated in January along with a new wage agreement, Miss Komose said.

At the two Aberdare Cables plants in Port Elizabeth which were hit by labour unrest last week, management was taking on new workers today to replace those who were dismissed for striking over the dismissal of a fellow-worker.

# Security chief tells why ET job seekers were screened

EAST LONDON — More than 150 job seekers had been screened by the Ciskei Central Intelligence Services and sent to the Dunlop factory in East London yesterday.

The chief of the CICS, General Charles Sebe, said the job seekers had been responding to a call by the Ciskei Agricultural Ministry urging unemployed people to apply for 250 vacancies at the factory.

These had occurred after a strike over pensions two weeks ago.

Asked why the Ciskei Government had involved itself in "sorting out" workers, General Sebe said he had learned that after the strike at Wilson-Rowntree, many workers

sacked had taken jobs at Car Distributors' Assembly.

"Management was unaware that these people had lost their jobs over a strike," he said.

Asked why the Ciskei Government had involved itself in "sorting out" workers, General Sebe said he had learned that after the strike at Wilson-Rowntree, many workers

sacked had taken jobs at Car Distributors' Assembly.

"Management was unaware that these people had lost their jobs over a strike," he said.

Asked whether this would not bring negative reaction from other countries when it was known that workers had to go through an intelligence office to get jobs in factories, he said.

"It depends on the willingness of industrialists to co-operate with us in stamping out this evil," Mr Sisa Njikelana, the vice-president of SAAWU,

152

— Sapa.

# Shooting marks new stage in relations—unions

152

USA  
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DD 10/11/81

EAST LONDON — The reporting of an alleged shooting involving workers returning from the Gqweta family funeral on Sunday marked a new and sinister stage in the relations between workers and the Ciskei authorities, three trade unions said in a joint statement yesterday.

The statement issued by the South African Allied Workers' Union, the General Workers' Union and the African Food and Canning Workers' Union local branch said the unions had constantly pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant detention and harassment of the workers' leaders.

"These reforms are rendered absolutely meaning-

less when workers are wantonly shot at by the police — workers who in this instance were returning from mourning the violent death of the mother and the uncle of one of their most respected leaders.

"We should also point out that the shooting was preceded by the most flagrant provocation of the mourners by senior Ciskei policemen at the funeral itself.

"We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous. Whether they like it or not the South African authorities are forced to recog-

nise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence.

"In the context of this general tension the Ciskei authorities are now taking on the unions in the most vicious way possible. The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factories they would do better to control the Ciskei authorities than to uphold the myth of independence.

"Should the South African Government fail to do this their complicity in the reign of terror in the Ciskei will be there for all to see" — DDR

pd 10/11/81 (95/1050) (90/152) (26)

# Sebe: 150 screened for Dunlop

EAST LONDON — More than 150 workseekers had been screened by the Ciskei Central Intelligence Services staff and sent to the Dunlop factory here yesterday, the Director General of the CCIS, Major General Charles Sebe, said yesterday.

He said the workseekers had been responding to a call by the Ciskei Minister of Agriculture and Forestry, the Reverend W M Xaba, who urged unemployed people to apply at CCIS offices to fill 250

vacancies at the factory. The vacancies had been created following a strike over pensions at the factory two weeks ago.

Asked why the Ciskei Government had involved itself in "sorting out" workers, he said they had learnt that after the strike at Wilson-Rowntree many workers who lost their jobs there had been employed at Card Distributors Assembly (CDA).

"This employment of these people had been done by management who were not aware that these people had lost their jobs over a strike," he said.

"What followed this was another strike at CDA and some industrialists have come to realise the need for screening in this volatile situation.

His department was committed to 'eliminating this element' by working

with industrialists in ensuring a healthy atmosphere in local factories.

Asked whether this would not have negative reaction from other countries when it was known that workers had to go through an intelligence office to get jobs in factories, he said "This is not what we are pressing for but in cases where there have been disturbances and work stoppages we are using this system as a short term solution.

"It depends on the willingness of industrialists to co-operate with us in stamping out this evil."

Mi Sisa Njikelana the vice-president of Saawu, yesterday described the statements by Mi Xaba and General Sebe as 'remarkable'.

He asked "What happened to the Ciskei Man-

power Development Centre through which management was trying to recruit workers? Has it failed dismally?"

Moreover, how does the intelligence service of a country function as an employment bureau?"

He said that those workers who had applied for jobs through the CCIS only indicated to other workers that they still had a great task to educate those who were still in the dark — those who did not realise that the so-called Ciskei government is hopelessly trying to implement a strike-breaking strategy for Dunlop Flooring workers.

How can a government which serves and protects the interests of the employers be able to serve and protect the interests of the workers as well? — DDR

# Pensions rows still going on

**PENSIONS** fund disputes continued in Natal yesterday in spite of the Government's scrapping of the proposed pensions Bill

About 450 workers from Ilco Homes in Isipingo were fired and about 800 from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions

The Registrar of Financial Institutions, Mr Naas van Staden, and the Director General of Manpower, Mr Jaap Cilliers, announced last Friday that the Preservation of Pension Interests Bill was not being proceeded with

The Bill had triggered off countrywide labour unrest with workers demanding that their pension contributions be refunded — with Natal being the worst hit

The managing director of Ilco Homes, Mr A C Demmers, said that yesterday morning the whole of the labour force — about 450 workers — at their Isipingo site had stopped work

## Mail Correspondent

and demanded repayment of their pension money

"If they start getting stupid like that there is nothing left to do but to fire them all

"We gave them 30 minutes to get back to work, refusing even to discuss the issue and then when this had passed we dismissed them all" he said

Mr Sam Kikine, the general secretary of the South African Allied Workers' Union (SAAWU), said Ilco management had agreed to re-instate some of the workers, but workers had demanded unconditional reinstatement

At the Saiccor rayon-pulp mill at Umkomaas the workers, who downed tools on Friday after the management had refused to pay out their pension contributions, had not returned to work yesterday

The workers yesterday again sat outside the factory demanding their pension contributions. Management told them to come back today for their decision

## Problems

Trade Unions contacted yesterday said although they welcomed the Government's decision to scrap the pensions Bill, the labour unrest would not cease

Mr Kikine, representing SAAWU's 25 affiliate unions, said the withdrawal of the Bill would not solve the pension problem

"Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes," he said

# Pension

## ROWS go on

Npr 10/11/81 (A) (52) (30)

### No respite for firms after Govt scrapping of Bill

#### Mercury Reporter

PENSION fund disputes still continued in Natal yesterday in spite of the Government's scrapping of the proposed Pensions Bill

Four hundred and fifty workers from Ilco homes in Isipingo were fired and about 800 from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions

The Registrar of Financial Institutions, Mr Naas Van Staden and the Director General of Manpower, Mr Jaap Cilliers, announced on Friday that the Preservation of Pension Interests Bill was not being pursued

The managing director of Ilco homes Mr A C Demmers said that yesterday morning the entire labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pension money

#### Dismissed

'If they start getting stupid like that there is nothing left to do but to fire them all

'We gave them 30 minutes to get back to work refusing even to discuss the issue, and then when this had passed we dismissed them all,' he said

Mr Sam Kikine, the general secretary of the South African Allied Workers Union (Saawu), said Ilco management had agreed to reinstate certain of the workers, but workers demanded unconditional reinstatement

Workers at the Saiccor rayon-pulp mill at Umkomaas, who downed tools on Friday after the management had refused to pay out their pension contributions, had not returned to work yesterday

#### Outside

The workers yesterday again sat outside the factory demanding their pension contributions. The management told them to come back today for their decision

Mr O W Tanton, the managing director, could not be contacted yesterday. The Mercury was told he was in

conference all day

Trade unions contacted yesterday by the Mercury said although they welcomed the Government's decision to scrap the Pensions Bill the labour unrest would not cease

Mr Kikine representing Saawu's 25 affiliate unions said the withdrawal of the Bill would not solve the pension problem

#### Avoided

Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes

A spokesman for the General Workers Union said they strongly welcomed the withdrawal of the Pensions Bill but had the Government paid attention to the early warning of the unions the labour unrest would have been avoided

'The Government's failure to consult with the workers' leaders has led to an unprecedented wave of strikes and cost the jobs of thousands of workers

The general secretary of the National Federation of Workers Mr Mathews Oliphant said this should serve as a lesson to the Government that workers should be consulted on any legislation that would affect them

By Tony Davis

The Government backed down several times on its controversial proposed Preservation of Pensions Interests Bill since it was announced almost a year ago. Last weekend it was scrapped.

On Friday the Registrar of Financial Institutions, Mr Naas van Staden, and the Director General of Manpower Mr E. A. Cilliers, announced that the proposed pensions Bill was being discontinued and there would be talks with various interest groups.

Since it was first mooted in Parliament, the Bill has come under attack from all quarters.

The first known pension strike was in the Northern Transvaal last September, involving 400 workers at Tubatse Ferrocrome.

Port Elizabeth soon became a centre of pension unrest and in late January about 1500 Firestone workers stopped work. Workers at other Port Elizabeth firms followed suit.

In response to the gro-

# HOW WORKERS KILLED AN UNPOPULAR BILL

1755  
152  
10/11/81

wing unrest the Government granted employers exemptions from the proposed legislation — the first "retreat" on the controversial Bill.

A number of reasons were advanced why workers mistrusted the Bill. These included:

- ① Mistrust of Government "interference" with their pensions
  - ② Worker misunderstanding about pension funds
  - ③ Pension contributions were seen as emergency funds to help out during times of unemployment or to buy goods.
  - ④ Concern over the preservation of funds until the age of 65
- Firms in the Eastern Cape and Natal — particularly Durban — became

Employers hit by the wave of pension strikes hope that peace will return now that the Government has withdrawn its controversial Pension Bill.

caught up in the spreading pension unrest and the Government once again retreated.

Mr Owen Horwood announced in Parliament that contributions made before the pension Bill became law would be exempted.

Then the employers stepped heavily into the dispute.

The Government had already heard recommendations from unions and union federations, but now the employers wanted drastic changes to the

proposed Bill if not its actual scrapping.

The Federated Chamber of Industries (FCI) and the Natal Chamber of Industries suggested "salary threshold" exemptions from any pension legislation which would effectively exempt many black workers.

The Registrar of Financial Institutions, Mr van Staden, flew to Durban last month to meet the Natal Chamber and Durban Chamber of Commerce which called for a

postponement of the legislation for several years.

Durban over a two-month period had been hit by at least a dozen pension-related strikes. Workers at Hulet's group sugar plants had been out several times in succession.

After the meeting, Mr van Staden announced what appeared to be a further "retreat" on the proposed Bill — its provisions would not be enforced for three years after it became law.

The pension unrest led to the loss of millions of rands of worker contributions in pension funds across the country.

This month the pension unrest showed no signs of abating, with almost daily

reports of new disputes and the Government appeared to be in a no-win situation.

On the day before the announcement that the Bill was being dropped, the FCI made a public call for it to be scrapped, stating employers and employees should negotiate pension terms with minimal "State intervention."

Then the final retreat — the Bill was halted and the Government would re-examine the scheme and hold talks with the parties involved.

Employers hope the wave of pension unrest will now subside, although they recognise the issue has not been fully resolved.

"The Government has been wise in withdrawing this legislation and starting again on a consultative basis," the executive director of the Natal Chamber of Industries, Mr Roland Treakes, said.

But it was essential that those who were directly affected — the employees — should have some access to comment on the issues.



DD 10/11/81

320 152 160 196 144 139

# Natal unrest goes on despite bill being ditched

DURBAN — Pensions fund disputes still continued in Natal yesterday in spite of the government's scrapping of the proposed Pensions Bill

A total of 450 workers from Ilco Homes in Isipingo were fired and about 800 workers from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions

The registrar of Financial Institutions, Mr Naas van Staden, and the Director-General of Manpower Mr Jaap Cilliers, announced on Friday that the Preservation of Pension Interests Bill would not proceed

The bill had triggered off countrywide labour unrest with workers demanding the refunding of pension contributions — with Natal being the worst hit

The managing director of Ilco Homes, Mr A C Demmers, said yesterday, the whole of the labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pension money

"If they start getting stupid like that there is nothing left to do but to fire them all

"We gave them 30 minutes to get back to work, refusing even to discuss the issue and then when this had passed, we dismissed them all," he said

Mr Sam Kikine, of the South African Allied Worker's Union (Saawu) said Ilco management had agreed to reinstate certain of the workers, but workers demanded unconditional reinstatement

At the Saiccor rayon-pulp mill at Umkomaas, the workers, who downed tools on Friday after the management had refused to pay out their pension contributions had not returned to work yesterday

The workers yesterday again sat outside the factory demanding their pension contributions Management told them to come back today for its decision

Mr O W Tainton, the managing director, could not be contacted yesterday

Trade unions contacted yesterday said although they welcome the government's decision to scrap the Pensions Bill the labour unrest would not cease

Mr Kikine representing Saawu's 25 affiliate unions, said the withdrawal of the bill would not solve the pension problem

"Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes"

A spokesman for the General Worker's Union said they strongly welcomed the withdrawal of the Pension Bill, but had the government paid attention to the early warning of the unions the labour unrest would have been avoided

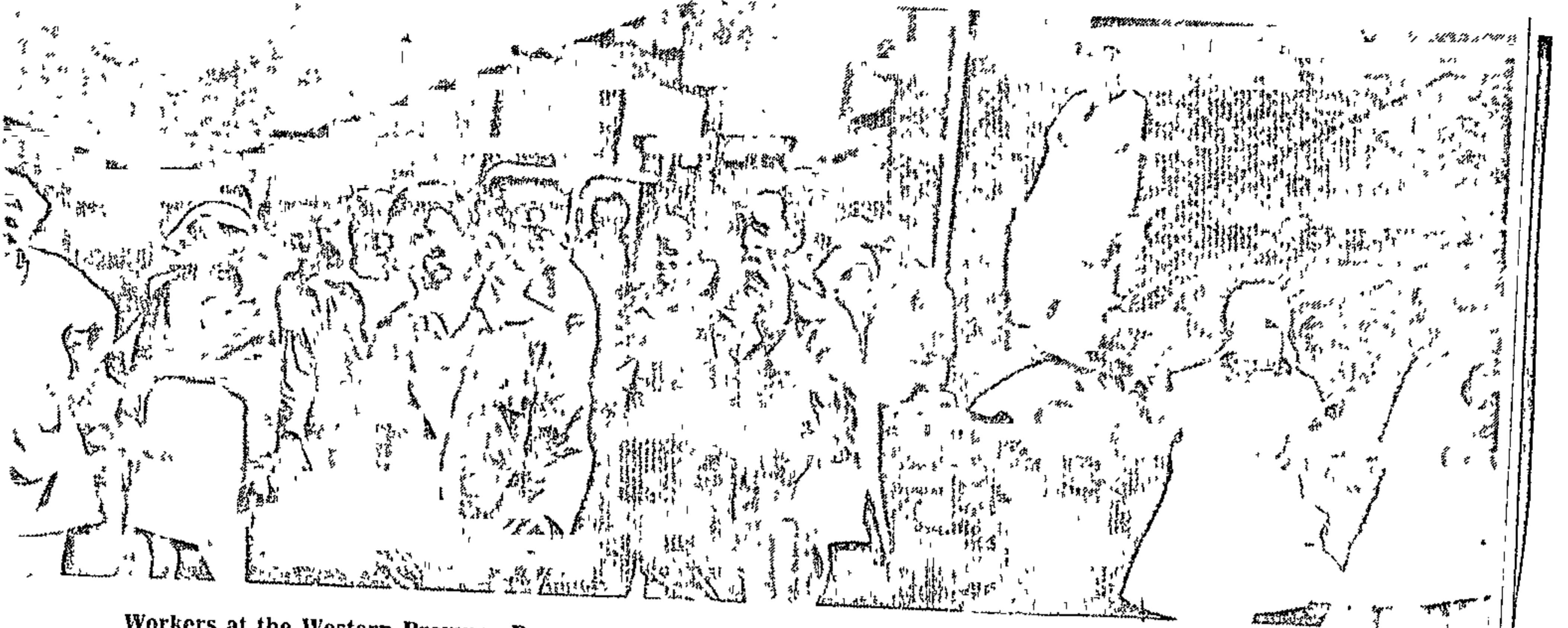
"In the event of the government's failure to consult with the worker's leaders has lead to an unprecedented wave of strikes that cost the jobs of thousands of workers"

The general secretary of the National Federation of Workers, Mr Mathews Oliphant said this should serve as a lesson to the government that workers should be consulted on any legislation that will effect them

"But it will not stop workers demanding their pension contributions as it has highlighted certain issues involving pension funds

"Workers are eager to know where their pension money is going to and are demanding to be represented on existing pension schemes," he said

Mr B E Khumalo, general secretary of the Black Allied Worker's Union saw the dropping of the Pensions Bill as a sign of "growing up" on the part of the government — DDC



Workers at the Western Province Preserving Company factory yesterday after downing tools

# 570 down tools at EL firm

DD 10/11/81

(52) ~~20~~ ~~100~~

EAST, LONDON — About 570 workers at the Western Province Preserving Company downed tools yesterday and refused to return to their jobs.

The branch secretary of the unregistered African Food and Canning Workers Union which is recognised by the company, Miss Debra Komose said the workers were protesting against a management decision not to pay all employees bonuses this year. She said they had downed tools on Thursday and Friday last week over the same issue.

Miss Komose said the dispute had begun when management informed the

workers committee at the factory last Wednesday that only those workers who had been the most productive would be getting bonuses.

She said the workers had objected to this and downed tools. Management had replied that it was difficult to reach any decision on the issue until the managing director of the company, Dr G S Maiti, returned from America.

She said Mr R Hanly, an official of the company had addressed the workers yesterday. He said that Dr Maiti had told him in a telephone conversation that the issue of bonuses was to be negotiated in

January along with a new wage agreement.

"Secondly, he said that bonuses depended on the profitability of the company," Miss Komose said. "The workers were not prepared to accept management's reasons and downed tools at lunch-time."

She said they did not return to work during the afternoon.

At 3.30 pm yesterday a large group of workers was standing idle within the premises of the factory.

Management at the factory were not prepared to comment yesterday and said they would issue a statement this morning —  
DDR

# 'PE strikes indicate dissatisfaction with labour policy'

EVENING POST

10/11/81

152

By SANDRA SMITH

THE number of strikes in the Port Elizabeth area during the past month relating to the issue of trade union recognition seemed to indicate a large section of the labour movement was not satisfied with the Government's labour policy

This was said today by a lecturer in industrial sociology at Rhodes University, Mr Paul Stewart who was reviewing the eight strikes

which have occurred in the region during the last month

Strikes over union recognition have taken place at the General Post Office African Hide Trading Corporation and Motorvia in Uitenhage

More enlightened employers in the area appeared to have realised this dissatisfaction existed, and had recognised independent trade union organisations — whether registered or not, Mr Stewart said

At Motorvia, where workers downed tools on October 13 in a demand for a minimum weekly wage of R50 and recognition of the Transport and General Workers' Union, the company agreed to recognise the union

At Imperial Cold Storage in Addo, management and the General Workers' Union of South Africa (Gwusa) reached an agreement on an 80c an hour wage "in the short term" after 200 workers walked out on October 12

"In other words from this month's strikes in the area speedy resolutions have occurred, or negotiations are occurring when employers have been prepared to recognise the shop floor strength of their employees," Mr Stewart said

"It seems the fact work has been resumed in these instances, and settlements negotiated have meant employers have not had to go to the cost of re-hiring and re-training their labour force"

Since 1973 two major thrusts in black trade union activity had occurred

The Trade Union Council of South Africa (Tucsa) had opted for registration of black parallel unions which, it would seem, some sections of the black labour force did not accept

The strike at African Hide Trading Corporation was an example of this

The other thrust was represented by the so-called independent trade unions, represented by, mainly, Federation of South African Trade Union (Fosatu) affiliates and the Western Province General Workers' Union (WPGWU)

In the Eastern Cape, new black trade union organisations had emerged, particularly the Motor and Component Workers' Union of South Africa (Macwusa), Gwusa and the South African Allied Workers' Union (Saawu)

These had rejected the Government-initiated bodies to regulate labour relations, as well as employers' attempts to form in-plant organisations

The eight strikes that have occurred or are taking place in the area have centred on wages and working conditions, dismissals and demands for union recognition

One has concerned the return of pension contributions

152  
Argus  
11/11/81

# EL black workers stay away

Argus Bureau

EAST LONDON—The entire black work force at Hodgetts Timbers here, who lost their jobs after striking, had not returned to work today, the managing director, Mr L van Zijl said

The 98 workers lost their jobs yesterday after refusing to go back to work after a dispute with management over bonuses

Yesterday Mr van Zijl said new labour would be recruited today. He refused to disclose whether new labour was being hired

A spokesman for the South African Allied Workers' Union, which represents some of the workers, said none of the workers had approached the union yet. The strike was being investigated

Mr van Zijl said workers had walked out after a dispute about a wage increase implemented on October 29

STRIKE?  
SOME 1971 152 11/10/61  
FIRE 'EM

**DISMISSAL** of workers was the most effective way of dealing with strike action, Mr A. C. Demmers, managing director of Ilco Homes, said yesterday, after dismissing his entire work force of about 450.

In July he dismissed about 3000 workers who downed tools, demanding the firing of a construction director. He said the workers downed tools yesterday demanding repayment of their pension fund money.

"I gave them 30 minutes to get back to work. It was 29 minutes too long.

"When they did not go back to work, I dismissed them. It is as simple as that. I refuse to talk to workers on strike. If they want to talk, then that is what they must do."

Mr Demmers said that since July the workers did not have a workers' committee. "That was disbanded after the last strike. They were the troublemakers. Since then, no one has come forward to form another committee."

He said that all production had stopped at the site — "but we will definitely be re-employing workers today."

DD 11/11/51  
152

# EL protesters back at work

EAST LONDON — About 580 workers at the Western Province Preserving Company factory here returned to their jobs yesterday morning.

The workers downed tools on Monday afternoon and twice last week in protest against a management decision not to pay all employees bonuses.

Mr B Hanly, a director at the firm said everyone

was back and all was operating normally. He confirmed that there had been a work stoppage affecting about 580 people.

Demands had been made by the workers. Management considered these demands contrary to an agreement signed with the African Food and Canning Workers Union and would not agree to these demands. — DDR

# Labour unrest spreads

STAR  
12/11/81  
152

Labour Reporter

Talks between the management of Table Top in George and the Food and Canning Workers' Union have been postponed until Wednesday.

About 200 workers had lost their jobs at the plant after downing tools in support of 14 of their colleagues who faced dismissal.

● At the Ilco Homes Isipingo project near Durban where 450 workers were dismissed on Monday over pension demands, the company was taking on a new workforce.

● At Hodgetts Timbers in East London where about 100 workers lost their jobs on Tuesday after striking over pay demands, most, but not all, of the previous workforce was re-engaged.

● At the Cape Foundries plant near Cape Town 80 men walked out over alleged dismissals because of union membership.

● At the Western Province Preserving company in East London workers yesterday fought with colleagues about whether or not to down tools in a dispute involving the payment of bonuses.

Agus 12/11/81

132 133 152

# Labour dispute still unresolved

## Labour Reporter

A MEETING between the management of Table Top and representatives of the Food and Canning Workers' Union in George yesterday failed to resolve a week-long dispute involving about 300 workers at the plant.

A spokesman for the union, Mr Jan Theron, said the management was 'not unsympathetic' to the dismissed workers but had employed new workers in their places.

The company faced practical problems in reinstating the workers, but would give the union an answer on Wednesday.

We pointed out that they had delayed meeting us in the first place and appointed casual labour on

a permanent basis during that time,' Mr Theron said.

'We were given an assurance they would not employ further casual labour from today.'

Mr Theron said management records showed 177 workers had been dismissed. The company regarded others as still employed.

The workers decided at a meeting yesterday to wait until a solution was reached before returning to work.

A public meeting is to be held in George on Monday.

The dispute began after the management allegedly broke an undertaking to

re-employ 14 workers, who had resigned, as jobs became available. About 150 workers struck last Wednesday and were locked out when they arrived at the plant the next day.

Table Top management had no comment on the negotiations.



# 69 strike at City factory

152  
189  
189  
189

By TONY WEAVER

SIXTY-NINE workers at the Paarden Filand Cape Foundries factory went on strike yesterday afternoon in protest against the dismissal of one of their colleagues.

The worker arrived 15 minutes late for work. He was said to have explained that he lived in Atlantis and was late because his bus had had a puncture and he had to change to another vehicle.

The workers — all members of the unregistered and independent General Workers Union (GWU) — appointed an *ad hoc* committee of six to negotiate with the general manager of the plant, Mr Brian Rosenbloom.

They wanted to know why their colleague — a GWU member — was fired while two men who were members of the management sanctioned Tucs-a-affiliated Engineering Workers Union were not fired for arriving even later than the GWU member.

Mr Rosenbloom refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday.

When the workers walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work today, it was claimed.

## Warned

Mr Rosenbloom said last night the worker concerned had a consistent record of being late and had been warned on numerous occasions in the past.

It was untrue to say he victimized members of the GWU as he did not know 'who is a member of what'.

He denied production had stopped, saying losses were 'minimal'. He also denied threatening to call the police.

Only 69 workers out of a total of 184 had downed tools and this demonstrated the GWU did not have majority support among the workers.

Argus 12/11/51 (735) (157) (189) (145)

# Striking foundry workers to be paid off

## Labour Reporter

STRIKING workers at the Paarden Eiland factory of Cape Foundries Holdings, who stopped work yesterday in support of a dismissed colleague, have been told they will be paid off today.

However a spokesman for the General Workers' Union said the workers

were not prepared to collect their money.

The workers were willing to return to work if their colleague was reinstated.

The union claims that 80 workers are on strike, but management says 69 of its 184 workers are involved and the factory was running with minimal loss of production.

Mr Brian Rosenbloom, general manager of the factory said the worker dismissed had a clear record of coming late to work.

The union claims the dismissal was part of a 'war of attrition' against the union and its members.

Management it said had attempted to foist on the workers the Tucs-a-affiliated Engineering Industrial Workers' Union.

Mr Rosenbloom said Cape Foundries management believed in the principle of freedom of association but the company would not recognise the General Workers' Union unless it was registered.

Argus 12/11/81  
**Illegal** (152)

# strikes total 119 in year

Argus Correspondent

JOHANNESBURG.

South Africa had 119 illegal strikes between September last year and the end of August this year.

A report by the National Development and Management Foundation says the Pretoria-Witwatersrand and Vereeniging area was hardest hit, with 56 strikes, of which 27 involved more than 1 000 workers.

A total of 78 000 were involved or affected during the 12-month period.

## JOBS LOST

In 36 strikes more than 10 000 workers lost their jobs, and in 20 strikes there was some form of police intervention.

Reasons for the strikes included wages and working conditions, pensions, racial discrimination and union recognition.

The two longest strikes were by the Media Workers' Association of South Africa which lasted about two months, and at Wilson-Rowntree, which lasted three weeks.

In six strikes, workers were charged either under the Riotous Assemblies Act or General Law Amendment Act.

# Renegotiate agreements call by union

N. Mercury 12/11/81

## 'Significant' management-labour talks

### Mercury Reporter

THE pension agreement of the Steel and Engineering Industries Federation had been made with ja, baas' trade unions and would have to be renegotiated, the South African Allied Workers Union's general secretary, Mr Sam Kikine, told the federation's director, Mr Sam van Coller

Mr van Coller said yesterday

that he and Mr Kikine had had a 'constructive' meeting in Durban

Mr van Coller flew down from Johannesburg for the meeting after Mr Kikine responded to Seifsa's request for all trade unions involved in their industries to meet them

It was a step regarded by union officials as a 'significant breakthrough in work-

er-management relations

The meeting followed a 10-day stoppage by 1200 workers from the Defy Industries plant at Jacobs in Durban over the preservation clause in Seifsa's pension scheme agreement

The workers had demanded repayment of their pension contributions. The management had repeatedly said it was impossible for them to pay out the pension money as they were tied by their membership to Seifsa

Workers returned to work on Friday last week after the management had arranged for the union, who represent the workers, to commence discussions directly with Seifsa

Mr van Coller said 'We were perfectly happy to listen to what Mr Kikine had to say about the pension fund

He said during the Defy Industries strike he had spoken to Mr Kikine and that the meeting could be seen partially as an outcome of the agreement reached between Defy management and the union

'We also listened to complaints Mr Kikine had about certain member companies

'But I am not able to initiate any changes as I am only a director of Seifsa. Changes to the pensions fund can only take place after a decision by the board,' he said

Mr Kikine claimed that during the meeting Mr van Coller had agreed to change the preservation clause but would not commit himself to a date for that change as it would be subject to a report back to the Seifsa board

Mr Kikine said they had discussed police intervention at work stoppages which Mr van Coller had agreed to discuss with member companies

# Ex-Dunlop workers back reinstatement

DD 12/11/81 (152) 200/11/81

EAST LONDON — About 350 former employees of the Dunlop Flooring factory here are to call for their unconditional reinstatement at the plant.

The workers, who lost their jobs following a dispute at the factory three weeks ago, held a mass meeting yesterday at which they resolved to send a delegation to meet the management at the firm over the issue.

In a statement issued by

the workers committee yesterday, they said they had decided to withdraw the demand that their pension contributions be paid back in the light of the government's decision to drop the Preservation of Pensions Bill.

However they resolved not to return unless management agreed to reinstate the entire workforce pay for the time they were out of work — "because it was not our choice to be out of work" — and

involve the South African Allied Workers Union which they claim represents the majority of the workers.

The workers rejected a management claim that they had resigned.

They resolved that if management did not accede to their demands they would call upon workers at other factories to refuse to handle raw materials for the Dunlop factory — DDR

# Factory shut after clashes between staff

DD 12/11/81

151 (MSU) 152

EAST LONDON — The Western Province Preserving Company factory here was closed yesterday following clashes between workers at the plant

About 580 workers at the company downed tools on three occasions recently in protest against a management decision not to pay yearly bonuses to all employees

Mr B Hanly, a director of the company, said charges of assault had been laid against five workers by other workers but Major W Brown, police public relations officer for the Border, could not confirm this

Trouble at the factory recurred at the first tea break yesterday, according to spokesmen for both the African Food and Canning Workers Union and management

Mr Hanly said work was normal up to the first tea break and at 10.15 am the

workers started to move in in an orderly manner. "There was a sudden commotion and it was noted that the incoming workers were being assaulted by those who did not wish to go in

"Several of the dissenters were later arrested for assault and charges were laid against them by workers returning. At this stage in order to prevent further altercations we instructed all workers that the factory was closing and they should leave the premises"

Miss Debra Komose, the branch secretary of the African Food and Canning Workers Union, said the workers committee had persuaded the workers to go back to their jobs after the strike on Monday. She said they had been back at work until the tea break yesterday when they refused to return saying they were still dissatisfied that bonuses were not to be

paid

"We approached management but before they would listen to us they gave all the workers half an hour to get back inside

"A few workers chose to go back to work and some of those who did not go back tried to force others to join them. There was some pushing and slapping but there were no serious clashes

"Then management called the police and pointed out those who they thought should be arrested. Five workers were taken away by the police"

Miss Komose said that after this all the workers had walked out and had held a meeting at a city cinema. She said the workers had decided there to go back to work today but not to start working until management had agreed to pay them all bonuses and the five arrested workers were released — DDR

# 1981 - The Year of the Strikes

By SELLO RABOTHATA

THE number of strikes in this country - 101 between January and August this year, according to the National Development and Management Foundation of South Africa - could as well make this the Year of the Strikes.

According to the report all 101 strikes involving approximately 67 482

workers were illegal. The figure is said to bring the number of strikes to 45 more than last year. Observers also believe these figures, taken from Press reports, is a conservative one and that the actual number of strikes must have been much higher.

From the period September 1980 to August this year there were 119 strikes involving about 78 000 workers. The greatest number of strikes occurred in the Johannesburg; Pretoria, Witwatersrand

and Vaal Triangle Area (PWV), and the strike with the longest duration was by black journalists which lasted two months from October 24 to December 24.

The major causes of the strikes were higher wage demands and poor working conditions, solidarity strikes, trade union representation or recognition of works committees, job security, Government's Pension Bill, racial discrimination and compensation rationing. The NDMF's report, however, brings attention

to the fact that there may be shortfalls in classifying strikes under categories as the reasons given for the actual ones or the most important ones remain latent and although a strike may be classified as a "multiple reason strike" there may be only one cause of any significance with the other listed causes being merely minor grievances.

Also what may have initially sparked off the strike - some fairly minor incident - is not necessarily the real cause behind the

strike. <sup>13/11/81</sup>

In all the strikes that took place there were 19 reported cases of police intervention and in a number of strikes, strikers were charged under the General Amendment Act and/or the Riotous Assemblies Act. Prosecutions under the law occurred in six instances. In the 101 strikes that occurred between January and August this year, 33 companies were reported to have dismissed the workers. <sup>S&W & M</sup> All the strikes involved

black workers except for one at Pellem and Company, where 15 white employees downed tools. The reason was their reluctance to give their black colleagues on-the-job training.

Between January and August there were 47 strikes in the Johannesburg and PWV area, six in East London, 20 in Natal, 17 in the Cape, one in the Western Transvaal, two in the Eastern Transvaal, four in Port Elizabeth/Uitenhage, three in the Orange Free State.

# Strikers

Argus 13/11/81

## told: Quit

## hostel

(152) (124)  
(201) (109)

Labour Reporter

CONTRACT workers among the 80 striking workers at Cape Foundries in Paarden Eiland have been given notice by the company to vacate its Langa hostel by Sunday.

The General Workers' Union, to which the workers belong, has accused Cape Foundries and its parent company Murray and Roberts of hiding behind the contract labour laws.

'They are using the laws against workers who have no option about where to stay,' a union spokesman said.

'It doesn't help for top management to talk about reform if middle management carry on like this.'

Mr Brian Rosenbloom, general manager of Cape Foundries Holdings, said he thought about 31 contract workers had been given notice to leave the company's hostel.

### PROSECUTION

'They are not employed by us any more. As far as I know, they have to vacate within 72 hours or we might be prosecuted for breaking the law.'

Mr Barry Beckley, group human resources manager of Murray and Roberts in Johannesburg, said questions on the dispute should be referred to Mr Rosenbloom.

Asked whether Murray and Roberts was prepared to take responsibility for what happened at one of its factories, Mr Beckley said the company was 'concerned about anything that affects our workforce, at any of our subsidiaries.'

Workers at Cape Foundries downed tools on Wednesday after a union member was dismissed for arriving late at work.



# Industrial Unrest at Paarl Cape Foundries

SOVETIAN, Friday, November 13, 1981 Page 9

**THE Western Province Preserving Company factory was closed yesterday following clashes between workers of the plant.**

About 580 workers at the company downed tools on three occasions recently in protest against a management decision not to pay yearly bonuses to all employees

Mr B Hanley, a director of the company, said charges of assault had been laid against five workers by other workers but Major W Brown, police public relations officer, could not confirm this

Trouble at the factory occurred at the first tea-break yesterday, according to spokesmen for both the African Food and Canning Workers' Union and the management

Mr Hanley said work was normal up to the first break and at 10 15 am the workers started to move in an orderly manner

"There was a sudden commotion and it was noted that the in-going workers were being assaulted by those who did not wish to go to work."

Several of the dissenters were later arrested for assault and charges were laid against them by returning workers. At this stage, in order to prevent further altercations, we instructed all workers that the factory was closing and they should leave the premises."

The branch secretary of the African Food and Canning Workers' Union said the workers' committee had persuaded the workers to go back to their jobs after the strike on Monday

She said they had been back at work until yesterday when they refused to return, saying they were still dissatisfied that bonuses were not to be paid

A few workers chose to go back to work and some of those who did not go back tried to force others to join them. There was some pushing and slapping but no serious clashes.

"Then management called the police and pointed out those who they thought should be arrested. Five workers were taken away by police."

The union said after all workers had walked out they had held a meeting at a city cinema

Workers had decided to go back to work today but not start working until management had agreed to pay them all bonuses and the five arrested workers were released, according to the union

Meanwhile at the Paarl-Edenland Cape Foundries Factory between 70 and 80 workers went on strike yesterday in protest against the dismissal of one of their colleagues for arriving 15 minutes late for work

The worker concerned had evidently explained that he lived in Atlantis, and was late because his bus had developed a puncture and he had had to change to another vehicle

The workers — all members of the unregistered and independent General Workers' Union (GWU) — had earlier appointed an "ad hoc" committee of six to negotiate with the general manager of the plant Mr Brian Rosenbloom

They wanted to know why their colleague — a GWU member — was fired, while two men who were members of the management-sanctioned, TUTSA-affiliated Engineering Workers' Union were not fired for arriving even later than the GWU member

He refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday

When the workers subsequently walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work the next day, and referred to the workers as "riff-raff," it is claimed. Production at the plant is

reported to have come to a standstill as most of the workers on strike are highly skilled, and cannot be replaced by "scab" labour.

Following a meeting with the striking workers, the GWU said last night that conditions at the factory were "appalling" and the workers were treated with open contempt by management

Workers were not issued with any form of protective clothing despite working in "extremely dangerous conditions"

"Since organisation of the workers began by the GWU, management had waged a complete war of attrition against the union and its members in the factory," claimed the union

Mr Rosenbloom said the worker concerned had a consistent record of being late and had been warned on "numerous occasions in the past." He said it was untrue to say he victimised members of the GWU as he

did not know "who is a member of what"

He denied production was at a standstill, saying losses were "minimal" and that workers registered on their files would be offered employment, starting today. He also denied threatening to call the police because "it is company policy at all stages to avoid calling the police" and said that "no worker is treated with contempt"

Only 69 workers out of a total of 184 had "downed tools after issuing management with an ultimatum," and these figures "clearly demonstrated" the GWU did not have the majority support among the workers.

He believed in the "principle of free association" and would negotiate with the GWU if they registered in terms of government labour legislation

The GWU said 80 workers attended their meeting yesterday afternoon and the 80 had said that "not more than 50" remained at work

# Former workers told situation unchanged

DD 14/11/81

~~105~~ 146 152

EAST LONDON — Management at the Dunlop Flooring factory here again met with representatives of ex-employees of the factory yesterday

The general manager, Mr N Yeadon, said that, at the request of a group of ex-employees, management had once again agreed to meet their representatives to discuss two matters raised by them — “reinstatement of all workers unconditionally and no Ciskei Government involvement at Dunlop”

Mr Yeadon said management had reiterated that the situation remained unchanged as it was technically impossible to re-employ all the ex-workers as the company was employing new workers to fill the vacancies created through resignations by members of this group of ex-workers

He said management was surprised that uncertainty still existed in re-

gard to the re-employment issue as it had been made quite clear three days ago to the ex-employees delegation received then that ex-employees could only be considered for vacancies that might exist at the time they applied and which were diminishing each day as new employees were taken on

It was also explained to the delegation, said Mr Yeadon, that as the factory was situated in the Republic of South Africa, no Ciskeian Government department had any involvement at the factory

He said it was obvious that further discussions with delegations from those ex-employees who had not yet returned would serve little purpose as the company had displayed a good deal of patience and had made its position quite clear to them. Any dealings from now on would only be with individuals who might wish to be considered for any of the remaining

vacancies

Mr Yeadon said arrangements were being made for any wages due to ex-employees which were not collected at the factory within the next couple of days to be sent to the Department of Co-operation and Development for disbursement to the individuals concerned — DDR

# Eviction: <sup>CME TIMES 14/11/81</sup> GWU takes ~~115~~ ~~152~~ ~~189~~ ~~124~~ ~~701~~ legal advice

By TONY WEAVER

THE General Workers' Union (GWU) has taken urgent legal advice on the 34 eviction notices served by the management of Cape Foundries Holdings on striking contract workers currently living in the company's Langa Hostel.

The workers — part of 80 GWU members currently on strike at Cape Foundries' Paarden Eiland factory — were told yesterday they had to vacate their rooms by Sunday.

The orders were unsigned but were accompanied by a slip which read "with compliments — Cape Foundries Holdings".

The general manager of the factory, Mr Brian Rosenbloom, said yesterday that whatever questions were asked of him, the reply would be "no comment".

A spokesman for Cape Foundries' parent company, Murray and Roberts, said from Johannesburg that while M&R was "naturally concerned" about its corporate image, the strike was being viewed as an internal matter at the Paarden Eiland factory.

All M&R subsidiaries had full autonomy and internal disputes were dealt with by local management, he said.

## Test case

A spokesman for the unregistered, independent General Workers' Union said yesterday that the 34 workers had paid their rent at the hostel until the end of the month, and union lawyers were also examining the judgment of a recent "test

case" where striking workers had won their right of hostel occupancy.

Although Cape Foundries said the workers had "dismissed themselves", they had not collected their outstanding wages or dismissal notices and had not been provided with train fares to their point of recruitment.

They refused to collect the wages and were thus still on the company's pay-roll, she said.

The union said yesterday that "in the present political and labour situation, it is really quite appalling that Cape Foundries, a Murray and Roberts subsidiary, should hide behind the contract labour laws".

"They are using the hostel eviction threat when there is no alternative accommodation for the workers."

## 'Foisted'

Meanwhile, the general secretary of the Tucsa-affiliated Engineering Industrial Workers' Union (EIWU) has objected strongly to a GWU statement that his union was "foisted" on the workers by management in an attempt to break the strength of the GWU.

Mr Archie Poole said yesterday that "about 60 workers at Cape Foundries have voluntarily signed stop orders and EIWU membership forms".

# No solution in cannery strike talks

EAST LONDON — Talks between the management of Western Province Preserving and officials of the African Food and Canning Workers Union held here yesterday to break the deadlock between the company and its employees did not produce a solution

After the talks management issued a statement that the union officials had been informed that subject to "certain exceptions" the company would start rehiring workers on Monday

Workers have maintained all along that they are still employees of the company while management maintains the workers have dismissed themselves

Management confirmed yesterday that the factory was still at a stand-still

In the statement issued by Mr B Hanly he said it had been pointed out to the union officials that the local committee had been unable to control the workers and that it was hoped they would be able to persuade them that they had acted in an irresponsible manner contrary to the agreement

The secretary of the African Food and Canning Workers Union here, Miss Deborah Komose, said the workers had returned to the factory yesterday morning to start working

She said they had been told by management that the company was prepared to re-employ 99 per cent of the workers

Management had refused to re-employ other workers because they claimed they had intimidated others, Miss Komose added She said the union officials had also been told management would not re-employ some of the workers detained by the security police when they were released

The union officials will report back to the workers today — DDR

# Strikers

insist <sup>(152)</sup>

all are

taken  
*Argus 16/11/81*

## on again

Argus Bureau

EAST LONDON — The 580 striking workers at Western Province Preserving here again refused to return to work today unless all the workers were reinstated.

Mr B Hanly, a director, said the factory was still at a standstill because the workers had not returned to their jobs.

The workers ~~downed~~ tools last week in protest against a management decision that only those workers who had been most productive would be paid bonuses.

### BONUSES

Following a management announcement that bonuses would be negotiated together with a new wage agreement in January, the workers have now dropped the demand that all be paid bonuses before they will end the strike.

They are still demanding, however, that all the strikers be reinstated.

Management had refused to concede to this demand. They have agreed to take back most of the strikers but there are some exceptions.

Miss D Komose, secretary of the African Food and Canning Workers' Union, which represents the workers, said Mr Hanly had told the workers that those responsible for 'violence and intimidation' would not be rehired.

'The workers won't accept that not all will be rehired and management refuses to accept this demand,' she said.

### MEETING

The strikers were meeting today to discuss further action.

● About 250 workers at the South African Pulp and Paper Industries (Sappi) mill at Stanger on the Natal north coast downed tools today.

A spokesman said the cause of the stoppage, the second in two months, was not known but it is believed that the dispute could have been over union recognition by the firm.

'Management was still awaiting representation on worker grievances but it was pointed out that negotiations over their demands will only get under way once the striking workers returned to work,' the spokesman said.

The plant, which is one of the key producers of pulp and paper supplies to the industry, was hit by labour disputes over the controversial pensions issue in September when the production was halted through this work stoppage.

He added, however, that the company was holding discussions with representatives of the Fosatu-affiliated Paper, Wood and Allied Workers' Union over recognition.

'The first meeting was held on October 24 and negotiations are continuing,' he said.

Officials of the union were not available as they were at the plant seeking representation.

# Labour disputes continue

(152)

By Tony Davis  
Labour Reporter STAR 17/11/81

There is a stalemate in the Western Province Preserving Company dispute in East London where 580 workers went on strike last week over bonus payments.

Management has agreed to re-engage most of the workers but not a number of "trouble-makers."

The workers, represented by the African Food and Canning Workers' Union, agreed at the weekend to return to their jobs if all workers are taken back.

Early yesterday morning the gates at the plant were open but workers refused to enter

A union spokesman said management was unwilling to re-employ 27 workers and that the others were adamant that all be employed.

The issue of bonus payments would be discussed in January next year during pay talks, the spokesman said.

● The strike by about 300 workers at the Sappi pulp and paper mill at Stanger in Natal ended yesterday afternoon when workers returned to their jobs.

They agreed to meet management on Wednesday to discuss grievances about the company's pension scheme.

by the user via the file utility routine (@CYCLE) for this file. Automatic deletion of the directory entry for the oldest file occurs when the maximum number to maintain is exceeded. If the file is on mass storage, the space is released.

## 2.10.1 THE @ELT STATEMENT

The @ELT control statement introduces an element into a particular program file from the control stream. It may also be used to make corrections to a source element in a program file. The source statements or the corrections follow the @ELT statement in the control stream.

### Format:

@ELT,OPTIONS ELTNAME-1,ELTNAME-2,SENTINEL

### OPTIONS:

- A - Absolute element (must be used with I - option)
- R - Relocatable element (must be used with I option)
- S - Symbolic (Source) element (assumed if no A or R option)
- I - Insert, initial insertion of an element into a program file
- L - Produce a listing of the complete source element
- U - Update, produce a new cycle of source language
- D - Produce a source element that may contain control statements as data. The absence of D option causes the @ELT statement to terminate its function when any control statement is encountered. An @END statement is required to terminate the processor.

**ELTNAME-1:** This parameter defines the input ELTNAME/VERSION of the element to be inserted into the specified program file (I-option) or to be updated by the following corrections (U-option).

**ELTNAME-2:** This parameter specifies the element name and program file for the new symbolic element produced. This may be used with the U-option or with neither I or U.

**SENTINEL:** If the D option is used, the @END statement must be used to terminate the @ELT processor, therefore the sentinel (1-6

## Strike over pensions (152)

Issue ends  
Argus Correspondent

DURBAN — About 300 workers who downed tools at Supis Stinger plant over the pensions issue have returned to work pending further talks with management.

A spokesman for the firm said there was a full return to work yesterday.

Shortly before lunch the workers elected four of their number to negotiate with management. The representatives agreed to full talks with management starting tomorrow afternoon and recommended to their colleagues that they should return to work immediately, he said.

Meanwhile, scores of employees at Rest Construction's Phoenix plant also returned to their jobs today after a work stoppage.

It is understood that an error in the computer printout was the cause of the problem and that this was rectified.

# Brief work stoppage halts production at Sappi paper mill

N. MERCURY 7/17/11/81

152

## Mercury Reporter

A SHORT work stoppage took place at Sappi's Stanger paper mill yesterday involving about 300 black and Indian workers.

According to a spokesman, workers downed tools because of dissatisfaction with their pension funds.

Workers walked off the job yesterday morning, management reported.

Shortly before lunch the workers elected four representatives, who agreed

after discussions to hold full talks with management on Wednesday.

The four representatives persuaded their colleagues to return to work.

Sappi is scheduled to hold talks on November 24 with the Fosatu affiliated Paper Wood and Allied Workers' Union about the pension situation at Sappi mills. The union is recognised at several Sappi mills, and talks are currently under way about recogni-

tion of the union at Stanger. Brig John Visser, Divisional Commissioner of the South African Police, said that construction workers employed by Bester Home Builders downed tools yesterday morning following a dispute concerning wage increases.

The workers returned to the building site shortly afterwards, he said.

Bester Home Builders could not be contacted yesterday.



DD 17/11/8

# Cannery closed as workers stay out

EAST LONDON — The entire black work force at the Western Province Preserving Company plant here refused to enter the factory gates yesterday morning after management failed to give them an assurance that all workers would be allowed in

The 580 workers were told by management last week that they had dismissed themselves after engaging in a series of strikes in protest against all employees not being paid bonuses this year. Management has said that it would be prepared to re-employ the workers selectively but that not all would be taken back.

Mr Jan Theron, the general secretary of the African Food and Canning Workers Union, said the workers had decided at a meeting on Saturday to report for work yesterday morning. He said they had decided to leave the ques-

tion of a bonus to be settled at wage negotiations between the company and the union.

"However workers rejected being re-employed on a selective basis which would mean the victimisation of some workers for taking part in the work stoppage.

"Yesterday the workers gathered outside the gates of the factory. The employers announced that they would begin employing workers. However they did not deal with the workers committee and no assurance that everyone would be taken on was given.

"As a result no-one entered the factory and at 7.30 am the gates were closed again."

Mr Theron said the union had appealed to the company to moderate its position.

"Employers should take

note of the extreme tension that prevails in East London as a result of actions of the Ciskei authorities," he said.

Trade unions and workers in East London had been provoked by repeated and indiscriminate arrests and, lately, by the death of a worker after she had attended the funeral of the mother of Mr Thozamile Gqweta, said Mr Theron.

In these circumstances relatively minor disputes could flare up into confrontation.

It was therefore more important than ever for employers to act with restraint and not to precipitate confrontation with their workers.

Mr B Hanly, a director of the company, said yesterday he did not wish to comment on events at the factory at this stage —  
DDR

# Strikers

ARGUS 17/11/81

## quit jobs

after

115  
152

## stalemate

### Labour Reporter

**CAPE FOUNDRIES**  
workers who went on strike last week in support of a dismissed colleague decided yesterday to sign off and collect money owing to them

A spokesman for the General Workers Union said about half the 80 strikers were paid out. The African workers were told to return with their passes to be signed off today.

### REFUSAL

The workers decided to end their strike in the face of a management refusal to take them back.

A delegation told the factory's general manager, Mr Brian Rosenbloom, that the strikers were willing to work if everyone was reinstated.

The dispute began after a member of the General Workers Union was dismissed for arriving late.

Workers saw the dismissal as part of a 'war of attrition' against the unregistered union.

# Deal with

# union is cancelled

STAR  
17/11/81

By Drew Forrest

In an unprecedented move, an important East Rand rubber company — Pigott Maskew and Company — has withdrawn recognition from a predominantly black trade union

The Fosatu affiliated Chemical Workers Industrial Union (CWIU) concluded a recognition agreement with the Boksburg-based General Tyre subsidiary in August this year

It was a major breakthrough for the union, whose only other full agreement in the Transvaal was reached with Colgate Palmolive after the much publicised dispute

The agreement with Pigott Maskew has now been cancelled following two recent strikes over wages by the company's 450 black workers

The company's managing director, Mr Vic Pretorius, would not comment yesterday beyond

saying "the union had displayed its inability to operate in terms of the agreement"

He added, however, that a new accord could be negotiated

Management apparently holds that by striking instead of using the negotiated disputes procedure — which lays down arbitration as the final step — the union members themselves cancelled the agreement

However, a CWIU spokesman claimed the agreement remained in force after the strikes

"We had every intention of using the arbitration procedure," she said "But the strike intervened"

She said the union would follow the agreement by appointing an arbitrator to rule on both the wage issue and the dismissal of about 20 strikers

Talks on  
18/11/81 EVENING  
POST  
152 ~~151~~  
resumed

Post Correspondent

GEORGE — Table Top management and representatives of the Food and Canning Workers' Union resume talks today about some 200 workers paid off after a wildcat strike earlier this month

The workers were fired on November 6. The manager of the company, Mr Piet du Toit, said he had done so because they had refused to continue working after a lunch break two days earlier.

Union representatives explained the workers' decision was not equivalent to a strike — and claimed all the workers' wanted was an assurance that 14 quality controllers, allegedly "pressurised" into resigning in September, would be re-employed once circumstances justified this. Among them were three union members and workers say the Table Top management is deliberately acting against the union.

# Strike at EL canning plant ends

DD 18/11/81  
152  
180

EAST LONDON —/ Striking workers at the Western Province Preserving Company here returned to their jobs yesterday morning

The workers originally downed tools over the issue of yearly bonuses. On Monday they agreed to return but refused to enter the factory gates when management said not all workers would be re-employed.

Dr G Maar, the managing director of the company, said the workers were back at work yesterday and that the situation was calm.

"We hope that the relationship between ourselves and the union will be restored to normal in the future," he said. "In the meanwhile we are still sorting out a few minor problems."

Dr Maar said there had been losses to the company by the strike but fortunately the situation was

not as bad as it could have been.

A spokesman for the African Food and Canning Workers Union said the workers had returned yesterday morning following a recommendation by the union. She said not all workers had been taken back.

"We will be holding another meeting with management on Friday where we hope to sort out the remaining problems," she said — DDR

## Mugabe, Romania sign treaty

BUCHAREST — Zimbabwe's Premier, Mr Robert Mugabe, yesterday ended a four-day official visit to Romania at the invitation of the president, Nicolae Ceausescu.

Before his departure, Mr Mugabe and Mr Ceausescu signed a treaty of friendship and co-operation, Bucharest state radio reported — SAPA-AP

11.

# Isithebe factory <sup>Mercury</sup> fires most of its <sup>18/11/81</sup> ~~152~~ <sup>152</sup> ~~152~~ workers after strike

Page 100

Par 2,

Par 3,  
Par 3,

Page 101

Par 1,

Par 1,

Par 2,

Par 2,

Par 3,

Par 3,

Par 3,

**Mercury Reporter**  
ALMOST the entire black work force employed by the Vickers Lenning factory at Isithebe, near Mandini, was dismissed on Monday night. A spokesman for the company said yesterday that 265 workers had been dismissed because 'the management could not meet their demands for payment while on strike'.  
The dismissed workers had downed tools last Thursday. The spokesman

said the reasons for the strike were unclear, but were related to 'grievance procedures'.  
Production at the factory had been seriously affected he said and although re-hiring would begin today, production was not expected to return to normal before the end of the week.

The spokesman said that only 'some' of the workers would be re-hired if they re-applied for their jobs.

termine le passage en priant

par l'oeuvre et s'il reçoit'

atteint par le'

rit : "Dieu..."

vis à vis de lui-même'

qui terminent le récit et

lus -'

me que l'oeuvre...'

paradoxes, de même l'auteur'

Page 102

Par 1, 1 2

Par 1, 1 3

Par 2, 1 13

Par 2, 1 18-19

Par 2, 1 21

should be : 'Artémis'

should be : 'Gérard'

should be : 'suggère, au niveau structural du sonnet.'

should be : 'Trop conscient d'être contraint par le sort à une perpétuelle quête d'un moment d'harmonie'

should be : 'posséder sur terre cette perfection'

Page 103

Par 1, 1 8-9

Par 1, 1 10

ibid

Par 1, 1 11

should be : 'aller jusqu'au bout des choses. S'il lui est impossible de fixer en permanence...'

should be : 'il faut toujours avoir l'espoir'

should be : 'il lui faut alors passer'

should be : 'il a eu, dans ses rêves, l'intuition merveilleuse'

Page 105

Par 1, 1 1

Par 3, 1 17

Par 3, 1 18

should be : 'Au terme de ce chemin, il nous reste...'

should be : 'et, par son caractère ambivalent, tout'

should be : 'démontrer - elle'

Page 106

Par 1, 1 2

Par 1, 1 5

Par 2, 1 8

should be : 'Rêve, lié aux thèmes'

meaning of 'serre'??

should be : 'par la révélation des paradoxes et qui, à juste titre, cause...'

Page 107

Par 2, 1 6

Par 4, 1 18

should be : 'réaliser le souhait qui était le sien de pouvoir'

should be : 'd'abord que l'intuition des...'

Page 109

Cellier and not Celliers

# 8 quit over pay, racism



By **LEN MASEKO**  
**EIGHT** employees of a Johannesburg insurance firm resigned yesterday after the company refused to consider their demand for a 50 percent wage increase.

The workers went on strike on Monday after they had expressed dissatisfaction over a 6 percent pay rise offered by the company, Plus Insurance

Brokers. They also complained about working conditions and the "racist" attitude of the management towards black employees.

The company's director, Mr L P Kriek refused to comment on the matter yesterday.

A meeting between the management and the workers yesterday morning ended in a deadlock after the workers refused to go back to work until their

demands had been met. After the meeting, the workers said the management had given them until 12 noon yesterday to return to work or resign. They decided to resign.

Among the grievances of the workers were

- the company offers no pension fund scheme,
- black employees were often insulted by their white colleagues, as well as management,
- deductions for the medical aid scheme were "too much" since, they said, their wages were "far below the breadline".

One worker said "The

relationship between blacks and whites at the company is depressing. Sometimes we are insulted by our colleagues and we cannot report this to the management because they do the same thing. We have told management about our grievances many times but it was all in vain which is why we decided to resign."

The workers said they received an increment of 6 percent every year but this, they said, was "nothing" because of the rising cost of living. They said management told them to fetch their belongings from the company on Friday.

# Journalists continue wage talks

JOHANNESBURG — Wage negotiations between the South African Society of Journalists (SASJ) and newspaper managements, which re-opened yesterday at the instigation of the SASJ, reached no conclusions and will be continued today.

The resumed talks follow weeks of deadlock during which the journalists have insisted on a minimum 25% across-the-board pay increase for seniors, rejecting management offers of 18% plus 7% on merit.

The SASJ officially declared a dispute two weeks ago, and seven newspapers subsequently

decided to work to rule, doing no more work than their contractual obligations dictated.

However, with the re-opening of negotiations, journalists at the Daily News in Durban yesterday suspended their work-to-rule action while the outcome of the talks was awaited.

The SASJ president, Mr John Allen, said last night the journalists had decided to avoid seeking the appointment of a conciliation board, if possible, because of the "external pressures, including those from the Government, already facing the industry" — Sapa.

The above run indicates that a program file PROFILE has been catalogued as a permanent file residing on mass storage and is being assigned to this run by the @ASC,A. The @ASM statement with no I or U option and three specification fields is going to do an update to source element SYM from program file PROFILE and produce an entirely new and complete source element named SYMA and place it in file PROFILE. Element C-cycles are updated only when the U option is specified. The element SYMA will produce an initial C-cycle of zero. The original element SYM is unchanged. Lines 10-20 of the input source element SYM will be deleted and the corrections that follow will be inserted beginning with deleted item number 10. This new updated source is placed in element SYMA and element SYM remains unchanged. A new RB element (RB3) will be generated reflecting the updated source element SYMA, and then placed into file PROFILE. The RB element (RB1) is used by the collector to create an absolute element to be placed into IFF\$ and put into execution by the @XQT statement. Data to be read by the program will follow the @XQT statement and the program will be terminated when a read of the @FIN card is attempted.

```

@RUN
RUNID,17448,PROJLD
PROFILE
@ASC,A
@ASM,I
-10,20
.....
Correction Lines Inserted
.....
@MAP,IL
IN PROFILE,RB3
@XQT
.....
Data Images
.....
@FIN

```

EXAMPLE 15

A new RB element reflecting the changes is produced and placed in PRG.RB2. The @MAP statement calls in the collector and the IN statement in turn brings in the RB element RB2 from the program file PRG to the collector where it produces an absolute element and places it in IFF\$ ready for execution which in turn is initiated by @XQT.

A post mortem dump will occur only if the program terminates in error, in which case the I and D banks, and the active library elements will be dumped. When the run @FIN's, the absolute element in IFF\$ will be released and the catalogued program file PROGRAMFILE will contain the symbolic element with two cycles and the one updated RB element.





Boycott poster . . . let them eat Cadburys

Management is reluctant to discuss the future implications of the intensification of the ban "We have had no official communication from any of the chambers of commerce that have apparently voted to support the boycott We know that Black Chain has chosen not to take our products — Black Chain has, in fact, publicised that fact themselves"

The R500 000/year-turnover Soweto supermarket cancelled orders from WR in April this year, when the ban was first called for by the WR worker support committee

The supermarket's business with WR had been about R2 000/month before it discontinued orders "Retailers have to meet the needs of the consumer," explains GM Philip Ramakobya

"If consumers are in favour of the boycott, we must support them Besides, we, as retailers, are not affected There are opposition lines and we merely sell them instead Our turnover remains the same and we maintain our image in the black market"

The 2 000-member Western Cape Traders Association (WCTA) has yet to take a decision But the fact that traders in the Transvaal have agreed to ban Wilson-Rowntree products has put increasing pressure on the organisation to make a move

The FM understands that it is presently negotiating a deal with the support committee Apparently, the WCTA may throw its weight behind the WR boycott in return for support on another issue

"Retailers," says WCTA's spokesman, "will support the boycott, despite the popularity of WR's products They are businessmen concerned with profits And if community groups — their customers — call for support, they cannot afford to be on the

wrong side"

The campaign against WR is being mobilised on another front At a meeting earlier this month, the support committee asked unions associated with WR's suppliers to stop handling products earmarked for WR's factory

WR management claims it is not aware of the call and therefore cannot comment on the implication,

The campaign against WR has been taken into the international arena SAAWU (the union involved in the dispute) says pressure may be brought against the UK parent company Rowntree Mackintosh, and that an overseas team, funded by various anti-apartheid and labour groups, is planning to visit SA on a fact-finding mission

**BOYCOTTS** 186 152  
**Not so sweet**

*FM 20/1/81*  
 The decision by Transvaal's black traders to join the eight-month old boycott of Wilson-Rowntree products will cut company sales by about R500 000/year, claims Soweto Chamber of Commerce and Industry's (SCCI) president Vela Kraai

But WR management says that so far the boycott, which was instigated by a labour dispute, has had no impact on sales It admits, however, that the black trader and consumer are an important part of its market

"At present the factory is still at full production and sales are extremely buoyant and in line with the industry," says a WR spokesman

00 20/11/81

~~147~~ 152 ~~227~~

## Riot police patrol strike-hit car plant

JOHANNESBURG — Armed riot police entered the giant BMW car manufacturing plant in Rosslyn near here yesterday after about 1 300 black workers had gone on strike over proposed pay increases

However, there were no incidents and the police withdrew from the plant at the request of management

About half the work force returned to work yesterday afternoon, and a management spokesman said the company was hopeful that all workers

would be back on Monday morning

Earlier, he said the stoppage had started on Thursday afternoon following the start of annual wage talks with an elected workers' council last week. Rumours circulated that management was proposing "ridiculously low" wage increases. Some workers went on strike and demanded an immediate announcement on the increases.

Workers were sent home in order to prevent the situation developing into a confrontation, while wage talks continued — DDC

DD 20/11/81

## Police quiz Gqweta

152

~~TOP SECRET~~

ZWELITSHA — The president of the South African Allied Workers' Union (Saawu) was yesterday detained by members of the Ciskei Central Intelligence service for almost two hours, interrogated and then released.

Mr Thozamile Gqweta, who is attending the trial of Saawu members here, said during the tea break he left the courtroom intending to phone the East London office of the union.

While driving to a hotel

to make the call, he noticed a car was following him. Members of the CCIS asked him to accompany them to the police station and when he asked if he was being detained or arrested the men said they would hold him until after the trial.

He demanded to see a warrant for his arrest and the men fetched it from a car and showed it to him. According to the warrant he was to be detained for 90 days at Dimbaza.

Mr Gqweta said he was taken to the offices of the CCIS where he was interrogated for almost two hours. "I was told that I am making petrol bombs and pamphlets," he said. He was interrogated by Major Tamsanqa. The police took down his full names, address and telephone number and thereafter he was released.

After lunch, Mr Gqweta took his seat in the courtroom next to the defence advocate, Mr M Brassey.

— DDR

# Riot police move into car factory

PRETORIA - Riot police today moved into the BMW motor factory at Rosslyn after about 1500 workers stopped work over a wage dispute.

He said the work stoppage started at the factory yesterday afternoon because of dissatisfaction over proposed wage increases for 1982.

Rumours swept through the factory yesterday of a "ridiculously low" wage increase and work in a section of the plant stopped.

To prevent the situation developing into a confrontation the workforce was sent home.

Workers returned to the plant today, but did not begin work. The spokesman said all was peaceful, with the workers sitting around.

In terms of the agreement a general wage increase would come into effect for the first half of next year after which pay would be reviewed. — Sapa

Data file DATAFILEA is a catalogued file on mass storage with a qualifier of PROJLD (PROJLD\*DATAFILEA), that is being assigned to the run by the @ASG,A statement. The @DATA,L statement is going to take images from data file DATAFILEA, apply the deletions and insertions that follow the @DATA statement, and produce an entirely new file in DATAFILEB.

No F-cycles will be produced; this occurs only when the U option is used. When the @END statement is encountered, there will be two complete files residing on mass storage, DATAFILEA and DATAFILEB. However, the @DELETE statement will delete DATAFILEA from the Master File Directory and the @FIN statement will release DATAFILEB from the run stream according to the options on the @ASG statement for that file, i.e., catalogue DATAFILEB and place all information pertaining to this file in the Master File Directory. A complete listing of the file DATAFILEB (L Option) is produced.

# Car workers are offered pay increase after work stoppage

STAR 20/11/81

152

## Labour Reporter

About 1300 workers at the BMW car plant in Rosslyn Pretoria downed tools yesterday and again this morning in a dispute over pay increases.

The company has been involved in wage talks

since last week with the BMW Employee Council

According to a company spokesman there were rumours in the plant that management was going to offer only a 'ridiculously low' increase for 1982

Workers in one part of

the plant stopped work yesterday and called on management for an immediate announcement of increases

The stoppage spread to the rest of the plant and the workers were sent home.

They returned this morning, but did not start work

Details about the 1982 pay increases were distributed

Management and the employee council agreed on an average 15 percent increase for the first six months for workers on grades 1-5, and 11 percent for those in grades 6 and 7

# Police

# go into strike-hit car plant

By LUCAS BANDA  
and RIAAN DE VILLIERS

ARMED riot police entered the giant BMW car manufacturing plant in Rosslyn, near Pretoria, yesterday after about 1 300 black workers had gone on strike over proposed pay increases

However, there were no incidents and the police withdrew at the request of management

About half the workers returned to work yesterday afternoon, and a management spokesman said the company was hopeful all would be back on Monday morning

Earlier he said the stoppage started on Thursday afternoon after the start of annual wage talks with an elected workers' council last week

While negotiations were under way on Thursday rumours circulated that management was proposing ridiculously low wage increases. Some workers went on strike and demanded an immediate announcement on the increases

Workers were sent home to "prevent the situation developing into a confrontation" while wage talks continued

Agreement was reached late on Thursday and the increases were announced to workers when they arrived yesterday morning

## Ignored

Despite this, they would not return to work and also ignored appeals to go home. Workers were gathered outside for most of the day, but there were no incidents

During the afternoon, a small number of workers left, but about half the work force resumed work, he said

The wage increases become effective on January 1 and will apply for six months, when wages will again be reviewed

They range from 11% to 15% and will push up BMW's minimum wage from R1 80 to R2,10 an hour. The company spokesman said this was in line with wages being paid by motor firms in the Eastern Cape

A spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, which has 25% membership at the plant -- said yesterday the union was not directly involved in the dispute

The union committee at the plant met union officials yesterday afternoon to discuss the situation

# Ray of hope for striking workers

~~115~~ (152) ~~1181~~  
THE dispute at Cape Foundries in Paarden Eiland, where 80 workers went on strike on Wednesday, appears to be firmly deadlocked, with management refusing to discuss the matter.

The strike was sparked off by the dismissal of a worker, Mr W Wildskut.

The only ray of hope for the strikers is a growing dissatisfaction with the foundries' management by officials in the Murray and Roberts group, which owns Cape Foundries

According to a highly placed source, Murray and Roberts, which has some experience with strikes, is sympathetic to the strikers

Mr R Rosenbloom, the Cape Foundries managing director and Mr Brian Rosenbloom, his son and fellow director, were not available for comment on Monday morning

## DEFIED

A spokesman for the General Workers' Union (GWU), to which the strikers belong, said workers defied an order for 33 contract workers among the strikers, to vacate their hostels by Sunday.

The spokesman said that the union had been informed by Mr Brian Rosenbloom that 'under no circumstances' would the strikers now be taken back

Mr Rosenbloom was earlier quoted as refusing to negotiate with the GWU until it registered in terms of existing industrial legislation, which the union rejects. He also said production was not seriously affected but the union disputes this.

STAR 24/11/81

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156

151

# Benoni workers strike over their leave bonus

By Drew Forrest

East Rand workers struck yesterday after rejecting the annual leave bonus laid down by their industrial council agreement

About 140 workers at Allenwest G E Manufacturing in Benoni downed tools and demanded that the bonus be linked directly to the company's wage rates, according to a spokesman for Fosatu's Metal and Allied Workers' Union

Meanwhile, a two-day strike by about 600 workers at the metal firm of Hall, Longmore and

Company at Wadeville, Germiston, was settled yesterday

Mawu shop stewards negotiated the reinstatement of a worker fired last week after a quarrel with a white foreman, a spokesman said. He claimed that the worker and foreman shook hands and apologised to each other in the presence of the management and the workforce. This could not be confirmed with the management

Commenting on the dispute at Allenwest, the company's managing

director, Mr Mike Jordan, said management would meet Mawu representatives today — but would not yield to the workers' demands

"The industrial agreement ensures uniform standards throughout the industry," he said. "What the workers are asking for is a unique arrangement outside this. If individual companies break ranks, only instability can result."

He said that no attempt had been made to negotiate before the strike, and a few workers had "misled" their colleagues



# Strike-hit BMW <sup>152</sup> back to normal <sup>RDM 24/11/81</sup> as workers return <sup>192</sup> <sup>12</sup>

By RIAAN DE VILLIERS

ALL workers who went on strike at the giant BMW car manufacturing plant in Rosslyn last week were back at work yesterday morning.

About 1 300 black workers went on strike on Thursday afternoon over proposed pay increases, and the strike continued on Friday despite the announcement that new increases had been negotiated with a workers committee.

## Statement

However, some workers returned to work on Friday afternoon and management hoped all the workers would be back yesterday.

In a brief statement issued yesterday, the company said all workers were back and full production had been resumed.

Meanwhile workers have been on strike at Hail Longmore a Wadeville firm, following the dismissal of a fellow worker last week.

Workers went on strike on Friday after management refused to re-instate the worker during talks with a worker delegation, a spokesman for the Fosatu affiliated Metal and Allied Workers' Union said yesterday.

He said the union had recently submitted proof of majority membership among the 500 workers at the plant and the management had agreed to hold recognition talks.

However, management refused to discuss the dismissal with union officials yesterday morning as it claimed the union was unable to control its members and would also not allow officials to address the workers, the spokesman said.

He said the union would continue efforts to resolve the dispute.

It is believed workers returned to work yesterday afternoon, but this could not be confirmed.

Company spokesmen were not available for comment.

# Pension disputes: where are the black leaders?

N MORGAN  
24/11/81  
(152) (200)

SIR — It is surprising that the so-called African leaders who vehemently claim to be fighting for the rights of the African people have until now decided to hold their peace 'when Natal and KwaZulu are burning'

I am not in any way jealous of the fact that they are being hailed by hundreds of thousands as great leaders, but I am only wondering why should they keep silent and not lead the masses in time of need?

Many African workers are obviously being misled by characters who call themselves trade unionists when in all probability they are opportunists who are taking advantage of the situation that has arisen as a result of misunderstanding

Thousands upon thousands of striking workers are unaware that the contemplated pensions Bill has been suspended for the next three years and are pressing employers to pay out pension money. And because some so-called trade unionists operating in Natal and KwaZulu are not prepared to bring this fact to the notice of the workers, these strikes for the pension money are being pursued with great emphasis and regardless of the consequences

Many workers have lost employment, and many will lose it unless the so-called great leaders decide to tell the workers the truth about the pensions Bill

The credibility of these leaders is at stake, and the sooner they talk the better for all concerned. Now that the pensions Bill has been suspended the workers should stop striking, and instead resolve and negotiate with the employers and pension-fund authorities with a view to coming to some acceptable arrangement

Alternatively the work-

ers, with the assistance of true leadership, could consider obtaining legal advice on whether (i) pension-fund deductions from the wages of workers are sanctioned by Act of Parliament, and (ii) if they are not, whether employers cannot be compelled by order of Court to have same refunded

This is one of many things that can be resorted to in an endeavour to avoid an escalation of the unnecessary strikes that are bound to bring suffering to thousands of families over the Christmas period, and perhaps even next year

## Intimidation

There can be no doubt that some of the pension-fund strikes are the result of intimidation by certain characters who stand to benefit financially as a result of the mess thus created. Some of these characters are only interested in the publicity they are getting from the Press

We know that many of the workers would not get involved in striking were it not for fear of some of their co-workers, many of whose reasoning is definitely suspect. This fact is borne out by the willingness of some, if not most, of the dismissed workers to reapply for work where the employer has indicated willingness to re-employ the truly innocent ones.

I am also of the view that the Department of Manpower (or Labour, as it has been known for the past 70 years) can resolve this matter by convening a meeting of all the workers in Natal and KwaZulu to explain that the pensions Bill has been suspended and that the workers have two or three years during which they can resolve their disputes with their employers and/or pension-fund authorities, as well as make representations to the department, before the suspension of the Bill elapses.

The department can do this in the absence of African leaders, who enjoy being described as great leaders even when they do not know how to lead the people and why and when they should do it

The responsible minister (Manpower) will be well advised to take a serious look and not just tell himself that he is not concerned

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Strikes like these are bound to escalate and plunge the country into chaos

TJ DLANGAMANDLA  
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EDITOR'S FOOTNOTE The proposed legislation has since been dropped altogether

STAR 24/11/81

~~152~~ 152 ~~152~~

# Benoni workers strike over their leave bonus

By Drew Forrest

East Rand workers struck yesterday after rejecting the annual leave bonus laid down by their industrial council agreement

About 140 workers at Allenwest-G E Manufacturing in Benoni downed tools and demanded that the bonus be linked directly to the company's wage rates, according to a spokesman for Fosatu's Metal and Allied Workers' Union

Meanwhile, a two-day strike by about 600 workers at the metal firm of Hall, Longmore and

Company at Wadeville, Germiston, was settled yesterday

Mawu shop stewards negotiated the reinstatement of a worker fired last week after a quarrel with a white foreman, a spokesman said. He claimed that the worker and foreman shook hands and apologised to each other in the presence of the management and the workforce. This could not be confirmed with the management

Commenting on the dispute at Allenwest, the company's managing

director, Mr Mike Jordan, said management would meet Mawu representatives today — but would not yield to the workers' demands

"The industrial agreement ensures uniform standards throughout the industry," he said. "What the workers are asking for is a unique arrangement outside this. If individual companies break ranks, only instability can result."

He said that no attempt had been made to negotiate before the strike, and a few workers had 'misled' their colleagues

# 11 'trouble makers' are re-employed

STAR 25/11/8 (152)

By Tony Davis,  
Labour Reporter

The management of the Western Province Preserving Company in East London has agreed to take on 11 of 28 workers it at first adamantly refused to re-employ after a dispute halted production last week.

The workforce of 580 downed tools in protest against a proposed productivity bonus scheme.

After the work stoppage had gone on for several days, the management agreed to take back most strikers — but said they would not re-employ "trouble makers" and "intimidators".

Twenty-eight workers were not taken on again, and officials of the African Food and Canning Workers' Union, which

represents many of the workers, had talks with management about their future.

The union's secretary, Miss Debra Komose, said that at a meeting with management on Friday it was agreed that 11 of the 28 would be re-employed.

The future of the other 17 would be discussed at a later meeting, she said.

During the dispute, five workers were arrested and charged under the Riotous Assemblies Act.

Meanwhile, the wage dispute last week at the BMW plant in Rosslyn in Pretoria has ended. The 1 300 workers returned to their jobs on Monday.

Hourly paid workers downed tools last Thursday during wage talks between the management and the employee council.

(13) (142) (152)  
STAR 25/11/81 (140) (110)

# Unionists arrested in Bophuthatswana

Three officials of the Fdsatu-affiliated National Union of Motor Assembly and Rubber Workers were arrested and charged in Bophuthatswana this week.

The NUMARW regional secretary, Mr Taffy Adler, and two union organisers, Mr Martin Ndaba and Mr Nelson Rakau, were arrested at a meeting of BMW workers in Ga-Rankuwa on Monday night.

The BMW plant, which was hit by a strike last week, is in the industrial area of Rosslyn, north of Pietermaritzburg. Workers commute to it from Ga-Rankuwa, one of the territories of Bophuthatswana.

According to a union

spokesman about 15 armed Bophuthatswana police carrying teargas canisters entered the church hall where the meeting was held.

They searched the workers, dispersed them and arrested the three union officials.

Police initially indicated the men would be charged with "illegal trading," the spokesman said. But when they appeared in the Ga-Rankuwa magistrate's court yesterday morning, they were charged with attending an illegal gathering.

They were released on bail, and their case was postponed until November 27.

STAR 25/11/81 (1120)  
Leave bonus talks ~~152~~ 152  
fail — but strike ends

The strike by about 140 workers at Allenwest-G E Manufacturing in Benoni ended yesterday after management had refused to accede to their demands.

The workers downed tools on Monday, rejecting annual leave bonuses fixed in the metal industries' industrial council agreement. They were demanding bonuses linked to the company's wage rates.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, which claims it has majority support at the plant, said workers went back after talks between management and Mawu shop stewards yielded no result.

The stewards would take up the issue of management's refusal to pay workers for the hours lost by strike action, he said.

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DD 26/11/81

# Prof: number of strikes will grow <sup>(152)</sup>

CAPE TOWN — Top Afrikaans academics warned yesterday that strikes in South Africa would become more frequent, that managements would increasingly have to learn to negotiate at local worker level and that there was no other choice but to turn to people who were not white to wipe out the country's serious manpower shortage.

Prof S M Swart of the Stellenbosch University Graduate School of Business said that if a political solution was not found in South Africa the labour problems of the country would intensify

He was one of the speakers at a labour relations seminar for local authorities organised by the Western Cape branch of the South African Institute of Public Administration

Professor Swart said that almost 20 per cent of black workers belonged to trade unions. This percentage would rise with new legislation easing restrictions on workers organising themselves in a free enterprise system, and

pressures on managements to negotiate with workers would increase

He pointed out that 55 per cent of strikes had their origin in unfair handling of workers and procedures used in conflict situations. Employers would in future be forced to reconsider their internal policy measures on a regular basis, and the success of the labour force would depend on good human relations and behaviour

Free enterprise for management also implied free enterprise in trade unionism, Mr Swart said. Prof Ampie Muller of the University of the Western Cape repeated the warning that the number and duration of strikes would "in all probability increase in the foreseeable future"

He added later in an interview that managements must adapt to a climate in which they could not continuously run to the government for protection, and in which they would have to move away from domination as a method of

resolving conflict. Instead management would be forced to go in the direction of mutual problem-solving

Stellenbosch University economist Prof J L Sadie said that it had become impossible to fill the posts in the civil service with white persons. "This is an unpopular statement," he said, "but even higher salaries will not create more people. The country has no choice but to look to other race groups for its manpower needs as there are simply not enough whites"

He added that more workers could be drawn from the homeland areas, the alternative being starvation of those workers. He could not agree that the homelands would be robbed of labour if blacks were allowed into white areas

Opening the seminar yesterday, Mr H Kriel, MEC for Local Government, emphasised the "overwhelming need" for healthy labour relations in all facets of government — DDC

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# Academics warn of more strikes

CAPE TIMES 26/11/81

152 126

By NEVILLE FRANSMAN

**TOP-RANKING** Afrikaans academics yesterday warned that strikes in South Africa would become more frequent, that managements would increasingly have to learn to negotiate at local worker level and that there was no other choice but to turn to people who were not white to wipe out the country's serious manpower shortage.

Professor S M Swait of the Stellenbosch University Graduate School of Business, said that if a political solution was not found in South Africa the labour problems of this country would intensify.

He was one of the speakers at a labour relations' seminar for local authorities organized by the Western Cape branch of the South African Institute of Public Administration (SAIPA).

## Union numbers

Professor Swait said that almost 20 percent of black workers belonged to trade unions. This percentage would rise with new legislation easing restrictions on workers organizing themselves in a free enterprise system, and pressures on managements to negotiate with workers would increase.

He pointed out that 55 percent of strikes had their origin in unfair handling of workers and procedures used in conflict situations. Employers would in future be forced to reconsider their internal policy measures (beleidsmaatreels) on a reg-

ular basis, and the success of the labour force would depend on good human relations and behaviour.

Free enterprise for management also implied free enterprise in trade unionism. Professor Swait said.

Professor Ampie Muller of the University of the Western Cape (Dept of Industrial Psychology) repeated the warning that the number and duration of strikes would "in all probability increase in the foreseeable future."

He added that managements must adapt to a climate in which they could not continuously run to the government for protection, and in which they would have to move away from domination as a method to resolve conflict. Instead management would be forced towards a policy of mutual problem solving.

Earlier he said it was "a reasonable assumption that the existence of separate trade unions for different race groups in the municipal service could contribute to labour conflict because of the increased emotional component of negotiation."

A Stellenbosch University economist Professor J L Sadié, said it had become impossible to fill the posts in the civil service with white persons. "This is an unpopular statement," he said, but even higher salaries will not create more people. The country has no choice but to look to other race groups for its manpower needs — there are simply not enough whites.

He added that more workers could be drawn from the

homeland areas, the alternative being the destitution and starvation these workers would suffer. He could not agree that the homelands would be robbed of labour if blacks were allowed into white areas.

## Training centre

Dr L. I. Fiek, personnel director of the Cape Divisional Council proposed the establishment of a training centre which could serve local authorities of Greater Cape Town on a regional basis, the downgrading of vacant posts so that lower qualified people could be employed and the provision of regional services in the Cape metropolitan area.

Opening the seminar yesterday, Mr Herrie Kriel, MEC for local government, said that 225 000 people were employed by local authorities in South Africa.

Emphasizing the overwhelming need for healthy labour relations in all facets of government, he said a "fine and delicate balance" had to be maintained between employer and employee. He criticized the fact that, with some local authorities, the ratio between the wage bill and other expenditure was totally out of proportion.

"Healthy labour relations at local government level were based on the worker negotiating responsibly so that he does not antagonize his employer's source of income. On the other hand the local authority must recompense his worker so that he can live comfortably," Mr Kriel said.



# A sick man's demo over discrimination

ARGUS 1/12/81

152

A FORMER bulk lorry driver suffering from respiratory infection today took his seven-year feud with a petroleum company to the streets and staged a one-man placard demonstration outside BP Centre

Mr Jacobus Vos, 32, of Mitchell's Plain, accused the company of 'practical discrimination' and rejected its claims that it was 'an equal opportunity company.'

## SUFFERING

He carried placards reading 'Due to practical discrimination in BP I lost my health', 'If I were a so-called white, this would not happen to me. Please explain equal opportunity. My children suffer', and 'I am a victim of discrimination — Ek is die prooi van diskriminasie'

Mr Vos, accompanied by his four-year-old daughter Leandré, said that in 1974 he was driving a BP bulk lorry from Grabouw to Cape Town when, near Somerset West, the manifold gasket blew and

something went wrong with the extractor pump

'Gases and a dense, black powder were emitted into the cabin and when I reached the BP depot in Cape Town I had breathed in a lot of this without noticing,' Mr Vos said.

'I immediately began suffering from respiratory infection and regularly fell ill as a result'

His first complaint against the company was that they 'look no notice' when he complained, he alleged

His own doctor regularly booked him off because of his illness, but the company told him to 'get away' from his own doctor and to see a company doctor

## MAKING TEA

At the depot he was threatened with the sack several times, he said and a great deal of correspondence passed to and fro about his problems

The long-drawn out process in which he had found himself involved private specialists and repeated attempts by him to

focus the company's attention on his plight, but it had no effect

'Finally they offered me a job at head office and when I got here I saw I had to help with the tea

'I have seen many white drivers who suffered disabling injuries at the depots and they were given good clerical work right there. Why must I come and make tea'

Mr Vos has now been placed on medical retirement and receives about R425 a month in pension

But he says 'Had I continued in my work I would now have earned R250 a month more — as well as about R200 in overtime'

He has three other children, aged one, eight and 11

Mr Vos said the object of his demonstration today was to make the public aware of real practices inside a company that publically subscribed to enlightened employment policies and to draw attention to his plight.

In an envelope he had the documents concerning his problem

Mr M J Schonegevel, general manager (group services) of BP, denied in a statement today that the company had discriminated against Mr Vos

## SYMPATHETIC

Mr Vos's case was handled sympathetically and in the same manner as any similar case would have been,' the statement said

'Mr Vos was given the opportunity to see specialists at the company's expense in an attempt to help cure any illness. Eventually, he was given various options regarding alternative employment within the company, which did not confine him to the option of working as a tea-kitchen attendant

'He elected to take retirement on medical grounds

'We reaffirm our business practice and philosophy of non discrimination and equal opportunity among our employees. We believe we have a history of honesty and integrity in dealing with all our employees'



MR JACOBUS VOS with his placards outside BP Centre today

# 50 stop work in pay dispute

152 Staff Reporter <sup>CAPL TIMES</sup> 2/12/81

ABOUT 50 British Petroleum workers who downed tools yesterday morning because of wage grievances and working conditions, returned to work soon after lunch time

The employees were mainly drivers, depot hands and lorry guards at BP's packed products warehouse in Milnerton and at the marine lubricants warehouse in Table Bay harbour

A workers' spokesman said they had recently approached management for wage increases, but these were refused

"We work very hard. Food prices are going up and we can't cope anymore"

Two senior company executives later visited the Milnerton depot and asked the workers to elect 10 representatives to discuss the issue. They refused demanding to be addressed collectively

STUDY METHOD

PLANNING AND TIME A

STAR 2/12/81  
**14 in court  
on strike  
charges** (152)

**West Rand Bureau**

Fourteen employees of a Krugersdorp firm appeared before Mr A Hattingh in the Krugersdorp Magistrate's Court yesterday on charges of participating in an illegal strike and inciting others to strike.

They are Mr Tshaesa Eric Motupa (23), Mr Ip-neng Petrus Morvangomo (24), Mr Motlatsi Cornelius Ntsimane (24), Mr Abel Lekgane (21), Mr Isaac Mokotla (31), Mr Vincent Phello (36), Mr Charles Mduba (33), Mr Sam Motatabe (49), Mr Thloki Moketsi (28), Mr Paulos Xololelizwe (36), Mr Solly Lefore (23), Mr Modimabe Petrus Tsobela (30), Mr Raymond Raborifi (22), and Mr John Modipane (54)

They were not asked to plead and the case was postponed to January 12 in the Regional Court

The 14 are alleged to have taken part in a strike at Cobra Brassware in Krugersdorp

152

# Strike: Vaal drivers in court

TEN Vaal Transport Corporation Bus drivers appeared briefly in the Ver-eeniging Magistrate's Court yesterday following a two-day strike over salaries at the company this week.

Their appearance is a sequel to a deadlock, reached on Tuesday between the workers' committee and management over increases in salaries and the annual bonus.

The accused were not

asked to plead, no evidence was led and the hearing was postponed until December 18.

It is understood that the workers did not receive their annual bonus, while other employees including all the white staff, did.

The workers' committee approached management on the issue and when an agreement could not be reached the workers stopped work on Wednesday.

Police were then called to

the company and were said to have baton-charged and used dogs to disperse the workers who had refused to take their usual trips to the Vaal townships.

Some of the drivers claim that they were assaulted during the fracas that ensued. No serious injuries were reported at Sebokeng Hospital.

The accused, all members of the workers' committee, are Mr Ephraim Mokholojwe (21), Mr Velile Ngalwa (39), Mr Molefi Kamlela (37), Mr Aaron Mokoena

(27), Mr Zacharia Mokone (23), Mr Fana Tshabalala (21), Mr Tikwane Mokoena (30), Mr Tsele Tseotetsi (48), Mr Johannes Radebe (34) and Mr Martin Dunywa.

Police arrested several drivers during the struggle, but many of them were released later. Two of the 10 men, Mr Dunywa and Ngalwa are out on R500 bail.

The general manager of the bus company, Mr FM Brick, told **The SOWETAN** that for two days there had been de-

lays of buses of between 20 minutes and an hour, caused by drivers who refused to work.

The company dispatches over 325 buses every morning, and only a few were affected, he said, adding that the company was busy discussing the dispute with the drivers.

He declined to comment on reports that some drivers were assaulted and on the fact that only 10 of the scores of drivers appeared in court yesterday.

# Firms must report strikes to Govt

ARGUS  
4/12/81  
MSZ

Argus Correspondent

DURBAN — New Government regulations make it compulsory for firms to give official reports on strikes to the Department of Manpower

Employers who do not comply with the regulations face a R1 000 fine or one year's imprisonment or both. Mr D P Liebenberg, divisional inspector of the Department of Manpower, said yesterday

The forms require information, under 12 headings, on what is termed the 'discontinuance of work'

According to Mr Liebenberg, the questionnaires replace the old system where an inspector visited the company and asked a similar set of questions

### RESPONSIBILITY

Firms are now having to do this work themselves, because the government wishes employers to accept more responsibility for their labour relations

Previously we had complaints from employers about the old system of inspectors visiting the premises. They felt the disputes could best be handled between management and workers'

### INCITEMENT

The questions include details about the group if any, with whom management negotiated and they also ask were there any signs of intimidation and/or intimidation of staff or if one of the staff was named in or who is responsible for the action?

Management is also asked if the dispute was settled and if not, which steps are being considered to resolve it and finally what steps are contemplated to prevent similar stoppages from arising in the future

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- d. Date on which the file
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# AECI <sup>N. W. K. L. M. Y.</sup> <sup>5/12/81</sup> <sup>(152)</sup> <sup>152</sup> <sup>152</sup> dismisses 600 workers after strike

## Mercury Reporter

ABOUT 600 workers from the Umbogintwini plant of African Explosives and Chemicals Industries (AECI) were dismissed yesterday after a work stoppage in support of pension demands

The factory manager, Mr Donald Inggs, said that about 600 day-shift workers refused to start work yesterday morning

He said they had demanded that they be paid out their pension contributions without having to resign

'I do not really understand the reason for the workers' demands in the light of the scrapping of the pensions Bill,' he said

## No penalty

'Besides this, we have repeatedly told workers that, should the Bill come into operation, they would be able to resign without penalty in order to get their contributions'

Mr Inggs said they had told workers that if they did not return to work by 1 p m they would be dismissed

The workers did not return to work and late yesterday afternoon Mr Inggs said 'It looked as though the afternoon shift has also joined the work stoppage'

He said that should the night shift join in, the stoppage would involve all the workers at the plant — about 1 400

Mr Inggs said the plant had not closed down because of the stoppage and was still operating on a skeleton staff

A statement from the factory's personnel department said AECI 'will open a recruiting office on Monday' Former employees would be considered for re-employment

Yesterday's work stoppage had been completely spontaneous and no unions had been involved, a spokesman for the workers said

He said the reason for the pension demand was 'fear that the Government would still seize our pension money'

He said 'We have repeatedly approached management demanding repayment of our pension contributions, but received no response'

Therefore the workers had decided to down tools and would not work at all this weekend

The spokesman said workers would return on Monday 'to see what management had to say'

It has been a month since Natal industries have been hit by a work stoppage over pensions

'No

RDM 5/12/81 (152)

# 600 workers strike over pension funds

Mail Correspondent

ABOUT 600 workers at the Umbongintwini plant of African Explosives and Chemical Industries (AECI), in Natal, were dismissed yesterday after a work stoppage in support of pension demands.

The factory manager, Mr Donald Inggs, said about 600 day-shift workers refused to start work yesterday morning.

He said they had demanded that they be paid out their pension contributions without having to resign.

"I do not really understand the reason for the workers' demands in the light of the scrapping of the Pensions Bill," he said.

"Besides this, we have repeatedly told workers that should the Preservation Bill come into operation they would be able to resign without penalty in order to get their contributions."

Mr Inggs said they had told workers that if they did not return to work by 1pm they would be dismissed.

The workers did not return and late yesterday afternoon Mr Inggs said "It looks as though the afternoon shift have also joined the work stoppage."

He said should the night shift join in, the stoppage would involve all the plant's 1 400 workers.

Mr Inggs said the plant had not closed down and was operating on a skeleton staff.

## Spontaneous

A statement from the factory's personnel department said AECI "will open a recruiting office on Monday" Former employees would be considered for re-employment.

Yesterday's stoppage was completely spontaneous and no unions were involved, a spokesman for the workers said.

He said the reason for the pension demand was "fear that the Government would still seize our pension money."

"We have repeatedly approached management demanding repayment of our pension contributions but had received no response."

The workers had then decided to down tools. They would not work this weekend.

He said the workers would return to work on Monday "to see what management had to say."

For the past year, prior to the Government's scrapping of the proposed Pensions Bill in November, Natal has been hit by a wave of strikes involving pension demands.

# Pensions row: 600 sacked at Natal factory

Own Correspondent

DURBAN — About 600 workers from the Umbogintwini plant of African Explosives and Chemical Industries (AECI) were dismissed yesterday after a work stoppage in support of pension demands.

The factory manager, Mr Donald Inggs, said about 600 day shift workers had refused to start work yesterday morning.

He said they had demanded that they be paid out their pension contributions without having to resign.

"I do not really understand the reason for the workers' demands in the light of the scrapping of the Pensions Bill," he said.

"Besides this, we have repeatedly told workers that should the Preservation Bill come into operation they would be able to resign without penalty in order to get their contributions."

## Warning

Mr Inggs said they had told workers that if did not return to work by 1pm they would be dismissed.

The workers did not return to work and late yesterday afternoon Mr Inggs said "It looked as though the afternoon shift have also joined the work stoppage."

He said that should the night shift join in, the stoppage would involve all the workers at the plant — about 1 400 workers.

Mr Inggs said the plant had not closed down because of the stoppage and was still operating on a skeleton staff.

A statement from the factory's personnel department said AECI "will open a recruiting office on Monday." Ex-employees would be considered for re-employment.

Yesterday's work stoppage was completely spontaneous and no unions were involved, a spokesman for the workers said.

He said the reason for the pension demand was "fear that the government would still seize our pension money."

"We have repeatedly approached management demanding repayment of our pension contributions but had received no response."

The workers had therefore decided to down tools and would not work at all this weekend.

The spokesman said the workers would return to work on Monday "to see what management had to say."

It has been a month since Natal industries have been dismissed for pension demands.



# Striking SWA police fired

ARGUS  
7/12/81

(152) ~~7/12/81~~ ~~ARGUS~~

Argus Africa News Service  
WINDHOEK. — About 100 members of a special police unit at Opuwo, capital of South West Africa's remote Kaokoland region, have been fired for striking for two days.

A contingent of Windhoek's police task force and two senior officers went to Opuwo last week after the special policemen refused to continue their training.

The second-in-command of the SWA Police, Brigadier Koo's Myburgh, denied that the strikers had refused to surrender their

weapons after they had been dismissed.

Brigadier Myburgh declined to give reasons for the strike, but said it had resulted from 'problems with human relations.'

## REPLACED

He said a senior policeman had tried to persuade the men to return to their duties, but this had proved unsuccessful.

The men had then been dismissed, leaving only 12 special policemen in the camp. The sacked policemen had since been replaced.

He said the policemen were members of a special unit employed on a temporary basis. He denied they were members of 'Koevoet,' the special counter-insurgency police who operate in northern SWA.

The code name Koevoet is Afrikaans for 'crowbar,' and some members of Koevoet have become notorious for the means they sometimes use to counter Swapo insurgency and discourage civilians from harbouring or helping insurgents.

# 40 strikers sacked <sup>STAR</sup> at pottery <sup>7/12/81</sup> <sup>1521</sup>

About 40 workers lost their jobs at a Lupaards-  
vlei pottery factory on  
Friday.

The workers had gone  
on strike at Crescent Pot-  
tery after accusing ma-  
nagement of having un-  
fairly dismissed union  
members

A shop steward belong-  
ing to the Cusa-affiliated  
Building, Construction  
and Allied Workers'  
Union was recently dis-  
missed and the union  
claimed that two others  
had also lost their jobs

After striking they were  
told to clock out because  
they were not doing any  
work.

But, a spokesman for  
Crescent Pottery denied  
that the firm victimised  
union members. He said  
the 40 workers had "dis-  
missed themselves" by re-  
fusing to work and the  
firm was looking at the  
position of taking on new  
workers this week.

Production was still  
going on, he added

## Retirement

Mr Phillips said workers who had chosen not to withdraw from the pension fund had the option of either repaying the three months' pension contributions suspended during the moratorium or losing three months' pensionable service at retirement age.

'We have taken great pains to counsel every individual worker as to where he stands with regard to pensions and the advantages of the pension fund. We fear the consequences for the workers and their families who withdraw from the fund — if they don't invest their extra money wisely they could find themselves with no financial support when they retire, and their families will receive no payouts if they die before retirement,' Mr Phillips said.

Mr Selby Nsibande, secretary of the National Union of Sugar Manufacturers and Refining Employees which represents most of the Hulett's workers, could not be contacted yesterday.

# Sugar workers get back pension money

## Mercury Reporter

HULETT'S has decided to repay sugar mill workers their pension fund contributions. This move follows 'intensive investigations and consultations' since Hulett's called a temporary moratorium which suspended mill workers' pension fund contributions early in October. Hulett's group public relations manager, Mr Ron Phillips, said yesterday.

Hulett's sugar mills have been the scene of two series of pension-related strikes this year. The latest strikes, which ended in October, lasted for a week and involved more than 2 000 workers at four of Hulett's five sugar mills.

## Option

Mr Phillips said that Hulett's had decided to offer semi-skilled and unskilled employees, which he described as staff below supervisory level, in certain of the corporation's operating companies the option of withdrawing their contributions and interest from the Hulett's pension fund.

'In spite of this decision, the investigations which already have begun in Hulett's to seek solutions relating to other matters which concern employees about the pension fund will continue and are due for completion by the end of the year,' Mr Phillips said.

A 'fair number' of employees already had withdrawn their contributions, Mr Phillips said.

He emphasised that workers who had not yet cashed their cheques were welcome to rejoin the Hulett's pension fund and should their contributions be repaid.

# Food factory workers down tools

N. MERCURY

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## Shop steward recognition negotiations break down

### Mercury Reporter

THE entire labour force of Zululand Food Producers (Pty) Ltd in Richards Bay refused to return to work yesterday after management had refused to rehire shop stewards

About 370 workers downed tools on Friday when negotiations with management over recognition of worker representatives and wage demands broke down

The vice president of the Sweet, Food and Allied Workers' Union (SFAWU), Mr Thomas Mkhwanazi, said the union, a Fosatu affiliate, had been negotiating for recognition for some time

He said 'We presented a recognition agreement to management but so far they have refused to speak to the union

'The workers have rejected the liaison committee and have instead elected their own shop stewards to represent them

'Last week the shop stewards approached management, on behalf of the workers, and demanded their wages be increased from a minimum of 22c an hour to R1 an hour

'Management said they could not pay what they had demanded. They also said they did not recognise the shop stewards as being representative of the workers

'While the shop stewards were reporting back to workers, an engineer of the firm, carrying a gun, dispersed the workers,' said Mr Mkhwanazi

'The manager then told workers that if they did not want to go back to work, they must get off his premises'

Management yesterday offered to rehire 360 of the workers but refused to rehire the shop stewards. The workers decided not to return to work

The general manager of Zululand Food Producers, Mr D C Legge, said a SFAWU recognition agreement had been submitted to

the company's legal advisers as part of an investigation requested by the board of directors

He confirmed that management had been approached by shop stewards of the 'as-yet-unrecognised union'

'They were advised that the company was not in a position to meet their wage demands

'The greater majority of workers refused to return to work after their lunch break on Friday and workers were warned that if they did not return they would automatically dismiss themselves'

He said the company had offered re-employment to 360 of a total workforce of 369

Mr Mkhwanazi said late yesterday that the union had received a letter from the company requesting that 'the labour force be available for re-employment opportunities'

It said 'Strike action has serious consequences for this company, the labour force and the general well being of the area'

# Sweet men holding out for big rise

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By Drew Forrest

Close to 400 striking workers at the Zululand Food Producers plant in Richards Bay refused to resume work yesterday morning after a management decision not to reinstate their shop stewards

The initial dispute was sparked on Friday when shop stewards of Fosatu's Sweet, Food and Allied Workers Union approached management for an increase in the minimum wage from 22c to R1 an hour

The SPAWU is not recognised by the canning company, but talks have been in progress for some months, and the union has submitted a draft agreement to management

The union's general secretary, Mrs Maggie Magubane, said the company would not negotiate on the wage demand

Management comment could not be obtained, but according to Mrs Magubane an armed management representative disbanded a report-back meeting of workers — who were then locked out and dismissed.

The dispute continued yesterday, when workers returned to the factory, but walked out after management had offered to rehire everyone except the eight shop stewards, she said

"The workers have straight-forward demands — the immediate recognition of the union, the reinstatement of the stewards and negotiations on their wage-claims," she said

She added that management was still refusing to deal with the union, despite efforts by officials in three centres to establish contact

# Shop stewards not rehired <sup>RDM 8/12/81</sup> so the strikers stay out <sub>(152)</sub>

AN ENTIRE labour force, on strike since Friday, refused to return to work today after the Richards Bay management refused to rehire the shop stewards.

About 370 striking workers of the Zululand Food Producers (Pty), went on strike after negotiations over recognition of worker representatives and wage demands broke down.

The vice-president of the Sweet, Food and Allied Workers Union (SFAWU), Mr Thomas Mkhwanazi, said the union — a Fosatu affiliate — had been negotiating for recognition for some time, but management had refused to speak to the union.

He said "We presented a recognition agreement to management but so far they have refused to speak to the union."

"The workers have rejected the liaison committee, and have instead elected their own shop stewards."

He said the shop stewards had approached management last week with a demand for wages to be increased from a minimum of 22c an hour to R1 an hour, but management had told them they could not meet the demand, or recognise the stewards as being representative.

## Gun

"While the shop stewards were reporting back, an engineer of the firm — carrying a gun — dispersed the workers," said Mr Mkhwanazi.

The manager then told workers to get off the premises if they did not go back to work.

Management yesterday offered to rehire 360 of the workers, but refused to rehire the shop stewards. The workers decided not to return to work.

The general manager of Zululand Food Producers, Mr D C Legge, said a SFAWU recognition agreement had been submitted to the company's legal advisers as part of an investigation requested by the directors.

"The greater majority of workers refused to return to work after their lunch break on Friday, and were warned that if

## Mail Correspondent

they did not return they would automatically dismiss themselves," Mr Legge said.

Mr Mkhwanazi said late yesterday the union had received a letter from the company requesting "The labour force be available for re-employment opportunities. Strike action has serious consequences for this company, the labour force and the general well-being of the area."

● Meanwhile, at the Umbogintwini plant of African Explosives and Chemicals Industries, all the 1 400 workers dismissed by management on Friday have been re-employed.

The workers downed tools after management refused to pay out their pension contributions. A statement issued by management yesterday said "Contributions to the pension fund up to the date of dismissal will be refunded."

"But all re-engaged employees will be required to join the pension fund at the end of our three-month probationary period."

# Drivers held after strike freed when union pays bail

SIX Vereeniging bus drivers who were arrested after a work stoppage at the Vaal Transport Company last week were released yesterday. They had spent nearly a week in prison because they could not afford to pay their bail.

Their bail had been set at R500 each after their arrest last Wednesday and only four of the 10 drivers charged, all worker representatives at the company, had been able to raise the money, according to lawyers acting for the men.

However, yesterday lawyers for the men brought an application in the Vereeniging Magistrate's Court to have their bail reduced.

The court reduced bail to R100, but ruled that the drivers must report to the police while awaiting trial and that they must not leave the magisterial district until the end of the trial.

## Pay demands

A representative of the Commercial, Catering and Allied Workers' Union of SA which has agreed to assist the drivers, was bailing them out yesterday afternoon.

According to lawyers, they are being charged with contravening the Labour Relations Act by engaging in an illegal strike and

## Labour Reporter

contravening the Riotous Assemblies Act by holding an illegal gathering.

The 10 arrested men were all members of Vaal Transport's works committee at the time of the stoppage over pay demands, which brought the company's more than 300 buses to a standstill.

Services have since been resumed.

A Vereeniging representative of the CCAWUSA said the union had agreed to assist the drivers after they had approached it, claiming that their own union, the Transport and Allied Workers' Union, had refused to assist them with bail and money for their defence.

"They claim that the TAWU said it would not help them because they had been wrong to take part in the stoppage," the representative said.

The men are to appear in court again on December 18.

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# Workers can quit pension fund

By Tony Davis

The Hulett's sugar group in Natal has agreed to allow workers to withdraw their pension contributions

Last week Hulett's told about 5 000 workers at its five sugar mills and several subsidiaries that they could withdraw their funds

The decision followed an investigation into pension-related strikes at the mills several months ago.

A Hulett's spokesman, Mr Ron Phillips, said several hundred workers had already withdrawn their contributions and the number was increasing

Mr Phillips said that Hulett's hoped workers would decide to return to the pension fund. They were being counselled about the consequences of leaving the scheme.

The withdrawal option affects semi-skilled and unskilled workers in the mills and subsidiary firms

Mr Phillips added that other investigations into pension issues were still being conducted by Hulett's and that the findings would be released in the near future

Workers who decided not to withdraw contributions had the option of either repaying three months' lost contributions from the strikes or lose three months' payment at retirement age, he said



**AECI**

**strikers**

**back**

**at**

**work**

ARGUS  
2/12/81

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**Argus Correspondent**

DURBAN — All 1350 African Explosives and Chemical Industries workers dismissed last week after striking over pensions, have been reinstated.

Work at AECI's Umbo-gintwini plant came to a halt last Friday as strikers demanded the right to be able to withdraw their pension money without having to resign.

Factory management said those who were not back at work by a lunch-time deadline would automatically be fired and paid off on Monday.

None returned to his post and it was left to the remaining white staff to keep the plant running at the weekend.

**BREAKTHROUGH**

A team from the Chemical and Allied Workers' Union, headed by its chairman, Mr Robert Domisa, met AECI on Monday to discuss the issue.

It was later announced that all workers would be reinstated immediately and those who so wished would be able to withdraw their pension contributions from the company's pension fund.

Mr Dongani Nxumalo, an official of the South African Allied Workers' Union, to which CAWU is affiliated, said this was a breakthrough in local labour relations.

He said the stoppage had been peaceful, discussions calm and productive.

# Saawu bosses detained in union crackdown

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Two officials of the unregistered SA Allied Workers' Union — its president, Mr Thozamile Gqweta, and its vice-president, Mr Sisa Njikelana — were detained by the Security Police in East London yesterday.

This was confirmed to The Star's East London correspondent by the head of Security Police, Border region, Colonel A. van der Merwe.

He said the men were being held under Section 22 of the General Laws Amendment Act, which provides for 14-day periods of detention without trial.

A union spokesman said the Saawu offices were also searched by police.

The detention of Mr Gqweta and Mr Njikelana brings to seven

the number of unregistered union leaders detained during the latest Security Police crackdown.

Other union detainees include the Saawu general secretary, Mr Sam Kikine, the general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma Mashinini and the Transvaal regional secretary of the African Food and Canning Workers' Union, Dr Neil Aggut.

In addition, two top officials of the Media Workers' Association of South Africa, Mr Zwelakhe Sisulu and Mr Thami Mazwai and four officials and ordinary members of the Motor Assemblers and Component Workers' Union are now in their sixth month of detention.

# Strike-hit firm - ADM 10/12/81 and union enter into agreement

## Labour Reporter

A VEREENIGING bus company, Vaal Transport Corporation, which was hit by a drivers' work stoppage a week ago, announced yesterday that it had signed a preliminary recognition agreement with the black Transport and Allied Workers' Union

TAWU says just under half the company's 800-plus workers are its paid-up members and that more than 60 percent are signed-up union members

The announcement comes only a day after TAWU was accused by another black union, the Commercial, Catering and Allied Workers Union of SA, of refusing to help 10 drivers arrested during the stoppage

CCAWUSA claimed it had agreed to help the drivers with bail and legal expenses after TAWU, to which the men said they belonged, had refused. TAWU, it said, had told the men it would not help because they had been wrong to join the stoppage

TAWU's general-secretary, Mr Michael Mohalla, yesterday refused to comment on this claim "I am still looking into it" he said

The stoppage, which was sparked by pay demands, brought the company's buses to a halt for a short time

Yesterday's statement by the company, which is owned by United Transport Holdings, a British company, said the agreement set out "the intent of entering into a main recognition and procedural agreement", with TAWU

## 'Stepping-stone'

Its aim, it said, was to 'establish normal relations' between the two parties

Vaal Transport's statement added that the agreement — signed on Tuesday — would "hopefully" lead to negotiations on "a full and formal recognition and procedural agreement in the near future"

It added that Mr Mohalla had "expressed his satisfaction" in reaching agreement

Mr Mohalla said yesterday that the agreement granted the union 'stop order' facilities and dealt with issues such as union representativeness

"It covers all the issues usually dealt with in an agreement except wages and discipline and grievance procedures," he added

He said TAWU saw the agreement as 'a bridge to the main discussions on recognition'

"We see it as a stepping-stone to fully normalising our relationship with the company" he added

# Court told man hit supervisor with iron rod

DAKJ DISP  
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EAST LONDON — A maintenance fitter at Western Province Preserving Company told a Regional Court magistrate here yesterday that he saw one of five men and a woman strike two supervisors at the factory with an iron rod.

Mr Leonard Dudley Stevens was giving evidence in the case in which Mr Randile Mva, 31, Mr Mkangeli Matadi, 21, Mr Ntsikelelo Soguntuza, 26, Mr Monkwalu Bonakeli, 26, Mr Mhlangabezi Nimrod, 23, and Miss Nomonde Qelese, 22, appeared before Mr S van Zyl on charges under the Riotous Assemblies Act.

They are charged with threatening workers of the Western Province Preserving Company with violence if they continued working.

Alternatively they are charged with three counts of assaulting Mrs Agnes Nkhosi, Mrs Daphne Luxano and Mrs Victoria Mangali.

Mr Stevens said none of the workers was in the factory after he returned from tea on the day in question, but that there were many who had wanted to continue working.

He said he saw Mr Mva, followed by Mr Matadi, Mr Soguntuza, Mr Bonakeli and Mr Nimrod, enter the factory and go up a flight of steps.

Mr Mva had an iron rod while the others were armed with sticks, he said. He saw Mr Mva hit one of

the supervisors across the face with the iron rod and tell her to get out of the factory.

Mr Stevens said Mr Mva also hit another supervisor on the back with the rod.

Meanwhile the others were trying to get workers out of the factory, but he did not see them hit anyone, Mr Stevens said.

He said he did not know what happened between management and the workers outside the factory in the morning as he had been inside the factory at the time.

Detective Warrant Officer Christoffel Johannes Els, of the Security Police at Cambridge, said he went to the factory after receiving a report. There he saw Mr Mva, Mr Matadi, Mr Soguntuza, Mr

Bonakeli and Mr Nimrod come out of the women's cloakroom. Six women were running away.

He concluded that the women were trying to get away from them. A member of management Mr A J Gower made a report to him after which he arrested the five men.

Under cross-examination by Advocate M Moerane, for the accused Warrant Officer Els admitted there had been general pandemonium at the factory.

He denied the workers had moved towards the exits at the time and said he did not see any of the accused strike any workers.

The hearing was postponed to January 20, 1982. Mr Mva is out on bail and the other accused were remanded in custody. —DDR

# Dismissals top the list in 1981

By Tony Davis,  
Labour Reporter

Dismissals rather than wage issues are increasingly becoming a major factor in labour unrest in the metal industry on the East Rand

This was one of the findings made in a study of disputes on the East Rand involving the Fosa-tu-affiliated Metal and Allied Workers' Union

The study was made by two University of the Witwatersrand academics, Mr Eddie Webster and Mr Ari Sitas, on a Ford Foundation grant

There were 23 disputes on the East Rand involving Mawu between July and November this year, with 11 of these in the Wadeville area alone

The 23 disputes involved 10 772 black workers — about 11 percent of the black engineering industry work force on the East Rand the study shows

Unlike the large number of wage disputes in

## East Rand probe

STAR 10/12/81 (152)

## looks at power

## of metal workers

the past, half of these disputes involved worker dismissals and another six involved worker demands for the dismissals of other staff

Workers' rejection of arbitrary controls exercised by managements was the central demand in most of the disputes, according to the study

Most of the stoppages were brief ranging from an hour to a week and

Mawu won half of the disputes with managements agreeing to their demands

Dismissed workers were reinstated or other personnel were dismissed at Mawu's request in 12 of the disputes

Mr Webster and Mr Sitas describe the use of 'demonstration stoppages' by workers which appear to be highly effective in hastening disputes

towards acceptable outcomes for the unions at workers

"This mechanism of the speedy resolution of conflict on the shop floor is of a particular importance in South Africa where cumbersome statutory provisions still hinder any meaningful resolution of conflict," the report says

One facet of the disputes was that workers

### Disputes

also called for the dismissal of staff whom they thought had been 'bought' by management

In one dispute this involved worker demands for the dismissal of a union shop steward

The study appears to reject any notion of a "conspiracy" approach to East Rand metal industry disputes

Although Mawu was involved in all of the cases the union was often brought into the dispute after it was already underway — an indication of the growing militancy of workers on the shop floor

Six of the 23 disputes did involve wage demands and these demands also reflected the workers' desire for the right to determine the manner in which the wages were negotiated, the study found

Mawu had grown steadily on the Reef since it started organising in 1975, but had recently shown rapid growth from the end of 1980 when its membership stood at 12 000 to date where it stands at more than 23 000

Workers had turned to the union and rejected works and liaison committees

Unionists often organised themselves at the hostels where many of the workers lived and were able to increase membership the study shows

The study concludes that the demonstration stoppages proved successful in drawing attention to grievances and workers were then willing to return to work while negotiations with the union were held

# Strike at Edgars

SOWETAN 11/12/81 By JOSHUA RABOROKO (52)

ABOUT 350 workers employed by Edgars Warehouse in Johannesburg yesterday went on strike after several demands were not met by the management.

The workers, all members of the Commercial, Catering and Allied Workers Union of South Africa told The SOWETAN that they would not go back to work until their demands were met by management.

The workers demanded the reinstatement of three of their colleagues — one of them sacked on Thursday, recognition of their trade union, transference of a white supervisor to another department that they should not be victimised, and that they should be paid their full salary while on strike.

A spokesman for the workers said that three of their colleagues were dismissed from their employment — the latest victim on Wednesday — after they were "unfairly treated" by a white supervisor.

The industrial relations manager of the company, Mr Don Fenley, confirmed that the workers decided to stop work yesterday after they had complained of the "unfair dismissal of one of the workers."

As far as he was concerned, Mr Fenley said, the worker was dismissed because of poor attendance, low production and other problems in the establishment.

The workers were expected back at work today, he said.

# 2 EIL firms in wage accord with unions

DAILY JSP 11/12/81 \$152

EAST LONDON — Two local companies — subsidiaries of the giant Tiger Oats group — have negotiated a substantial wage increase with the South African Allied Workers Union (Saawu) and the African Food and Canning Workers Union (AFCWU).

The companies are KSM Milling which recognises Saawu, and Meadow Feeds, which recognises the AFCWU. Both unions are unregistered.

Mr Gordon Minkley, the managing director of KSM, was tight-lipped yesterday on the details of the wage package and would only comment: "We have had wage negotiations and reached an agreed wage for the next 12 months."

Union sources said the minimum wage had risen in the region of 100 per cent and added they were very pleased with the outcome of the talks.

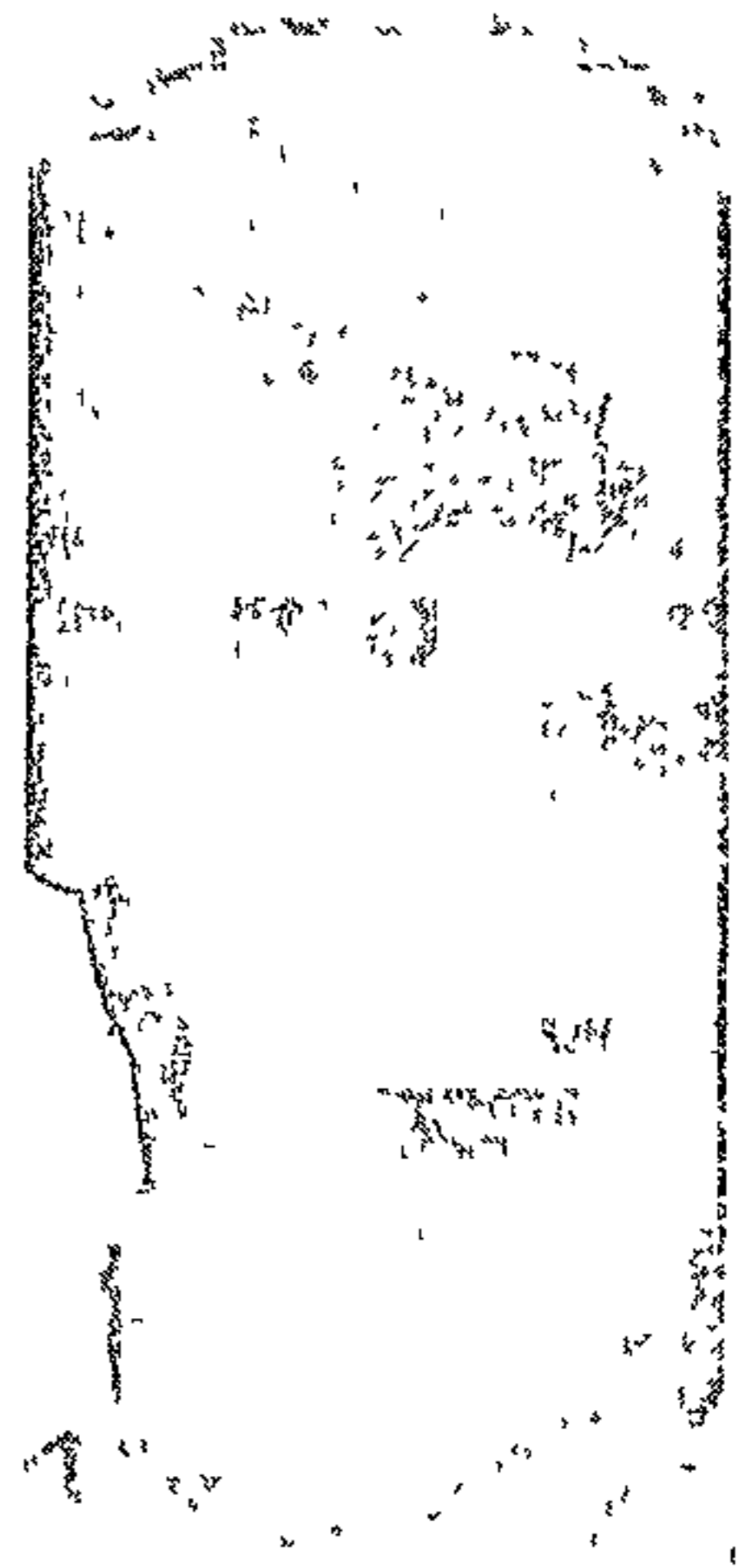
A spokesman for Tiger Oats in Johannesburg said the wages of employees in the two companies had been brought into line with the rest of the country.

The basis of the negotiations was to close the gap between wages in the rest of the country and the Eastern Cape — where for some reason the wage structure has always been lower.

He would not comment further, saying it was a delicate domestic matter.

KSM has been hit by three work stoppages in recent months, two of which were reportedly over the wage issue. A spokesman for Saawu praised the management of the company for arriving at this settlement and said it would go a long way towards ensuring industrial peace at the factory.

He said the agreement proved that it was only through representative trade unions that workers could gain their rights and improve their living conditions. — DDR



MR MINKLEY

# UK unions plan sympathy boycott

From BRUCE STEPHENSON

LONDON - Three of Britain's most powerful trade unions may decide today to boycott the giant confectionery manufacturer Rowntree Mackintosh, in a show of solidarity with workers at its South African subsidiary, Wilson Rowntree.

National officers of the Transport and General Workers' Union (TGWU), the Union of Shop Distributive and Allied Workers (Usdaw) and the General and Municipal Workers' Union (G.M.W.U.) meet here this afternoon to decide a form of action.

A boycott of Rowntree Mackintosh, Kit Kat Smarties and Quality Street goods will be in support of workers of the South African Allied

Workers' Union (Sawu) who have had a long standing dispute with their East London employers.

They want the South African subsidiary to recognize Saawu and reinstate without victimization workers sacked during the strike.

A spokesman for one of the three British unions said yesterday they had made "strong representations" to Rowntree Mackintosh management on the matter, but had not received a satisfactory response yet.

The precise terms of the boycott if implemented have not been decided but it could follow along the lines of similar union action, which means union members would refuse to handle or transport the company's goods.

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- a. ASSEMBLER procedure elements
- b. CONTROL procedure elements
- c. FORTRAN procedure elements

The following element types may be thought of as being special-case source language elements:

Any of these elements may be introduced into a program file or manipulated within a file by the use of the appropriate processor (FORTRAN, COBOL, ASM) or by certain utility routines described later in this manual.

- a. FORTRAN source program
- b. CONTROL source program
- c. ASSEMBLER source program

Typical source-language elements are the following:

- a. Source element (symbolic) - Multiple updated copies of this same ELEMENT/VERSION may be maintained by C-cycle
- b. Relocatable binary element (RB) - C-cycle is not available for RB and ABS element
- c. Absolute binary element (ABS)

The elements contained within a program file are of the following three types:

Also included are various other parameters such as the date of element creation and the current relative location of the element on mass storage. These parameters are provided and maintained by the system.



(H.A.) (152) (151)  
Children help out  
at strike  
factory

By Drew Forrest

The giant Geneva-based International Union of Food and Allied Workers' Associations (IUF) has intervened in the dispute at Zululand Food Producers where close to 400 workers were dismissed after striking last week.

The IUF, which has about 60 union affiliates with two-million members worldwide, has appealed to the company's Richards Bay management to reinstate all the workers and talk to their union officials.

A similar telex plea has been sent to the company by the Federation of SA Trade Unions (Fosatu), one of whose affiliates, the Sweet, Food and Allied Workers' Union, is involved in the dispute.

#### DEMANDS

But the company's general manager, Mr D C Legge, was adamant yesterday management would not deal with officials or shop stewards of the union before it was formally recognised.

'We reserve our right to re-employ the workers of our choice,' he added.

Workers struck and were dismissed last Friday after the company had turned down demands for a R1 minimum hourly wage. They walked out again after the weekend when management offered to rehire all but eight colleagues, allegedly shop stewards.

The offer of selective re-employment expires on Monday at 4 pm.

Mr Legge would not say how production had been affected by the strike. However, he revealed that a number of white school-children were helping out at the factory.

# Food firm 12/12/81 dispute goes on

## Mercury Reporter

ZULULAND Food Producers at Richards Bay had discussions with union officials as their employees yesterday refused to work for the fifth day in succession.

The plant's 270 workers downed tools last Friday in a bid to have their shop stewards recognised and to have their wages increased to R1 an hour.

The only comment the company would make was to say that they 'had discussions with union officials and their views would be discussed at a meeting of directors of the company to be held early next week'.

## Rejected

Mr J Naidoo, a Federation of South African Trade Unions' organiser to which the striking workers Sweet, Food and Allied Workers' Union is affiliated, said that management had rejected three demands made by the workers at the meeting yesterday.

These demands were that all workers should be allowed to return to work, that shop stewards should be recognised and that a date should be set for discussions of the minimum wage issue, which is presently 22 c an hour.

## Re-employment

Mr Naidoo said management's position had not changed, and they still wanted to re-employ workers selectively.

On Tuesday it was reported that management said they were willing to re-employ all the workers excluding the shop stewards. Workers would not accept this, and the strike continued.

Mr Naidoo said the factory was at a standstill, and members of the community were supporting the workers by not applying for the vacant jobs.

A meeting of union officials and community leaders had been organised at the Ngwelezane township for Sunday, he said.

Work out your reading rates for your prescribed books - you will then know in advance whether to schedule a whole weekend for a chapter, or whether to read it on the train on the way home. Try to do the same for test preparation, essay planning and writing, etc.

(B) The second missing element is obvious. You have work to do, time to do it, but where do you do it? Studies on study areas suggest that a good place to study:

- (i) Is free from interruption (noise, visual distraction, friends, people constantly walking past).
- (ii) Is out of sight of a telephone!
- (iii) Has a firm, comfortable chair, but not one in which

- (iv) Has
- (v) Is c
- (vi) Is a

Those of you at home will

case use your ingenuity. The libraries on campus have many study areas - find a quiet area. Many departments have study rooms or seminar rooms which you could ask to use. In general, find the best study place available to you - the factors mentioned should help you decide between venues even

constitutes one of the major study tasks for most students in the faculties of Arts and Social Science. Once again, taking good notes aids understanding and recall.

1.4 Completing Assignments

This includes essays, long papers, practicals, reports and tutorial work. Written assignments throughout the year.

1.5 Integrating Course Components

Lectures, reading and assignments. You will need to integrate the different aspects of the course.

RDM 12/12/81

# Sacked sweet workers reject rehiring offer

Mall Correspondent

THE management of Wilson-Rowntree, which has experienced a 10-month consumer boycott over the dismissal of striking workers, has softened its stance on taking back sacked staff - but the workers have rejected the new terms

Addressing about 300 former Wilson-Rowntree workers in East London yesterday, officials of the SA Allied Workers Union claimed the company had made an offer aimed at ending the deadlock

At the meeting, workers called on the company to reinstate them unconditionally, a full 10 months after the industrial dispute which led to their being fired

These developments came as three powerful British unions were considering whether to endorse a boycott of the British-owned company's products

The dispute at Wilson Rowntree has already led to a nationwide consumer boycott in South Africa

## 'Starve'

In a resolution, workers said they were prepared to 'starve' and prolong the boycott as long as management remained adamant about not reinstating them

The Wilson Rowntree dispute began in February, when about 500 workers went on strike over the allegedly unfair dismissal of three operators

Mr M Mdyogolo, branch secretary of Saawu, told the meeting union officials had met management on Monday and been told the company was prepared to take the former employees back when vacancies occurred

This was rejected by workers, who said they still regarded themselves as Wilson Rowntree employees and members of Saawu

In the resolution they said they wanted their jobs back unconditionally and added they would never join the Sweet Workers Union which is at present recognised by the company and which Saawu claims is favoured by management

They also refused to discuss their reinstatement with the Sweet Workers' Union - management has insisted because 'it has nothing to do with them the Sweet Workers Union is not involved in the dispute'

The workers said they still demanded the company recognise Saawu and their elected worker committee

Now, each of these activities requires special skills and you will need to become proficient at each to succeed at university. The lectures tomorrow and the day after will look at the different skills some of these study behaviours require. Today's lecture will look at an important factor they all have in common - they all require a carefully planned use of a

scarce commodity - TIME.

# More action threat by strikers

**DURBAN** - Community leaders and striking black workers at Richard's Bay are threatening a community campaign against a local food company if it does not agree to reinstate all workers and recognize Tosatu's Sweet, Food and Allied Workers' Union by today.

The campaign would include attempts to enlist help from overseas and local unions.

The company, Zululand Food Producers, was hit by a strike by 370 workers over demands for union recognition and for pay negotiations between the union and company 10 days ago.

Last Monday, the strikers re-

fused to return to work after the company had said it would not reinstate union shop stewards.

SFAWU claims that the local community has agreed to back strikers' demands.

The union's general secretary, Mrs Maggie Magubane, said yesterday that a resolution adopted at a meeting at the weekend had given management until today to agree to the demands.

The meeting had demanded that management reinstate all the strikers, recognize the union, and agree to negotiate with it on wages.

The union claims that man-

agement refused to speak to it if it wanted to raise recognition demands.

Management spokesman could not be reached yesterday, but the firm's general manager, Mr C D Legge, has said that the company had received a proposed recognition agreement from the union and had submitted this to its legal advisers.

According to the resolution released by Mrs Magubane, the proposed campaign would include appeals to local workers not to take the jobs of strikers.

She said it would also involve enlisting the help of overseas unions, community organizations and local trade unions.

The use of F-cycles enables the user to manipulate any of a set of catalogued files without modifying his run stream.

Each qualifier\*filename constitutes an F-cycle set. Each file within one of these sets of catalogued files has the same read and write keys as well as qualifier\*filename.

As a file of a given F-cycle set is being created, a number is assigned to it. This number is called the absolute F-cycle number and uniquely identifies that particular file along with its qualifier\*filename. Absolute F-cycle numbers are unsigned integers that begin with 1 and continue through 999, at which point the numbering recycles to 1. The circular assignment of F-cycle numbers does not cause conflicts since a maximum of 32 consecutively numbered files may be retained in a set.

A file within an F-cycle set may be referenced by its absolute F-cycle number or by a relative F-cycle number. Relative F-cycle numbers are signed integers in the range +1 to -31. Relative F-cycle number 0 (-0 or 0) refers to the catalogued file whose absolute F-cycle is

## 2.5.3 FILE CYCLES (F-CYCLES)

All internal filenames equated to an external filename are listed and maintained for the run. Once equated, the user can reference the file by its internal or external filename from within a program or the run stream. If a conflict of filenames exists, it is the user's responsibility to attach an internal name to the file (with the conflicting external name before any references to that file are attempted). The internal filename list is always searched first on file reference. If a no-find condition occurs on the internal names, the external filename list is searched. Multiple internal filenames can be attached to an external filename.

INTERNAL-FILENAME specifies the name by which the file can be referenced within the run after the @USE control stream.

EXTERNAL-FILENAME specifies the full external name of the file. The external name usually takes the form qualifier\*filename (F-cycle). The exception is when external name has been previously used in an earlier @USE command.

@USE INTERNAL-FILENAME, INTERNAL-FILENAME

Format 2:

# Richards

AS. MERCURY  
Bay 10/12/01

workers  
hold to

## demands

### Mercury Reporter

WORKERS from Zululand Food Producers in Richards Bay yesterday still refused to return to work, demanding that management reinstate the shop stewards

The 370 workers downed tools on Friday last week when management refused to accede to a minimum wage demand of R1 an hour made to them on behalf of the workers by the shop stewards

When workers returned to the company on Monday, management offered to re-employ all but the shop stewards

Yesterday, the fourth day of work stoppage, the workers still were adamant that although they were willing to return to work, they would not do so until management agreed to re-employ the shop stewards as well

### Agreed

Yesterday Mrs Maggie Magubane, the general secretary of the Sweet, Food and Allied Workers' Union based in Springs, flew to Richards Bay in an attempt to negotiate with management

She told the Mercury that she had spoken to the general manager, Mr D C Legge, the day before and he had agreed to meet her but yesterday she was told management was not prepared to meet the union

'He told me that he had as yet been unable to discuss the matter with the directors of the company

'They are insisting that the shop stewards, instead of being representatives of the workers, are agitators' she said

Mrs Magubane said the union had been informed in a letter from management that 'the gates of the factory would be open to the workers until Monday, December 14, at 4 p m'

She said she had been informed that management was not prepared to negotiate with the union because it was not recognised

# 300 men still out over worker fired for coming late

EVENING POST 18/12/81

## Post Reporters

THE entire black work force of about 300 at Metal Box in Port Elizabeth downed tools yesterday, demanding the reinstatement of a colleague who was dismissed and had part of his wages deducted for coming to work late

The workers, who arrived at the company premises today but did not start work, complained that employees who arrived even a minute late were regarded as having been 15 minutes late, and had a quarter of an hour's pay deducted

Later today, workers agreed not to take any further action until they had had discussions with head office representatives from Johannesburg on January 18

Mr Knowledge Meapai, a spokesman for the Steel, Engineering and Allied Workers' Union, which is recognised by the company, said today the company had assured him that no workers would be dismissed and all workers would be paid until the matter was discussed at the meeting

He said workers had complained about deductions for late-coming since 1979

He said the management had told workers to accept the deductions or be fired

"Now it seems as though the management is firing as well as deducting from the workers' salaries," the spokesman said.

The managing director, Mr D Jacobs, said from Johannesburg today the employee who had been dismissed, Mr Maxim Mxoxo, was a "habitual late-comer" who had been late 47 times this year

Mr Jacobs said the procedure agreed on with the union had been followed before Mr Mxoxo's dismissal

The company did not intend taking disciplinary measures against workers who downed tools yesterday

# We've not been paid strikers

## Mail Correspondent

MORE than 200 workers who were dismissed from the SA Bottling Company in Port Elizabeth in October after a strike over pay and union recognition claimed yesterday they had still not received their benefits.

A statement prepared by the workers says the company's managing director, Mr P H Gutsche, "takes no notice of us now that we are out of work."

It says the workers were locked out when they went to the firm to collect their benefits.

The workers say when they turned down an offer by Mr Gutsche to take them back, he told them he did not need them.

Strikes at the firm began on September 25, when all weekly-paid workers and two salaried staff walked out.

After discussions with management, the strikers returned to work and were paid for the day they had been on strike. On October 6 the workers again went on strike.

The strikers gave as their reason the employment of five coloured workers who had stood in for absent employees. They alleged the five were paid higher rates.

The workers' statement says: "We need our money. We have families and children to feed. We have houses to rent. We must buy clothes and food, and this month is December and we need money for Christmas shopping."

Mr Gutsche said yesterday that the workers' allegations were not true.

"A substantial number of them collected what was due to them and we are waiting for the balance to come and collect theirs," he said.

He described as "confidential discussions" talks he held with officials of the General Workers' Union (Gwusa) over whose recognition the strikes began.

Meanwhile, a Mail Correspondent in Durban reports that in a dramatic turnabout yesterday 1000 workers from Zululand Food Producers in Richards Bay agreed to return to work, but only on condition they received a written agreement from management that there would be no victimisation.

About 170 workers downed tools on December 4 after management had turned down a demand by shop stewards that workers receive a wage increase from 22c to R1 an hour.

According to union officials, after a meeting of the company's directors last Monday management had agreed to re-employ all the workers except the secretary of the shop stewards.

# Wages still not collected after dispute

NATAL MERCURY 21/12/81

~~152~~

152

~~152~~

## Mercury Reporter

ABOUT 50 workers still have not collected their wages after being dismissed by National Co-operative Dairies at Mooi River last week, and according to the Sweet, Food and Allied Workers Union, the firm's management will not meet them to discuss workers' grievances.

Mr Petros Ngcobo, an official with the union, said the workers were refusing to claim their wages because they believed they had been unfairly dismissed.

The workers went on strike last Friday after 19 of their colleagues had been dismissed for refusing to work to the factory's new hours for which they claimed they were not paid overtime.

Mr Ngcobo said the Mooi River factory had changed their starting times from 7.30 a.m. to 6.30 a.m., and workers claimed they were not being paid extra for the

## longer hours

The 19 workers had been dismissed last Thursday for refusing to work to these hours.

He added that the union had approached NCD to try to come to an agreement, but management would not meet them.

Mr Rae Floweday, NCD's manager of member services and trading, said yesterday that some of the dismissed workers had been re-employed, and with new employees the factory was almost back to strength.

He said the dispute was centred on overtime but he would 'rather not comment' on the factory's working hours.

He added, however, that 'starting times change historically for various factors such as the seasons, but working hours do not change'.

Mr Floweday said if people at NCD worked overtime they were paid for it.



# Trial of PO men to be held next year

EVENING POST 21/12/69  
(152) (218)

## Court Reporter

THE trial of 28 former Post Office workers, charged with contravening the Riotous Assemblies Act, will be held in the Regional Magistrate's Court on March 15.

Twenty-six appeared in the Port Elizabeth Magistrate's Court today before Mr J S Lombard

Bail of R100 each was extended and bail conditions were relaxed. Instead of reporting to the police three times a week, they need report only on January 10.

A total of 78 former postal workers originally appeared but were divided into different groups who will appear on various dates between January and March next year.

A warrant for the arrest of Mr Norman Fecana, who failed to appear in court today, was issued.

Mr Enoch Platjes also failed to appear and a warrant for his arrest was held over until March 15.

According to a charge sheet all the accused allegedly threatened certain postal workers and their families with violence and prevented them performing their duties or from reporting for duty between October 12 and 17.

Miss R Watson appeared for the State. Mr Herbert Fischat appeared for all 28 accused.

# Food<sup>N</sup> firm<sup>MERCURY</sup> workers<sup>22/12/81</sup> decide<sup>(152)</sup> to return<sup>(152)</sup>

## Mercury Reporter

THE two-week tussle between the management and workers of Zululand Food Producers in Richards Bay ended yesterday when workers agreed to return to work.

Mr D C Legge, the general manager of the company, said the workers had arrived yesterday morning and said they wanted to work.

He said they would probably start today.

The two-week dispute was sparked off on December 4 when workers sent their shop stewards to negotiate with management an increase in the minimum wage from 22c to R1 an hour.

Management, who refused to recognise the shop stewards, told workers that 'the company was not in a position to meet their demand'. In response the approximately 370 workers downed tools.

## Stewards

The dispute was further complicated when, on Monday, December 7, workers returned to work but management refused to re-hire the shop stewards because they belonged to a 'as yet unrecognised union'.

The Fosatu-affiliated union — the Sweet Food and Allied Workers' Union — although unrecognised by the company, have been presenting to management the workers' demand that they would not return to work until all the workers were re-employed.

According to the union, after a meeting of the directors of Zululand Food Producers a week ago, management agreed to re-employ all the workers except the secretary of the shop stewards. Workerstremained adamant in their demand.

On Thursday talks between management and the union broke down when management refused to deal further with the union.

42  
1404 1230 121  
R1 an hour  
186 strike: 400  
1404 152 154  
back on job.  
Star 23/12/81  
Labour Reporter

The strike at Zululand Food Producers in Richard's Bay took a new turn yesterday when about 400 workers who had two weeks ago been dismissed returned to their jobs.

The dispute at the canning firm started after management rejected workers' demands for a R1 hourly wage.

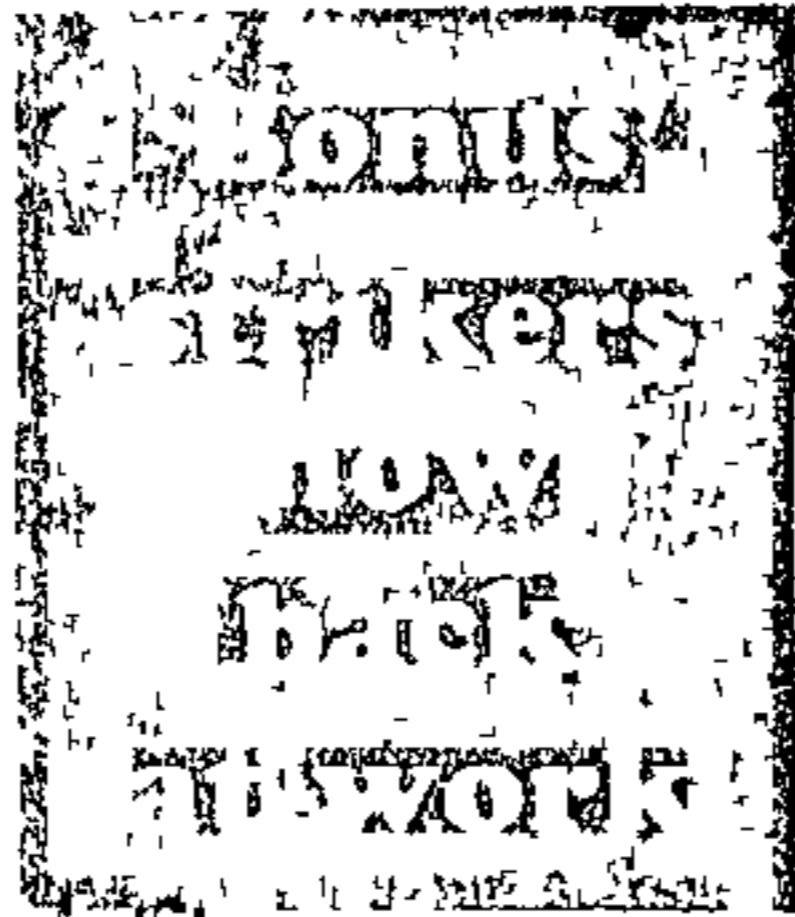
Management at ZFP said it was willing to re-engage all but eight union shop stewards.

This was rejected.

But the workers returned yesterday to ensure the union had access to negotiations with management next month, a union official said.

The general manager of ZFP, Mr D Legge, said that the strike was now over.

During the dispute the International Union of Food and Allied Workers' Association, based in Geneva, called on ZFP to re-engage the workers and resume talks.



23/12/68 Reporter

The black staff of Empangeni Transport Ltd returned to work yesterday morning after 229 of them had been fined in the Empangeni Magistrate's Court on Monday for striking illegally.

The workers were charged under section 14 (1) of the Riotous Assemblies Act (17 of 1956), and after pleading guilty were given the option of a R70 fine or 70 days' imprisonment.

The general manager of Empangeni Transport, Mr J J Steenekamp, said yesterday negotiations regarding certain remuneration grievances were being continued with the workers' representatives and the Transport and General Workers' Union.

A spokesman for the union said Monday's strike was centred on the workers' bonuses. He said the workers had downed tools without consulting the union.

HEOM 152 283

# Sweet boycott still on

Star 29/12/81

The boycott weapon also came to light in the Wilson-Rovntree dispute in East London involving Saawu

About 500 workers were dismissed at the factory in February and the union instigated a county-wide boycott campaign

Its greatest success has been in townships outside Pretoria and in Soweto,

where traders have apparently refused to stock Wilson-Rovntree products

The campaign is still under way

The past year saw the newly instituted Industrial Court come under fire from unions and employers

The court was designed to bring about the speedy resolution of disputes but

in May it almost ruled itself out of existence, labour experts say

A case brought before the court by Fosatus Engineering and Allied Workers Union over a dispute at Raleigh Cycles in Springs was thrown out because the court said it did not have jurisdiction

The union claimed that the company had lobbied

out workers and victimised union members

The refusal of the court to hear the case brought to an end the proposed appeal by lawyers representing former Putco bus drivers dismissed after a strike the previous December near Soweto

Counsel for the drivers said taking the case before the court would have been a waste of time

DD 30/12/81

~~(73)~~ (152) ~~(152)~~

## Maseru doctors strike continues

MASERU — Doctors at the Queen Elizabeth II hospital here were continuing their sit-down strike yesterday. The strike started on Monday.

The doctors, all Lesotho nationals, have been joined by doctors from other government hospitals in the country.

They have complained to the Minister of Health, Mr Patrick Lehloenyane, about their conditions of service and salaries. The minister has referred the matter to the cabinet and Prime Minister Leabua Jonathan.

A government statement issued last night said that only 14 doctors were on strike and not 25, as stated by the SABC.

The statement said a meeting between doctors and the Health Minister had taken place and that it was expected that the doctors would return to work.

However, some of the doctors said they were going ahead with their strike until their grievances had been attended to.

Government hospitals are being manned by foreign medical personnel, seconded to Lesotho as consultants — DDC

East Rand metal industry. Sponsored by the Ford Foundation Eddie Webster and Ar Sitas of the University of the Witwatersrand's Department of Sociology have analysed 24 work stoppages in which the Metal and Allied Workers Union (Mawu) was involved.

An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu began organising on the Reef in 1975, but its membership has grown significantly only in the past year from 12 000 members at the end of 1980 to 23 000 now. It has members in 61 factories, has won referendums in six of these and has negotiated successful agreements in three.

All 24 stoppages were of short duration — lasting on average for one and three-quarter days. They have been classified by the researchers as 'demonstration stoppages' rather than genuine trials of strength. One took place in May last year and 23 between July and November this year.

In contrast to a National Development and Management Foundation (NDMF) study which reported that most strikes this year were triggered by wage demands, Webster and Sitas have found that the rejection of arbitrary control by management was the central demand in most of the stoppages they studied. In 12 of the stoppages the demand for the reinstatement of dismissed workers was made. In a further six stoppages workers demanded the removal of managerial employees they believed were exercising control in an arbitrary fashion or where they believed worker representatives had been 'bought by management'.

Six of the stoppages involved wage demands. Although average black earnings in the metal industry are above the household subsistence level (HSL), Webster and Sitas provide evidence that earnings have not in fact been catching up with the rapid rise in the cost of living.

LABOUR MATTERS

Showing strength

F. M. 11/12/81  
152

Valuable insights into industrial conflict involving emerging black unionism are revealed by a study of work stoppages in the

Wits' Webster

sharp focus on the East Rand

It is significant that all the stoppages over wage increases followed the announcement in June of the new wages in the industrial council agreement. Webster and Sitas say that although wage demands met with only

living wage has become a widely discussed topic. All stoppages over wages brought forward a demand of either R2 an hour or 50c-60c increases an hour, which Fosatu has been publicising for nearly a year.

About 60% of workers involved in these disputes are migrants and another 19% are women from adjacent townships. Both groups are among the lowest paid in the metal industry. In addition, the concept of a

qualified success, they do reflect more than just a desire for an increase. Mawu members want to determine the way in which wages are negotiated. They reject the industrial council favouring plant bargaining instead and feel excluded from the present wage negotiation process.

There is, however, a changing employer response to trade unions. The growing strength of Mawu on the shopfloor and the legitimacy given to trade unions by state recognition has led to some managements shifting from a strategy of pre-emption to that of negotiation. In 12 of the stoppages the demands made by workers were fully met and in another four cases they were partially met. In eight of the stoppages demands were rejected and workers were dismissed and selectively rehired. However, the absence of direct police intervention is significant. Workers were prosecuted in only two cases.

#### **Imitation effect**

Mawu's remarkable growth over the past year is attributed to less hostile state and management attitudes and the union's strength in the factories. In addition, union leaders report an imitation effect in the industrial area where successful stoppages occur. Stoppages initiated by the Colgate dispute in June spread across an area of two km and this imitation was aided by the creation of shop steward councils with members from different factories. Union leaders also point to the ease of organising workers living in hostels.

An important finding is that none of the stoppages studied was initiated by union officials. They resulted from grievances expressed by shopfloor workers and articulated by shop stewards. Only after the stoppages occurred were the union officials called in to mediate.

"Since the primary purpose of the demonstration stoppage is to call attention to the urgency of workers' feelings of grievance, workers are usually willing to return to work to permit negotiations to take place, even before concrete concessions have been granted. In most cases studied these demands were successfully met and the union strategy of negotiation was vindicated.

However, in one case the government banned meetings. This prevented union leaders from reporting back on negotiations, thus rupturing the process of accountability in the union. Webster and Sitas point out that in cases such as these union leaders are caught between the growing militancy of rank and file workers and management and state hostility to negotiating with the unions.

The researchers conclude that there is considerable evidence that "demonstration stoppages" regularly prove to be highly effective in speeding negotiations towards an acceptable outcome. This mechanism is of particular importance in SA where cumbersome statutory provisions still hinder meaningful resolution of conflict.



# Industrial RELATIONS - Strikes

1 JAN. 1982 — 30 April 1982

# S A strike activity up dramatically

152

Mercury  
1/1/82

By IAN BISSELL

**STRIKE** activity during this year increased dramatically with more than 62 strikes recorded in Natal relating to wage demands, dismissals, union recognition and the all-important pensions issue

In a recent survey conducted by the Mercury it was found that more than 28 500 Natal workers used trade unions as their voice-piece in order to ensure that both Government and management listened to their demands

Generally, trade unions in 1981 achieved more for workers than ever before in South African labour history. But the major achievement was getting the Government to back down on its proposed pensions preservation Bill

Workers vehemently rejected the Government's plan to freeze pensions, allowing for their transference from company to company, arguing the need to be paid out their pensions on completion of a term of employment

Outlining the 'pension panic', the Federation of Trade Unions, representing about 45 000 workers countrywide in 13 affiliated unions, gave the following as reasons behind the pension fund disputes:

## Distrust

'Black workers, as a result of a long historical process of exploitation and oppression, do not trust the State and industry,

'Workers, because of low wages, inadequate social security and traditional family structures, regard pension schemes primarily as "savings accounts" which should be able to be drawn on in times of need, and

'Because of structural poverty and relatively low life expectancies, black workers are concerned with immediate benefits and not long-term financial provision.'

As workers become increasingly aware of their potential power and their rights as one of the producers of South Africa's wealth, issues of democracy and

strikes after the preservation Bill was dropped on November 6 can be attributed to workers demanding a say in issues concerning them

Strikes in the metal industries over pensions continued because the Metal Industries' Pensions Fund, administered by the Steel and Engineering Industries' Federation (Seifsa), still contained a preservation clause

Following strikes at Defy Industries' plant in Jacobs in October, involving about 1 300 workers, a meeting was arranged between the general secretary of the South African Allied Workers' Union, Mr Sam Kikine, and the director of Seifsa, Mr Sam van Coller, to discuss the preservation clause

Since then Seifsa has met unions throughout the country and it is probable in the New Year that the Metal Industries' Pension Fund's preservation clause will be dropped

## Recognition

Another major issue this year has been that of recognition as trade unions sought to do away with the unsatisfactory system of liaison committees, and to establish shop stewards on shop floors

In many cases management rigidly stuck to the previous liaison committee system even when workers downed tools in demand of union recognition

In June, Richards Bay Minerals saw all of their 800 workers on strike in a bid to get their union, the National Federation of Workers, recognised. But even intervention by Kwa-Zulu's Minister of the Interior, Dr Frank Mdlalose, could get the company to accede to workers' demands

Also, Zululand Food Producers' workers recently were involved in a two-week tussle with management when they refused to recognise the Sweet, Food and Allied Workers' Union

shop stewards who had been elected by the workers

Earlier this year the outgoing president of the Master Builders' and Allied Trades' Association, Mr Robbie Robinson, prophetically said the building industry probably would have to live with industrial unrest now that there was greater freedom within the trade union movement

## Building trade

More than 5 000 workers in the Natal building trade were involved in eight strikes over wage disputes and the pensions issue during this year. Ilco Homes, contractors for Durban City Council's low-cost housing schemes, were the subject of five of these

Although there has been a genuine attempt by the Government to introduce a labour negotiation system which worked, there also has been a clampdown on trade unions, with detentions and 'harassment' of union officials throughout the country

In September, 200 trade union officials were detained in the Ciskei and charged under the Riotous Assemblies Act

In recent police swoops, the Security Branch detained both the president, Mr Ozamile Gqwete, and the general secretary, Mr Sam Kikine, of the South African Allied Workers' Union. They still are being held under Section 6 of the Terrorism Act which allows for an indefinite period of detention

## Conditions

Discussing trade union developments during the year, Mr Rob Lambert senior lecturer in industrial sociology at the University of Natal, said in addition to wage disputes, workers now argued they had the right to a say in other issues that directly concerned them, such as pensions or conditions on the shop floor

'Certain unions also have

taken up broader political issues such as the independence of the Ciskei

'Like the Government in Poland, the South African Government is having to realise that they can't ignore representative trade unions'

Mr Lambert said the trade unions had set the pace for future change in South Africa by introducing a shop floor-based democratic process

In the New Year, wage disputes would continue, he said, because South Africa still was basically a low-wage/cheap-labour economy with many industries paying wages below the poverty datum line

## Overseas support

'Workers also continued through the year to reject hierarchical grading systems introduced by management arguing for a flat wage rate'

A drastic development in labour law has been the Government's proposed sanctions against financial support for striking workers, either from other local trade unions or those based overseas

'Major South African trade unions have grown with fraternal assistance from overseas trade unions. So, the Government has, on the one hand, argued for free trade unions, but by this move has hit at the essence of trade unions,' he said

In August, at an historic meeting at Langa in the Cape, leaders and representatives of the entire independent trade union movement, representing more than 150 000 predominantly black workers throughout the country met in an attempt to forge a united front against proposed labour legislation

Observers said at the time that the meeting, unprecedented in scale, might lead to greater unity in the fast growing independent union movement which had been marked by severe divisions

SPECIAL DISCOUNTS FROM

Please do not quote without the writer's approval.

HEALTH EXPENDITURE IN SOUTH AFRICA.

1. Introduction.

Health expenditures account for a relatively small proportion of total expenditures in most economies. Despite this, their importance in qualitative terms is considerable since good health is a determinant of the benefits which can be derived from most of construction expenditure, and improved health is an important contributing to economic growth and development (1). Free health services provided by government must also be considered as part of the "social wage" and in order to obtain a comprehensive picture of the distribution of welfare in any society the distribution of the "social wage" should be analysed in addition to an analysis of the distribution of personal incomes (2). It has, however, been directed towards the analysis of the components of the distribution of health expenditure in South Africa (3) or the distribution of health expenditure in South Africa. Any study of expenditure is likely to raise questions relating to supply relationships as well as questions relating to quality and price. In section 2 of this paper, the source of health services in South Africa are described in section 3 of health services in South Africa are described in section 4.

- (1) S.J. Mushkin, "Health as an Investment", Journal of Political Economy, vol. 70, 1962, pp 129-157.
- (2) J. Le Grand, "The Distribution of Public Expenditure: The Case of Health Care", Economica, vol 45, 1978, pp 125-142.
- (3) The writer has found only two works relating to this field: Mary O'Regan, The Hospital Services of Natal, Natal Regional Survey, vol 8, University of Natal, 1970, and S. Trengove-Jones, A Study of Health and Health Services in South Africa, unpublished M. Com. dissertation, University of Natal, 1977.

(2)

total expenditures on health from 1959 to 1971. In this section an international comparison is made. Universally acceptable norms for determining the optimal level of supply of health services do not exist.

AT LEAST 10 employees of Metro Management Services

yesterday refused to work after they learnt that 11 of their colleagues have been fired for staying away from duty.

They told the SOWETAN that unless their colleagues - nine males including a supervisor and two females - are reinstated unconditionally they have resolved to resign.

They said their coloured supervisor had told them before Christmas that he had spoken to management and it had been agreed that everyone would be given two days off which could be chosen by an individual as he wished.

Those fired had done so on December 30 and 31, but to their surprise when they arrived at work yesterday morning they were called to the manager's office and told they had been sacked.

On learning this, 15 colleagues had demanded an explanation from the chairman of the board of directors, Mr Lionel Katz, who promised to see them at the cafeteria but had failed to turn up.

Instead one of their managers came and said those who were not involved in the matter should return to work and only those affected remain, to be given their cheques.

With their demand not being met, 10 of them decided to down tools while the other five returned to work.

Those who have decided not to work were found by the SOWETAN seated outside the company's premises. They said they had a lot of other grievances against their management.

By HIKOPANT DIKOBAPIL

They said since Mr John Lourens and Mr Avim Heerden took charge of management in the creditors department many employees have become disgruntled, resulting in many resignations and defaults.

Black employees, in particular, have been sacked for petty offences like eating a sandwich or just looking at one of the managers, they said. There was also a lot of discrimination within the company, mainly related to promotion and transfer of staff, they said.

They said that on the sacking of their colleague they had pleaded for management to only deduct two days from their leave, but their employer had remained adamant.

As a result they have resolved not to work until the people are reinstated and have threatened that should they all resign they would approach Soweto traders to boycott products of Metro Cash and Carry.

Contact for comment yesterday on the dismissal of Lourens related their claims and said nine and not 11 people were fired. He gave the reason as that of ignoring instructions of a departmental head that there can be no strike in the department should not take any day off.

A further source who knew there were no employees who were on strike and everybody was at work.

150

RDM 5/1/82

# Staff sacked for taking an extra two-day break

TEN workers at a Johannesburg company were sacked yesterday for taking a pre-New Year break — which, they claim, the firm had given them permission to take.

But a spokesman for the company, Metro Management Services, yesterday denied the workers had been given permission to take last Wednesday and Thursday off.

"In fact, they were told explicitly that they would be dismissed if they took the two days off," he said.

A worker source claimed yesterday that the 10 — who worked in the company's filing department — had been told they could take off the two days before the New Year weekend.

But when the workers returned yesterday, they

By STEVEN FRIEDMAN

were sacked, the source said, "for taking off the days which the company said they could have".

However, Metro's spokesman said the workers in the department had "been under a misapprehension".

He said they had believed they were to be given the two days off, but had never been told this by management. "A rumour appears to have spread that all workers would be given the days off, perhaps because some were, in fact, given them off."

## Explained

But workers in the department concerned had been told by management on Tuesday evening that they would not be given the days off. "It was explained to them that we needed the work the department offers on those two days and that they would have to work."

"It was also explained that those who did not come to work on Wednesday and Thursday would have serious action taken against them," he said.

Only a few of the workers in the department had reported for work on Wednesday morning.

The 10 had not

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# Seven charged after strike at PE plant

## Court Reporter

SEVEN men who allegedly threatened fellow workers last year at the strike-ridden South African Bottling plant, appeared in court today charged with contravening the Riotous Assemblies Act

Mr Albert Sonwabo Mkayo, 37, Johnson Road, Soweto, Mr Richard Sokutu Ranfane, 35, Soweto, Mr Major Douglas Pikolo, 30, Site and Service, Mr Elias Mvuleni Gxagxe, 24, Single Men's Hostel, Kwazakele, Mr Johnny Mmodana, 37, Site and Service, Mr Byne Singaphi, 29, Ngwekazi Street, Zwide, and Mr Wilson Kana, 41, Site and Service, appeared before a regional magistrate, Mr A W Meiring

All pleaded not guilty

The State alleges they hindered certain people from performing their duties at the Harrower Road plant by using or threaten-

ing violence. The incidents are said to have occurred between October 6 and 9

They are also alleged to have told employees at the factory their homes would be burnt down if they reported for duty

According to an annexure to the charge sheet, Mr Mkayo, Mr Rafane, Mr Pikolo, Mr Singaphi and Mr Kana, as members of a committee chosen by the employees, addressed a meeting at the Holy Spirit Hall, New Brighton, on October 8 and instructed the workers not to return to work.

They allegedly told the meeting violence would be used if they did not heed the instruction

Mr M C Swart, store manager at the factory, told the court he was on duty at 7 15am on October 6 when workers in the production department walked out

According to him, a man called "Faanwill" played the leading role in the walkout. He said Mr Gxagxe was in front of the group

It appeared to Mr Swart the workers had been instructed to stop work

Company officials tried to negotiate with them to find out what their grievances were. The workers later dispersed

Under cross-examination by Mr P N Langa (for the defence), he said the trouble originated in the production department where a coloured person was employed and blacks had been fired

He said he was aware of certain grievances which the workers had put to management on September 28

(Proceeding)

Mr J Nel appeared for the State. Mr Langa was instructed by Majodina and Co

# Boss beats workers, says man who quit

A 27-YEAR-OLD Kagiso man accused of stealing 0,1 kg of cheese by his employers felt he had had enough when he was given the choice of paying R20 or leaving his job.

So Mr Joseph Moswa, an unregistered employee at Die Vleispot Vleisverskaffers in Luipaardsvlei, chose the latter — even though he says he is not guilty.

He told The SOWETAN he believed the treatment meted out to him was a way of getting rid of him, since he had cut one of his fingers while operating a machine to cut meat.

Because it was no fault of his that he was unregistered, he said, he had kept on asking the manager if he was going to get any compensation. The accident happened in September last year.

He said many other bad incidents took place at the company, but the black employees were afraid to complain for fear of the manager.

He had started work there last June. About four of his colleagues were also not registered. Even those who are registered were also unhappy with the manager, he said.

He said his relations with the manager deteriorated in November when he objected to being manhandled and slapped in the face. On



**JOSEPH MOSWA**

the same day he had decided to leave his job, but stayed on after colleagues persuaded him.

"And then on Monday I was asked to cut cheese weighing 9,5 kg. Obviously, small crumbs fell off, resulting in its cut mass weight being less.

"Later I was called by one of the white employees who asked me to account for a missing 100 grams. I denied the accusation and later when the manager arrived, he also insisted that I should admit that I had stolen it.

"But when it was suggested that I should pay R20, which would be deducted from my wages, I felt matters had come to a head and

decided that I would rather quit.

"I was hardly given a chance to ask for my money and now I fear to go and demand it because in the past those fired have been beaten when they come to collect their money," he said.

Mr Moswa's case is now being handled by the Commercial Catering and Allied Workers' Union who intend to take it to the Manpower Department, according to Miss Joyce Mokhesi, the acting general secretary.

She told The SOWETAN that she spoke to the company's manager yesterday and he told her he does not know the reasons why Mr Moswa had left. He admitted that black employees were assaulted because "they do not listen to his instructions".

When The SOWETAN phoned the company yesterday, the manager was reported not in. A male voice that spoke on his behalf said if we wanted to know anything concerning Mr Moswa we should come to see him personally because "I do not speak through the phone".

# Some heat off but S A not out of trouble

Mercury Reporter

THE decision by the Attorney-General of Natal, Mr Cecil Rees, to prosecute all the mercenaries allegedly involved in the hijacking has been welcomed by diplomats in Washington but greeted cautiously by the International Civil Aviation Organisation (ICAO)

Diplomats in Washington and the State Department who were watching events in South Africa closely said they regarded the decision as 'positive news'

They said it was important for the international community to see that justice was running its course.

Speaking from Montreal yesterday, a spokesman for ICAO said the council had always made it clear that it expected South Africa, as a full participating member, to live up to its obligations.

He said the council had always made it clear that it expected South Africa, as a full participating member, to live up to its obligations.

## Majority

He anticipated that the matter would still be discussed in full when representatives of the 22 countries which made up ICAO met for the general session beginning in March.

He said that while a majority could vote South Africa out of the council, the organisation had no power to impose any form of air sanctions against SAA.

'That is a decision which can only be taken by the individual countries themselves,' he said.

However, reliable sources indicate that a decision of this sort or even one by ICAO to expel South Africa is highly unlikely because airlines earning high profits from travel to southern Africa would strongly oppose efforts of Third World politicians to use the incident to beat the sanctions drum.

But they point out that the incident has already done damage in turning ICAO, an

## Court, Durban

In papers before Mr Justice Shearer yesterday, Miss Hannan said that for as long as she could remember, her father had had a drinking problem.

He was continuously changing his job and in 19 years he had had between 40 and 50 jobs. As a result of his pattern of life, she had attended 21 schools and eventually matriculated in 1980.

When she was nine, her parents were divorced but they remarried a year later and were still married. Her mother had made six attempts to commit suicide and had been treated in a variety of institutions for psychiatric illness, she said.

Miss Hannan told the Court that at the beginning of 1981 she came to work in Durban. Her father, who had given permission, arranged for her to stay with an elderly couple and she went home at weekends when possible.

Her father had resumed drinking to excess and was involved in a religious organisation called the Assembly of God.

## Locked

During a weekend visit in late November, her father told her he would not allow her to return to work in Durban because 'the Bible said she must stay at home until a man comes to take her away'. He also called church ministers and members of the congregation to speak to her.

When she informed him she was determined to return to work, he locked her in the house and on the Monday telephoned her employers to cancel her employment. She succeeded in leaving the house the next day and telephoned her Durban landlady to send someone to fetch her.

Miss Hannan said her father telephoned her on the Thursday to tell her that her mother had attempted suicide once more. He blamed her for what happened and accused her of 'killing one of the family'.

Later that day he arrived at her work and asked her to get into his car to speak to her sister about their mother. He drove off to Scottburgh where he bundled her into the house and locked all the doors.

After drinking liquor he started to assault her with a leather belt, which he afterwards told her to eat, the Court was told. He ordered her to take off all her clothes and sit on the floor where he pulled her hair.

Thereafter he instructed her to go and telephone the couple, with whom she stayed in Durban, to fetch her. She borrowed clothes from her 18-year-old sister and went to a nearby hotel to do so.

When she came out of the telephone booth, her father was waiting. He grabbed her by the hair and dragged her out of the hotel.

## Dragged

Miss Hannan said he then told her the telephone call was a trap to bring the couple to his house so he could kill them. He also told her she could choose between

## Workers

189 152 300  
peeved

143  
about  
Mercury  
pension

7/1/82  
pay-outs

Mercury Reporter

DISSATISFACTION over contributions to a compulsory pension fund led to a work stoppage yesterday involving 400 black employees of McWillaw Iron and Steel Foundry at Isipingo.

A strike was averted when the workers agreed to go back to their jobs on condition that the management stops making pension contributions compulsory and approaches the Metal Industries Group Pension Fund to establish when current pension contributions would be refunded.

Mr T S Khumalo, secretary of the Steel, Iron and Engineering Workers' Union, said that a joint letter, signed by himself and the manager of the foundry, Mr Bill Evans, would be sent to the fund.

He said there would be a meeting of the pension fund on January 19 when it was hoped the issue would be resolved.

## Delay

Mr Khumalo explained that the management of McWillaw Iron and Steel had a problem in that they had entered into an agreement with the pension fund.

He said that his union was not happy with the delay of six months before workers received their pension contributions. Pension monies were normally paid out at 65 — the normal retirement age for whites.

Mr Khumalo pointed out however, that most blacks did not live that long. Only two out of 10 blacks reached the age of 65.

The investment of pension monies was not in the interests of blacks but helped white institutions, he declared.

In addition, there were often problems with the pay out of pensions. Sometimes unnecessary documents such as a medical report were demanded as well as a death certificate.

Mr Evans declined to speak to the Press while the stoppage was in progress.

## Top lawman

PRETORIA—Mr J E Knoll has been elected president of the Association of Law

the system so far... In July last year, a present law... 2 percent... credit card... charged... station owners... they were losing because... return on petrol... Motor Industry... did not accept... he fee would... a third of... sales.

## Negotiation

Government... suggested... passed on... but the... to bank... claimed... with... ed credit...

After... the... and it... the credit card... together from January 18.

Yesterday... said that... to prevent... withdrawn... represent... to be... when... of by credit...

A... for... suits... This... be... ment of... ing... he said.

'The bank... money and... still would enjoy the facility.'

Mr... was met with mixed feeling by Durban garage owners yesterday.

Mr J R Horne of Super Tyres said it would be 'a sorry day' for motorists if credit cards were done away with.

'I have spoken to a dozen of my customers who all agree that they would gladly pay extra for the benefit of keeping their cards,' he said.

'People who travel by car a lot will be forced to travel round the country with large sums of money which makes them vulnerable to attack.'

## Supported

Garage... will obviously store... large amounts of cash on their premises... more... robbery' he said.

Mr... on general... at the Durban... be... and...

He... the... loss to... who should... opportunity of having extra... reserve the... he wanted.

Law... however... other... who wished to... money... would be only... to see the... of credit cards.

Mr... said the... face... more... and the... of credit cards... simply another burden they had to bear.

'People... advantage of credit card... he told the Mercury. Serving of cars...

# Witness says he joined a PE strike because he was afraid

BY RAYMOND HILL

A STATE witness said in the Port Elizabeth Regional Court today that he joined the strike at the South African Bottling Plant last year because he was afraid of being assaulted

Mr Leonard Mapuma, a labourer at the company's Harrower Road plant in Port Elizabeth, was testifying at the trial of seven men charged with contravening the Riotous Assemblies Act

They are Mr Albert Sonwabo Makayo, 37, of Johnson Road, Soweto, Mr Richard Sokutu Rafane, 35, of Soweto, Mr Major Douglas Pikolo, 30, of Site and Service, Kwazakele, Mr Elias Mvuleni Gxagxe, 24, of Single Mens' Hostel, Kwazakele, Mr Johnny Mgodana, 31, of Site and Service, Kwazakele, Mr Bryne Singaphi, 29, of Ngwekazi Street, Zwile, and Mr Wilson Kana, 41, of Site and Service, Soweto.

The State alleged that the men, former employees of South African Bottling (Pty) Ltd, stopped some people from working by threatening them or using violence. The incidents are alleged to have taken place between October 6 and October 9 last year.

The men are also alleged to have told employees at the plant that their homes would be burnt down if they reported for duty.

According to an annexure to the charge sheet, Mr Mkayo, Mr Rafane, Mr Pikolo, Mr Singaphi, and Mr Kana, as members of the committee chosen by the employees,

addressed a meeting at the Holy Spirit Hall in New Brighton on October 8, and instructed the workers not to return to work.

They allegedly told workers at the meeting that violence would be used against them if they did not heed the instructions.

All pleaded not guilty before Mr A W Mering.

Mr Mapuma said under cross-examination by Mr P N Langa (for the defence) that he joined the strike on the third day because it was said that those who did not take part would be assaulted.

He did not know then what caused the strike. He was sweeping the floor in the maintenance production department at the time and joined the strike because he was afraid of being assaulted.

Mr Mapuma explained that he and the others had gone to the Holy Spirit Hall to attend a meeting addressed by a certain Mr Duze. He was nominated to serve on a special workers' committee but declined because of his church activities.

He was later asked by a certain Mr De Wet at the plant to make a statement, explaining why he went to the Holy Spirit Hall. He was scared of being arrested and thought he would be dismissed from his job "for nothing".

He later made a statement to the police.

(Proceeding)

Mr J Nel appeared for the State. Mr Langa was instructed by T Majodina and Co.

Police said the coffee

SALISBURY — The South African Government has



# Worker claims getting death threat

By RAYMOND HILL

DURING a strike at the South African Bottling plant last year, a woman was called a 'sell-out' and told she would die, she told a regional magistrate in Port Elizabeth today

Miss Margaret Tafane was giving evidence before Mr A W Merring in the trial of seven former employees at the factory who are charged under the Riotous Assemblies Act

They are Mr Albert Sonwabo Mkayo, 37, of Johnson Road, Soweto, Mr Richard Sokutu Rafane, 35, of Soweto, Mr Major Douglas Piholo, 30, of Site and Service, Mr Elias Mvulene Gxagxe, 24, of Single Men's Hostel, Kwazakele, Mr Johnny Mgodana, 37, of Site and Service, Mr Bryne Singaphi, 29, of Ngwekazi Street, Zwide and Mr Wilson Kana, 41, of Site and Service

All pleaded not guilty

Miss Tafane was on duty the morning of October 6 when she was told that some workers were striking. When she went off duty at 4.30pm, she saw a group of workers standing inside the factory clapping their hands

Asked by Mr Mkayo why she was working, she replied that she had come from Grahamstown to work for her children

According to her, Mr Singaphi, who was also present referred to her as "this rubbish"

She worked as usual and went home. The next morning she entered the factory premises through a different gate. After work, her landlady said that some factory workers had been there

On the third day she got up at 3am and left her children with neighbours before going to work because she was afraid they would be "burnt out"

The case was postponed to March 15. All seven accused are out on bail of R100 each



# Public Service WORRIES UNIONS

By Tony Davis  
Labour Reporter

Independent trade unions trying to make inroads into the public service are running into seemingly insurmountable problems

There are two problem areas in the public service which especially worry them — the railways and the post office

The trial of more than 50 former post office workers resumes at the Port Elizabeth Magistrate's Court this week

The workers were involved in a strike at two post office yards in October and are being charged under Section 10(a) of the Riotous Assemblies Act for intimidation

About 180 workers were fired as a result of the strike and union organisers of the General Workers Union of South Africa (Gwusa) said management had blocked their attempts to organise workers

## COMMITTEES

Four Soweto post office workers who were apparently attempting to organise their colleagues were held under Section 6 of the Terrorism Act for almost seven months last year

At present there is no trade union representation for black post office staff but only a system of liaison committees

A spokesman for the post office said the department would help "in any way possible" if black staff decided to form an association or trade union

"Black staff can at any time decide to form a staff association or trade union whether registered or unregistered, to promote their interests," the spokesman said

There are already coloured and Indian staff associations in the post office

## SUSPICION

But in light of defenestations and court cases unionists are suspicious of Government intentions towards them organising in the post office

The South African Transport Services, which includes the railways, harbours and airways, holds a strict, straightforward view towards trade union activity

There was nothing to prevent black workers in transport services from joining trade unions, according to a railways spokesman, but management would not negotiate with them

"Management will only negotiate with the staff association for black employees of the South African Transport Services, which is a registered and recognised trade union which already has a membership of more than 50 000," the spokesman said

## STANCE

The Transport Services stance on trade unions will come under growing fire as unions begin to claim greater and greater membership among black workers

At the end of last month a GWU organiser was arrested by railways police for distributing pamphlets on a train at Addo in the Eastern Cape

There are legal restrictions on strikes in essential services such as the transport industries and so the workers' strike weapon is effectively curtailed

But organising among post office and transport workers by independent trade unions is inevitable and management face the likelihood of having to re-examine industrial relations systems.

Star 11/1/82

# Trade union ~~1407~~ rights tested ~~157~~ in homeland ~~152~~

By Drew Forrest

Charges brought against three organisers of the National Automobile and Allied Workers' Union by the authorities of Bophuthatswana are developing into a crucial test of trade union rights in the territory.

The three men — Mr Taffy Adler, Mr Martin Ndaba and Mr Nelson Rakau — appeared in the Ga-Rankuwa magistrates' court last week on charges of convening an illegal gathering under Bophuthatswana's Internal Security Act.

Defence counsel Mr Martin Brassey asked the court for a further postponement, saying it would be argued that the section of the Internal Security Act at issue conflicted with the Bill of Rights in the Bophuthatswana constitution.

Bophuthatswana is the only southern African territory with an American-style constitution, against which laws can be tested and found wanting.

The hearing will continue on April 5.

# Datsun Fires 200

UNION officials are involved in intense negotiations with management at the Datsun Motor Corporation following the dismissal of 200 workers there.

The dismissal follows close on the heels of the similar dismissal of 507 workers at the Sigma Motor Corporation.

However, the Datsun workers, according to a spokesman for the company, are not to receive the same benefits as did their colleagues at Sigma. This is because Datsun did not possess the same sort of fund out of which

such benefits could be paid, he said. Instead, the dismissed workers are only to receive all those monies due to them. A spokesman for the National Automobile

## 30 SACKED IN DISPUTE

By JOSHUA RABOROKO  
ABOUT 30 workers, mostly women, employed by the Contract Packaging Company in Johannesburg were

yesterday dismissed from their employment when they refused work in protest over a wage dispute.

the workers, all members of the Commercial Catering and Allied Workers' Union of SA, told The

Union said the treatment the workers had received at Datsun showed what could be expected when employees are not unionised.

SOWETAN that their boss, Mr Winter Kampman sacked them after failing to pay their wages last Friday.

When they arrived at work yesterday they demanded their wages and were paid, but were told their services were no longer required.

The manager later told them to vacate the premises and threatened he would call the police if they did not do so. He also told them to reapply if they wished to resume duties.

Workers complained that they did not get fringe benefits, were subjected to insults from white employees, paid poor wages and were always threatened with firing whenever they voiced complaints.

A spokesman for the company said it was regretted that the workers were not paid on Friday. The boss was away on holiday and could not make it to Johannesburg in time.

He said because there were "instigators" among them, they had refused to work yesterday.

12

# 69-year-old man ~~(37)~~ convicted of ~~(20)~~ ~~(20)~~ intimidation <sup>13/1/82</sup> ~~(152)~~

By CHRIS RENNIE

A SIXTY-NINE-YEAR-OLD man, convicted of intimidating a worker during the Post Office strike last year, was sentenced to R50 or 50 days' imprisonment, plus three months suspended, by the Port Elizabeth Regional Court today

Charlie Mayekiso pleaded not guilty to the charge and said he merely asked Mr Fesikile Dingeni in a friendly manner to attend three daily strike meetings

Mr Dingeni said on October 12, he was working with Mr J van Heerden and Mr Kelvin Smith on a junction box in Kwazakele. He was fetching tools in a vehicle when he was jerked out by Mayekiso who asked why he was working when others were on strike

He said he had a family

to support and Christmas was near Mayekiso said he was going to call the other strikers and that he had better not be there when they returned

Mr Dingeni told Mr Smith and they packed up and left

His evidence was corroborated by Mr Smith who said that although he did not understand Xhosa, Mayekiso was loud and aggressive Mr Dingeni was obviously frightened so they left and telephoned the police

In mitigation, the court was told that after 34 years' service, Mayekiso lost his work and his pension rights

The magistrate, Mr J B Robinson, said Mayekiso had acted stupidly and had lost a lot as a result. In view of the circumstances, he would try and keep him out of jail

Workers  
Sacked  
taken  
back  
152

TWENTY-eight of the 30 Contract Packaging Company employees earlier dismissed after a wage dispute with management have been re-employed

The regional organiser of the Commercial Catering and Allied Workers' Union of SA to whom the workers are affiliated, said two others have been sacked because they were accused of being "instigators" by management

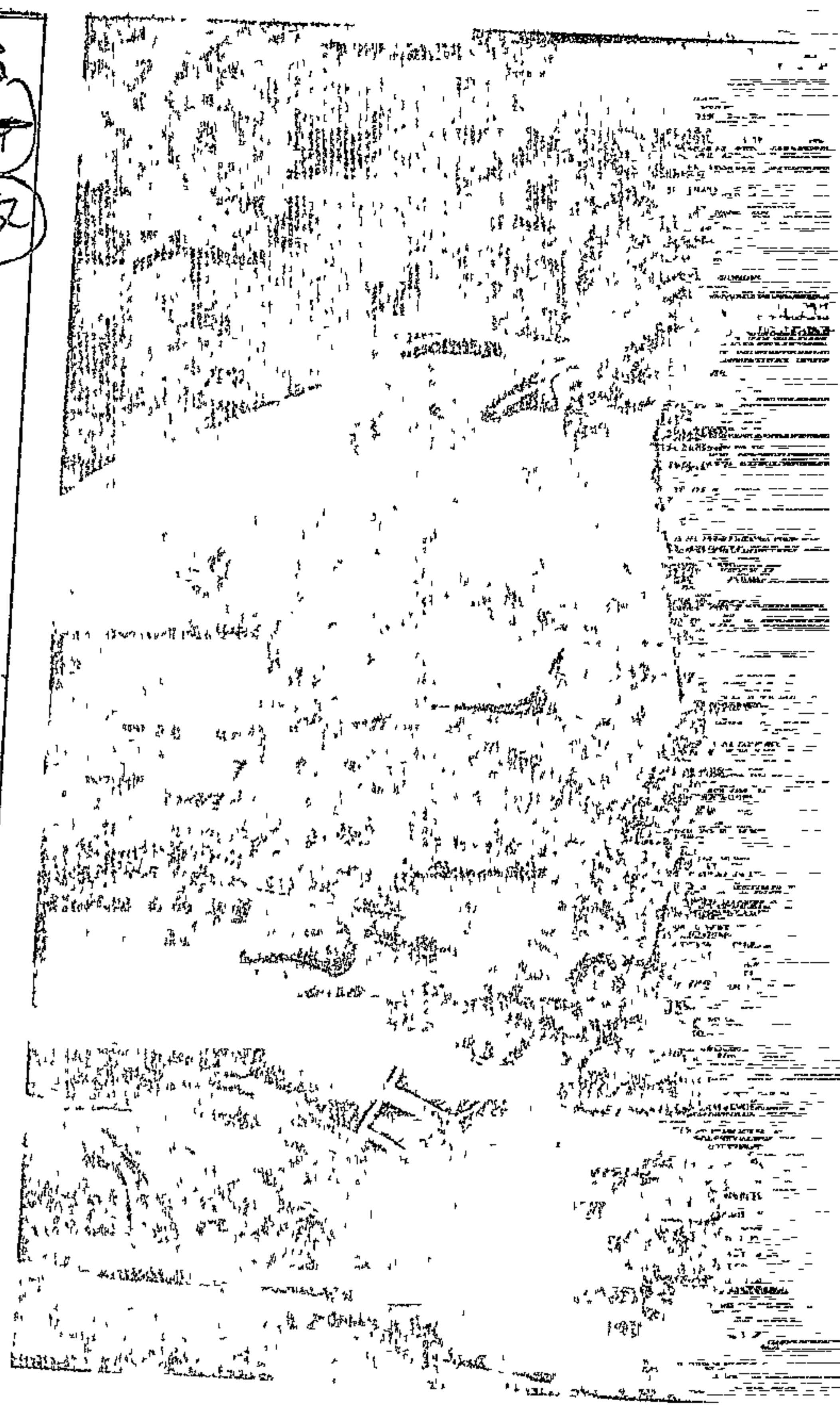
WAGES

They were not paid their wages on Friday, and on Monday when they resumed duties they refused to work unless they received their salaries

Management gave them an option to return to work or go home. Their boss paid them and ordered them to leave the company's premises. The workers were advised to re-apply and on arrival at the company yesterday 28 were taken on

The CCAUSA organiser said the union deplored the action taken by the company and said they would fight for the reinstatement of the two

He added that this type of practice would harm good relations between management and workers, because the sacked workers were dismissed after being accused of being "instigators."



"I needed to save carefully for a house for my children, so I talked to the United. Explain my plan to them. They were helpful, as always. They helped me in planning the type of house and they advised me on how to arrange my savings that I would be able to meet my other needs. Then they gave me the money to build the house I wanted. I'm grateful. I tell you, the United is helpful in ways than one" Come to the United We will help you build your future plan.

E. Post 13/1/82

**'No  
problem  
at PE  
firm as  
workers  
return**

Post Reporter

WORKERS at Metalbox, Port Elizabeth, who last month staged a two-day walkout, returned to work today after the Christmas vacation

Management have confirmed that there "are no problems", but a meeting will be held with officials of the Steel, Engineering and Allied Workers Union to discuss the unresolved issue of pay deductions for late-comers

The other issue, the dismissal of a worker, has been resolved

A spokesman, speaking on behalf of the union, said today the workers had been paid for the two days on which they had staged the walkout

"We talked to management and they agreed to pay the workers for the two days," said the spokesman

A meeting to discuss the still unresolved issue would be held next week. The walkout was on December 17 and 18

The managing director of Metalbox, Mr D Jacobs, speaking from Johannesburg, said the issue of the worker's dismissal had been resolved. He confirmed the meeting with union officials on January 18



There were no expectations of inflation

# Strikes not disaster—Reynders

ARGUS 14/1/82 152

**SOUTH AFRICANS must expect more strikes by black trade unions, says Dr H J J Reynders, chairman of the National Manpower Commission.**

number of strikes, he told delegates to an advanced management programme at the University of Cape Town's Graduate School of Business

He said strikes by black unions should not be regarded as a national disaster

Another factor likely to lead to an increase in the number of strikes was the lack of experience by both management and labour in the intricacies of collective bargaining

Many of last year's strikes would have been quickly solved had the participants had more experience

Most of the strikes were really only work stoppages occasioned by small disputes

Dr Reynders condemned those employers who called for the police or for officials of the Department of Manpower at the first signs of a labour dispute

'They must learn to handle these themselves. We should be the last people to be called in,' he said

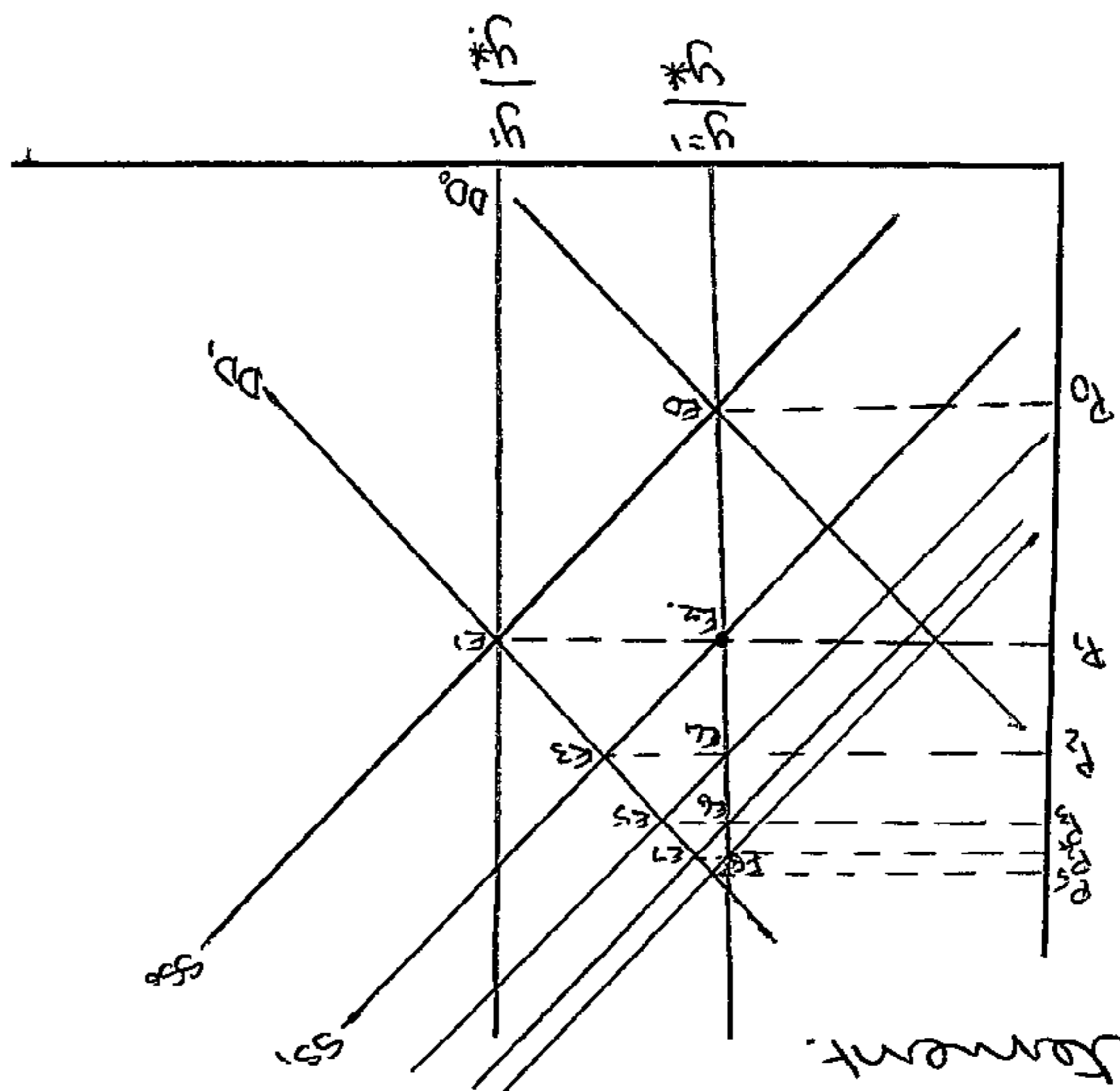
Questioned on the need to bring in immigrants to do skilled work, Dr Reynders said even if there were an unlimited number of suitable blacks available, it would take several years to train them and South Africa could not afford this delay.

However, the number of black apprentices was small—about 400. This partly reflected the unwillingness of black matriculants to enter into apprenticeships and also the poor standard of their education

However, some companies were now providing crash courses in mathematics for these people and were having considerable success, getting a 90 percent pass rate

Strikes were a normal part of the collective bargaining situation, and with the growth of the black trade union movement, there was likely to be an increase in the

The above diagram shows the increase in output



The Phillips Curve is dead! This is a heresy  
 as if only had a negative effect on the economy.  
 This is however not true of the Phillips short  
 run curve which created positive real reality  
 on the economy in the fight against unemployment.  
 The two curves shall be discussed in  
 determining the real validity of the above  
 statement.

Mercury 14/1/82

Accused  
under  
influence  
halts  
the trial

152  
~~257~~  
~~257~~

Mercury Reporter

THE trial in which 43 black men and women appeared in the Stanger Magistrate's Court on a charge of trespass was abruptly postponed yesterday when one of the accused stood up and said 'Sign me off, sign me off'

Mr Bhekumuzi Mngadi, 58, was found to be under the influence of liquor after he twice interrupted proceedings by asking the Court to sign him off

After a short adjournment, the Court was again interrupted by Mr Mngadi and the Magistrate, Mr H Fraser, postponed the trial to January 25

A policeman later took Mr Mngadi away

The 43 accused who pleaded not guilty to the charge were warned by Mr Fraser that any conduct such as that of Mr Mngadi would not be tolerated by him again.

He said he would have punished Mr Mngadi because he was in contempt of Court, but because the trial was to have been postponed in spite of the interruptions, he would not do so

### Threatened

The misconduct of one accused could cause prejudice to the other 42, the magistrate warned.

He also threatened to keep Mr Mngadi in custody until the trial resumed on January 25, but after an assurance from the defence that Mr Mngadi would not drink when he appeared on January 25, he was allowed to go home

The accused — 17 women and 26 men — were arrested by the South African Police on November 3 for allegedly trespassing at the Zinkwazi Caravan Park on the Natal North Coast where they had been employed

The owner of the park, Mr Helmut Achtzehn, a German immigrant, told the Court that the workers went on strike on October 31 after two other workers had been dismissed

The workers — 28 who were on the permanent staff and 15 casuals — were sacked after refusing to work until the two dismissed workers were reinstated, Mr Achtzehn said

He said that when the workers refused to vacate their lodgings, which were provided free by the company on November 2, he called the police.

The police gave the workers a deadline to leave. When they failed to do so they were arrested

Star 15/1/82

~~152~~ (152) ~~152~~

## 13 acquitted of strike charge

West Rand Bureau.  
Thirteen factory  
workers from Cobra  
Blasware were ac-  
quitted in the Krugers-  
dorp Regional Court  
yesterday on charges of  
taking part in an ille-  
gal strike and inciting  
others to strike last  
September.

# 40 claim R60 000 for police assault

ROM 15/1/82

WORKERS who went to the Boksburg police station to allege that they were assaulted by police after a strike discovered that they had to give their statements to one of the men who had allegedly beaten them up.

This was told to Boksburg magistrate, Mr A Badenhorst, yesterday by two of a group of 40 workers who are suing the Minister of Police for a total of R60 000 — R1 500 each

Witnesses also alleged that a police officer had "laughed loudly" while other policemen assaulted workers.

The workers allege they were beaten up by police after being arrested for striking at a Boksburg metal firm, Rely Precision Castings, in May 1980

Mr Mandlenkosi Makhoba told the court he had told the policeman who took the statement that he was one of the men who had assaulted him, but he continued taking the statement.

Workers told the court they had been arrested outside the factory and that a Department of Manpower of-

By STEVEN FRIEDMAN

ficial on the scene had told police to "lock us up"

One group had been forced into police vans, while a second had forced their way into the vans to accompany the others, they said

They were then driven to the police station where most were beaten by police in uniform or plain clothes carrying police batons, the court heard

Mr Makhoba said he had been called out of the van by police and two policemen then grabbed him and assaulted him

He had been taken to a table to give his name to another man and had been assaulted again, he said

Asked what the officer who was taking his name had done while the assault was taking place, Mr Makhoba said "Nothing — but he laughed loudly."

He said he had asked the men why they were hitting them and they replied "You talk too much, kaffir"

"I did not know why they assaulted me I did not try to escape. When I got to my cell, I could not see clearly and was in pain," he said

Mr Obed Mbele said he was assaulted from behind at the place where he had to give police his name

## Remember

He only remembered the last blow he received — on the back of the head

It had opened a wound and he still had a bump on the back of his head, he said

He "could not sleep peacefully for two weeks because of the pain".

A warder had inspected his wound when the men were later taken to Cinderella prison

Asked by Mr Leon Botha, for the Minister, whether the workers could have sustained injuries while pushing their way into the police truck, Mr Mbele said he saw no injuries while the men were in the van.

## Conflict

Mr Botha also put it to witnesses that their statements conflicted with those given to police both at Boksburg and at the Kempton Park police station where some later made statements.

Witnesses and their representative, Mr Halton Cheape, denied this.

Mr Botha asked Mr Alphus Nhlako, who also alleged he had been assaulted, why he did not lay a charge against police

"Because those who gave statements said they had given statements to the man who assaulted us," he replied

The hearing continues

# Slurping and burping in court

IN WHAT is believed to be an unprecedented case in South African legal history, 43 workers — men and women — who went on strike at the Zinkwazi Caravan Park near Darnall on the North Coast in October last year have been charged with trespassing.

The trial was however adjourned shortly after the lunchbreak because one of the accused was drunk and disrupted proceedings twice.

"The court cannot tolerate conduct of this nature," Magistrate Mr H Fraser said.

"If one person is under the influence of liquor it will cause prejudice to the other 42," he added.

The Magistrate warned that the drunk man would have to be remanded in custody unless he was given an undertaking that the man would be in court again on January 25.

Four workers undertook to bring the man back to court.

All the strikers have pleaded not guilty to trespassing.

Mr Helmut G O Achtzehn, Managing Director of the Zinkwazi Caravan Park, told the magistrate he employed the 43 accused.

Before starting work on October 31, 26 of the 28 permanent workers called a meeting with Mr Achtzehn. They wanted to know why two workers were being dismissed and demanded their reinstatement.

Mr Achtzehn said it was the company's decision the two workers be dismissed.

The workers went on strike. They were then dismissed and told to leave the living quarters the same evening.

Mr Achtzehn said the temporary workers did not turn up for work when they heard about the strike that day.

Police gave the workers until 4pm on November 2 to leave the premises.

The deadline was extended to midday November 3 and workers were warned they would be arrested if they were still there.

Police arrested the workers at 3pm that day. The trial was adjourned until January 25.

D. Dispatch 16/1/82

# 3 found not guilty of stoning house

#186  
152

MDANTSANE — Three former Wilson Rowntree workers — Mr Selby Tyanda, 33, Mr Thobile Fana, 28, and Mr Mongezi Didiza, 26 — were found not guilty and discharged when they appeared on a charge of malicious injury to property before Mr J Dracatos in the regional court here yesterday

All three pleaded not guilty

Three others who appeared with them, Mr Government Tuze, 42, Mr Siphiso Vumindaba, 30, and Mr Mlungisi Mkiva, 30, had the charge against them withdrawn at the start of the trial

The prosecutor, Mr J Kristafor, said he had no evidence implicating them

Initially all the men were charged with public violence with an alternative charge of malicious injury to property Mr

Kristafor said he was proceeding only with the malicious injury to property charge

Another case, in which the six men were charged with intimidation, alternatively endangering the maintenance of law and order, and another charge of attempted arson, was withdrawn

In acquitting the three men, Mr Dracatos said he had evidence from one state witness against a denial from one of the accused

He said that because the incident had occurred at night, in poor light, it was clear the state witness, Mr Zola Majavu, had not had enough time to identify people who threw stones at his house,

Mr Dracatos added that in cases like this cowards came in the middle of the night to attack the innocent

He could not be satisfied beyond reasonable doubt that the men were the culprits

Mr Majavu said at midnight on March 12, 1980, he was awakened by stones being thrown at his window panes

He got up and tried to put on his outside lights but found they had been broken

He then peered through a curtain and recognised Mr Tyanda, Mr Fana, a man called Lawrence, who was not in court, and Mr Didiza in a crowd of fewer than 20 people

Damage to the panes in his house cost him R86

Mr Fana, who was the only one of the three men who gave evidence, denied going to Mr Majavu's house and throwing stones. He said he was not aware Mr Majavu was still working at Wilson Rowntree after the strike — DDR

Contract Packaging: (152) (43) (194) Section 19/1/82

# FOUR FIRED

By JOSHUA RABOROKO

FOUR workers at Contract Packaging have been fired for allegedly causing a work stoppage at the Johannesburg firm, the Commercial Catering and Allied Workers Union said yesterday.

The CCAUSA regional organiser told The SOWETAN that the union tried "all it could"

to discuss the issue with the management, but to no avail

The dismissal of the workers follows a work stoppage at the company when management failed to pay about 30 of its employees.

They demanded to be paid on a Friday and were told their boss was not available. On the following Monday they were paid, but later were all sacked.

The workers were told they could reapply if they wished to work again. When they reapplied two of the 30 were sacked and later two others were dismissed.

The four who were sacked were accused of rushing to the union

and being instigators of the work stoppage.

The union spokesman said that after they were dismissed the members complained to the union. Contact was made with the company and the management promised that no one would be victimised.

However, he said, a day later two members said they were fired because of being alleged instigators and for rushing to the union and the Press.

The spokesman said repeated attempts were made to have the two reinstated when two others were sacked. Since then, the management has "deliberately ignored the union's calls."

A company representative said that no worker was fired "for being an instigator". One worker was dismissed and this had nothing to do with the misunderstanding concerning the workers' wages.

The company did all it could to help its employees and some of them have benefited from "the various schemes we have" here.

~~198~~ **Beatings** ~~251~~

Staw 19/11/82 **alleged** (152)

The case in which 40 black workers from Boksburg are suing the Minister of Police for R60 000 was postponed to February 24 by a Boksburg Magistrate

The men are claiming R1 500 each. They have alleged they were beaten by police after being arrested for striking at a Boksburg metal firm, Rely Precision Castings, in May 1980.



# Men appear on charge of intimidation

Court Reporter

THREE MEN who allegedly intimidated two brothers who worked at Aberdare Cables while others were on strike appeared in the Port Elizabeth Regional Court today

They are Mr Z S Mzizimi, 24, and Mr B Mantambo 30 both of Kwazakele, and Mr N Gqolana, 28 of Zwide

At an earlier hearing, they pleaded not guilty of intimidation and to malicious damage to property

They allegedly threatened to circumcise Mr B M Pakati and burn down the home of his brother, Mr M W Pakati unless they joined a strike at Aberdare Cables

They are also alleged to have broken eight windows and to have burnt a curtain at Mr W Pakati's house on November 11 last year

All three admitted being in the house on November 9 but denied being there two

days later

Mr B Pakati said that on November 4 he was ordered to go to a worker's meeting

He was made to stand on the stage and explain why he went to work. Mr Mantambo then said the People's Court had found him guilty, that they were registering his name and that he was to stop work

Mr Pakati said that on November 9 he was woken by his brother to tell him that 14 people were in the house and wanted to see him. One of them, Mr Mzizimi, threatened to circumcise him

He did not take it as a threat but as an insult. He went to the kitchen and returned with a stick and ordered the people to leave

(Proceeding)

Mr A P J van der Merwe was on the Bench. Mr M L le Roux appeared for the State. Mr S Kanunu appeared for the three men

E. Post

1961/82

152

# Union ~~and~~ and firm agree on payment

*E. Post 152*  
*19/1/87*

Post Reporter ~~XXX~~

THE management at Metalbox, where workers staged a two-day walkout last month, and representatives of the Steel, Engineering and Allied Workers' Union yesterday agreed to introduce a system of pay for actual time worked

The workers downed tools when a colleague was dismissed after "habitual late-coming" Other grievances included a system whereby late-comers were penalised by having pay deducted in 15-minute units

The company's group personnel manager, Mr J McGahey, said yesterday the issue of deductions for late-comers had been resolved by the introduction of a system of payment for actual time worked

Aspects of the company's disciplinary procedures would also be renegotiated during the next two weeks

"We believe problems of this nature can be resolved through discussion with employee representatives, and are encouraged by the progress made at the meetings," Mr McGahey said

# 70 FIRED IN SHIFT ROW

#177  
152  
Saratam 20/1/80

AN EAST RAND company has fired about 70 workers for refusing to work day shift.

According to the fired workers, management at Harvey Tiles in Boksburg had breached an agreement that night shift would cease on December 9. The workers said management had instead suddenly turned about and ended night shift on December 4.

When the workers arrived for work at the factory on the evening of December 7, they were locked out and told to return the following morning. The following morning they would not work and demanded to be addressed by management first. The workers, then 30, were told that they had been dismissed.

By CHARLES MOGALE

When the company reopened on January 6, the "dismissed" workers went to the company but were refused entry. Those who had been allowed in, about 40, also refused to work

Management gave all 70 workers an ultimatum to return to work or be fired, and when they did not take up their tools, they were all discharged

A spokesman for the company said he was upset the workers had been "unco-operative" throughout the misunderstandings

"This is one time that we feel we did our very best to compromise. We went to extreme lengths

to try and accommodate our employees, but nothing seemed enough for them. At any rate, they resigned, they dismissed themselves," he said

But a spokesman for the Metal and Allied Workers Union said discussions between management and the union had reached a deadlock. He accused the company of violating the ethics prescribed by the Industrial Council which compelled companies to notify it when dismissing employees

The union is considering charging the company for having locked out the employees on the night of December 7

331 152  
**'Circumcision  
threat' in strike**

Argus Bureau

**PORT ELIZABETH.** — A man told the Regional Court in Port Elizabeth yesterday that a former colleague at a factory here threatened to circumcise him if he did not take part in a strike.

Mr Zangezile Pakati told the court he was forced to attend a workers' meeting in Holy Spirit Hall, New Brighton, where he had to stand on the stage and explain why he had gone to work.

He was giving evidence in the trial of three men charged with intimidation and malicious damage to property during the November strike at Aberdare Cables.

They are Mr Zabulunga Simon Mzizimi, 24; Mr Babimi Mantambo, 35; and Mr Moreat Goolana, 28, all of Kwazakele.

All pleaded not guilty.  
Mr Mzizimi allegedly threatened to circumcise him and burn down his brother's house unless they joined the strike, said Mr Pakati.

He took the threat more as an insult.  
They also allegedly broke eight windows and burnt a curtain at his house.

The case was postponed to March 1.

# Union claims victory in dismissals dispute

Star 20/1/82

1600

152

157

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By Tony Davis  
Labour Reporter

In the face of an Industrial Court hearing next week the Metal and Allied Workers Union has won the reinstatement of 22 workers who were dismissed by an East Rand engineering firm last October

The union had accused the management of Litemaster Products in Wadeville, Johannesburg, of an "unfair labour practice," after the firm had refused to negotiate with Mawu

The dispute started in October after workers rejected a 10c an hour wage increase offer and demanded 50c

A total of 22 workers, including union shop stewards, were subsequently dismissed

Mawu claimed a majority representation among Litemaster's 280 workers and said the firm had refused to negotiate with it and wanted to follow his own code of employment practices

By taking Litemaster to the Industrial Court, Mawu hoped to force the firm to the negotiating table

A victory for the union would have set precedents in the areas of a company's commitment to an employment code and make it an unfair labour practice in cases

where company decisions prejudiced existing worker rights

A joint statement issued by Mawu and Litemaster says the firm agreed to re-engage all the dismissed workers

A company spokesman confirmed that recognition talks would be held with Mawu soon

A Mawu organiser today described the dispute as a significant victory for the union because they managed to get all the workers rehired

Mawu was scheduled to hold talks with management today at the Femco firm in Brits which had a strike by about 600 workers over retrenchments last week

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ZWELITSHA — Judgment in a trial in which 41 members of the South African Allied Workers Union (Saawu) charged with incitement to public violence, under the Riotous Assemblies Act, unlawful gathering and two alternatives appearing in the regional court here, was postponed until February 15 and members allowed out on warning.

The trial started on November 19 last year and yesterday the defence closed its case. After the state and defence advocates had addressed the court the magistrate, Mr J Kotze, said before giving judgment he would like to go through evidence recorded on tapes and would not only rely on notes taken during the trial.

Yesterday five members of Saawu testified in court. Mr Thobile Manqina, Mi Mawisa Goduka, Mi Gcnikhaya Mbiza, Mi Mboneli Landani and Mi David Thandani told the court that they were not in the first bus that was diverted to the Mdantsane charge office on September 6 last by the police at the Highway bus terminus at Mdantsane. Mr Manqina and Mr Thandani claimed

they were in the second bus and Mi Goduka, Mr Mbiza and Mr Landani in the third bus.

They said there was singing in the bus and shouting of slogans but they did not join in. The buses they boarded never reached the Highway bus terminus at Mdantsane but on the way were diverted to the charge office at Mdantsane. They said their names were taken inside the charge office and not at the bus.

After the defence had closed its case the state re-opened its case and called Sergeant Mlandeli Nonxuba. He told the court he took down a statement from a caddy Mi Thembelani Konongo. He read back the statement in Xhosa and administered an oath to Mi Konongo as

to the correctness of the statement. In the statement Mr Konongo said he heard the people in the bus saying Mandela was their leader. Mr Konongo when he gave evidence for the defence denied having said the people in the bus said Mandela was their leader.

Mr J W Jurgens, for the state, said all the members of Saawu had a common purpose. He said they were all in the first bus and it was common cause that there was singing, shouting and raising of fists in the bus. At the Highway bus terminus police had to defuse a potentially dangerous and explosive situation. He said the court should accept the evidence of the state witnesses and that all Saawu members should

be found guilty on all charges.

Mr M Brassey, for the unionists, said the state had failed to prove its case beyond reasonable doubt. It had not proved which members of Saawu had participated in the offences. The defence said six of the unionists were not in the first bus but the state was adamant and said they were in the first bus. He said only Mi Mandla Thobezweni was identified by Sergeant Ngwanva as one of the people who came out of the first bus.

Mr Brassey said there was no evidence as to who shouted the slogans up Mandela down. Ciskei, Charles Sebe be killed, "blood will flow" and "there will be explosion and gun shots". The state had not proved who the principal offenders were. He said the fact that the unionists happened to be in a bus did not establish common purpose.

Mr Brassey said the trial was of a highly political nature, a trial of strength between Saawu and the government. He applied for the acquittal of all the unionists on all the charges — DDR.

(152) (152) (152) (152)  
**Saawu trial:  
judgment on  
February 15**

# Court told worker hit with iron rod

*D. Dispatch 21/1/82*  
*152*  
*357*  
*152*  
*357*

EAST LONDON — Six people, five men and a woman, appeared in the Regional Court here yesterday on a charge of threatening violence to prevent people from committing lawful actions

The six, who all pleaded not guilty to the charge, are Mr Randile Mva, 31, Mr Mkengele Matadi, 21, Mr Ntsikelelo Soguntuza 26, Mr Monkwalusi Bonakele, 26, Mr Mhlangabezi Nimrod, 23 and Miss Nomande Qelese 22

On the main count the state alleged that on November 11 1981, the accused, together or separately, threatened workers at the Western Province Preserving Company

On three alternative counts, the accused are charged with assault with intent to do grievous bodily harm in that they allegedly assaulted three supervisors at the factory Mrs Agnes Mkhosi Mrs Daphne Luxomo and Mrs Victoria Mongoli

A foreman at the company Mr Alwyn Thomas Gowar, told the court that on the morning of November 11, after the tea break, five men came into the factory and started shouting to the workers to get out He said he saw Mr Mva with an iron rod in his hand Mr Mva went to one of the supervisors, Mrs Victoria Mongoli and struck her with the iron

bar above her eye The police were called and he later pointed the men out to them

Mrs Agnes Mkhosi, a supervisor at the factory, told the court that after the tea break she and other supervisors went back to the factory She realised that only a few workers had returned with them

The rest a group of about 80, stood outside and shouted to them to get out Five men entered the factory They were armed with planks

Mrs Mongoli said she saw Mr Mva with an operating iron in his hand He approached her and the five men shouted "Get

out" to the workers in the factory

She said she felt a blow on the back and she ran to the cloakroom She said she had a mark on her back and was bleeding as a result of the blow

Mr M Moerane who appeared for the accused put it to Mrs Mongoli that nobody had hit her with an iron rod

He also said that Mr Mva was a prominent and active member of the African Food and Canning Workers' Union Mrs Mongoli said she too was a member

The trial was postponed until today The bail of the six accused was extended — DDR

(189) (152)  
**Coloureds**

~~(134)~~  
**won't work  
with blacks**  
Star 21/1/82

**Own Correspondent**

All coloured workers walked out of the A Wolff factory in Waltloo Pretoria, over the employment of black labourers.

The 40 coloured painters and sprayers downed tools and resigned on Monday after being told blacks would be replacing some of them.

"If the blacks take our positions they will work for less pay," one worker. Mr Andy Oosthuizen said "This means we won't get pay increases."

The workers' representatives, Mr E Julius and Mr E Alexander, and an Allied Steel Workers' Union spokesman will negotiate today with management.



EAST LONDON — An application was made yesterday for the discharge of four of six people charged in the Regional Court here with threatening workers at a preserving factory.

Mr M Moerane who appears for the six accused applied for the discharge of Mr Mkangeli Maladi 21 Mr Ntsikelelo Soguntuzo 26 Mr Mankwini Jusi Bonakele 26 and Mr Mhlangabezi Nimrod, 23.

The application was refused by Mr S van Zyl. Two other people Mr Randile Mva 31 and Miss Nomande Qelese 22 are also appearing on the same charge.

The six accused also face alternative counts of assault with intent to do grievous bodily harm.

Their appearance arose out of an incident at the

*D. Dispatch* (152) (~~#88~~)  
**Assault case**  
22/1/82 **discharge** (331)  
**call rejected** (137)

factory of the Western Province Preserving Company in East London on November 11 last year when workers were allegedly chased out of the factory and three supervisors allegedly assaulted with an iron rod and planks.

A supervisor at the factory Mrs Victoria Mongoli, told the court that after the tea break on the morning of November 11 a group of people came into the factory and told the workers to get out.

She said Mr Mva came to

her and assaulted her. She received a blow on her thighs and also one on her eye. She ran away.

Another supervisor Mrs Daphne Lusomo said she also saw a group of people coming into the factory armed with an iron rod and planks. When she saw the other workers running she also started to run. Mrs Qelese hit her with an iron rod on her back and on her waist. The other accused joined in except Mr Soguntuzo who was waving his arms and trying to stop

them.

In his defence Mr Mva said he and other workers were told by a supervisor to get out of the factory in five minutes.

They ran to where the other workers were to get their money and saw all the workers were running out. He denied he had an iron rod and that he assaulted anybody with the rod or that he told workers to get out of the factory.

Under cross-examination by the prosecutor Mr P M A Pretorius Mr Mva said he was a member of the AMU in Food and Canning Workers Union. He said at the time of the incident there was a grievance among workers about bonuses and there had been a decision to strike. DDH

Star 23/1/82  
**Litemaster agrees**  
**to talk to union**

152

**Labour Reporter**  
Talks are expected to start soon between the management of Litemaster Products in Wadeville and the Metal and Allied Workers' Union.  
And 21 workers who were dismissed by the engineering company have been re-engaged.  
This is a far cry from the firm which last October dismissed 23 workers for "disciplinary and efficiency

reasons" and refused to negotiate with Mawu.  
The settlement came after prolonged talks between management and the union and less than a week before the scheduled start of an industrial court case in Pretoria.  
Mawu had asked for the hearing after accusing Litemaster of "unfair labour practice" in that the firm refused to negotiate with the union.

Trade ~~USA~~  
Union ~~USA~~  
welcomes  
British ~~USA~~  
Contract 23/1/82  
Support ~~USA~~

**JOHANNESBURG**  
The South African Allied Workers' Union (SAAWU) has welcomed news that British trade unions are putting pressure on the giant Rowntree-Mackintosh sweet firm to have its South African subsidiary change its attitude towards striking workers.

The Wilson-Rowntree plant in East London early last year saw more than 500 workers being fired after a dispute over dismissals.

SAAWU, which represented many of the workers, initiated a countrywide boycott campaign of Wilson-Rowntree products and called on overseas trade unions to lend support.

The Herald's London bureau reports that British trade unions have threatened the parent firm with industrial action unless Wilson-Rowntree changes its attitude to striking workers.

**POWERFUL**

The powerful Distributive and Allied Workers' Union and the Transport and General Workers Union have demanded that the dismissed workers be reinstated and SAAWU be accorded a recognition agreement.

Worker representatives at Rowntree-Mackintosh have supported these demands.

A SAAWU spokesman in East London said they welcomed international support for the dismissed workers.

# Court told

~~227~~ <sup>Mercury</sup> 43 fired <sup>26/1/89</sup>

<sup>192</sup> ~~227~~ after park

## ruckus

### Mercury Reporter

A CARAVAN park owner on the Natal North Coast yesterday told a Stanger Magistrate how he was forced to sack 43 of his black workers when they armed themselves with sticks and knobkerries and demanded that two workers he had earlier dismissed be reinstated.

Mr Helmut Achtzehn, owner of the Zinkwazi Caravan Park, said this in evidence when the 43 workers — 17 men and 26 women — appeared before Mr H Fraser on charges of trespass.

Mr Achtzehn alleged that the workers had refused to leave the caravan park, where they had been employed, after they had been dismissed and ordered to vacate his premises on October 31 last year.

### Afraid

The workers threatened the Indian staff and also went to his house. They were not peaceful, he said.

He was afraid and called the police who allowed the workers to remain at the park until November 2. The deadline was extended to November 3.

When the workers refused to leave on the due date the police again arrived and arrested them for trespass, he said.

Under cross-examination by Mr Paul David, for the defence, Mr Achtzehn told the Court that he spoke to the workers in

English on the day they were dismissed. A senior worker, one of the accused, had interpreted, he said.

Mr David said since the interpreter was an accused, the Court would not be able to establish what in fact was interpreted to the workers.

He said it was unfair to ask anyone who worked for a company for 15 years to leave within 24 hours and find alternative accommodation.

Black workers had no bargaining rights or trade unions to fight for them. The only alternative was strike, Mr David told the Court.

Judgment was reserved until February 16.

# Britons march for fired SA workers

Jan 26/1/82

706 152  
~~706~~ ~~152~~

The Star Bureau

LONDON — British trade unionists and anti-apartheid activists are planning further action against Rowntree Mackintosh in support of the company's workers in South Africa

They will be meeting on February 6 to decide on their course of action. The date will mark almost a year of strike action by 470

workers in South Africa

Britons supporting the South African workers marched through the streets of York at the weekend demanding that Wilson-Rowntree reinstate the workers who have been on strike for 11 months. They called on the company to recognise the South African Allied Workers' Union as a democratic trade union.

In what the York anti-apartheid group called 'the biggest show of support yet in Britain for the striking workers', demonstrators marched through the centre of York accompanied by a street theatre group and a bagpiper.

The march ended with an indoor rally which called on the South African Government and Ciskei

authorities to release all detained members of Saavu and 'end its harassment of the union'

The ancient city of York was chosen for

the demonstration because it is the international headquarters of Rowntree Mackintosh, parent company of Wilson-Rowntree

152

~~140A~~

~~143~~

# Recognition strike halts brick plants

Star 2/2/82

**By Drew Forrest**  
About 500 workers lost their jobs at two Corobrik plants at Bedfordview and Primrose following a dispute over a recognition agreement.

Workers were told they would be selectively re-engaged today after talks between management and the Fosatu-affiliated Glass and Allied Workers Union broke down at noon.

According to union officials, management

had made "totally unacceptable" demands regarding negotiations and union recognition, such as compulsory membership on the industrial council.

Workers interviewed by The Star said the company was withholding recognition from the union because it was unregistered.

This claim was hotly denied by management.

Gawu has applied for registration but has yet to receive its registra-

tion certificate.

They also claimed management had expressed a preference for the National Union of Brick and Allied Workers, a union recognised at other Corobrik factories and viewed by rivals as an "in-company" body.

Corobrik's managing director, Mr E C Rutherford, said it was company policy to recognise unions registered for the industry.

As Gawu last year showed sufficient paid-up membership at the two strike-hit plants, he said, management had agreed to recognise it and had stipulated the points it wished to see embodied in the agreement.

"We left the door open for further discussions on these points, but have not heard from the union since our last meeting on December 4."

Mr Rutherford said management had set a deadline for a return to work and had "made arrangements for those not wishing to go back to receive money due to them."

ADM 2/2/82

# Brick workers strike to gain recognition

192

ABOUT 500 workers at Corobrik's Bedfordview plant went on strike yesterday, demanding that the company recognise the Fosatu-affiliated Glass and Allied Workers Union (Gawu)

A spokesman for the company said workers were still on strike yesterday evening and that management had asked them to contact union officials to continue negotiations on a union recognition agreement

The company said it had been negotiating an agreement with the union but that Gawu officials had not replied to recognition proposals it made in December

Union officials could not be reached for comment

## Support

Corobrik's spokesman said the company acknowledged that the union had support in two of its 20 plants

Company policy was to recognise only unions which were registered for its sphere of activity and the union was not yet registered, he said. However, after receiving an approach from the union last year, Corobrik had entered into recognition negotiations with it

"We gave them a list of

By STEVEN FRIEDMAN

heads of agreement to be incorporated in an agreement. But since December, they have not been back to us."

Yesterday workers downed tools demanding that Corobrik sign a recognition agreement with the union. They gathered outside the factory gates and management had asked them to contact union officials to ask them to report to the factory and resume negotiations, the spokesman said.

"We are hopeful that the officials will report tomorrow and that the dispute will be resolved quickly."

Corobrik, a member of the giant Tongaat group, was involved in a controversy last year when rival unions claimed that the National Union of Brick and Allied Workers (Nubaw) — a black union which is active at the company — was formed by Corobrik management.

Both Nubaw and Corobrik denied these allegations.

# The day they dropped bombs on the Rand

By Gertrude M Halse

The modern trend is to classify people according to age groups, so I have belonged to the category of the "aged" for a long time

Fortunately, however, my memory is clear and I have notes which I made on the subject of the Great Mine Strike and its effect on our comings and goings many years ago

It all came back to me some years ago, when I was looking through some old papers and came across an ancient permit made out to my late husband, Neville Meyer Halse, allowing him to "travel to Southern Rhodesia, with his family" It was dated March 13 1922 and signed by the police officer commanding the Germiston area Martial law had been proclaimed and people's movements were subject to police (or military) control

My first personal acquaintance with strike conditions was the unusual sound, at dawn one morning of the relentless tramping of feet Through the window I saw hundreds of men, marching six or eight abreast along Cross St towards the town Their faces were darkly outlined in the dim light and looked grim with despair and desperation

The Rand was plunged into a state of war Armed military

units patrolled the railway lines, notably at India Junction, within a few minutes walk of where we lived, while the booms at the railway crossing in President Street were permanently closed and reinforced by sandbags

The strike began on or about January 8 1922, gathering momentum over the weeks until it had become a menace to law and order, human life and property as well as a threat to industry on the Rand and throughout the country

All the mines were closed down and many flooded owing to the withdrawal of essential services Mine Africans were being repatriated in their thousands

The strike began as the age-old battle between capital and labour but, as the strikers grew desperate and came increasingly under the influence of extremists it showed signs of incipient revolution Hence its name

While we were engaged in the nerve-racking process of sorting and packing our possessions in preparation for a major move, it was far from reassuring to read in the paper of someone in Boksburg or Benoni watching his neighbour's goods being set alight by strikers and burnt to cinders on the spot

The strikers were prepared to go to any extremes to revenge themselves on suspected strike-breakers, or "scabs" as they called them

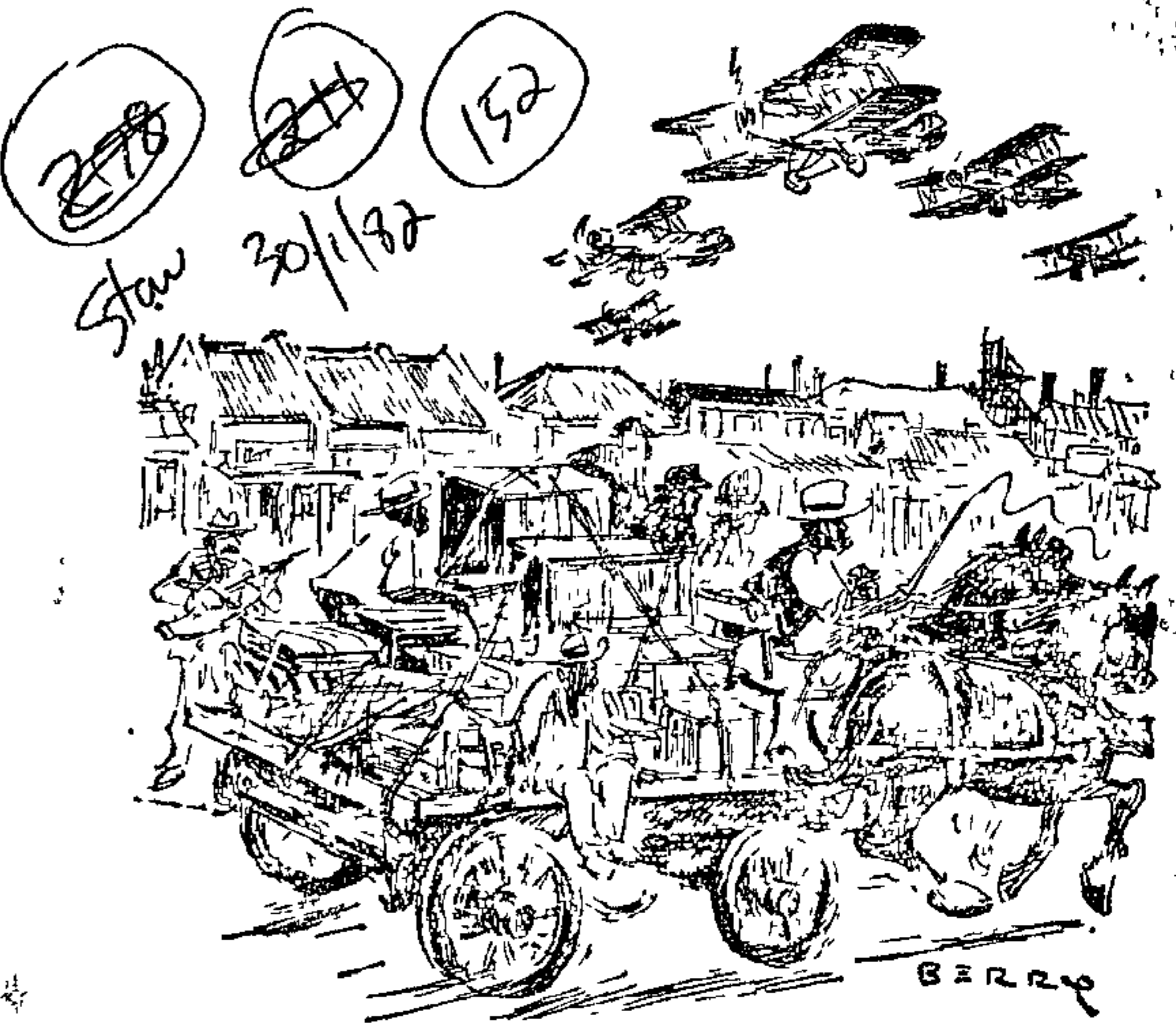
Dynamite outrages were added to the bonfire epidemic and one would read in the daily papers of innocent people narrowly escaping death from homemade bombs hurled through the windows during the night

They organised themselves into armed commandos and terrorised Reef towns even shooting at random at passing trains There was a feeling of tension in the air Shop keepers were afraid to open up We had to queue outside bakeries for bread early in the morning

Although it was wiser to remain at home, I had urgent business one day, which forced me to go out shopping

I went to the nearest shop a combination of bookseller and toyshop, and purchased a few things when a man rushed in and gasped breathlessly "You must shut up your shop immediately A shopkeeper on the corner has just been knocked on the head for keeping his shop open Needless to say I was on my way in a matter of seconds, clutching my parcels

While visiting relatives at Webber (a few kilometres out of Ger-



miston) on Sunday March 12, we sat on the stoep and observed the extraordinary spectacle of several aeroplanes on the East Rand dropping bombs in the vicinity of crowds of strikers We could see each plane dip and discard its large dark object could actually hear the 'boom' and see clouds of dust rise among the mine dumps on the horizon It was rather grim They aimed wide, we heard afterwards, with a view to dispersal rather than destruction

The Sunday Times of February 26 1922 reports "Five aeroplanes gave a demonstration flying in formation over the Rand," and adds "there are 100 more in Pretoria"

At length the day of our departure dawned the fateful 13th Early in the morning a horse-drawn loamy appeared in front of our house manned by six stalwart Africans, under the direction of a high-up official of the local Labour Party My husband had enlisted

his help in case the strikers' column passing by should decide on another bonfire, on the grounds that we might be strike-breakers "on the wing" The official flaunted a flaming red tie as evidence of his affiliation, and it was thought that his appearance might prove a restraining influence

Within 20 minutes every stick of furniture was loaded up, piano included, and the horses, lashed to a gallop, went tearing down Cross Street at breakneck speed Five planes were zooming overhead adding drama to the scene

We arrived at the railway station to find our relatives waiting there, debarred from entering the premises by youthful members of the Union Defence Force with bayonets fixed because no police permit to see us off could be produced

All through the night, spent at the old Victoria Hotel the challenge of the sentry

on the corner, rang out: "Halt! Who goes there?" Our slumbers were disturbed by sounds of shooting and there was a red glow of fire in the sky long before dawn

As our train stood at Park Station, awaiting departure, the big guns began operations, and the whole world seemed to reverberate to the sound and vibration of their fire. It was quite terrifying.

In the heart of what used to be Bechuanaland (Botswana) a few days later after spending a night in Bloemfontein and a couple of days in Kimberley to catch the Rhodesian connection the stillness was incredible and our hazardous adventures in escaping from the trouble-torn Rand were nothing but a bad dream

We arrived in Salisbury on Sunday evening, March 19

That was 60 years ago what will the next 60 bring? The tide was flowing north in 1922 Is it on the turn in 1982?



Mercury  
30/12/82

# Defy workers strike again over pension fund payments

181  
200  
152  
152

Mercury Reporter

ALMOST the entire black workforce at the Defy plant in Jacobs have stopped work in an effort to have their pension contributions repaid

The Group Metal Industries Pension Fund, to which the Defy workers have to belong, was the centre of a strike at the Defy plant in November, and in spite of meetings between representatives of the fund and various trade unions the issue of pension contribution withdrawals has not been settled

A Defy worker said yesterday that Monday's evening shift had refused to work. More than 2 000 workers were involved in the stoppage yesterday and production at the plant had come to a standstill, he said

An official for the South African Allied Workers' Union, who represent most of the Defy workers, said yesterday that a meeting was being held between representatives from the union, Defy and the Group Metal Industries Pension Fund

The outcome of the meeting is not yet known

### Grievances

In a statement released to workers yesterday two of Defy's directors Mr R B Collie and Mr W Ferguson, said they were aware of the workers' grievances and that the Defy Corporation had made an urgent application to the National Industrial Council to withdraw from the Group Metal Industries Pension Fund and start a private pension fund for Defy employees

The statement also said that the directors of Defy would continue to work for the establishment of a private pension fund to ensure that workers could receive their pension fund contributions as soon as it was legally possible

~~ASA~~ 152  
**Deadlock over**  
**worker demands**

ARGUS  
3/2/82

~~189~~

Argus Correspondent  
DURBAN — The work  
stoppage by about 1200  
workers, comprising the  
entire black workforce at  
Defy's plant, entered its  
third day today as  
demands over pension  
contribution refunds  
remained unresolved

The plant is at a stand-  
still and production was  
halted by the disruption.  
A director of the firm,  
Mr R B Colhe, said a

further round of talks  
aimed at resolving the  
deadlock would be held  
today

However, prospects of  
an early breakthrough  
receded as officials of the  
South African Allied Wor-  
kers' Union (SAAWU),  
were locked in two hours  
of negotiations with the  
senior directors yesterday,  
continued to asses worker  
grievances and the  
employers' response to  
their demands

# Students

By CHERYL VAN EYSEN

THE shortage of social work students was extremely critical, the president of the Society of Social Workers of South Africa, Mrs Sheila Hefert, said yesterday

Universities enrolling social work students had recorded a 50 percent drop in the registration of first year students, she said

"The recruitment of social workers and how effective they are is handicapped by the totally inadequate salaries. And of prime importance is that racial discrimination in salary scales should be abolished"

Of further importance was the inconvenience to social workers in having to deal with three different Government departments in their day-to-day work

These were the departments of Health and Welfare, Social Affairs and Co-operation and Development, she said

She suggested that social workers should be required to deal with only one department

Mrs Hefert did not want to comment on the submission by Dr L A P A Munnik of a social workers' memorandum, spelling out all these problems, to the Commission of Administration, without taking direct action himself

This year, a 50 percent drop in the number of first-year students registering in social sciences was experienced in most universities except the University of the Witwatersrand

The memorandum pointed out that 14,2 percent fewer women and 33,3 percent fewer men were entering practice

The imbalance between men and women in social work was blamed on the poor salaries

It was pointed out that the classification of blacks in the professional divisions of the Government was not the same as for whites, and that black social workers were not "free to move" from one administration board area to another

At the Reef meeting of social workers on Tuesday, great indignation was expressed at the fact that Dr Munnik had not replied to their memorandum, but had sent it to the Commission of Administration in Cape Town instead

## Crackdown

MOSCOW — Soviet authorities are cracking down on shopkeepers in some cities who hoard food and sell it at above market prices. The campaign follows the third consecutive poor Soviet grain harvest — Sapa-AP

# Inquest on former world champion

Mail Reporter

AN INQUEST into the death of Arnold Taylor, South Africa's former world bantamweight boxing champion who died in a Johannesburg road accident in November, is expected to be held today in the Johannesburg Magistrate's court

Taylor, 38, was killed early in November 22 while riding his daughter's motorcycle to his home at Mayfair, after visiting friends. He was taken to hospital, where he was certified dead on arrival

He became world bantamweight champion in November 1973 when he knocked out Mexican Romeo Anaya in a world title fight in Johannesburg. He lost the title on points

six months later when he was beaten in Durban by a Korean, Soo-Hwan Hong

Taylor fought 49 bouts during his boxing career and won 17 on knockouts. He lost only eight fights

His first boxing success came in May 1969 when he won the South African featherweight title by beating former Empire flyweight champion Dennis Adams

More than 200 friends, relatives and former boxers attended his cremation

Taylor is survived by his wife Regina and three daughters

A spokesman for the Department of Justice said at the Johannesburg Magistrate's Court yesterday he expected the inquest to be held today

# Strikers are defiant over pensions

THE number of workers who have struck in the past three days rose to more than 3 000 yesterday as new strikes were reported at two large plants — one in Durban and one in Johannesburg

By STEVEN FRIEDMAN

Workers at the Defy Industries plant in Jacobs, Durban, have struck on pension demands for the second time in a few months, and a Johannesburg firm Krost Brothers was hit by a strike yesterday over demands that union shop stewards be recognised

Earlier this week, 500 workers at Corobrik in Bedfordview struck in support of union recognition demands and an Edenvale plant, Nampak Recycling Industries, was hit by a wage strike

A Nampak spokesman said the strike had been settled

A Corobrik statement said 300 of the 500 had returned and the rest were provided with company transport to the nearest railway station

## Return

At the Krost Brothers plant in Heriotdale, Johannesburg, the firm's 1 300 workers struck yesterday morning but are expected to return to work today

A spokesman for Fosatu's Metal and Allied Workers Union said workers agreed to return after the company said it would recognise union shop stewards and sign a written recognition agreement with Mawu "as a matter of urgency"

The firm's managing director, Mr Cecil Krost, said the strike had come after talks with Mawu on recognition had commenced. The company had agreed to recognise the union because it represented a majority, but "we still have a lot to discuss"

Late last week the company had received a petition from workers calling for their liaison committee to be disbanded and replaced by union shop stewards. It listed other grievances

Mr Krost said the company agreed to disband the committee, but had asked workers to elect a new one until

the union was recognised, at which stage the committee would be replaced by Mawu shop stewards. "But we told them we could not recognise the stewards yet"

He added "They did not come back to us on this, but struck this (Wednesday) morning demanding that we recognise 10 workers they had chosen as shop stewards"

"After calling in union officials, we agreed to call the representatives shop stewards and continue talks. I expect workers to return tomorrow (Thursday)"

At Defy, all 1 400 workers struck on Monday over demands that their pension money be refunded

A company spokesman, Mr Brian Gavin, said workers were still on strike and negotiations were continuing

Defy is covered by the metal industries' pension fund which has the same provision for freezing workers' pension contributions as the Government's proposed pensions Bill, which was dropped after worker unrest last year

The company has been urging the Steel and Engineering Industries Federation to amend the fund's rules

# NPU rejects Press curbs

Political Reporter

ORGANISED resistance to proposed statutory clamps on the Press mounted yesterday when the executive council of the Newspaper Press Union (NPU) rejected the main recommendations of the Steyn Commission at a special meeting in Johannesburg

In a statement after the meeting the president of the NPU, Mr Peter McLean, said "The NPU unanimously rejected outright the proposed register of journalists, and certain provisions regarding ownership (of newspapers)"

He also announced the appointment of a committee of NPU representatives and members of the Conference of Editors to analyse the

# Building societies take a hard line

By PENNY CUMMINS

WHEN the next increase in the mortgage rate is announced, probably at the end of the month, home-owners will have to dip deeper into their pockets to keep up bond instalments

Mr Hendrik Sloet, president of the Association of Building Societies, says the societies will not extend the repayment period on loans, and borrowers will have to increase monthly repayments

He predicts the interest increase will be as much as 1 percent

The new rate will also affect house-buyers, as they will have to satisfy higher income requirements to obtain a loan. The building societies calculate bond repayments should not exceed 25 percent of gross income, and a wife's salary is not always taken into account

The last time the mortgage rate went up was in August, also by 1 percent

## Thank

Borrowers can thank their lucky stars that the views of Mr Henri de Villiers did not prevail. He is the managing director of the Standard Bank, which incorporates the Standard Building Society

Mr De Villiers believes there should be a steeper differential than now in mortgage rates, and people who can afford the bigger bonds should pay a minimum of 16 percent interest

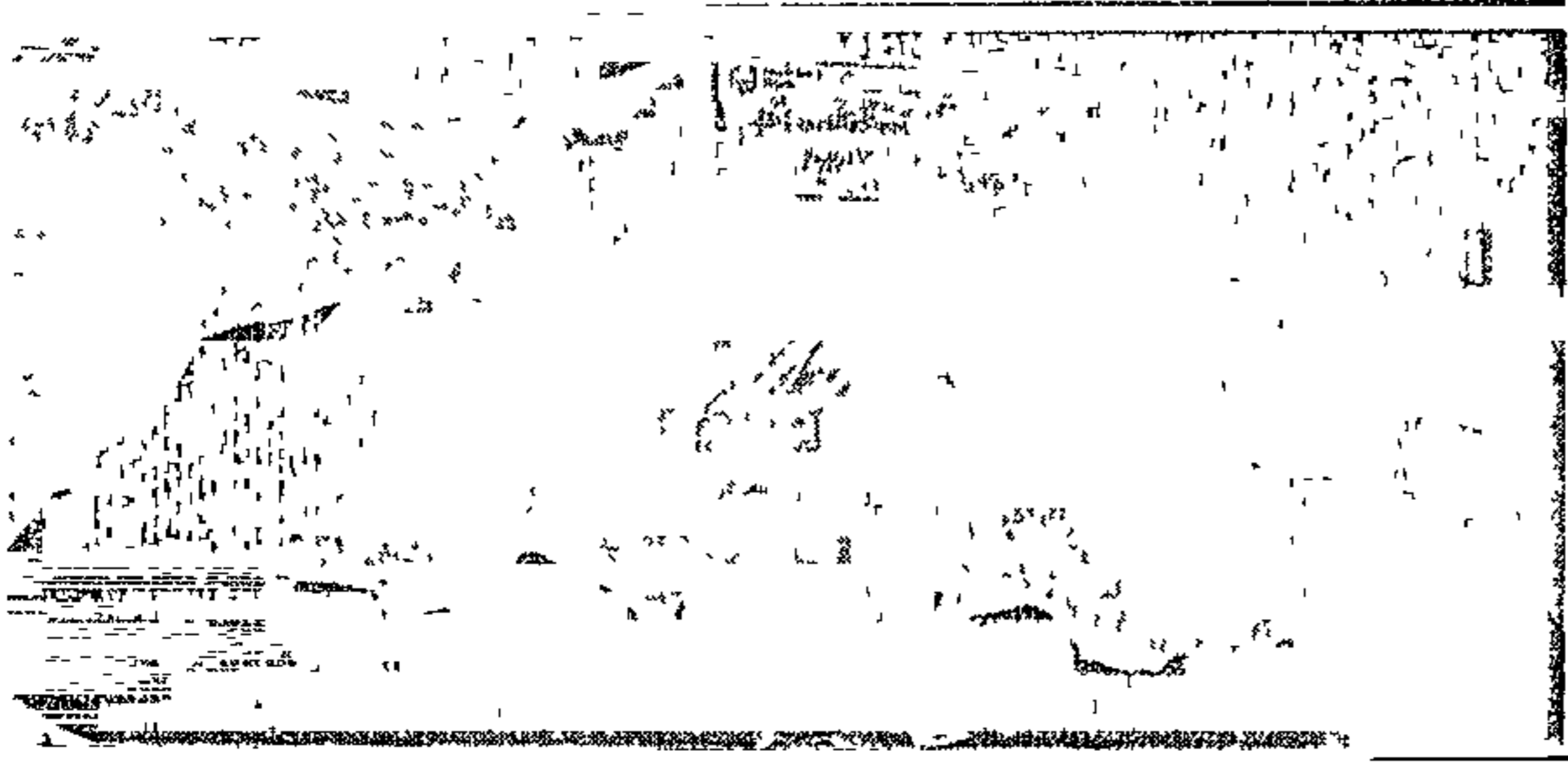
A property economist, Mr Neville Berkowitz, says a 1 percent increase still keeps mortgage rates below the 17% interest payable on a bank overdraft

In the long run, says Mr Piet Badenhorst, joint managing director of the United Building Society, the increase in rates will mean more money becoming available for loans, since higher interest rates will attract investors back to the building societies

"It is often elderly folk whose savings are financing the young home-buyers. Home-buyers are winning hands down as they are using cheap money to buy a house which is appreciating in value," says Mr Badenhorst

Even with the projected increase, the interest rate on mortgage loans will be lower than the general rate of inflation, running at about 15 percent

# Call by Pressmen overseas



shortened cuts

leave

# Overseas bid to get back jobs of fired workers

THE powerful International Metalworkers Federation (IMF) has intervened in a long-running labour dispute at a Richards Bay company, Richards Bay Minerals, where members of a local union were allegedly fired last year

The federation, which represents metal unions throughout the West, has asked Canadian metal workers to "use their influence" to win the reinstatement of the workers and the holding of a union recognition ballot. According to the IMF, a Canadian company owns 51% of Richards Bay Minerals. This was revealed in a Press statement issued yesterday

By STEVEN FRIEDMAN

terday by the National Federation of Workers (NFW), whose affiliated union, the National Iron, Steel, Metal and Allied Workers Union, is involved in the dispute

The NFW's general secretary, Mr Matthews Oliphant, also said yesterday that, if the workers were not reinstated, the federation would "explore the possibility" of asking steel workers overseas not to handle products exported by the company

It would also ask people in the Richards Bay area not to take the jobs of Richards Bay Minerals workers if they decided to "take a hard stand"

Repeated attempts to obtain comment from company spokesmen over the past two days have been unsuccessful

The statement is a sequel to a strike last year after which about 15 workers, who the union says are its members, were dismissed

## Senior

In the statement, Mr Oliphant says senior union leaders, including its president, vice-president and union shop stewards, had been fired

He says the company alleges that those fired "might have been responsible for the intimidation of other employees during the stoppage"

According to Mr Oliphant, union members say that foremen have been making life "hell" for workers since the stoppage

# De Lange Report indaba

Education Reporter

EDUCATIONISTS from all over the country gather in Grahamstown today for the three-day national conference on the De Lange education report

The conference, sponsored by the 1820 Foundation, is expected to condense a wide range of opinions into a formal response to the report in time for the Government's March 31 deadline for reaction

Six of the 19 educationists invited to address the conference served on the De Lange committee, which, under the auspices of the Human Sciences Research Council, investigated all aspects of education in South Africa

It will be opened by the former vice-chancellor of the University of Cape Town, Professor Richard Luyt

have reported the matter to the police

Adams had "cold bloodedly murdered" Mr Richardson, the judge said

Mr Victor Dickson, owner of a cafe in Newclare, told the court that on August 8 he saw Adams and Stuurman pursuing Mr Nelson Adams was shooting at Mr Nelson who fell Mr Stuurman then picked up a stone and threw it at Mr Nelson's head

Mr Dickson said that although his son, Tyrone, had been involved with gangs — the Fast Guns, Spaldings, Vikings and Vultures — he had no real knowledge of them

Adams and Stuurman said they had not been near Newclare on that day.

Mr Justice Curlewis rejected their alibis

Mr Justice Curlewis said that in their decision he and the assessors had taken into account the background of gangsters and gang fights that had emerged from the evidence. But he rejected Adams' evidence of murder attempts on him by the Fast Guns after he had refused to pay them protection money

Adams and Stuurman will be sentenced today

LONDON — Two escaped yesterday painting by the 17th century Dutch painter Pieter Breughel, worth R883 000 and stole the Courtauld Gallery in London. The gallery reported men escaped in a hail in the street. The painting, measuring 25.4cm by 35.5cm, titled "Christ and an Taken in was hanging near of the gallery on floor of the building

## Raincoat

Mr David Wallace, of the gallery, said the thieves were to have taken the painting from the wall and it under his name

He said one of the guards spotted the painting was missing and phoned down to the entrance. The guard saw him but they ran past in street but they taxied and drove Wallace said

# Frightened traders ask for protection

By JO SHALLIS

FRIGHTENED shopkeepers in Johannesburg's Diagonal Street area are preparing a petition to the Commissioner of Police pleading for police protection against armed muggers who have recently been terrorising the area

Gangs have raided 10 shops at the intersection of President Street and West Street in the past two weeks

A worried shopkeeper said yesterday he hoped the petition would result in more police patrols as the gangs operated as if "they had free licence to maim and rob at their leisure"

Last Friday Mr Louis Nor,

an assistant in a leather shop in West Street was in the neck by a gangster who escaped with R600

On Tuesday last A M Cwovadia, owner of a small drapery shop, was stabbed and robbed. He disclosed a sum of R100

Another shopkeeper, Maken, was robbed last Friday by a gangster who threatened him with a knife

A Witwatersrand spokesman said that "the crime unit quickly become in any area that has an unusually high crime rate"

# Technikon exam paper leaked

SEVERAL Pretoria Technikon students are to appear in court soon in connection with the alleged leaking of exam papers

A police spokesman said the students were questioned in connection with the leaking of a radar theory exam paper in December. The investigation, which was handicapped by the December holidays, was continuing

One of the students apparently got hold of the paper because of the "negligence of a lecturer who let the paper lie around"

The student allegedly distributed it to his friends, who worked out the paper and completed it in exam answer books, which they "smuggled into the exam room"

An exam supervisor be-

came suspicious and called the police

A spokesman for the Technikon said "We have passed the matter on to the Department of National Education. They will take the necessary action against the students, who caused the leak, after their conviction in court. But if they don't, the Technikon definitely will" — Sapa

# State visit to Taiwan

TAIPEI — The South African President, Mr Marais Viljoen, will pay an official visit to Taiwan next month, the Foreign Ministry said

His visit is expected to strengthen growing relations between South Africa and Taiwan, a spokesman said. — Sapa-Reuter

By Tony Davis,  
Labour Reporter

The strike hit Corobrik plants at Primrose and Bedfordview yesterday took back half the dismissed workers and started recruiting to fill the other vacancies

About 500 workers were dismissed at the plants this week after striking over the issue of recognition for the Glass and Allied Workers' Union.

Corobrik management said the workers had "discharged themselves" by refusing to return to work.

Half the workforce in the two plants had returned, to work without any loss of benefits and the remaining half would be paid out, according to Corobrik's managing director, M E C Rutherford.

He said workers would be recruited for the remaining jobs this week and dismissed workers could reapply.

The dispute saw talks between management and the union break down and union officials reject what they called "prerequisites" for recognition.

These included union membership in the industrial council, registration status and a willingness to hold joint talks with the National Union of Brick and Allied Workers.

Glass and Allied has described this body as an "in company" union. Glass and Allied's president, Mr Ronald Mofokeng, said the union would organise the new workforce and

# Workers back on the job after strike

Ston 4/2/82

152

prove to management that its membership was representative.

He said the union would continue to try to negotiate with Corobrik despite the dismissals.

## RECOGNITION

More than 1000 workers were involved in a strike yesterday over a recognition dispute at a Herotdale furniture firm.

Workers at the Krost Brothers plant downed tools and many left work during the day while talks were being held with management.

The Fosatu-affiliated Metal and Allied Workers' Union (Mawu) which claims to represent a majority of workers at the plant held talks about the recognition demand.

## LABOUR BRIEFS

Union shop stewards had apparently called for the dismissal of the existing works committee at the plant and management countered with a call for new elections to be held.

A Krost spokesman said the workers were expected back on the job this morning and they had agreed with Mawu to negotiate towards a recognition agreement.

Wage negotiations between the management of Colgate-Palmolive and Fosatu's Chemical Workers' Industrial Union started this week.

The company's Boksburg plant was the scene last year of a major dispute after the union demanded that Colgate negotiate wages at plant level and not at the industrial council for the industry.

## DEMANDS

Proposals being advanced by the union in these talks include increases of R1 an hour for hourly paid workers, a cost of living and service allowance, a one month annual bonus, doing away with Saturday morning and Sunday night shifts, advance notice of any redundancies and negotiations on the pension fund.

A Barlow Rand subsidiary, Nampak Recycling Industries in Edenvale, was hit by a one

Workers had reported objections to recent wage increases and had demanded an increase of R1 an hour.

A spokesman for the Fosatu-affiliated Paper, Wood and Allied Workers' Union, which represents many of the workers, said management had agreed to hold wage talks later this month.

## FINANCES

The Vaal branch of the Engineering and Allied Workers' Union has called a special meeting of the branches on Sunday to discuss last year's finances.

The union's general secretary, Mr Calvin Nkabinde, said that at the annual general meeting in January questions had been raised about the Vaal branch's financial situation. The planned meetings would help to resolve this problem, he said.

# Defy plant hit by pensions strike

~~784~~  
152  
~~300~~  
USA

By Tony Davis  
Labour Reporter

The large Defy plant in Durban has again been hit by a pensions strike

The workforce of about 1200 went on strike on Tuesday over demands that management pay out their pension contributions. Workers were still out this morning while more talks were held.

The factory had a pension strike last October.

Talks with the South African Allied Workers' Union (Saawu) seem to have been inconclusive. Workers object to the preservation clauses in the metal industry's pension fund which freeze contributions until retirement.

### SCHEME

The industry's umbrella body — the Steel and Engineering Industries Federation of SA (Seifsa) — only recently announced a scheme entitling former workers to their contributions if not re-engaged within six months of termination of service.

Talks were held between Defy management and Saawu officials over the pen-

sions issue. A management spokesman said Defy was willing to seek exemption from the metal industry's pension fund and allow workers to receive their contributions when they left.

Defy had already discussed the dispute with Seifsa, the spokesman said.

In Johannesburg, Seifsa's director, M. Sam van Collier, said the pension fund's board of management had analysed submissions from industry unions and other sources dealing with the fund and was ready for face-to-face interviews.

SA PERM  
**Staff upset**

152

~~FM~~  
5/2/82

SA Perm has lost half the staff in its computer operations division. The main problem, say coloured and Indian workers, is "racial bias," but Perm management blames the unpleasantness on "a series of misunderstandings."

A meeting to thrash the matter out was held with certain divisional heads this week and senior GM Keith Gibbs says most of the problems have been resolved.

The discontent came to a head a few days earlier with the publication by the SA Perm's personnel consultants of a recruitment ad inviting applications from "European shiftleaders."

Staff sent a "European" frontman to consultants de Vilhiers & Associates posing as a potential candidate. They say he was told that the society wished to phase out its black computer operation staff and replace them with whites.

The word went out that these recruits would not only have to be trained by blacks in specific applications, but that they would eventually take over the senior posts.

Staff also argued that the Perm was acting contrary to its own employment code, which espouses equal opportunity and promotion on merit.

Gibbs admits that black staff have confronted management with allegations of racially biased employment, but he says the problems are the result of series of misunderstandings. Grievances, he adds, have been resolved.

"It is not the policy of the SA Perm to discriminate on racial grounds," asserts Gibbs. "We have a number of blacks in supervisory positions and all appointments are on merit."

### Shift Leaders

Up to R15000 p a with excellent fringe benefits

An excellent opportunity for young dynamic European shift leaders with a minimum of 3 years computer operating experience to move into a more challenging position. Company is progressing rapidly and requires the kind of staff who will want to get ahead. Sure this is for you? — then don't hesitate any longer.

### Perm's ad . . luring white workers

Gibbs claims that the offending ad was placed without vetting by the Perm. "We have spoken to the agency and they are investigating."

"The society is looking for experienced staff and new employees will obviously have to be trained in the specifics of the job. Whether or not the new recruits reach positions of seniority will depend only on their management abilities."

With at least part of the problem resolved, some staff who have resigned but not left, want the right to withdraw their resignations. Says Gibbs, "Staff are welcome to talk to management and it is most probable that, after mutually agreeable terms have been reached, they will be re-employed."

P  
D

# SA strike rate up 65 percent

Cape Times 5/2/82  
152

**Own Correspondent**  
**JOHANNESBURG** — There were 65 percent more strikes and work stoppages last year than in 1980 — and there were almost as many workers involved in strikes last year as in 1973, when a dramatic strike wave hit the country.

With the exception of 1973, the number of workers involved and the number of shifts lost by industry last year was far greater than in any year for well over a decade, according to government figures released this week.

None of the workers involved in strikes or stoppages were white.

According to the Department of Manpower, there were 342 recorded strikes and work stoppages last year, compared to 207 in 1980 — which was regarded as a year of major labour turmoil.

## 92 842 workers

A total of 92 842 workers were involved in strikes and stoppages in 1981, of which 84 706 were black and the rest coloured or Asian workers, the department says.

This is just over 50 percent up on 1980, when 61 785 workers struck.

And the strikes and stoppages which plagued industry last year cost industry 226 550 shifts — just under 30 percent up on last year. Strikes by black workers cost 206 225 shifts last year — a nearly 40 percent jump on 1980's figures.

Observers point out that the official figures reflect only those strikes or stoppages officially reported to the department.

While most strikes are reported, the figures do not take account of go-slows, overtime bans or other forms of worker

pressure on management which would not be reported to officials.

According to official strike figures published in last year's National Manpower Commission (NMC) report, the number of shifts last year was more than double that in any other year since 1970 — except 1973.

For example, although there were more strikes in 1974 than last year, less than 100 000 shifts were lost as a result.

Although no figures for the Sixties are available in the NMC's report, there was little labour unrest in most years of that decade and 1981's figures are certain to be far higher than those in that period.

In 1973, when strikes beginning in the Durban/Maritzburg area developed into a major wave of unrest which shocked both employers and the government, there were 370 strikes costing 229 281 shifts and involving just over 98 000 workers, according to the NMC's figures.

## Almost returned

This means that labour unrest last year almost returned to 1973 levels.

Each strike last year, however, cost the company affected more shifts than the 1973 strikes — each strike cost an average of 662 shifts last year, compared to 619 in 1973.

This could indicate that strikes are now lasting slightly longer than they did in the early Seventies.

The department's figures do not detail the causes of last year's strikes or attempt to analyze them. However, the NMC is working on an analysis of last year's strikes, which will be published in its report to be tabled in Parliament.



# Timber mill workers fired

152  
~~199~~ 140A

6/2/82

Mercury

## Mercury Reporter

**T**HE entire workforce from Mondri timber mill at Port Durnford near Empangeni was dismissed yesterday after a dispute with management over pension refunds.

A spokesman for the Paper, Wood and Allied Workers' Union, a Fosatu affiliate, said yesterday that the 131 workers had been given to understand that they would be paid out their pension contributions this month.

'But management deny this and have said that they had only agreed to arrange for an official of the Anglo pension policy to explain the fund to them,' the spokesman said.

Following a meeting on Thursday with an official of the pension fund, the workers had sent their

shop stewards to management to demand repayment of their pension money.

## Down tools

Management told workers they would have to resign in order to get back their pension contributions. Workers refused to resign and decided to down tools.

Mr John Dicks, the personnel manager of Mondri, said yesterday that the striking workers 'have opted to have their pension refunds'.

Although workers who did not return to work yesterday would now be considered to have 'terminated their services', Mr Dicks said they would be able to apply for re-employment on Monday 'as long as they accept the conditions of employment'.

But, Mr Dicks said, the conditions of employment included membership of the

pension fund.

Late yesterday the union spokesman denied that workers had agreed to accept their pension refunds under the conditions offered by management.

## Unresolved

She said workers had refused to accept their wage packets as they did not consider themselves dismissed.

'They consider the dispute unresolved and will be returning to the factory on Monday morning,' the spokesman said.

At Enduduzweni in Umlazi, about 50 blind workers refused to work yesterday following a dispute with management over wage deductions.

Workers, who make cane baskets, cane furniture and weave work, told the Mercury that in spite of low wages management insisted on increasing the weekly deductions for food and board when they returned to work this week.

One worker said he was receiving a wage of R17 a week and from this he still had to pay R3 for board and lodging.

He said some of the workers had up to R6 deducted from their weekly wages.

## Necessary

The workers said that, at a meeting with management before they went on leave, they had been told that more money would be deducted from their wages to pay for food.

Management said the increase was necessary because of a shortage of funds. This was rejected by the workers.

'But when we received our pay packet this week we found that management had gone ahead with the increased deductions,' a worker said.

The director of the Enduduzweni, Mr J Randles, said they had lost more than R50 000 last year. The increased deductions were necessary to offset this loss.

He said a welfare organisation already

subsidised the workers about R12 for full accommodation which includes food and clothing.

## Agitators

'We raised the deductions for accommodation from R1 50 to R2 50 which was implemented on February 1,' he said.

Mr Randles said he believed that most of the striking workers, who all lived in the hostel, were influenced by union agitators.

Also, about 200 workers downed tools at T & C Organics at Mandini after management dismissed two of their shop stewards.

The personnel manager from the head office in Johannesburg, Mr D Boyes, said not too many workers were involved in the work stoppage and was unsure as to what were the workers' grievances.

He said he would be flying to Mandini on Monday to talk to officials of the African Workers Association and hoped that the dispute would be resolved shortly.

1994  
Natal firm  
seeks new  
workforce

Labour Reporter

The Defy Corporation plant in Durban started taking on a new workforce this morning after 1200 workers were dismissed on Thursday (12)

The dismissals came after workers ignored a return-to-work deadline. The dispute centred on demands for a return of pension contributions — an issue which first arose last October.

Management met South African Allied Workers Union (Saawu) and worker representatives on Friday to discuss the pension issue and re-engaging workers.

Argus 2/2/82  
200 car ~~USA~~  
workers 152  
down tools

Argus Bureau

PORT ELIZABETH —  
About 200 employees at  
the Volkswagen plant in  
Lifenhage downed tools  
today over the dismissal  
of two colleagues on Fri-  
day.

The public affairs  
manager for Volkswagen,  
Mr. Ruben Els said the  
stoppage affected two of  
the five production lines  
at the plant.

Management was hold-  
ing talks today with offi-  
cials of the United Auto-  
mobile, Rubber and  
Ally Workers Union  
and shop stewards.

Union officials declined  
to comment at this stage,  
saying that negotiations  
are delicate. A statement  
would be issued later.

CAPE TOWN 9/2/82  
Strikers to  
re-apply  
for jobs

Own Correspondent

DURBAN — Defy has started considering applications for re-employment at its factory in Jacobs following last week's strike

Defy fired its 1200 strong black work-force on Thursday after workers had been on strike since Monday in an effort to have their pension fund contributions repaid

In terms of the National Metal Industries Pension Fund, to which Defy workers have to belong, pension fund contributions cannot be withdrawn before retirement

According to a statement issued by Defy, management has started considering applications for re-employment but have not yet reinstated all the workers

All employees involved in last week's strike could re-apply for employment although they would lose certain long service benefits, the statement said

Mr Herbert Barnabus, a national organizer for the South African Allied Workers Union said yesterday that after negotiations with Defy all workers intended re-applying for their jobs

He said that the union would be holding meetings with Defy over the next few months to try and find a solution to the pension contributions dispute

# 200 workers down tools at VW plant

E. Post 9/2/82

~~14011~~ Post Reporter

152

ABOUT 200 employees at Volkswagen's plant in Uitenhage downed tools today in sympathy with two colleagues who were dismissed on Friday

Mr Ruben Els, public affairs manager for Volkswagen of SA (Pty) Ltd, said the work stoppage affected two of the five production lines at the plant

Management were today holding talks with officials of the United Automobile, Rubber and Allied Workers Union and full-time and part-time shop stewards at Volkswagen

Union officials last night declined to comment at this stage, saying that "negotiations were delicate"

A statement would be issued later, they said

# 2000 WORKERS

# DOWN TOOLS

152

OVER 2000 workers at a textile firm in Randfontein yesterday stopped working for about three hours while demanding an explanation for deductions made on their wages.

The workers, who threatened to go on strike if the deducted money was not returned to them, resumed work after the general secretary of Textile Workers Union, Mrs Evelyn Seloro, opened negotiations with the management of Patons and Baldwins Textiles. Mrs Solero told The

**BY SAMANTHA SOWETAN**

deductions, which were to be continued over the next few weeks to recover money paid by mistake to the workers for the last 12 months, have been suspended pending the outcome of negotiations between management and the

union. Mr C Black, the firm's personnel manager, confirmed that there was a work stoppage yesterday morning, and that negotiations will be going on between management and the Workers' Committee.

A worker who refused to be named said after receiving their pay on Friday, they discovered that "inexplicable" deductions had been made on their wages.

He said the workers, who started work at 5am yesterday, stopped working at 8am when they started demanding an explanation for the deductions. He said the workers had decided that unless a satisfactory explanation was given they would not start working again.

**MISTAKE**

He said management informed them that a mistake made by a computer had resulted in smaller tax deductions being made on the workers' wages. When the mistake which started in March last year was discovered, some workers were found to have been overpaid by up to R200. "Some workers' wages had deductions of R5, R10 and R20. We found this highly unacceptable and we threatened to go on strike unless this matter was rectified," the worker said.

**UNION**

Mrs Seloro said after a brief discussion with management it was agreed that workers should resume their duties and that management would suspend further deductions while negotiations go on.

She said "If management

ment had informed the union of whatever mistake they claim was made by their computer, there would perhaps not have been this work stoppage.

"In any situation, people would protest if their money is deducted without any explanation being made. What we are working on now, is trying to get a full explanation from management on what happened and from there, we will decide on the next step.

"We would hate to go on strike, but what we want from management is a fair deal for the workers, that's all," she said.



**FAIR DEAL: Mrs Evelyn Seloro.**

# Union surprised at Mond

Mercury Reporter

Feb 1982

TRADE union men have expressed surprise at Mond Timber's claim that strikers had been dismissed because none of the workers have yet been paid off.

The management of Mond Timber at Port Durnford said on Friday that the entire workforce of 131 had been dismissed after a dispute over the pension fund.

One of the organisers of the Paper Wood and Allied Workers Union, Miss Pat Horn said yesterday management's

attitude to the workers demands was unreasonable.

All that the workers are demanding is that the company review its policy of compulsory membership of the pension scheme. Mond workers are emphatically opposed to belonging to the pension scheme and they are demanding that they be consulted on this before final policy decisions are made. Miss Horn said.

She said management had made it clear that they were not prepared to negotiate with them although 120 out of the 131 workers at the plant were union members.

# International union helps Natal workers

Mercury 9/2/82

(152) Mercury Reporter #39

A DURBAN-BASED trade union has sought the aid of the International Metalworkers' Federation in Geneva in a bid to have 15 workers — dismissed during a strike at the Richards Bay Minerals plant last June — re-instated.

The federation has contacted one of Richards Bay Minerals' shareholders in Canada and requested aid to pressurise the Northern Natal company into re-hiring the workers.

Mr Warner Thoennessen, assistant general secretary of the federation, confirmed yesterday that the National Iron, Steel, Metal and Allied Workers' Union had contacted him and that the federation would be giving the union support.

The union, which falls under the umbrella of the Durban-based National Federation of Workers, was involved in a union recognition dispute with Richards Bay Minerals in June and July last year.

During the dispute the company's entire black workforce of more than 800 workers was dismissed.

The majority of the workforce was later re-employed, with the exception of the union's president, vice-president and other shop stewards and committee members.

Mr Thoennessen said the International Metalworkers'

Federation had approached one of Richards Bay Minerals' shareholders — the Canadian company Qit Fer et Titane — through one of its affiliates, the Canadian Steel Workers' Union.

He said he hoped the company, which has a 31 percent shareholding in Richards Bay Minerals, would use its influence to have the workers re-instated.

Mr Thoennessen said the International Metalworkers' Federation had a good record of supporting black South African trade unions.

## Union blamed

A statement released by the National Iron, Steel, Metal and Allied Workers' Union said if the efforts of the International Metalworkers' Federation were not successful, they would consider appealing to overseas steel workers to refuse to handle Richards Bay Minerals' products.

The statement said the union 'has decided to inform the public about these developments because the union was blamed for inciting last year's strike; and we are in fact wondering whether Richards Bay Minerals is not really the instigator this time.'

Richards Bay Minerals has not reacted yet to the union's statement.



157

~~177~~

Strikers <sup>Staw</sup>  
return <sup>10/2/72</sup>  
to work <sup>140A</sup>

Labor Reporter  
Workers at the Volkswagen assembly plant in Utenhage have returned to their jobs after a stoppage yesterday protesting the dismissal of two colleagues last Friday

Volkswagen management today met plant shop stewards and officials of the National Automobile and Allied Workers' Union to thrash out the issue

Several production lines were forced to shut down after the 200 workers downed tools. The two men were apparently dismissed for disciplinary reasons

# Metalmen bend on withdrawal of pension cash

By STEVEN FRIEDMAN

THE Metal Industries Pension Fund rules — a key issue in a recent strike — have been changed recently to make it possible for some workers to withdraw their contributions after losing their jobs.

This means workers who leave the metal industries can recover the money they have put into the fund after six months — if they have not rejoined the industry in that time, according to the director of the Steel and Engineering Industries Federation, Mr Sam van Coller.

He said the change had been made after talks with unions who had raised objections to the fund's rules.

The fund rules sparked a recent strike at Defy Industries' Durban plant — the second strike to hit the company in a few months — over worker demands to withdraw their money from the fund.

It ended in the sacking of 1 200 workers.

During the strike, Defy urged changes to the rules, arguing that employers were placed in "an impossible position" because they were

unable to agree to requests to withdraw money.

The fund originally provided for all contributions to be "frozen" until death or retirement age — the same stipulation as that contained in the Government's proposed pension Bill, dropped last year after worker unrest.

But last year, Seifsa held talks with unions on the fund's rules as part of a process of consultation with unions in the metal industries, including those which have refused to join the metal industrial council.

## Effective

The unions argued that the fund perpetuated the principle workers had rejected nationwide.

Mr Van Coller said that the change to the rules had been decided after these meetings and had become effective recently.

"We have assumed that for the first six months after a worker loses a job, he will be able to claim from the Unemployment Insurance Fund.

"But after that time, if the worker has not rejoined our industries, he can claim his contribution," he said.

# Union reports back to VW workers today

*C. Post 10/2/82* ~~1408~~ ~~152~~

Post Reporter

SHOP stewards and officials of the National Automobile and Allied Workers Union will report back to 200 workers on a production line at Volkswagen today on the outcome of talks with the managing director of the company, Mr Peter Searle

The workers downed tools on Monday stayed away on Tuesday but agreed to go back to work today pending the outcome of the negotiations

They want 10 workers who were dismissed at 11pm on Friday re-instated

The secretary of the union, Mr Freddie Sauls, said the disruption started on Wednesday when a group of workers who had problems were called by a general foreman who asked them to sign reprimands

In terms of union procedure this had to be witnessed by a union official or

shop steward

The shop steward was off ill and when he returned to work on Thursday the workers told him about the incident and asked him to take action

He was taking down their grievances when the general foreman claimed he had a work stoppage on his hands and ordered them to go back to work within three minutes or go home

Ten workers were dismissed when the last shift came off the line at 11pm on Friday

On Monday when the rest of the workers, about 200, heard about the dismissal they downed tools

The president of the National Automobile and Allied Workers Union, Mr Jurie Harris, and two shop stewards, Mr John Gomomo and Mr Sam Mpushe, are negotiating with Volkswagen management

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) Western Cape	33 370
Eastern Cape	12 947
Northern Cape	2 935
Transvaal (excluding the Witwatersrand)	28 867
Witwatersrand (including Soweto)	56 858
Natal	32 173
Orange Free State	8 806,

(b) Witwatersrand, excluding Soweto (Statistics for Johannesburg separate from the Witwatersrand are not available)

(c) Cape Town (Peninsula) 24 715,

(d) Durban 19 871;

(e) Port Elizabeth 8 374,

(f) East London 1 321,

(g) Pretoria 8 404, and

(h) Soweto 19 124

*149* Hansard Q Col. 73 11/2/82  
Black Labour Relations Regulation Act

57 Dr A L BORAINÉ asked the Minister of Manpower

How many (a) Black works committees, (b) liaison committees and (c) co-ordinating works committees were registered in terms of the Black Labour Relations Regulation Act as at 31 December 1981?

The MINISTER OF MANPOWER

(a) 327

(b) 2 754

(c) 5

Figures as at 31 October 1981 when the Black Labour Relations Regulation Act 1953 was repealed

*152* Hansard Strikes Q Col. 74 11/2/82  
58 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1981,

(b) in how many cases did the strikes arise out of wage demands and

(c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

(a) 278

(b) 126

(c) The remaining 152 strikes were caused by the following—

(i) reinstatement of dismissed employees—46 cases,

(ii) repayment of Pension Fund contributions—44 cases;

(iii) demands relating to conditions of employment other than wages—29 cases;

(iv) demands for the recognition of trade unions—11 cases,

(v) various other demands—22 cases

*222* Hansard Q Col 74 Public telephones 11/2/82

62. Mr A B WIDMAN asked the Minister of Posts and Telecommunications

How many public telephones were there in Mitchell's Plain as at 28 February 1981?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

29

\* \* \*

(152) E. Post 11/2/82 (137)

### THOUSANDS of workers countrywide today downed tools in protest against the death in de- tention last week of leading trade unionist Dr Neil Aggett.

Early indications were that the response to the call for the half-hour work stoppage between 11 30am and noon had been good

There were widespread work stoppages in the Eastern Cape today as thousands of workers of all races downed tools

At Ford's Neave plant members of the National Automobile and Allied Workers' Union and the Motor Assembly and Component Workers' Union of South Africa observed a short silence followed by prayers and the singing of the anthem, *Nkosi Sikelel' Afrika*

Much the same happened at the Cortina plant

The stoppage was not observed at some factories in Port Elizabeth, East London and Uitenhage

At the Car Distributors Assemblies plant in East London negotiations between unions and management led to five minutes being added to a tea break this morning, but only some workers took part

At the Berkshire Knitting and SATV plants in East London the occasion went unmarked At a large toiletries factory workers asked for, and got, an extended lunch hour

In Port Elizabeth, several cars sporting stickers which read "Dr Neil Aggett He lived for his country. Died in detention" were parked outside the Ford Struandale plant

A spokesman for General

Motors said a work stoppage of 10 minutes was observed "It went off smoothly," he said

Workers there also sang *Nkosi Sikelel' Afrika*

At Busaf, a major parts manufacturer, and at the Elmosa factory, all was quiet with no stoppages reported

Ford's Director of Public Affairs, Mr Dunbar Bucknall, said the stoppages had been "very orderly" and had lasted half-an-hour Most workers observed it

Security guards at the gate of the Ford engine plant in Struandale refused permission for photographs of about 100 workers gathered on a lawn The police kept a low profile throughout

The managing director of Firestone, Mr Peter Morum, confirmed stoppages at the plant — "some for 10 minutes and some for half-an-hour It was all very orderly and quiet, in fact, extremely so"

At Plascon white supervisors joined in a brief service

At Volkswagen in Uitenhage the entire work force of a few thousand observed a five minute silence, this having been agreed to by management

Services were held at offices of the Federation of South African Trade Union Offices countrywide

At a meeting in Grahamstown Rhodes

University staff and students filled the Great Hall this morning

On the Rand there was varying degrees of support, ranging from 100% stoppages at Reef Chemicals in Boksburg and 60% at Stonestreet and Hansen at Elandsfontein

At the large Siemens plant in Isando more than half the work force observed the protest

Other firms in the PWV area which reported some form of protest included Colgate-Palmolive in Boksburg, Premier Paper at Khprivier, Chloride Batteries in Benoni and Kellogg SA in Springs

At the University of the Witwatersrand today students and professors gathered in the Great Hall as a mark of protest The campus was officially closed for half an hour

Thousands attended memorial services for Dr Aggett in various parts of the country yesterday.

At a meeting in East London, attended by 1500 people, speakers paying tribute to Dr Aggett said he was a man who had given up his position of privilege to seek a better life for blacks

Attempts by the PFP to introduce an unopposed motion of sympathy with Dr Aggett's family were thwarted in the Transvaal Provincial Council today when the ruling National Party opposed the motion, which then fell away

Mundreds of  
Dr Neil Aggett

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A row of as  
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passages are

The inverted pyramid is harder to construct for a long report than for a memo or letter. There is a format with eight sections which you can use as a guide when writing a report.

DIRTY NEWS

# Staff shortage at SADF unit enabled Witkommando to steal from armoury

Mercury Correspondent

CAPE TOWN—A scarcity of manpower at a Defence Force unit had made it possible for an SADF employee to betray his trust and allow insurgents of the Witkommando to steal weapons and ammunition from a military armoury for use in acts of terrorism.

Because of lack of staff, one man controlled the keys to every store and armoury in the unit — and passed them to the Witkommando.

This was revealed in testimony to the Select Committee on Public Accounts last year by Gen Constand Viljoen, Chief of the Defence Force.

In the committee's first and second reports, published recently, Mr Harry Schwarz (FFP, Yeoville) is quoted as asking Gen Viljoen if he had been aware that the 'so-called Witkommando' had received all its weapons from SADF sources.

Gen Viljoen replied that this resulted from 'one specific incident where it was unfortunately so that control over the keys and armouries was entrusted to one person and he made those keys available to (the Witkommando)

## Undermanned

'One cannot control occurrences of this nature. I must acknowledge that the stores personnel in that particular unit were not sufficiently trained, and that there were not enough stores personnel

'To a large extent the headquarters was too undermanned to carry out these controls.

'It is also a fact that in the nature of things one sometimes has people who will do anything because they are very fearless. That is one of the problems one encounters in a defence force'.

He added that the Minister of Defence already had ordered him to tighten up control measures at the unit in question.

Earlier, Gen Viljoen said troops returning from the border had to pass the same detection devices as those installed at civilian airports.

He was answering Mr Schwarz, who had asked

# Ban lifted on Battiss book

Mercury Correspondent

JOHANNESBURG—The publications appeal board yesterday lifted the ban on a manuscript by Professor Walter Battiss, *Fook Book*, which was confiscated by customs officials at the Jan Smuts airport last year.

The board ruled that the manuscript — the first screen-printed work of its kind in the world — could not be regarded as a publication in terms of the meaning of the Publications Act.

Yesterday Prof Battiss hailed the appeal board's ruling and said that he regarded the *Fook Book's* as works of art and not as publications. He said he had only produced 'three or four other *Fook Books*'.

He had compiled the *Fook Book* in question in London. It consisted of drawings he had found in an old book in London which he had altered with a coke pen.

Inbetween the altered drawings he had inserted quotations of famous people like Oscar Wild, as

# Blind <sup>Mercury</sup> 11/2/82 workers fired (152) after ~~278~~ wage ~~187~~ dispute

Mercury Reporter

ABOUT 59 blind workers from Enduduzweni factory in Umlazi were dismissed yesterday after a dispute over wage deductions.

The workers, who make cane baskets, cane furniture and weave work, downed tools at the end of last week when, on receiving their weekly pensions, they found the management had increased the deductions for food and lodging.

They said management had warned them of the increased deductions to pay for food before they went on leave last year.

Management had said the increase was necessary because of a shortage of funds. This was rejected by the workers and they thought the increase had been shelved.

## Dismiss

Negotiations were held between the workers, officials of the Blind Allied Workers' Union and management, but after a meeting of the executive committee of the Natal African Blind Society — which runs the factory — yesterday morning, it was decided to dismiss the workers.

Workers said because of their low wages they could not afford to pay the increased deductions.

A statement released by the Natal African Blind Society said an increase in board deductions was necessary because the hostel was being run at a loss.

The dissident blind workers have been told that they can re-apply for admission on the existing terms and the selection committee will deal with all applications as they are received, according to the statement.

## Meeting

The national organiser for the South African Allied Workers Union, which the Blind Workers' Union is affiliated to, Mr Herbert Barnabas, said the blind workers had been told they could stay in the hostel for the night but they would be taken home today.

He said he was hoping to arrange a meeting with the management for today to attempt to get them to change their mind.

Meanwhile, at the Port Durnford Mould Timber Mill the 131 workers who downed tools last Friday have continued to go to the mill and sit on the premises during their normal working hours, according to union sources.

They downed tools when the management refused to review its policy of compulsory membership to the Anglo American pension scheme.

wasn't a good  
day for the beach  
yesterday ... far  
too much wind  
... but that didn't  
stop 20-year-old  
Aren White taking  
her daily dose  
of fresh air and  
sunshine at  
lunch-time.

# WE'LL fight on to the end

BANNINGS and deaths in detention would continue in South Africa until the country became democratic, non-racial and free, Mrs Albertina Sisulu, wife of Robben Island Prisoner Walter Sisulu, said yesterday.

Addressing a service at the Witwatersrand University to commemorate the death in detention of trade unionist Dr Neil Aggett, she said that blacks would "fight to the bitter end" to achieve their freedom.

The service, attended by thousands of students and teaching staff, the secretary general of the SACC, Bishop Desmond Tutu, and other trade unionists, observed three minutes of silence in sympathy with the late Dr Aggett.

Messages of condolence were read from various student bodies and trade union members.

In her address, Mrs Sisulu said that there were hundreds of families who, especially after Dr Aggett's death, were no longer certain whether they would ever see their loved ones again.

She said there were those parents who were not certain about the welfare and the

tions," she said.

Bishop Tutu said the Government had declared "a total onslaught" against all those people who were against its "vicious policies" of apartheid and separate development.

These policies were abhorred by many because they deprived most blacks of their birthright, offered them inferior education, exploited them by the migratory labour system and resettled them and denied them political rights he said.

### PRECIPICE

South Africa was on the edge of a precipice and unless something was done in good time, then unrest would continue in this country.

The Government should release all detainees and unban people like Dr Reverend Naude, Sammy Adelmann, Mrs Winnie Mandela and others. The vice-chancellor of Wits, Prof D J du Plessis, said at the

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# Stoppage a success?

THE work stoppage to protest the death in detention of Dr Neil Aggett yesterday drew success, with trade unions throughout the country reporting positive response.

Thousands of workers downed tools for 30 minutes in response to a call initially made by the African Food and Canning Workers' Union.

Reports from throughout the country show that employers were generally "sympathetic" and accommodated the 11 30 am-12 00 noon stoppage.

Dr Aggett, a leading trade unionist, died in a cell at John Vorster Square on February 4 after being detained since November. Police said he had hanged himself.

The Federation of South African Trade Unions (Fosatu) said 52 000 workers in 83 factories organised by its affiliates stopped

work

At least two universities — of Natal and Witwatersrand — came out in full support of the stoppage.

At Wits, a statement released by the Black University Workers said "Like Biko, Dr Aggett will cause the South African authorities more trouble in his grave than when he was alive."

At the University of Natal, academic activities were suspended between 11 30 am and 12 noon as students gathered to hear tributes to Dr Aggett.

### BY CHARLES MOGALE

The South African Allied Workers' Union said management had "turned a blind eye" to the stoppages. At one company about 1 000 workers had downed tools from Wednesday night.

In the Transvaal and Cape, stoppages were reported, and all went without incident. Several thousands of black and white mourners from all over South Africa are expected to attend the funeral of Dr Aggett tomorrow.

The funeral service will be held at St Mary's Cathedral in Hoek Street, Johannesburg, from 11 30 am and the funeral procession will leave for West Park Cemetery at about 2 pm.

Last night a service to commemorate his death was held at Baragwanath Hospital by Dr Aggett's medical colleagues.

At 1 pm today, the Progressive Federal Party (PFP) will hold a protest meeting at the Johannesburg City Hall. It will be addressed by Mrs Helen Suzman, MP, Dr Nthato Moflana of the Committee of Ten, Mrs Joyce Harris of the Black Sash, the Rev Peter Storey, president of the SACC, educationist Dr Franz Auerbach and others.



12/2/82

152

children, and certain about where their husbands and wives were

**NOT SEEN SON**

"I have not seen or heard from my son, Zwelakhe Sisulu in the last eight months I don't know where he is, and this is a painful thing for a mother"

The detainees also sit alone, probably in solitary confinement worrying and anxious about the welfare of their families. Alone they tried to "puzzle out how the family is coping with this or that."

"They themselves are not sure how long they are going to be detained. Their families have no idea how long it is going to be. It could be for one more day, it could be for thousands of years — it depends on the Minister" she said.

Mrs Sisulu said that until South Africa has freedom of speech, political association, movement and was a truly Christian country, the resistance to injustice would continue, despite bannings and detentions.

**PEOPLE RALLY**

"Freedom and justice are so close to the human heart that wherever they are threatened, people will always rally their defence. It says a great deal for the strength of the human spirit that despite the number of detentions and bannings, the will of the people to fight on is not crushed."

The message she wanted to leave was that the torch of freedom will always be carried regardless of bannings and deten-

...sity, was concerned about the plight of a number of students who were in detention.

"The death of Dr Aggett while in detention has once again focussed attention on the conditions under which our colleagues are being detained."

He called on the Government to improve conditions under which detainees were being forced to live, to release or charge them without delay.

"I feel sure that people on the campus will welcome some opportunity to demonstrate that they identify with the plight of their colleagues," he said.

Mrs J de Beer, of the Parents Detainee Support Committee, also deplored the conditions under which the Government detained and banned those who wanted an egalitarian society.

The death of Dr Aggett must be seen along the lines of those who have opposed the Government's apartheid policies and were detained. Trade unionists played a vital role in the labour situation in the country and the Government was trying to stifle their movements, she said.



death for the Soviet State, of life and death for the peoples of the U.S.S.R. from Stalin, by J.T. Murphy.

"We must not forget that the Bolsheviks are bloodstained, that, favoured by circumstances in a tragic hour, they overran a great State, and in a fury of massacre wiped out millions of their most intelligent fellow-countrymen, and now, for ten years, they have been conducting the most tyrannous regime of all time. We must not forget that many of them belong to a race which combines a rare mixture of brutal cruelty and vast skill in lies, and

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Y. Hitler. You think the writing writer's purpose, or they have been

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# Stoppages by 70 000 a success,

By Tony Davis Labour Reporter

Trade unionists have described yesterday's countrywide work stoppage to protest the death in detention a week ago of Dr Neil Aggett as a "wide success."

Well over 70 000 workers across the country are known to have joined the stoppage which ranged from five to 30 minutes.

The stoppage has been described as a success because it reflects a growing strength in a recently evolving black and non-racial trade union movement.

The stoppage also saw many managements and employer bodies "turning a blind eye" to the worker protest and offering the r sympathy and understanding.

Officials of the Federation of South African Trade Unions (Fosatu) which has 11 affiliate unions, estimated that half the members — more than 52 000 — observed the stoppage.

"This was the first time that such a countrywide protest has been organised by trade

unions," a Fosatu spokesman said.

USA officials said that more than 12 000 of their members took part in the protest.

Managements by and large permitted stoppages to go ahead after consultations with the unions, but in some cases companies adopted a "no pay for no work attitude."

At the large Sappi mills throughout the country, managements adopt a hard line towards any stoppages and warned workers that such protest would be viewed as "illegal."

A spokesman for the Associated Chambers of Commerce (Assocom), described the stoppage response from workers in the commercial and distributive trades as "negligible." The Federated Chamber of Industries said it would take some time before they could gauge the degree of support.

### TAKE NOTE

A union spokesman told The Star that those responsible for the system should take note of the protest and take steps to avoid the need for further action in the future.

Dr Aggett will be buried in Johannesburg tomorrow.

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**VW workers  
re-instated** (152)

Post Reporter **H. P. A.**

MANAGEMENT at Volkswagen yesterday agreed to re-instate 10 workers who were dismissed on Friday night

Two of the workers were re-instated immediately and eight will be re-instated on March 4, the public affairs manager for Volkswagen, Mr Ruben Els, said today

He said the case of two workers who were involved in a disagreement with a foreman — the cause of the stoppage — was still under review

About 200 workers downed tools on Monday in sympathy after 10 workers were dismissed on Friday night

# Factory stands still as thousands mourn

Mercury 12/2/82

143  
152  
144  
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WORKERS at S A Fabrics observed a 10-minute stoppage — while discussing the dismissal of a shop steward by management.

## Mercury Reporters

FACTORIES throughout South Africa were brought to a standstill yesterday when tens of thousands of workers stopped work to mourn the death in detention of Dr Neil Aggett

Unions countrywide reported peaceful work stoppages but last night figures of the number of workers involved were not available

A spokesman for the Federation of South African Trade Unions said that 52 000 union members at 75 factories throughout the country observed the brief work stoppage

In Natal, the Fosatu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile, the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed the stoppage

discussing the dismissal of a shop steward by

throughout the country observed the brief work stoppage

In Natal, the Fosatu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile, the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed the stoppage

Dr Aggett was the Transvaal secretary for the Food and Canning Workers' Union and they had initially issued the call for the half-hour stoppage

The general secretary for the General Workers' Union, Mr David Lewis, said that from his union about 4 000 observed the stoppage

He said stevedores at East London, Port Elizabeth and at Cape Town brought the harbours to a standstill for half an hour when they downed tools

According to figures released by Fosatu, the textile industry was the most effected by the work stoppage and the entire workforce of a number of large Hammarsdale factories all downed tools

### Observed

At Mooi River Textiles apparently 1 000 workers observed the stoppage but a spokesman for the company said there had been a 'five or 10 minute' stoppage which involved 'some' of the workers

He said that those who took time off would lose wages accordingly

Mr Barry de Wet, group industrial relations manager for Hulett's said 190 workers at the Felixton mill had observed the work stoppage between 11 30 a m and noon

The entire workforce, of nearly 2 000 workers, at the David Whitehead mill at Tongaat stopped work for 20 minutes yesterday afternoon. The night shift staff held a similar stoppage at 1 30 a m yesterday

At Defy Industries in Durban, the subject of a work stoppage over pensions recently, about 1 200 workers also downed tools yesterday

More than 400 medical students yesterday gathered at the University of Natal Medical School in Congella to mourn and protest the death of Dr Aggett

The SRC of the University of Natal, Durban, also observed the half-hour work stoppage by closing its switchboard and holding a meeting on campus yesterday

85 000

stop

work

for

Aggett

Mail Reporter

YESTERDAY'S work stoppage to mourn the death of unionist, Dr Neil Aggett — the first of its kind for at least two decades — was yesterday supported by tens of thousands of workers in various parts of the country.

Unionists estimate that at least 85 000 workers took part — including some from country areas in the Western Cape such as Paarl and Grabouw.

They added that some had not taken part after their employers had threatened action, but had worn black armbands or sung "freedom songs" instead.

And at one Uitenhage factory, white supervisors joined a brief service by workers to mourn the death.

The only incidents reported were that of a union shop steward who was allegedly fired by SA Fabrics, a British-owned company in Natal, and a handful of companies who threatened to fire workers who took part.

In Boksburg, workers from a chemical plant marched round the Administration Board office singing — and were joined in their song by some workers inside the building.

At Wits and Rhodes Universities, meetings were held to mourn Dr Aggett's death and Black Sash members staged a protest vigil in Port Elizabeth.

Dr Aggett, a leading unionist, died in police detention a week ago. Trade unions called a brief stoppage to mourn his death.

However, most employer sources contacted said the stoppage had been "isolated" and "minimal".

In a statement issued last night, Fosatu said that 52 000 workers in 83 plants had joined the stoppage.

It described this as "an unprecedented act of solidarity" and called on the authorities to "take note" and avoid "further action in future".

● The Australian Council of Trade Unions yesterday announced a week-long ban on South African shipping and air travel to protest against the death.

~~152~~ ~~152~~ ~~152~~ ~~152~~

# Fired blind workers <sup>(152)</sup> threatened with arrest

Mercury 13/2/82

## Mercury Reporter

THE 59 blind workers dismissed from the Natal African Blind Society's factory at Enduduzweni on Wednesday following a dispute over an increase in deductions for food and lodging have been given until 10 a.m. this morning to vacate the factory's hostel or else 'they will be arrested', according to the institute's director, Mr J Randles.

Mr Randles also confirmed workers' claims that they had not been fed since Wednesday, saying that when the workers were dismissed their food supplies were withdrawn because they were no longer employed by the factory.

He refuted claims, however, that workers could not get home. The institute was prepared to transport any dismissed worker to the railway station and pay for his train fare home, he said.

The blind workers, who make cane products and weave work, downed tools last week when their deductions for food and lodging were increased by approximately R1,50 a week to R2,50 a week.

## Loss

The Natal African Blind Society — a non-profit welfare organisation — justified the increase by saying that the hostel was running at a 'tremendous loss'.

Workers were unhappy with the new deductions, not because of the increase but because they were each being charged different rates for food and lodging and because their request to cook their own food, which would keep costs down, had been refused by management, according to Mr Herbet Barnabas, national organiser for the Blind

## Allied Workers' Union

Mr Barnabas said 'Workers all want to be charged the same rate for food and lodging. They are refusing to leave the hostel because they feel they have been unfairly treated and unfairly dismissed'.

Mr Randles said that because the blind workers were paid different wages, food and lodging fees were deducted accordingly. 'It works out that each worker contributes about an eighth of his weekly wage,' he said.

## Timber

Meanwhile, the work stoppage at Mondi Timbers, Port Durnford, continued yesterday although the Fosatu-affiliated Paper, Wood and Allied Workers' Union indicated that workers would probably return on Monday if management agreed to hold negotiations with shop stewards and union officials on the Anglo American pension scheme.

A total of 125 workers downed tools early this month in a bid to have their pension fund contributions refunded.

According to a statement issued by the Mondi spokesman, Mr Rob Hudson, it is a condition of employment in the Mondi Group that all employees belong to the pension fund.

152 296 1975A 14/2/82

# POLICE CALLED AS 59 BLIND WORKERS DIG IN THEIR HEELS

# CHARGED!

FIFTY-NINE blind workers dismissed this week from the Natal African Blind Society's factory in Umlazi were yesterday charged with trespassing after they refused to leave the hostel at the factory.

John Randles, director of the society, confirmed yesterday he had charged the workers with trespassing and pointed out it was up to the Umlazi police to decide whether to move them off the premises.

But the workers, who were fired after striking in protest against increased accommodation and food deductions, were adamant yesterday they would not leave the Enduduzweni hostel — which they regard as their home.

A worker spokesman, Michael Sangweni, said "We want them to take us to court. The court must decide whether we should leave our homes or not."

The workers were given until 10am yesterday to quit the hostel. But by late yesterday afternoon they had not been moved off the premises by the police. Earlier police had visited the hostel to tell them they were breaking the law.

Matters came to a head at the factory this week when the 59 workers employed by the Natal African Blind Society to make cane products and weave were fired after an almost week-long strike.

They downed tools after their boarding and food deductions were increased by about R1,50 a week to R2,50 a week.

By SHAMI HARICHUNDER

them realise we are opposed to different rates. "All we want is a uniform deduction which we all will be able to meet. After all, we are not earning fat salaries."

According to the Blind Allied Workers' Union, wages at the factory ranges from R8 a week to R22 a week.

When Mr Randles was contacted at the factory yesterday morning, he confirmed he had made a complaint to the police that the workers were trespassing and said he had warned them on Thursday that they were illegally on the premises.

He also said the dismissed workers were given an opportunity to reapply for their jobs.

But a short while after the interview Mr Randles and three police officers approached photographer Morris Reddy and me and asked us to leave the premises.

Mr Randles complained that we were trespassing.

The police gave us a few minutes to leave. They said we would be arrested if we entered the township without a permit.

Barry Johnstone, president of the society, refused to comment on the police involvement and other developments saying he would first have to talk to Mr Randles.

John Randles ... called the police

They were not interested in our suggestions although they had asked for them. We went on strike as a last resort to try to make

The society — a non-profit welfare organisation — justified the increase by saying the hostel was running at a "tremendous loss."

Mr Sangweni said the worker are unhappy with the new deductions, not because of the increase, but because each were being charged different rates for food and lodging and also because their request to cook their own food — which would cut costs — had been refused by management.

"In the middle of the dispute management gave us the option of finding our own accommodation but continuing to work for them. This was unacceptable because it is almost impossible to find housing in Umlazi."

He claimed the society went ahead and increased deductions, even though it had asked workers for suggestions.

"It came as a surprise to us when the rates were suddenly upped

FREQUENCY OF BEHAVIOUR FOR N

Check yourself honestly on the following points: Don't try to give "right" answers. Only one who needs to see this, and little value if you don't answer acc

OBJECTIVE: To assess your listening habits.

EXERCISE: ACTIVE LISTENING 12.2

HABIT

DIRECTIONS:

5. Jumping to  
4. Listening only for the facts.  
3.  
2.  
1. Score

277 (192)  
Trespass  
charges  
for blind  
workers. 15/2/68

*Mercury*  
African Affairs Reporter  
CHARGES of trespassing were laid against 59 blind workers on Saturday when they refused to vacate their hostel at the Natal African Blind Society's premises in Umlazi.

They may appear in the Umlazi Magistrate's Court today.

They were allowed to remain in the hostel pending the trial.

The blind workers had been given an ultimatum to leave the premises by 10 a.m. but defied the order. They ignored a truck belonging to the society which arrived at the hostel to transport them to the railway station.

Mr John Randles, the factory manager, summoned the police and a charge of trespassing was laid.

Mr D Ntsele, KwaZulu's assistant secretary for Health and Welfare, and Mr J T Zulu, KwaZulu's urban representative held discussions with Mr Randles for three hours but the charge of trespassing was not withdrawn.

**Persuaded**

The officials succeeded in persuading him to feed the workers. Food was withdrawn last Thursday when the workers objected to increased deductions from their wages to pay for food.

The officials relayed the developments to Dr M Gumede, the secretary for Health and Welfare, and will submit a report this week.

The Mercury has been officially informed that the land and buildings of the society belong to the KwaZulu Government and that the Natal African Blind Society runs the factory for the blind on an agency basis.



152

Sowetan

SA

SOWETAN

400 down tools for R1 per hour extra

# Strike for pay rise



STRIKE: Part of the 400 strikers who refuse to work until their pay demands are met.

**ABOUT 400 workers at Dresser SA in Wadeville, East Rand, this week downed tools after disagreement with management over wage rises.**

The strike, which started on Monday morning, began with workers from one department in the firm refusing to work before management acceded to their demands of a R1 per hour increase

The striking workers were yesterday joined by the remaining departments and brought production at the company to a standstill

Spokesmen for the workers said a company

## By CHARLES MOGALE

official had failed to address them when they had asked. Instead, they said, he returned later and "behaved rudely", threatening those who refused to work with dismissal

"Now that everybody is out on strike, they are trying to get us to talk to them. That is something we are not prepared to do right now. The gen-

eral feeling among the workers is that management knows what we want. They just have to say yes or no. Those among us who agree to negotiate with management are obviously going to be looked upon as sellouts," a spokesman said

Some of the workers complained about general working conditions in the company, but

could not elaborate. "The Sullivan Code of conduct is not observed here," one said

The management's attempts to address the workers were futile

We know for sure that there are grievances involving payment. But these have not been defined. The workers have not nominated any representatives to talk to us in a proper manner. There seems to be a reluctance, but we are trying to get the work force to talk to us, Mr Allen said

UJET

68 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

152 (140A) (140B) (1982) Graduate School of Business News Feb. 1982

# THE VOLKSWAGEN CASE

## A CHUNK OF REALITY

Some Monday mornings can be worse than others. Take Monday June 16, 1980 at the Volkswagen factory in Uitenhage. At 8 in the morning 4 000 workers downed tools and streamed from their places of work to congregate on the lawn outside the Managing Director's office.

Preceding events included

- a history of political activism, particularly by the ANC and Black Consciousness movements, in the Eastern Cape,
- major investment by Ford, General Motors and Volkswagen creating a high degree of prosperity and dependence in the Port Elizabeth/Uitenhage area,
- increasing organisation of white, coloured and African trade unions in the Eastern Cape motor industry,
- a protracted and messy strike at Ford in 1979 dragging on into 1980,
- the creation of highly active and politicised black community organisations in Port Elizabeth and Uitenhage (PEBCO and UBCO) in 1979, protesting a range of issues including squalid housing conditions,
- a focus of international attention on the automobile manufacturers as a result of pressures on their parent companies and their commitments to the Sullivan and EEC codes of employment practice,
- wage rates for less skilled workers in the PE/Uitenhage automobile industry being higher than those in the competitor companies in the PWV area, but pressures being maintained for still higher wages in the Eastern Cape,
- booming economic conditions demanding increased output,
- Industrial Council negotiations in progress for a new management/union agreement for effect from 1 August 1980, but as yet little sign of agreement,
- widespread unrest in South Africa evidenced by schools boycotts leading to the closure of many schools and Fort Hare University, stone-throwing and arson in the Western Cape, sporadic strikes,
- calls for strikes and stay-aways on Soweto Day, 16 June

These events and those of the ensuing weeks compose a picture rich in opportunities for learning. Volkswagen, the unions involved, as well as numerous other companies, officials and individuals agreed to be interviewed and make their records available. The Shell company, recognising the need for such a case, supported



Mr Norman Faull

the research and GSB lecturer, Norman Faull, devoted the best part of four months to the task.

The result is a substantial five-part case running to nearly 400 pages of text and exhibits and creating opportunities for

- \* environmental scanning and its use,
- \* strength and weakness analysis for management and union teams,

- \* experiencing negotiations in the simulated environments of an industrial council and elsewhere,
- \* evaluating media influences,
- \* examining strike handling,
- \* developing perception and empathy for management and union dilemmas,
- \* handling international intervention

But most important of all the case sketches the "big picture" of industrial management in South Africa. Many other companies in Uitenhage experienced strikes at the time. Some had international links while others were locally owned and controlled. Union officials and company managements had to work in a sometimes bewildering array of corporate, community, regional, national and international pressures.

It is in dealing with these pressures that the learning experience for participants will be most effective and the corporate policy dimensions, as opposed to a narrower industrial relations facet, will come into sharp focus.

Late last year the case was given a trial run by a GSB team over two days, with a group of participants from industry and commerce. It will be developed further this year on the MBA and selected executive courses, the intention being ultimately to make the case available for wider use outside the GSB.

### New friends and some valuable lessons — PROF SIMPSON'S VISIT TO U.S.A.

It was of great interest to see the tremendous pressure on the American economy, Professor Simpson said on his return from a recent trip to the United States.

He said it would not surprise him to see one of the large motor corporations fail, and even an airline. "The big ones are turning in losses that they simply cannot continue handling indefinitely."

"Profit in air travel comes traditionally from the disposal of discretionary income," he said, "and combined with the high cost of fuel, the decline in the propensity to spend is the root cause of the problems experienced by such corporations in the US economy."

"Also," he added, "a growing number of Americans are beginning to question whether 'Reagonomics' is working."

The main purpose of Professor Simpson's visit was to develop links with other Graduate Schools of Business and to establish new ties with prominent individuals at those schools.

In that respect "I believe the visit was a great success," he commented. "We now have very strong ties with a number of universities, including Harvard, Wharton, Columbia and Chicago. The result is we find we have access to potential staff for UCT's GSB to a greater degree than ever before—even to the extent of having a choice of candidates."

A highlight of Professor Simpson's American visit was his attendance at the annual Consumer Research Association's convention at St Louis, where he met people who stand collectively at the forefront of consumer marketing in the world.

He said he detected grave concern at the lack of an all-embracing theory in consumer marketing. "Increasingly academics look at facets of the subject and not the totality."

What was of value was that at last the experts were beginning to talk about the broader issues.



UNIVERSITY OF CAPE TOWN

# The Graduate School of Business

NO 8 FEBRUARY 1982

## Very positive reception for Professor Simpson



Prof J Simpson

A keynote address on South Africa delivered in France by Professor John Simpson, director of the GSB, aroused such great interest that discussion of the topic was extended for an hour beyond schedule

The paper, entitled 'managers as pioneers and social innovators in South Africa', was delivered at the Group de Talloires conference

The four day conference, sponsored by several international corporations, was attended by top businessmen, industrialists, economists and academics from all over the world. Each delegate came by special invitation from the five hosts — A Swiss, an American, a Frenchman, an Englishman and a German. Professor Simpson was the only South African invited

The conference was a colloquium, the purpose of which was to discuss topical issues in a 'think-tank' fashion. The theme this year was 'managers as social innovators'

Discussing his paper — which he was invited to deliver as a result of research he conducted through the GSB on Black attitudes — Professor Simpson said delegates displayed great interest in South Africa and the role of the businessmen

"They readily admitted that their views were conditioned and influenced by negative, almost aggressively anti-South African media (Continued on page 11)

## GSB LEADS THE FIELD

With the installation last year of a PR1ME computer, the Cape Town GSB now leads South African business schools in terms of computer sophistication and capability

This gives it a significant advantage on its MBA programmes and certain executive courses where extensive use is made of the equipment

Together with its business application programmes, the computer is being used primarily for educational purposes but it also provides concentrated exposure to the business environment that MBA students will inevitably encounter in their future careers

Being at the forefront in terms of computer technology, the GSB's PR1ME facility has all the advantages of ease of use and inter-active communications

It consists of a one megabyte PR1ME 250 mk II, an 80 MB disc drive, a 300 lpm printer, a tape drive, 12 terminals and an RJE link to the Upper Campus Univac

Specialised software currently in place includes SPSS for statistical work, MDSX for marketing analyses, IFPS, EPS and SIMPLAN for financial modelling, a Linear Programming package, Business Games, and a variety of PR1ME software all provided by the Cape Town branch of Central Data Systems who installed and will support the PR1ME installation

On order from the United States are further interactive packages for use in Statistics, Operations Research, Operations Management, Economics

### CENTRE SPREAD

Never before has the GSB had three senior executive programmes in January. Not only was there the prestigious two-yearly Advanced Management Programme (AMP), but for the first time ever, in order to cope with unprecedented demand for management education, there were two Programmes for Management Development (PMDs). Some of the frenetic activity, the lecturers and lighter moments are captured in a spread of photographs on pages 6 and 7

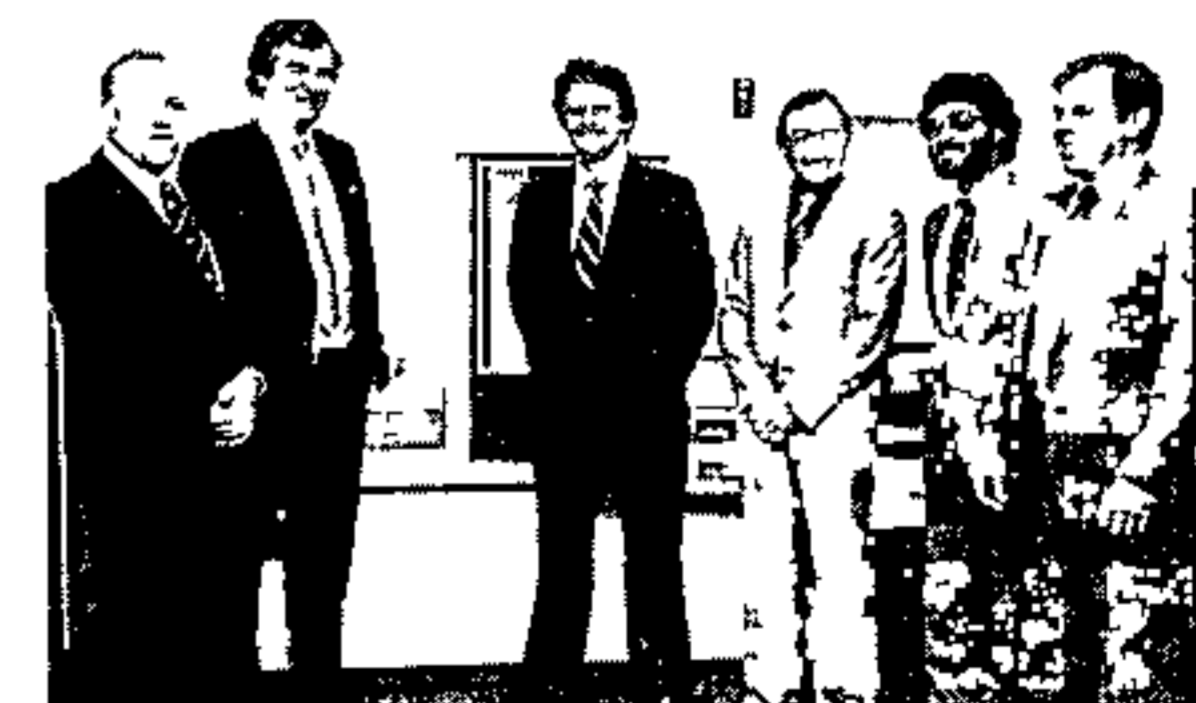


Charles Moore (left), GSB computer supervisor, and Jonathan Miller, computer centre manager and senior consultant in MIS, with the new computer

and Organisational Behaviour

Commenting on the new computer, Jonathan Miller, the GSB's Computer Centre manager and senior consultant in MIS said "We have been overwhelmed by the response of MBA students to the ready availability of packages like IFPS and SPSS. There is no doubt that these managers and potential managers are fully capable of making the best use of sophisticated computing provided it is easy to use"

Small group work is an integral part of the GSB's educational process and it is planned to locate a terminal in each group room. Students will use the PR1ME computer on several of the MBA courses and also to process research for their technical reports



Pictured at a function to mark the installation of a PRIME computer at the GSB are, from left Dr S J Saunders, principal and vice chancellor of the University, Mr J M Heron, managing director of Central Data Systems, Professor John Simpson, director of GSB, Mr Jonathan Miller and Mr Charles Moore, both GSB, and Mr D Dawes, provincial manager, Central Data Systems

Main 131  
 16/2/82  
 filed for threats

Write an analysis of the following case, stating what you, as the new sales manager, consider the best course of action.  
 Lomex Ltd  
 9.1.3

Lomex Ltd, manufactures a wide range of household electrical appliances which are sold principally through department stores, hardware stores and specialist stores. During the past year, sales have dropped by almost 28%. The year was a bad one for Lomex Ltd, partly because of the prevailing economic climate which made it necessary to retrench staff - the number of sales representatives for example, was cut from 15 to 8; and curtail plans for expansion and a nationwide publicity campaign. There were also personally clashes between the then Sales Manager and the General Manager. The result that the Sales Manager leaving his records and current projects. Because of the need to cut down on sales rep rather than the sales rep time, the were added Gery Lowe a proven position I for six mc ing policy old job be appoint a duties of This was w General Ma situation of work. Not ing. Not admistra had also b also compl made in cu a) that rel often e briefed b) that sa letters request c) that at d) that cu than th

EAST LONDON - A man was convicted in the Regional Court here yesterday on a charge of unlawfully threatening workers at the Western Province Preserving Company. Mr Randle Mva, 31, who appeared with four other men and a woman, pleaded not guilty before Mr S van Zyl. He also pleaded not guilty to three alternative counts of assaulting Mrs Agnes Mkhosi, Mrs Daphne Luxomo and Mrs Victoria Mongoh with intent to do them grievous bodily harm. The incident occurred on November 11, 1981. Mr Mkgaleli Matadi, 21, M Ntsikelelo Soguntuzi, 26, M Monkwali Bonakile 20, M Mhlangabane Nimrod 23, and Miss Nomonde Qelese, 22, who appeared with Mr Mva at a previous hearing were all found not guilty. Mr Mva was 200 position was 100 to 200. Before passing sentence M Van Zyl said Mr Mva was either one of the leaders or the leader in the whole affair - DDR.

# Saw mill workers back after week-long stoppage

192 16/2/92 499  
Mercury Reporter

THE entire workforce at the Mondi Saw Mill, Fort Durnford, returned to work yesterday after a stoppage which has lasted for more than a week, according to a spokesman for the Fosatu-affiliated Paper, Wood and Allied Workers' Union

The 131 workers downed tools on February 4 in an effort to have their pension fund contributions refunded. According to Mondi's Anglo American pension scheme, however, it is a condition of employment that all workers belong to the fund.

The spokesman said that all workers returned yesterday morning.

'Management said they were investigating the pension scheme, and would report back to workers as developments took place,' he said.

According to the union, production at the factory had stopped from February 4.

UJET

66 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

*Mccann 16/2/82*

# Fifty two blind workers appear on trespassing charge

*152*  
*296*  
*321*

African Affairs Reporter

FIFTY-TWO blind workers from the Natal African Blind Society in Umlazi appeared in Umlazi Magistrate's Court yesterday charged with trespassing

They all pleaded not guilty and each was given an opportunity to cross-examine the complainant, Mr John Randles, director of the Natal African Blind Society in Umlazi

Mr Randles told the Magistrate, Mr H Hare, he had informed the workers last week that their services had been terminated because they had refused to work. They had been told to leave the hostel premises by 10 a m last Saturday but had ignored the order

Transport had been arranged to take them to the railway station and they were to have been provided with train fares but the workers had refused to leave the premises he said

During the proceedings Mr M C Albertyn, from a Durban firm of attorneys, arrived to defend the accused. The hearing was adjourned until tomorrow

Mr E J Sibeko appeared for the State

# 52 blind workers charged

ARGUS 16/2/82  
152

**Argus Correspondent**  
DURBAN — Fifty-two blind workers of the Natal African Blind Society who were dismissed last week have been charged with trespassing

They were dismissed after striking in protest against food deductions and increased boarding fees at a factory hostel in Umlazi.

Mrs Lovell Greene, secretary of the society, said it had been necessary to increase the fees because the hostel was running at a 'tremendous' loss

The workers had been told to find accommodation elsewhere if they wanted, but that they could keep their jobs

On February 4, they had decided not to re-

turn to work until the money deducted had been refunded

They were fired after a week-long strike and given until 10 am on Friday to leave the hostel

The police were called to tell them they were breaking the law by refusing to leave the premises

All 52 are due to appear in court tomorrow.

UJET

86 84 82 80 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

(192) (1904) (199)  
**Metal men**  
strike for  
pay rise at  
two plants

Members of Fosatu's Metal and Allied Workers' Union (Mawu) have struck at two factories this week with demands for pay rises

These are the latest in a series of strikes by black metal workers centring on demands for wage bargaining at plant level rather than Industrial Council level.

At Dresser SA in Wadeville, Germiston, about 300 workers are still on strike for a R1-an-hour across-the-board increase.

Talks between Mawu and the management broke down yesterday, but are scheduled to resume today.

At McKinnon Chain in Maritzburg, about 80 workers were cleared from factory premises by police on Monday afternoon. They had been dismissed after striking for a pay rise.

Meanwhile, the 10-day strike by about 130 workers at Anglo American's Mondri timber mill at Port Durnford, Natal, is over.

A spokesman for Fosatu's Paper, Wood and Allied Workers Union said the workers returned on Monday. Their demand for repayment of pensions contributions was not met.

An Anglo American spokesman said the workers faced loss of benefits if they withdrew from the fund.



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UJET



# Company fires strikers

Mercury 17/2/82  
Pietermaritzburg Bureau

ABOUT 90 workers from McKinnon Chain who downed tools here on Monday have been dismissed by the company.

According to the workers they downed tools on Monday after the company allegedly had not paid out promised wage increases. Police were called in that afternoon and the strikers were evicted from the premises.

When they attempted to return yesterday, a worker claimed, they were told they had been dismissed and could collect their wages on Friday morning.

A spokesman for the company in Johannesburg could not confirm how many workers had been dismissed.

64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4

*Mercury 11/2/82*  
**Sacked part-workers convicted**

**(197) Mercury Reporter**

TWENTY-ONE of the 43 workers who appeared in the Stanger Magistrate's Court on charges of trespassing after being sacked for striking at the Zinkwazi Caravan Park on the Natal North coast, were convicted yesterday

The other 22, mostly casual workers were acquitted

The 43 accused pleaded not guilty to charges that they remained illegally at the park on November 3 last year after they had been sacked for striking

The Magistrate, Mr H Fraser, said that it seemed from the evidence that 21 of the park's permanent workers had no

business to be at the park after they had been given an ultimatum by the police to leave the premises by November 3

He said it was the onus of the accused to prove that they had had a reason to be at the park, but they had failed to do so

The owner of the park, Mr Helmut Achtzehn, was not even approached by the workers for an extension of time to remain at the park the Magistrate said, adding that he found it strange that none of the accused had given evidence to prove their innocence

The convicted workers were cautioned and discharged



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152 (1404) 181  
 Wadeville

strikers  
 go back *Star 18/2/82*

Labour Reporter

The three-day strike over wages at a Germiston metal parts firm ended today after the manager agreed to a recognition agreement with the Fosatu-affiliated Metal and Allied Workers Union (Mawu).

Workers at the American multinational firm of Dresser SA in Wadeville struck on Monday after demanding a 11-an-hour board increase.

The dispute also centred on demands for wage negotiations at shop-floor level and not at industrial level.

Workers agreed to return to their jobs on condition the management had talks with Mawu and agreed a new union representation procedure.

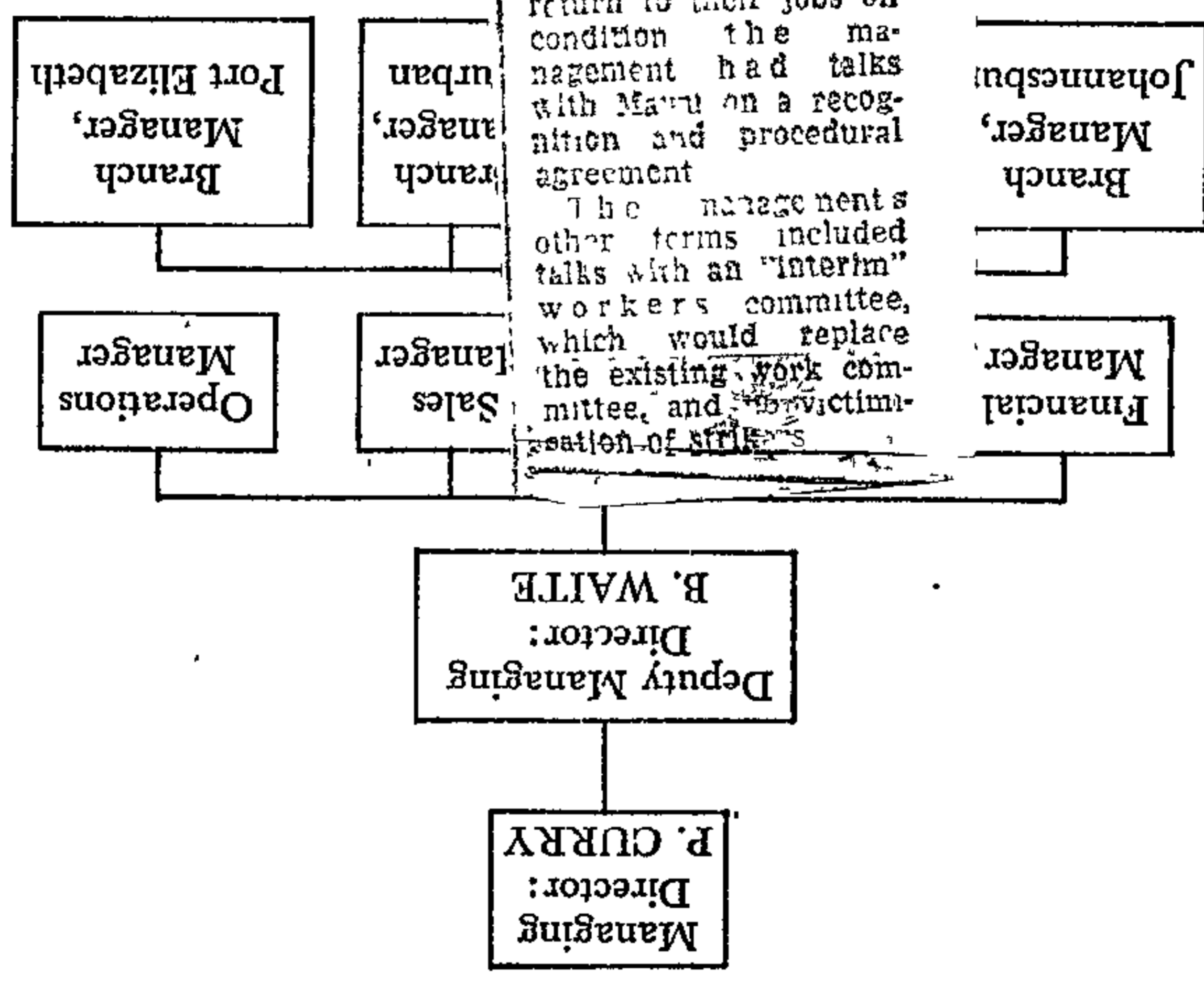
The new agreement's other terms included "interim" talks with an interim workers committee, which would replace the existing committee, and "victimisation" for those who refused to return to work.

Frank John who obviously at times, slight impression. Managing Director A second in position—Open to the Branch

Curry and Town Branch impression. Managing Director A second in position—Open to the Branch

Curry and Town Branch impression. Managing Director A second in position—Open to the Branch

Curry and Town Branch impression. Managing Director A second in position—Open to the Branch



PROTEA TOURING  
 EXHIBIT I  
 PROTEA TOURING  
 Organization Chart

CAPE TIMES  
16/2/87  
152

# Blind workers appear in court

Own Correspondent

DURBAN — Fifty-two blind workers from the Natal African Blind Society in Umlazi appeared in the Umlazi Magistrate's Court yesterday charged with trespassing.

The accused filled the gallery and spectators could not find seats. Police and court orderlies had a difficult task escorting the accused to the court. Some blind workers tripped as they climbed up the stairs leading to the court room.

All pleaded not guilty and each of the accused was given an opportunity to question the complainant, Mr John Randles, director of the Natal African Blind Society in Umlazi.

Mr Randles told the magistrate, Mr H Hare, that he informed the workers last week that their services had been terminated because they had refused to work and that they had to leave the hostel premises by 10 am on Saturday, but they ignored the order.

Transport had been arranged to take them to the railway station and they were to be provided with train fares. The workers still refused to move out of the premises. Police were summoned and they were charged with trespassing.

One of the accused, Miss Ivy Sosibo, told the court that as blind people it was difficult to contact their people at home to fetch them because they were given such short notice. She said Mr Randles had promised them train fares but did not say anything about bus fares to enable them to travel to their homes.

During the proceedings Mr M C Albertyn from a firm of attorneys in Durban arrived to defend the accused.

The hearing was adjourned to tomorrow.

Blind

Umlazi

workers

guilty

of *Mary*  
*18/2/62*

trespass

African Affairs  
Reporter

FIFTY-ONE blind workers from the Natal African Blind Society in Umlazi were convicted by an Umlazi magistrate yesterday on a charge of trespassing and were ordered by the Court to vacate the society's premises

The Magistrate, Mr H Hare, imposed a fine of R30 (or 30 days) on each of the accused, but suspended the fines on condition that the workers leave the society's premises

The Court was told that the workers had been charged with trespass following their refusal to vacate the premises after their services had been terminated by Mr John Randles, director of the Natal African Blind Society at Enduduzweni in Umlazi

The blind workers downed tools in protest at certain deductions from their wages which the management said were for board and lodging expenses. They were ordered to leave the premises by 10 a.m. last Saturday, but did not

Under cross-examination by Mr C J Albertyn, for the defence, Mr Randles said he had not read the conditions of employment to the employees. He had expected the welfare officer to perform that duty. He also said that the workers were paid meagre salaries

### Satisfied

Mr Albertyn submitted that the workers believed they had a right to remain on the premises of the society. He said that the terms of the workers' contracts had been varied without their consent in regard to the deductions

Mr Hare said the Court was satisfied that the services of the employees had been terminated and they were ordered to leave the premises

Although the Court ordered them to leave the premises, last night Mr Albertyn and Mr Randles came to an agreement that they should be allowed to sleep at the hostel for one night. Mr A J Sibeko appeared for the State

Case 71461 19/2/82

# Blind trespassers lodge appeal for rights

DURBAN — The 51 blind workers from the Natal African Blind Society in Umlazi who were convicted in the Umlazi Magistrate's Court yesterday of trespassing have lodged an urgent application with the Supreme Court to secure their rights of occupation of the society's premises.

The workers left the society's premises under protest yesterday and were awaiting the Supreme Court's decision. A spokesman said an urgent appeal for the reinstatement of the workers would be lodged with the Supreme Court soon.

This follows a ruling in

the Durban Magistrate's Court yesterday when the workers were ordered to vacate the society's premises after they had been found guilty of trespassing.

The blind workers downed tools last week in protest against certain deductions from their wages about which they claimed they had not been consulted. The director of the society, Mr. John Randles, said the deductions were for board and lodging.

The spokesman for the workers said they regarded the society's premises as their home, as most of them had worked there for many years. — Sapa



20 18 16 14 12 10 8 6 4 2 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

Sowetan  
192  
192/82

# Black unions gain power

By  
**JOSHUA RABOROKO**  
MORE than 300 workers - all members of the powerful Fosatu affiliated Metal and Allied Workers' Union who went on strike at two factories demanding pay increases, yesterday went back to work

The workers all decided to go back in view of the temporary recognition agreement signed by the Mawu executive and managements and also that nobody should be victimised when they resumed duties according to union sources yesterday

The two strikes were the latest in a series of strikes by black metal workers centring on demands for wage bargaining at plant rather than Industrial Council level

At Dresser South Africa about 300 workers who had demanded a R1 increase per hour decided to work after management agreed to their demands

Mawu's Transvaal secretary, Mr Rodney Nwambda said that the stoppage of work started on Monday and the union was forced to go into the matter following complaints from its members

He said the management agreed to temporarily recognise the union by asking them to select a five-man committee from the workers committee that would represent the interests of workers in the future

Mawu's Natal branch organiser Mr John Makhathini said that at McKinnon Cham in Maitzberg about 90 union members were cleared from the factory on Monday

They had demanded a wage increase and the management had insisted that wage bargaining took place only at Industrial Council level. After a deadlock was reached between management and the union the union decided to contact the firm's American headquarters

But, he said the management yesterday decided to meet the demands of the workers and to pay them their full salaries regardless of the days they had been out on strike

A spokesman for Fosatu said that union members earlier involved in strikes this week had all gone back to work

It was vital to note that in all these strikes union recognition was in the pipeline

hostel

# Still in their

# Blind workers go to court after their sacking

2/10 12/11 19/2/82

### Court Reporter

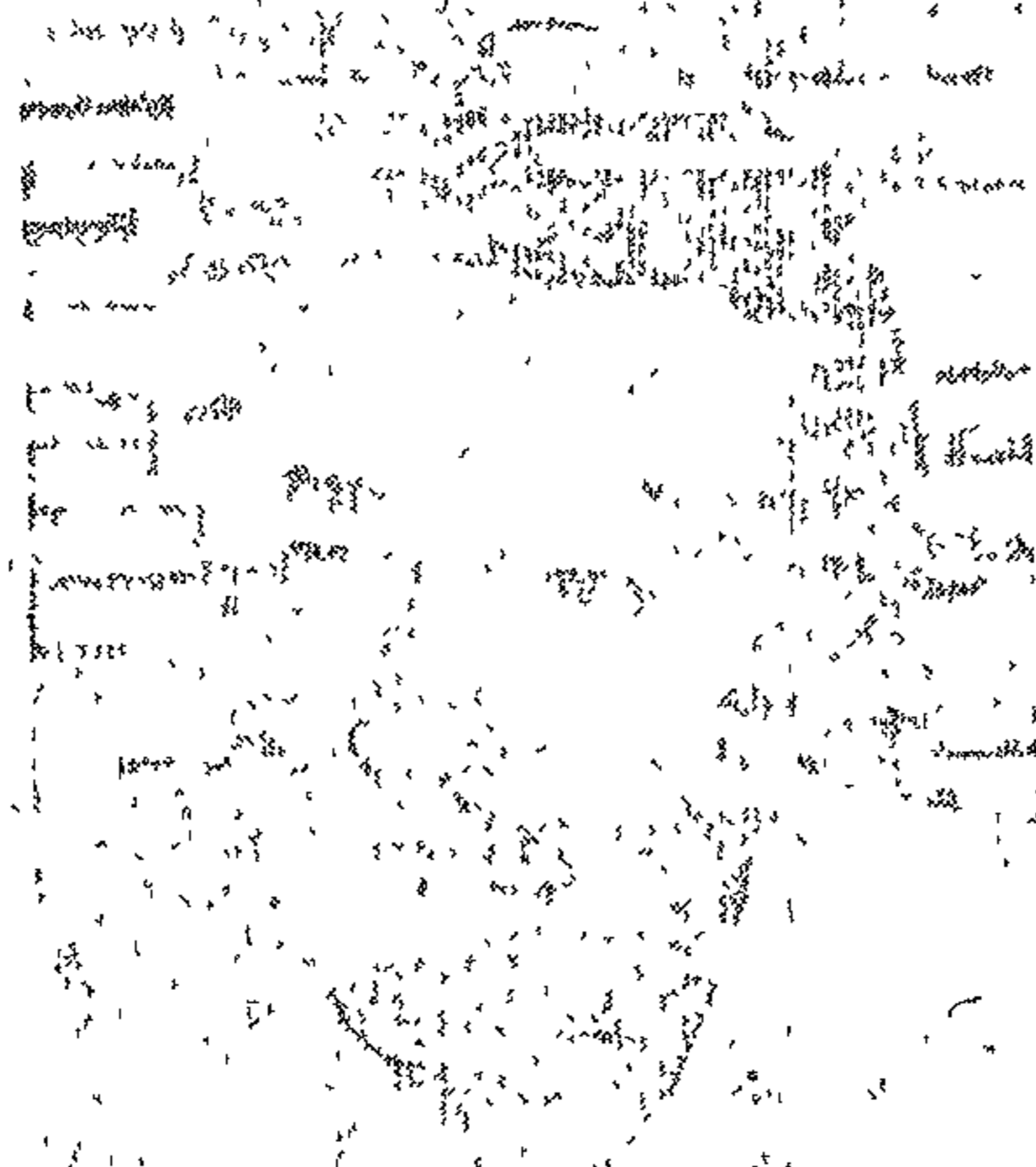
FIFTY-SIX blind workers, sacked by the Natal African Blind Society last week, were still in their hostel last night

Earlier yesterday, a Supreme Court judge ordered the society and its director, Mr John Randles, to show cause on March 5 why the men and women should not be restored to hostel accommodation occupied by them in terms of their employment conditions

At the same time, the society was called on to show cause why it should not be interdicted and restrained from ejecting all or any of the blind workers from the society's Enduduzweni hostel at Umlazi, pending legal action to be brought by them for an order declaring their dismissal to have been null and void

The order was made by Mr Justice Howard following an urgent application brought before him in Chambers in the Supreme Court, Durban, by Mr Michael Sangweni, a member of the blind workers' liaison committee, on behalf of himself and 55 other blind workers

In papers, Mr Sangweni, a grade three basket-maker, said he had worked and lived with the society since 1961. A liaison committee was formed in 1977 which met twice monthly with Mr Randles



### MR John Randles

During the early part of 1981, the blind workers grew dissatisfied with the wages they were paid and the fact that they had not been compensated for the rise in the cost of living

Their grievance was reported by the liaison committee to Mr Randles

After six months of requesting pay increases, the society's management agreed to grant a R1,50 weekly increase and also agreed to increase wages in July each year

The workers requested that a minimum R4 in-

crease be granted at the next increment and that wages be reviewed at frequent intervals

Subsequently, Mr Randles reported to the liaison committee that the society could not afford to pay any increase because the costs of maintaining the hostel were too high

In response, the workers proposed that they should cook for themselves in the evenings to reduce the cost of kitchen staff, but the suggestion was rejected

In early December last

year, Mr Randles, acting for the society, reported that the solution decided upon by management was an increased deduction from the wages of the workers, who responded by pointing out that they could not afford to pay the increase without receiving a wage increase

Mr Sangweni said Mr Randles subsequently told the liaison committee there was no money available for increases and that he would take a wage deduction by force, if necessary. He did not provide details of the proposed increased deduction

In February, after the workers had returned from their holidays, Mr Randles advised the committee that the deductions would be R2,25, R2,50, R2,75 and R4 depending on the workers' grades. The workers were unhappy about the deductions, particularly because they had not received a pay increase

### Insisted

Mr Sangweni added that when the workers were paid on February 4 the deductions were effected already although they had not consented to them. They stopped work and the stoppage continued until February 9

On the following day, the society purported to dismiss all the blind workers and insisted that they leave the hostel and reapply for employment and accommodation from their rural homes.

Mr Sangweni submitted that the 'lock out' was an unlawful act and that the dismissals were null and void

He said that on February 15 he and the 55 other workers were awoken at 4.30 a.m. and taken to the Umlazi Magistrate's Court where they were charged and convicted for trespassing. They instructed their attorney to note an appeal.

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(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300  
Bank being payment of premium

Dec 31: Income Statement 300  
Insurance Expense being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300  
Bank

Jan 2: Debtor (Ins) 24 000  
Income Expense being accrued

Jan 2: Income from 24 000

Jan 2: Income Statement 300  
Insurance Expense being closing

Jan 31: Bank 24 000  
Debtor (Ins) being received

Jan 2: Premiums Treated as a 24 000

01, Jan 1: Life Policy 300  
Bank

Dec 31: Income Statement 300  
Life Policy (Surrendered) therefore

**700 (152) (118A) KwaZulu shoe workers down tools**

Mercury Reporter  
ABOUT 700 workers downed tools at the KwaZulu Shoe Company in Loskop near Estcourt yesterday after management dismissed one of the workers, according to union sources

The general secretary of Fosatu affiliated union, the National Union of Textile Workers, Mr Obed Zuma, said the workers had downed tools after one of the women workers had been dismissed

He said this had followed a union meeting where the fired worker had complained of ill-treatment by a supervisor

Workers were now demanding the reinstatement of the woman and recognition of the union, he said.

Mr Zuma said union officials had introduced themselves to the company but the management had refused to deal with them

He claimed that some workers were paid R14 a week - a third of the minimum

Repeated efforts to contact the management of the company were unsuccessful

*Mercury 23/2/82*

Continued/.....

# Strikes worry 2 unions

RDM 24/2/82

152  
35  
184

By STEVEN FRIEDMAN

CLOTHING employers in Johannesburg have been hit by three wage strikes in recent weeks — a fact which is worrying the two unions affiliated to the Trade Union Council of SA, to which the workers belong

They have warned workers not to try to win increases greater than those the two unions are to negotiate with employers

The unions, the Garment Workers' Union and the National Union of Clothing Workers, say the strikes have put them "in a difficult

position" because they are about to negotiate a new wage agreement with employers

The strikes — at Jays, Lovable and Ram Sam Clothing — are discussed in an editorial in Saamtrek, the official journal of the two unions

The editorial warns workers that it is illegal to strike and adds "By doing so you do put yourself and the union in a difficult position

"Above all, workers must not think they can strike and negotiate their own increase over and above the union increase"

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital accounts.

Note 2:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 1:

Year	Date	Account	Debit	Credit
Year 02 - same as year 01	03, Jan 1	Life Policy	300	
		Bank		300
	Dec 31	Income Statement	60	
		Life Policy		60
		Policy written down to surrender value (See Note 1 below)		
	04, Jan 1	Life Policy		300
		Bank	300	
	Jan 2	Debtor (Insurance Company)		24 000
		Life Policy	540	
		Income from Life Policy		23 460
		being accrual of proceeds receivable		
	Jan 2	Income from Life Policy		23 460
	Income Statement	23 460		
	being closing entry			
Jan 31	Bank		24 000	
	Debtor	24 000		
	being receipt of proceeds			

(2) Premiums Treated as an Asset - Cont'd:

Solution to GL5 (Cont'd)

# 'Not in South Africa'

Mercury 24/2/52

## Industrial council unable to help Kwazulu's striking workers

**Mercury Reporter**  
 A HOMELEND industry, the Kwazulu Shoe Company, yesterday experienced its second day of a work stoppage after 700 workers downed tools in support of demands for recognition of their union and reinstatement of a fired worker.

The workers from the Lu kop factory downed tools following the dismissal of a woman worker. At a meeting of the regional National

Union of Textile Workers she had complained of maltreatment by the supervisor according to the general secretary of the union. Mr Obed Zuma.

The problem of homeland industries was undimmed yesterday when the National Industrial Council of the League of South Africa told the Mercury that the Kwazulu Shoe Company fell outside their jurisdiction because it was not in South Africa.

The company therefore was not subject to the minimum wage levels and work conditions laid down by the industrial council.

A spokesman for the council said the R14 a week that Kwazulu Shoe Company workers claimed they were being paid was well below the minimum laid down.

He said even a striking worker responsible for cutting out the uppers was paid a minimum of R10 a week according to the agreement.

The senior liaison officer of the Government-funded Corporation for Economic Development — which holds a third of the shares of the company — Mr Philip Kotzenberg said they did not interfere in any of the homeland industries set up by the Corporation for Economic Development.

He said the other shares were held by the Bata Shoe Company.

Although we are most perturbed about the situation on the Corporation for Economic Development is not willing to interfere as it is a matter that has to be sorted out between management and the workers, he added.

**Chief**  
 He said the memorandum outlined the workers' grievances and urgently requested the chief to do all in his power to get the worker reinstated to stop the company recruiting non-union labour to compel them to negotiate with the union and to have the company subject to the industrial council agreement.

Kwazulu should not be allowed to be used as a cheap labour sweat shop, Mr Zuma said.

Mr Peter Bodovines, the manager of Kwazulu Shoe Company, could not be contacted yesterday.

**All cleared**

Concerning the industries relationship to unions, Mr Kotzenberg said the corporation's advice to them was that they must talk to all people especially if they represented the majority of the workers.

He said the primary objective of the corporation was to provide work in the rural areas. It could not do this if it had to adhere to the minimum wages laid down for metropolitan areas by the various industrial councils.

We try to make sure the workers get an adequate wage, Mr Kotzenberg said.

Mr Zuma, the general secretary of the Fosatu-affiliated union which represents 13 260 textile workers nationwide, said they had written a memorandum to the chief of the area — a copy of which would be forwarded to the Kwazulu Legislative Assembly.

Asset	Liability	Net Worth
24 000	24 000	0
300	300	0
24 000	24 000	0
300	300	0
24 000	24 000	0
300	300	0
24 000	24 000	0
300	300	0

(continued/.....)

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300  
 Bank  
 being payment of premium

Dec 31: Income Statement 300  
 Insurance Expense  
 being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300  
 Bank

Jan 2: Debtor (Ins) 24 000  
 Income Exp

being accrue

Company spokesmen were not available yesterday  
 Mr Zuma claimed the national industrial council had told the union wages should be determined by the KwaZulu National Assembly and not by the industrial council, which lays down minimum wages "at least three times higher" than those paid at the company

Jan 2: Income from 24 000

Income St

being close

He said 10 other workers had been threatened with dismissal if they attended union meetings

Jan 2: Insurance 300

Income Stat

The general secretary of Fosatu's National Union of Textile Workers, Mr Obed Zuma, said the dismissal of a union member had sparked the strike

Jan 31: Bank 24 000

Debtor (

The strike hit the KwaZulu Shoe Company at Loskop, near Estcourt, earlier this week

(2) Premiums Treated as a

01, Jan 1: Life Pol 300  
 Bank

Income Sta

Dec 31: 300  
 Life Pol  
 (Surrender

**700 on strike at KwaZulu factory**

**Labour Reporter**

ABOUT 700 workers have gone on strike at a North Natal shoe factory -- and their union says their grievances highlight the plight of workers in "homeland" factories

The strike hit the KwaZulu Shoe Company at Loskop, near Estcourt, earlier this week

The general secretary of Fosatu's National Union of Textile Workers, Mr Obed Zuma, said the dismissal of a union member had sparked the strike

He said 10 other workers had been threatened with dismissal if they attended union meetings

Company spokesmen were not available yesterday

Mr Zuma claimed the national industrial council had told the union wages should be determined by the KwaZulu National Assembly and not by the industrial council, which lays down minimum wages "at least three times higher" than those paid at the company

GRAND

107 152 187

(Used)

300

300

24 000

300

24 000

24 000

300

(b) 122

(152)

~~287~~ Hansard Q. Col. 201

Labour dispute/work stoppage/strike

24/2/82

166 Dr A I BORAINÉ asked the Minister of Police

In how many instances was the South African Police called to the scene of a (a) labour dispute, (b) work stoppage and (c) strike in 1981?

The MINISTER OF POLICE

- (a) 28
- (b) 15
- (c) 148

Protest against sackings

# WORLDWORKERS ON STRIKE

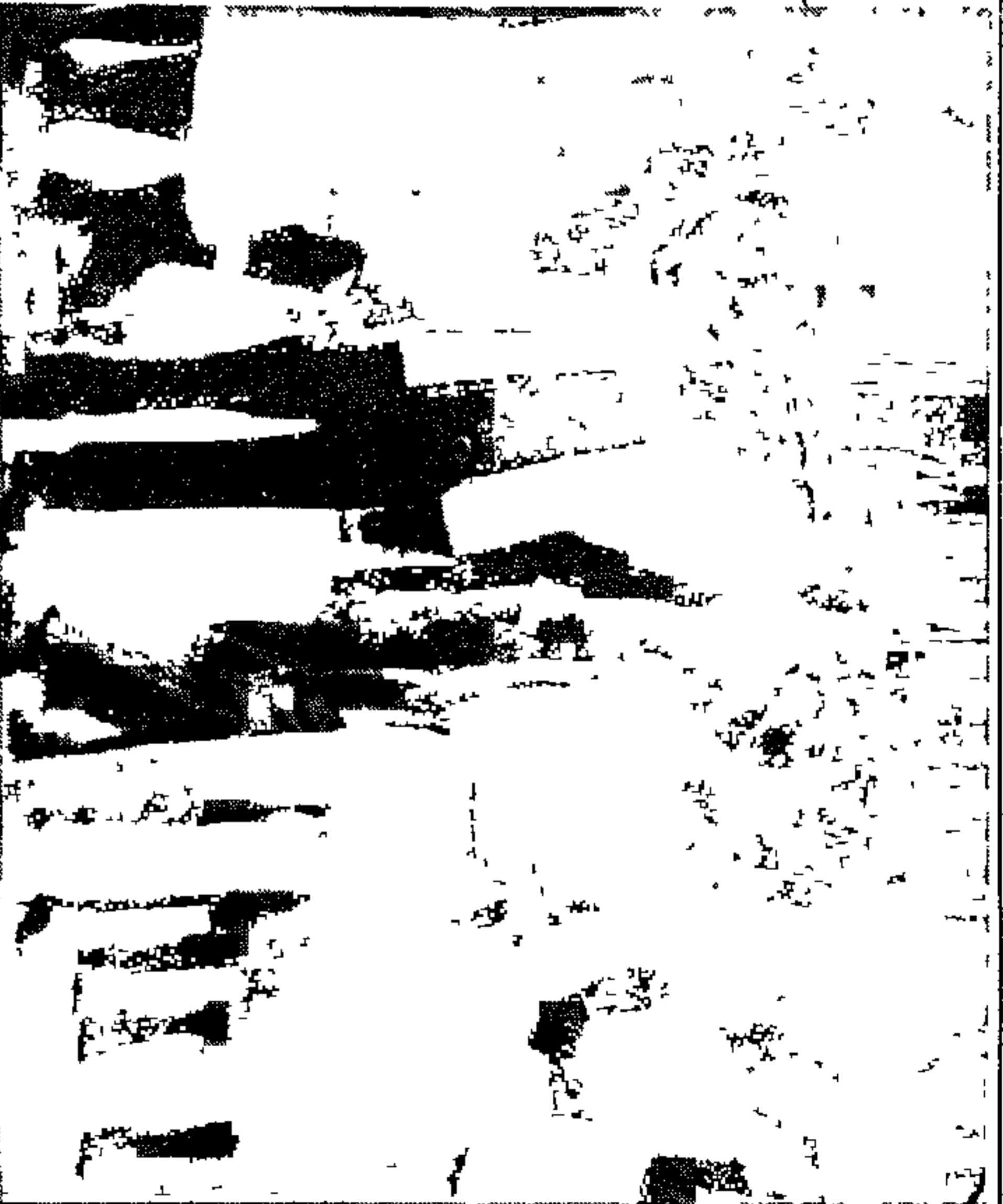
ABOUT 600 WORKERS at Distillers Corporation in the East Rand yesterday went on strike, almost bringing production and distribution at the company to a standstill.

Tension hung over the company premises in Wadeville when shortly after midday, the large throng of strikers filed out of the gates singing the African National Anthem and showing black power salutes. A note from management had asked them to go home "peacefully" and resume work this morning.

The workers downed tools in protest against the dismissal of three of their colleagues. When **THE SOWETAN** visited the company yesterday, a spokesman for the workers said management was adamant in the "unfair" decision to fire the three. They said management had reached an agreement which required shop stewards to be con-

## BY CHARLES MOGALE

**STRIKE: Some of the 600 workers who downed tools in Wadeville yesterday should take this delicate decision without the other side of the story.** The company's administrative manager Mr J J Vorster, said management was trying to find a solution to the problem. "We can't deny there is a dispute. We are busy trying to negotiate with the workers and hope to reach an agreement soon. Unfortunately I can't comment further," he said.



SOLUTION TO: GL5

(1) Premiums Trea	01, Jan 1: Ir	Dec 31:	Years 02 and 03 - same	04, Jan 1: Insurance Ex Bank	Jan 2: Debtor (Insu Income fro being accru	Jan 2: Income from Income Sta being closi	Jan 2: Income Stat Insurance being closi	Jan 31: Bank Debtor (In being receip
(2) Premiums Treated as an	01, Jan 1: Life Policy Bank	Dec 31: Income State Life Polic (Surrender va therefore no						

# Back

to Mercury  
25/1/82

# WORK

(152)  
(148)  
(107)  
(127)

### Mercury Reporter

KWAZULU Shoe Company workers yesterday decided to return to work after a meeting with union officials

At an earlier meeting, community councillors from the Loskop area had told the workers to return to work but they had refused

Mr Obed Zuma, general secretary of the Fosatu-affiliated National Union of Textile Workers, said workers had reconsidered their decision late yesterday after a meeting at the union offices in Esicourt

About 700 workers downed tools on Monday after management had fired one of the woman workers. Workers also had demanded recognition of the union

At the meeting held near the Loskop factory, workers told community councillors that the dismissed woman had been ill-treated by a supervisor at the factory

Union officials have claimed that the woman was fired because she had complained of ill treatment by the supervisor at a union meeting

Workers also complained of irregular lunch breaks, wages as low as R14 a week, and that they were not paid during sick leave or for overtime

A company official, who would not give his name, told the Mercury after the meeting that the dismissed woman worker had been warned a number of times that she was not doing her work properly. After the fifth warning she was fired

He said the worker had not complained to management about ill-treatment. The first time he had been aware of it was when the workers had gone on strike

Community workers told the Mercury that they had been approached by management and asked to tell the workers to return to work

... policy would be reflected on the partnership  
... asset at its surrender value of R240.  
... this reason a partnership income statement would have  
... up to the date of death of the partner so as to  
... ce on his capital account. The proceeds from the life  
... come in this income statement and NOT credited direct  
... counts.

### COMMUNITY councillors tell workers to return to work

Item	Value
Life Policy	300
Insurance Company	24 000
Policy (below)	60
Item	300
Asset - Cont'd	60
Asset - Cont'd	300
Asset - Cont'd	300
Asset - Cont'd	540
Asset - Cont'd	23 460

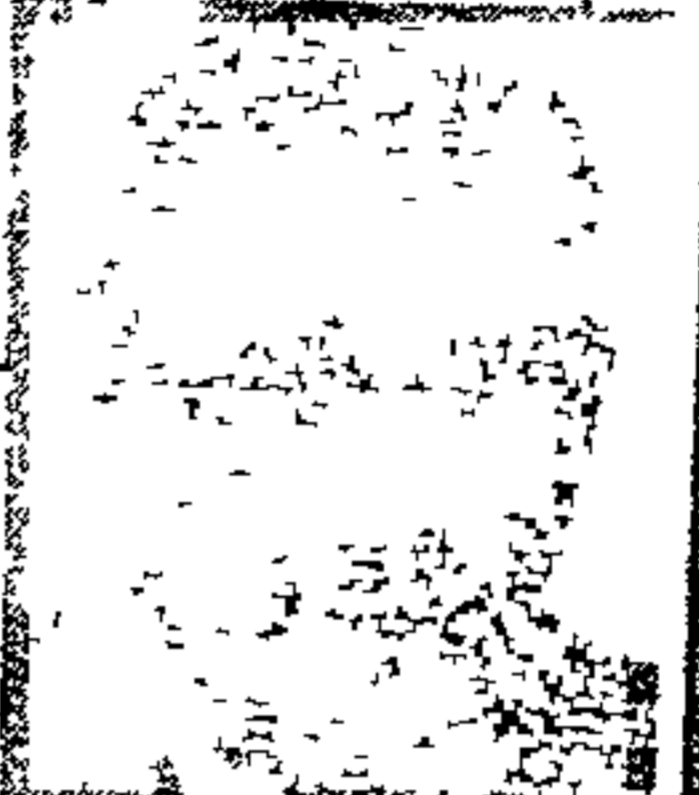
# Court told of police assault

By MZIKAYISE EDOM

A FACTORY worker, giving evidence in a civil case, in which 40 Boksburg factory workers are claiming R60 000 damages from the Minister of Police, Mr Louis le Grange, for an alleged police-assault, told a Boksburg magistrate yesterday how he was assaulted by police, after he was arrested.

overall, minutes after he had entered the charge office

He said that as a result of the injuries he sustained on the head, back and knees, he suffered from pains which lasted for about two weeks



LE GRANGE: Sued for R60 000.

He also said that his fellow workers were also assaulted in the same way and that he was examined by a doctor while in the cells

The men, members of the Metal and Allied Workers Union, are each claiming R1500 or a total of R60 000.

Under cross-examination, Mr Zachariah Ngwenya said on May 26, 1980, after a strike at Raleigh Precision Tools in Commissioner Street Boksburg he was arrested with 39 fellow workers and taken to the Boksburg police station, where they were assaulted with batons on their arrival

He said he was assaulted several times all over the body by police in uniform and another wearing a brown

SOLUTION TO: GL5

(1) Premiums Tre.

01, Jan 1: Ir

Dec 31: Ir

Years 02 and

04, Jan 1: Ir

Jan 2: De

Jan 2: Ir

Income Statement  
being closing entry

Jan 2:

Income Statement  
Insurance Expense  
being closing entry

Jan 31:

Bank  
Debtor (Insurance Company)  
being receipt of proceeds

(2) Premiums Treated as an Asset

01, Jan 1: Life Policy  
Bank

Dec 31: Income Statement  
Life Policy

(Surrender value of policy is zero -  
therefore no amount can be capitalised)

*Handwritten notes:*  
25/1  
152  
185  
Sowetan 26/1/82

300  
300  
300  
24 000  
24 000  
300  
300  
24 000  
24 000



# ER firm hit by work stoppage

Labour Reporter

ABOUT 200 workers at Unilever's Boksburg plant — also known as Lever Brothers — staged a brief strike yesterday, apparently in protest at the dismissal of some of their colleagues

The workers returned to work after talks between management and the Food, Beverage and Allied Workers' Union — affiliated to the Council of Unions of SA — which Unilever recognises

(152) (192) (113)  
The dispute will now be resolved in terms of a dispute procedure agreed between Unilever and the union, a company statement said yesterday

The union's general secretary, Mr Skakes Sikhakhane could not be contacted for comment yesterday.

The statement said the stoppage had occurred in the road delivery department at the plant yesterday morning

The FBWU has not officially informed management

ROM 26/2/82  
of the reasons, but we anticipate that it has to do with recent dismissals involving people against whom criminal charges are now pending," Unilever said

The workers had returned to their posts after lunch after talks between site management and the union, it added

"In terms of last year's agreement with the union, the dispute procedure is in progress," the statement added

# st-tube baby urts 'hoo-ha'

Zulu <sup>152</sup>  
tells <sup>251</sup>  
Court <sup>140A</sup>  
he was <sup>189</sup>  
treated

like a dog  
*Mercury 26/2/82*  
Correspondent

JOHANNESBURG—A Zulu factory worker on strike was ordered by a policeman at the Boksburg Police Station to dance and, after executing a few tribal dancing steps was struck over the head with a baton, the Boksburg Magistrate's Court was told yesterday

I felt bad because I was treated like a dog Mr Sampson Mahlangu told the Magistrate, Mr A Badenhorst

He was giving evidence in a civil action in which 40 black factory workers are claiming R60 000 damages from the Minister of Police for alleged police assault after a strike on May 26, 1980

Mr Mandlenkosi Mako ba, 44 a shop steward at Rely Precision Tools Commissioner Street Boksburg, and 39 fellow workers claimed they had been assaulted in the courtyard of the Boksburg Police Station after being arrested for striking

## Contesting

The men, members of the Metal and Allied Workers' Union allege they were struck with batons after being arrested for striking over the dismissal of a colleague

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office

Mr Sampson Mahlangu of the Salkplaas hostel, Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike

'The officer went into the offices of our employer, then a white man came out of the building and said "take them away"

At the police station the men we taken out of the truck one by one and their particulars taken, he said

**Wrongly  
jailed  
man to  
claim  
damages**

African Affairs Reporter MR Sibusiso Gumede of Umlazi who was wrongly convicted and sentenced by an Umlazi Magistrate last year, is to sue the KwaZulu's Minister for Justice for damages

Speaking from Sasolburg where he is employed, he told the Mercury that he was to instruct his attorney in Durban to institute a civil claim against the minister

In a joint review judgment, Mr Justice Didcott and Mr Justice Kumbleben said Mr Gumede was 'quite wrongly convicted' of robbing an unnamed woman and was wrongly sentenced on September 17 to a term of imprisonment which was not specified in papers before the Court

## Review

The sentence, which should have been sent for automatic review shortly after the hearing, was sent for review only on January 15 and came before the judges on January 22 by which time Mr Gumede had already served the sentence 'which should never have been imposed', Mr Justice Didcott said

The evidence before the Umlazi Court 'only established' that somebody else had robbed the woman

'All that was proved was that the accused had been in the robber's company before and after the crime was committed,' Mr Justice Didcott said. The case was referred to the Secretary of Justice for KwaZulu by the two Supreme Court Judges

Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the convic-

automatic review shortly after the hearing, was sent for review only on January 15 and came before the judges on January 22 by which time Mr Gumede had already served the sentence 'which should never have been imposed', Mr Justice Didcott said

The evidence before the Umlazi Court 'only established' that somebody else had robbed the woman

'All that was proved was that the accused had been in the robber's company before and after the crime was committed,' Mr Justice Didcott said. The case was referred to the Secretary of Justice for KwaZulu by the two Supreme Court Judges

Mr W F N Wiggil, KwaZulu's Secretary for Justice has since referred the case to the magistrate who imposed the conviction and sentence. He is still awaiting a report from the magistrate

The men, members of the Metal and Allied Workers' Union, allege they were struck with batons after being arrested for striking over the dismissal of a colleague

The minister is contesting the action and is being represented by Mr M H Kirchner of the State Attorney's Office

Mr Sampson Mahlanga of the Salkplaas hostel, Boksburg, told the Court a senior police officer spoke to their union chairman on the day of the strike

'The officer went into the offices of our employer, then a white man came out of the building and said "take them away"

At the police station the men were taken out of the truck one by one and their particulars taken, he said

### In pain

'I was prodded in the back with a stick by a policeman and asked to dance. I did a little dancing there, then they opened the door and I was struck over the head with a klerie by a policeman

'I was in pain for four days. I felt bad because I was treated like a dog. I gave the police no reason for the assault,' he said

In the cells he had seen other factory employees. One of them had a head wound and another a swollen arm

Cross examined by Mr Kirchner, Mr Mahlanga said he did not lay a charge with the police because fellow workers had told him the same policeman accused of assaulting them took particulars of complaints. He added 'I did not deem it necessary to lay a charge'

### Never

Mr Kirchner 'The defendant will say that no one was assaulted that day'

Mr Mahlanga 'They will deny it, they will never admit it'

Mr Jack Nkadinge who is not a plaintiff told the Court he saw a fellow worker, Mr Paul Makena, being assaulted by a policeman in uniform who hit him with a baton

Cross-examined by Mr Kirchner, he said he could not explain why the police would assault 40 other strikers and not him

The hearing continues

### Helpers needed

## Whew, when it's this hot, it's time to rest

DURBAN'S macadam surfaces get very warm in these hot summer months — so hot they even blister the hardened feet of a ricksha puller. A Mercury photographer found this one yesterday taking time off to have a look at his 'wounds'.

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an, or  
ban

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# ...your bank

every respect part of the  
but its roots go deep into  
nation — giving Boland Bank  
of our people and their  
good old-fashioned  
hospitality for which South  
Boland Bank is the country's  
family finance.

the bank for you

Continued/.....

**R60 000**  
**claim** (52)  
**case** (257)  
**on today**  
 25/2/81  
 By JOHAN BUYS

THE civil case in which 40 Boksburg factory workers are claiming R60 000 damages from the Minister of Police for alleged police assaults after a strike, continues in the Boksburg Civil Court today

Yesterday's hearing was postponed to this morning after Mr M H Kirchner, for the Minister, asked for an adjournment so that he could consult the record

Mr Kirchner, from the State Attorney's Office, told the magistrate, Mr A Badenhorst, that he took over from a Mr Botha, who had since resigned from the Department of Justice, and had not had a proper chance to consult the record

According to evidence, Mr Mandlenkosi Makoba 44 a shop steward at Rely Precision Tools Commissioner Street, Boksburg, and 39 fellow workers, claim they were assaulted by police in the courtyard of the Boksburg Police Station after being arrested for striking on May 26 1980

The men, members of the Metal and Allied Workers' Union, alleged that they were struck with batons

Each worker is claiming R1 500 or a total of R60 000 damages from the Minister

Mr H Cheadle is appearing for the workers

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Income Statement Dec 31: therefore no (Surrender with Life Policy)

Bank 01, Jan 1: Life Policy

Premiums treated as an (2)

Bank Jan 31: Debtor (Li being received)

Income Stat Jan 2: Insurance being closing

Income Stat Jan 2: Income from being closing

Debtor (Li Jan 2: Income I being accrued)

Bank 04, Jan 1: Insurance

Income Statement Dec 31: Insurance Expense being closing entry

Bank 01, Jan 1: Insurance Expense being payment of premium

# 'Agitators provoking workers'

Industrial Week 2/3/82

107  
152  
40

THE STRIKE situation at KwaZulu's Isithebe industrial township is getting out of hand in spite of earlier Government assurances that Homeland areas would not be affected by trade union movements, Nathan Lubie, MD of FA Poole told a regional development conference in Johannesburg

Isithebe Industrialists Association to the Central Government to ask them for policy guidance on trade unions, but we have not been able to obtain any decision from Government"

Lubie says that while a strike situation can happen in a non-decentralised area it appears much easier to "indoctrinate" the tribal workers in decentralised areas

"Agitators are provoking workers into striking over minor cases — we had a strike situation at Isithebe for the reason that workers who arrived late had their wages deducted," he says.

## Negotiate

"Until the South African Government and the relative Black authorities can influence the poor quality of labour we must negotiate with, decentralisation may present further problems," Lubie says.

There were also a number of other factories there with strike problems. Yet Government's original decentralisation proposals stated that a decentralised area would at no time be subject to trade unions, says Lubie.

In spite of this and certain other difficulties involving transport costs he recommends that industrialists who need to decentralise, or start a factory, will find the low rentals and finance charges, plus the new incentives, a great advantage.

## Guidance

"Unfortunately, this subject has now raised its head and while speaking on our behalf, and not for other companies, we are not entirely against trade unions provided they work on specialised guidelines

"The only disadvantage can possibly be when concessions run out, and you must consider whether it is feasible to remain or move nearer your market," Lubie adds

"We have sent numerous telexes through our

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61  
**Metalmen on strike as pay talks loom**

By STEVEN FRIEDMAN

WORKERS at two Wadeville metal plants have struck, demanding R1-an-hour increases — only a week before the metal industries' annual pay negotiations, in which registered unions are to ask for sharp increases for lower-paid workers

And, in Krugersdorp yesterday, workers at SA Abattoir Corporation downed tools in protest at the dismissal of union shop stewards, according to the Food, Beverage and Allied Workers' Union

Mr Shakes Sikhakhane, general secretary of the union — affiliated to the Council of Unions of SA — said the FBWU had approached the corporation for recognition

"They said we were not registered for their area and that they were therefore not prepared to recognise us. On Friday, they fired a shop steward and today they sacked another one. Workers then took spontaneous action."

Mr Sikhakhane said the union had about 200 members at the plant. Company spokesman were not available for comment.

In Wadeville, workers went on strike yesterday at McKechnie Brothers and at Hawker Siddeley a strike that began on Friday was settled yesterday.

A spokesman for Fosatu's Metal and Allied Workers' Union said the McKechnie workers were demanding a R1-an-hour rise. The company employs about 1,200 black workers.

Present minimum wages in the metal industries are R1,13 an hour. At next week's pay talks at the metal industrial council, registered unions are to ask that the rate be raised to R2 an hour within a year.

A McKechnie spokesman said yesterday that workers had not yet raised demands.

He said management had asked workers to return today and elect spokesmen to negotiate.

At Hawker Siddeley, a strike by about 150 workers was settled after MAWU intervened, a union spokesman said.

He said workers had struck on Friday in protest at the dismissal of a colleague and in support of a demand for a R1-an-hour increase.

After discussions between MAWU and management, the company had agreed to discuss worker grievances with the union and the workers agreed to return pending discussions, the union spokesman said.

A Hawker Siddeley spokesman confirmed the strike had been settled.

# Dismissals cause half-day strike

About 200 workers stopped work at the Lever Brothers plant in Boksburg on Thursday over the dismissal of several colleagues.

The stoppage lasted for half the day and workers returned to their jobs in the afternoon.

The general secretary of the Food, Beverage Workers Union, Mr Shakes Sikhakhane, said the dismissals would be taken up with management in the near future.

A spokesman for the Unilever group said the dispute would be resolved in terms of the procedure agreed by the two parties last November.

*Staw 27/12/82*

*(152)*

*(113)*

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Note 2:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 1:

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03, Jan 1	Life Policy		300
	Bank	300	
Dec 31	Income Statement	60	
	Life Policy		60
	Policy written down to surrender value (See Note 1 below)		60
04, Jan 1	Life Policy		300
	Bank	300	
Jan 2	Debtor (Insurance Company)		24 000
	Life Policy	24 000	
	Income from Life Policy		540
	being accrual of proceeds receivable		23 460
Jan 2	Income from Life Policy	23 460	
	Income Statement		23 460
	being closing entry		23 460
Jan 31	Bank		24 000
	Debtor	24 000	
	being receipt of proceeds		24 000

(2) Premiums treated as an Asset - Cont'd:

Solution to GL5 (Cont'd)

Sowetan 11/3/82

# Strike over pensions

192

ABOUT 200 workers have downed tools at the Prospection plant of Henkel Chemical Manufacturers near Durban in protest over their pension conditions.

A spokesman for their union said the majority of a work force of about 250, who were unhappy about their compulsory membership of the pension fund, will renegotiate their demands after "12 frustrating months of talks and two days of work stoppages last year" in a further bid to resolve the dispute.

The workers are demanding a refund of their pension contributions — an issue they were deadlocked over last year. They have also requested representation on the board of trustees administering the fund, as well as a new provident fund to be introduced while membership should be on a voluntary basis, the spokesman said.

He said other grievances raised by the workers were the management's alleged refusal to negotiate over wages. At one stage shop stewards were involved in discussions over wages but management "unilaterally adjusted the wages" he added.

"They reneged against an undertaking when they adjusted the wages

Workers were also unhappy about the introduction of a 45-hour shift, which was later abandoned under threat of a supreme court action. Their anger arises out of the small take home pay resulting from this new arrangement."

The Fosatu-affiliated Chemical Workers Industrial Union of which the majority of the workers are members, were not involved in negotiations but hoped to open talks with management.

The personnel officer of Henkel Mr M Roussouw said certain grievances were raised which they were prepared to discuss again with workers representatives "as soon as they returned to work."

The morning and day shift workers were allowed until 11 am yesterday to return to work. They chose not to do so and had therefore terminated their employment contract.

This also applies to the other shift workers who did not turn up for work. Mr Roussouw said — Own Correspondent



# 2500 ON STRIKE

By SELLO RABOTHATA

**MORE than 2 500 workers are on strike at four companies in Wadeville, Germiston, one of the biggest industrial areas in the East Rand**

More than 1 000 employees at Mckechnie Brothers downed tools on Monday demanding a R1 per hour raise. Yesterday morning according to a worker representative the demand was increased to R2 per hour.

The spokesman said the workers have decided not to go back to work until their demands are met. But management yesterday told the workers to return to work by 3pm today or they would be fired. The company would start recruiting new labour tomorrow if the workers ignored the ultimatum he said.

An employee at Mckechnie Brothers said the workers had no union. The company is a leading manufacturer of copper, brass and bronze goods.

Comment from company officials was unobtainable as they were in a meeting with worker representatives.

When the SOWETAN team arrived at the company's premises yesterday a large number of workers were standing near the entrance trying to stop delivery vans from entering.

About 500 workers at Chubb Fire Security are on strike in the same area — about a kilo-

metre away from Mckechnie Brothers — also in demand for higher wages. Workers yesterday said they could not comment at present as they are to hold a meeting today to discuss their grievances and to list their demands.

An undisclosed number of workers are also on strike at Power Steel three blocks away from the other two. Workers had already dispersed by the time reporters arrived and worker representatives were said to be holding talks with management.

Meanwhile workers at Hawler Siddley Africa have gone back to work while management and the union MAWU hold negotiations. Workers downed tools on Friday morning demanding the reinstatement of two of their five colleagues and a R1 per hour raise.

152  
140

1. William Giles Campbell and Stephen Vaughan Ballou, Form and Style, 4th ed., Boston: Houghton Mifflin, 1978, p.50.
2. Wilma R. Ebbitt and David R. Ebbitt, Writer's Guide, 6th ed., Glenview, Illinois: Scott, Foresman, 1978, pp.349-350.
3. Not all the citations which cause problems have been mentioned. The best reference works are Campbell and Ballou (op.cit.) and Kate Turabian, A Manual for Writers, Chicago: University of Chicago Press, 1967.
4. Ebbitt and Ebbitt, pp.351-353.
5. Steven E. Pauley, Technical Report Writing Today, 2nd ed., Boston: Houghton Mifflin, 1979, pp.109-111.
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## REFERENCES

# Workers march off job after wage dispute

By Tony Davis, Labour Reporter

About 1 000 workers marched from the scene of a factory dispute in Wadeville yesterday to the offices of their union several kilometres away

Workers at McKechnie Brothers Metal, which was hit by a wage dispute on Monday, marched to the offices of the Fosaut-affiliated Metal and Allied Workers' Union (MAWU) near Kathlehong township

The union represents about half of the firm's 1 100 workforce and held talks with management yesterday afternoon about worker demands for a minimum wage of R2 an hour.

The dispute occurred only a week before the annual wage negotiations for the metal industry next Tuesday. MAWU was invited to the talks in an "observer" capacity but has refused to attend.

The managing director at McKechnie, Mr Peter Murrrough, said workers would be seen to have "voluntarily resigned" if they did not return to work today.

A MAWU spokesman said that during yesterday's talks an extension was granted until mid-morning today for the union to hold a report-back meeting with the workforce.

Talks are still going on between metal workers and the management at the Hawker Siddley plant in Wadeville where workers went on strike last Friday over wage demands.

About 240 workers at the Chubb Lock and Safe Company in Wadeville were sent home yesterday after another wage dispute for the R2 hourly minimum wage. Industrial Council officials visited the plant and production was at a standstill.

Management has called on workers to go back to their jobs today or face the possibility of a return-to-work deadline. MAWU has a majority representation at Chubb, according to a union spokesman.

Many of the metal strikes on the East Rand have reflected worker demands to negotiate wages outside the Industrial Council system.

● In Durban about 300 workers went on strike this week at the Corobrik factory in Redhill over the dismissal of several of their colleagues.

152

~~148A~~

Stu 3/3/82

# More rag trade

## workers join

## in pay disputes

By Drew Forrest

The labour unrest which has swept the Transvaal clothing industry escalated this week as more than 300 workers in two Johannesburg factories downed tools

Wage demands have sparked at least nine brief strikes in the industry since the beginning of February, involving some 1 500 workers

Officials of the National Union of Clothing Workers say the root cause is that many employers are clinging to the minimum wage rates laid down by the industrial council agreement negotiated three years ago

### APPEAL

A new agreement is to be negotiated next month and will take effect in July. Registered clothing unions have appealed to workers not to take things into their own hands in the interim.

About 200 workers in one section of Adonis Knitwear in Fordsburg went back to work yesterday after striking over wages on Monday. A management spokes-

man said the basic wage of most workers was R33 a week

The NUCW acting general secretary, Mrs Sarah Chicha, said management had agreed in negotiations to pay a R3 a week increase

And at Remarque Wear in New Doornfontein more than 100 workers struck yesterday. An official of the NUCW said the strike was started by the dismissal of a shop steward who had forwarded wage demands

The workers went back shortly afterwards, he said, after management had offered a R2 weekly wage increase and the steward's reinstatement.

### STRIKE ENDS

The strike by about 120 workers at the State-owned SA Abattoir Corporation in Krugersdorp is over, according to the Food, Beverage and Allied Workers' Union.

The workers struck on Monday in protest against the dismissal of two colleagues, the union said, but went back yesterday after management assurances that no further workers would be fired.

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(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

# 360 workers fired by East Rand factory

152  
~~157~~  
~~158~~

By Drew Forrest

Labour unrest in Wadeville on the East Rand intensified yesterday as workers at two more metal factories Hubco Metal Industries and Transvaal Malleable Foundries went on strike.

At TMF about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were fired after striking in protest against the dismissal of two colleagues

They were fired after failing to meet a 9 am return to work deadline.

According to Mawu officials who met management yesterday they will be "selectively re-employed"

At Hubco — an Abercom subsidiary — about 180 workers returned to work this morning after yesterday's strike in support of a demand for a R1 hourly wage increase

An elected workers' committee is negotiating with management

The three-day strike by 1,100 workers at another Wadeville metal

factory, McKechnie Brothers, seemed on the point of ending today

Workers agreed yesterday to go back on condition that management held negotiations on their R2 an hour minimum wage demand.

The company's managing director, Mr Peter Murrrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials

He emphasised the company had offered to hear workers' grievances and had not committed itself to wage bargaining

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members

The union is not involved in negotiating with management.

200

(152)

# down tools

By SELLO RABOTHATA

MORE than 200 workers downed tools at Hawker Siddeley Africa in Wadeville on Friday morning demanding the reinstatement of two of their fired colleagues, a Metal and Allied Workers' Union spokesman said yesterday.

According to the spokesman, most of the workers are Mawu members. He said that after the dismissal of the two workers the others had contacted management and asked for the reinstatement of their colleagues and also demanded an increase of R1 per hour.

Worker representatives then met with management to discuss the demands but a stalemate was reached with management refusing to meet the demands. The workers have decided not to go back to work until their demands are met.

### COMMENT

Mawu officials were then called in to help settle the matter between workers and management and by late yesterday they had gone back to work while negotiations went on.

The receptionist at Hawker Siddeley Africa said the company had no comment on the matter.

Meanwhile Mzikayise Edom reports that about 300 workers at Dunlop Industrial Products in Benoni struck yesterday morning demanding higher wages.

A Mr Mackay, manager of the firm, said yesterday when interviewed by The SOWETAN: "I have no comment to make, bye-bye" He then replaced the receiver.

Continued/.....

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SOLUTION TO: GL5

152

# Strike wave over metal pay demands

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By STEVEN FRIEDMAN  
Labour Reporter,

A WAVE of labour unrest has hit the Wadeville industrial area near Germiston, with at least four plants strike-hit and employers reporting tension in at least three others.

All the factories affected are in the metal industry and workers at all but one are demanding a R2-an-hour minimum wage. The strike at Transvaal Malleable Foundries was sparked by the dismissal of two workers.

Annual metal industrial council wage negotiations are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legal minimum pay be raised to R2 an hour within a year.

The present minimum is R1.13.

Besides the four strikes — a fifth was settled earlier this week — employers reported many of their competitors feared unrest after workers

had approached them with pay demands.

"I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble," a management source said.

Employers charged yesterday the unrest was a "co-ordinated campaign" by Fosatu's Metal and Allied Workers' Union, which has been organising workers in the area.

"They are either trying to influence the negotiations or are flexing muscles," one said. Another claimed workers "seem to be concentrating on multinational companies."

But a MAWU spokesman denied this. "We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out, but we haven't done it this time," he said.

Factories hit by strikes are McKechmie Brothers, which employs more than 1 000 workers, TMF, Chubb Lock and Safe, and a plant identified by workers as Sharp.

At McKechmie, hit by a three-day strike, workers are expected to return today, after talks between management and worker representatives at which the company agreed to negotiate on demands if workers returned.

"We are hopeful they will be back today," a company spokesman said.

At Chubb a spokesman said the strike was still in progress. TMF refused to comment "at all".

A Mail Reporter writes that about 1 000 strikers gathered yesterday in a field near Natalspruit for a union meeting, where they voiced demands later put to management by MAWU officials.

The clothing industry has also been hit by a strike wave shortly before annual industrial council negotiations. Another two stoppages were reported yesterday, bringing the total over the past few weeks to nine.

A strike at Dunlop in Benoni was settled this week.

Management at another Wadeville plant, Power Steel, yesterday denied Press reports of a strike.

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(2) Premiums Treated as an Asset - Cont'd:

CAPE TIMES 4/3/82

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**Pay sparks strikes by metal men**

**Own Correspondent**  
JOHANNESBURG — A wave of labour unrest has hit Witwatersrand near Germiston with at least four plants on strike and employer reporting tension at at least three others. All the factories affected are in the metal industry and at all but one workers are demanding a R2 an-hour minimum wage. At the other three, the Malleable Foundries, the strike was sparked by the dismissal of two workers.

**Negotiations**  
Annual Industrial Council wage negotiations in the metal industry, due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legally binding minimum pay be raised to R2 an hour within a year. The present minimum is R113. Besides the four strikes — a fifth was settled this week — employers reported that many of their competitors feared unrest after their workers had approached them with pay demands.

'I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble', a management source said. Employers yesterday charged that the unrest was a 'co-ordinated campaign' by Fosatus Metal and Allied Workers Union which has been organizing workers in the area. Put a MAWU spokes-

man denied this. 'We had nothing to do with it — the workers who have decided to take action. One day we might decide to call our members out but we haven't done it this time', he said.

Factories hit by strikes are Mckeechine Brothers, which employ more than 1 000 workers. IMF Chubb Fuel and Sale and a plant identified by workers as Sharp. At Mckeechine, which has been hit by a three-day strike, workers are expected to return today after talks between management and worker representatives at which the company agreed to negotiate on workers' demands if they returned.

'We are hopeful they will be back today', a company spokesman said. At Chubb a spokesman said the strike was still in progress and IMF refused to comment at all. About 1 000 strikers gathered yesterday at a field near Natalaspruit for a union meeting where they voiced demands which were later put to management by MAWU officials.

**Feelings high**  
Feelings ran high and one worker said. 'We are bargaining from a position of strength'. The clothing industry has also been hit by a wave of strikes shortly before annual Industrial Council negotiations. Another two were reported yesterday bringing the total over the past few weeks to nine.

**Smith's caucus meets**


**Own Correspondent**  
SALISBURY — The parliamentary caucus of Mr Ian Smith's Republican Front (RF) Party meets in Salisbury today amidst

signs of a possible split in the once all-powerful party. The former Rhodesian prime minister is being threatened with the possible breakaway by a number of RF MPs who believe the RF no longer represents white interests in the newly-independent country. Faced with this apparent challenge to his leadership, Mr Smith has vowed to strive for unity within his own party and the white community at large.

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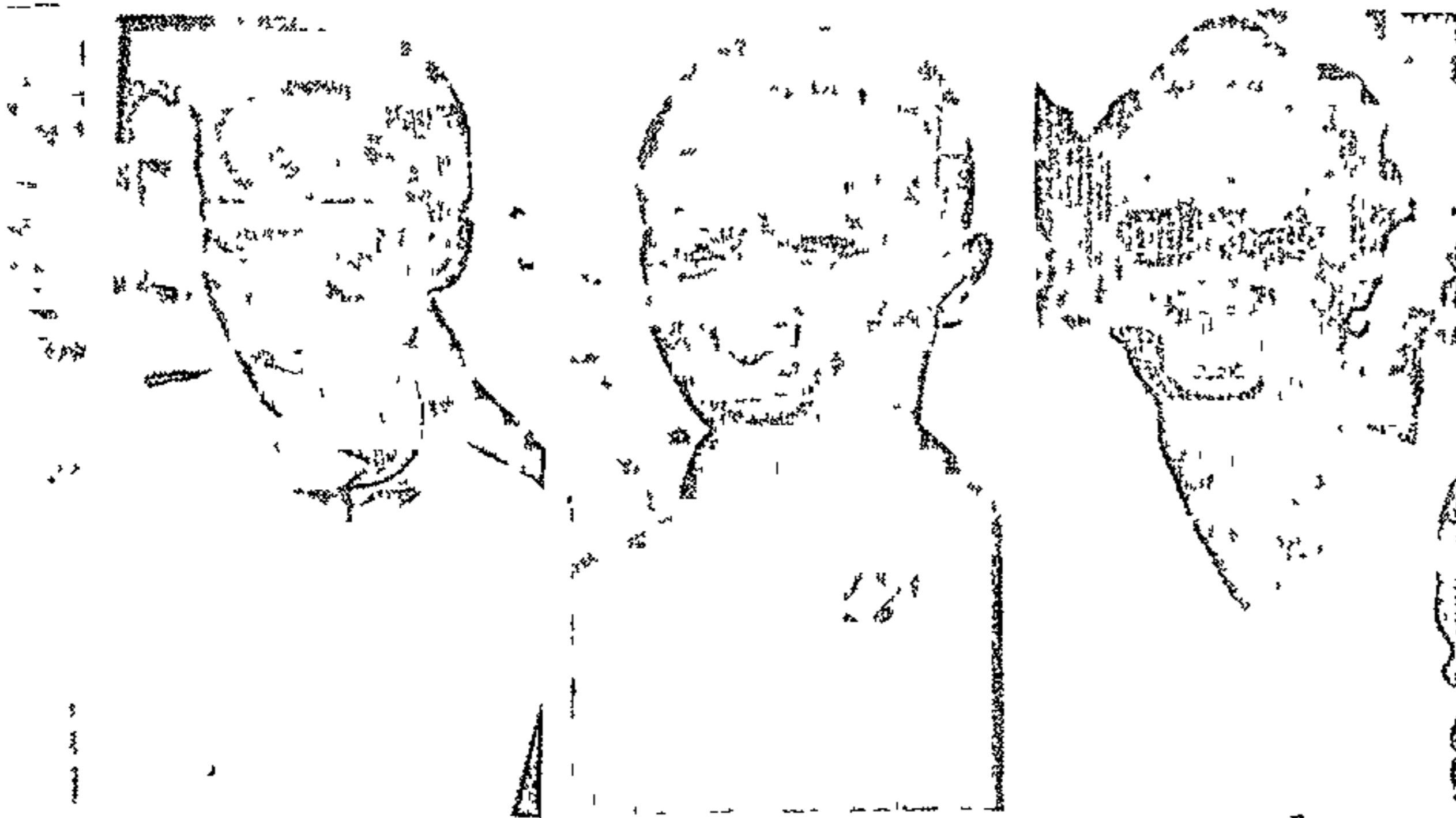
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# Increased fares



**TOO MUCH:**  
Ms Mabe

**DIFFICULT**  
Mr Mkhize.

**SENSELESS**  
Ms Sehloho

again Some of us have been out of work for quite a while and such senseless increases are a blow to our budget — which is already crippled enough — said Miss Sehloho

Mr Billy Khumalo of Alexandra said the unemployed would be hardest hit

'Most people have problems raising the fare to come into town to look for work. As things are now they may end up unable to come at all, and may resort to crime just to survive' he said

Miss Ntombi Dlamini, of Jabulani said 'Where do these people

think we get the money from? We are not whites we don't have money like them

Said Mr Samuel Mkhize, from Meadowlands. Life is going to be very difficult, especially for us blacks. Everything even food seems to be going up every day

Sowetan 4/3/82  
(192) (1400) (1809)

## Strikes hit five firms

By MZIKAYISE LDOM

ANOTHER company in Wadeville, Germiston, has been hit by a strike, bringing to five the number of firms to be hit by strikes, in the area since the beginning of the week

An undisclosed number of workers at the Transvaal Malleable Foundries downed tools yesterday afternoon demanding higher wages. A spokesman for the union representing the workers said he got a report yesterday afternoon that workers at the firm were on strike demanding more money. He also said that his union will hold talks with management to try and end the dispute at the firm

# TELLS COURT PUBLIC THREATS

Mr Searing under the 1976 still s an r of d an eanti and end, was the been end mtry met said eces- of the shi- later y

She was detained during that year and spent 18 to 19 months in detention when she was called in as a State witness in a sedition case, which later became known as the SSRC Eleven case

Ms Loate said she was interested in politics and that from time to time she had been asked to deliver messages. This was given as evidence in the Kempton Park SSRC Eleven case. She said after that case, the public attitude towards her was negative, she received threatening letters and she was also injured in the leg. Her mother advised her to tell her interrogator about the inci-

dent, but nothing was done

She said after the SSRC Eleven case she used to meet some of the people she had known before and they used to walk and talk with her but they never discussed politics with her because of the evidence she had given in the sedition case

In February 1981 she had gone to Botswana, to apply for admission at the university. While in Botswana she met Khotso and she spent some time with Khotso who told her he was only in Botswana for a holiday and that he was attending school in Nigeria studying arts

and science

Khotso also asked her about the SSRC Eleven case and wanted to know why she had given evidence. She told him she had been confused at the time and that her mother had advised her to give evidence

After she returned to South Africa and went back to Botswana about five more times. She said she met Khotso again on the fifth occasion at a wedding but that Khotso didn't talk politics with her

She said on June 16, 1981 she attended a meeting at Regina Mundi in Soweto with a friend. Police disrupted the meeting with teargas and she fled into the nearest

On Monday more than 1 000 employees at Mckechnie Brothers downed tools demanding a R100 per hour raise. According to the workers' representative the demand was increased to R200 per hour on Tuesday morning

At another company Chubb Fire Security about 5 000 workers also went on strike demanding higher wages. The company is about a kilometre from Mckechnie Brothers

Workers at Power Steel which is about three blocks from the other two and workers at Hawker Siddeley Africa also went on strike demanding higher wages

Workers at this company downed tools last Friday morning demanding the reinstatement of two of their five colleagues and a R1,00 per hour raise

Meanwhile workers at Hawker Siddeley Africa have gone back to work while management and the union Mawu hold negotiations



151 152 153 154

Mercury 4/3/82

# Work stopped and restarted

## Mercury Reporter

THE entire workforce of Tonga at Milling in East court downed tools yesterday morning in support of their demand for the dismissal of a supervisor.

A spokesman for Tongaat Group head office said about 150 workers had stopped work but had returned to work by lunchtime.

He said the workers' return had followed talks between representatives of the Fosatu affiliated Sweet Food and Allied Workers Union and management.

The spokesman said management would not discuss the workers' demands under pressure and urged that they return to work.

## Agreed

Management said once the workers had returned it would investigate their complaints.

A union spokesman said management had agreed tentatively to try to transfer the supervisor and to investigate workers' grievances.

At Corobrik in Durban 52 workers who downed tools earlier this week have returned to work.

A spokesman for the company said the workers had stopped work on Monday after six had refused to work on Friday because 'the task was too heavy in the heat'.

Management had said the six workers could leave but they would have been considered to have dismissed themselves.

The rest of the team then downed tools on Monday in support of their colleagues.

The spokesman said that by yesterday everything was back to normal and all the workers had been re-employed.

# Black union welcomed to SAR 'family'

Trade unions on the railways were called "sweetheart unions" by some people but there was nothing wrong with union of this type, the general manager of the Department of Transport Services, Dr Kobus Loubser, said yesterday.

Opening the annual meeting of the Federal Consultative

ive Council of SAR and H Staff Associations Dr Loubser asked 'Why can't a union be a sweetheart union? As long as you can fight for your rights, see the general manager and have a right to state your claim — what's wrong with it?'

His comments

come in the middle of a dispute over recognition between an independent union organising railway workers the General Workers Union, and railways management.

This year's official opening of the FCC meeting was a 'special occasion,' Dr Loubser said as it was attended for

the first time by observers from the SAR and H Staff Association for Black Employees.

This union, formed last year with the assistance of railways management now claims 52 000 members.

Addressing officials of the black

union, Dr Loubser said the railways, as elsewhere in the world was a 'conservative, family type organisation.'

"We know that at times overseas influences have come into your society and we are thankful that you want to be part of the railways family."

## CORRELATION MATRIX OF REGRESSION COEFFICIENTS

	OCPNH	D2	D3	D4	HED
OCPNH	1.0000				
D2	-.1213	1.0000			
D3	-.0831	.2938	1.0000		
D4	-.0624	.1478	.2066	1.0000	
HED	-.0135	-.1702	-.1137	.0190	1.0000

# STOPS OF WORKS ON E R AND STRIKES

## Labour Reporter

The strike-hit metal industry on the East Rand today saw more than 1000 workers returning to work at two factories, while 400 lost their jobs at two other firms.

The industrial suburb of Wadeville has been the centre of the labour unrest. Some employers have pointed a critical finger at the Fosatu-affiliated Metal and

Allied Workers' Union for its involvement in the strikes.

Mawu has been accused of fomenting unrest to influence next Tuesday's national metal industry wage talks. The union has strongly denied this, pointing to shop floor dissatisfaction with wages.

At the McKechmie Brothers plant, about 1100 workers returned to their jobs yesterday after

## Hundreds return to factories

a three-day strike over a minimum R2 hourly wage demand.

The company's managing director, Mr Peter Murrrough, said that as far as he was concerned

all workers had been taken on again and talks were taking place with Mawu.

About 180 workers at the Hubco Metal Industries plant did not meet management's return-to-work deadline this morning and a company spokesman said they would rehire workers today.

At the Chubb Lock and Safe Company, 240 workers

lost their jobs after refusing to return to work. The dispute also centred on demands for a R2 hourly minimum wage.

Chubb's managing director, Mr Peter Jephson, said today the company was expecting a "substantial number" of the company was expecting a "substantial number" of the workforce at the plant to return to work on Monday.

JUST

Sowetan 5/3/72  
152 189 140A

## Strike wave on East Rand

THE strike wave in Wadeville on the East Rand intensified as workers at two more metal factories — Hubco Metal Industries and Transvaal Malleable Foundries — went on strike.

At TMF, about 360 workers — mainly members of Fosatu's Metal and Allied Workers Union (Mawu) — were dismissed after striking in protest against the dismissal of two colleagues.

They were dismissed after failing to meet a 9 am return-to-work deadline. According to Mawu officials, who met management yesterday, they will be selectively re-employed.

At Hubco, about 180 workers returned to work yesterday morning after Wednesday's strike in support of a demand for a R1 hourly wage increase. An elected workers' committee is negotiating with management.

The three-day strike by 1 100 workers at another Wadeville metal factory, McKechnie Brothers, seemed on the point of ending yesterday. Workers agreed on Wednesday to go back on condition that management negotiated on their R2 an hour minimum wage demand.

The company's managing director, Mr Peter Murrough, said that in the event of a return to work discussions would begin immediately with a workers' committee and Mawu officials.

He stressed that the company had offered to "hear workers' grievances," but had not committed itself to bargaining.

The Chubb Lock and Safe Company, also in Wadeville, was at a standstill for the second day yesterday as its 240 black workers continued their strike over pay.

Few of the workers — who are apparently demanding a R2 minimum wage — are Mawu members, and the union is not involved in negotiations with management.

JUST

157

# Strikes continue

Labour Reporter

TWO Wadeville metal factories were still strike-bound yesterday after a week of labour unrest in the area

At both plants, Chubb Lock and Safe Company and Hubco Metal, management said the workers had "dismissed themselves" but it was hoping they would return on Monday

At a third plant, Transvaal Malleable Foundries, workers have returned after initially being fired. They did so after management agreed to take back two workers who were dismissed earlier this week, according to a Metal and Allied Workers Union spokesman

Management has refused to comment on the strike



# Two more strikes hit East Rand

152  
~~151~~  
148

**TWO MORE** strikes yesterday hit the East Rand — an area that is fast becoming the focal point of labour unrest — bringing the total of strikes in the area to nine since the beginning of February.

**By SELLO RABOTHATA**

About 300 workers at Afrox Gas Equipment and an undisclosed number at Fensecure, about a kilometre from Afrox, downed tools yesterday in demand for higher wages. Workers at the two companies are demanding increments of R2.50 per hour and R2 respectively.

Worker representatives at the giant-sized Afrox told **The SOWETAN** that their pleas to management through their works' committee members fell on deaf ears and that they were instead told they would receive their increment in July.

A spokesman for the workers said "The workers are demanding a R2.50 per hour increment over and above what they are presently earning. The company has a very high turnover and most of the money is spent on sending whites overseas and buying new machines and we are, in the meantime, forgotten. The workers are the people who are bringing in the money. They are thus entitled to wages that will keep them happy."

"Management has long been notified of the situation in the company but they instead threatened to fire all those who would be involved in any stoppage. On Monday we were told that anybody who was not back at work by 12 noon would forfeit a day's wage. This means nothing to us as long as our long term demands are met."

made to sweep the premises although they were originally employed to be trained for other jobs.

Meanwhile the entire workforce at Fensecure, less than a kilometre from Afrox, also downed tools yesterday morning in demand of a R2 per hour increment.

The workers also said they were dissatisfied with a number of other issues concerning the company.

Among the issues tabled by the workers were:

- They wanted to

know how much they rate per hour — they presently claim none of them knows how much he rates and that their pay slips do not reflect such.

- They are not allowed any tea time and they only have 30 minutes for lunch.

- Their wages are sometimes R47 and sometimes R60 per week — none of them knows how much he earns.

- Some of the workers have not been registered.

The spokesman said most of the workers at Afrox do not belong to any union although others were members of the Steel and Allied Workers' Union. He also said at the company some of the workers with long service were paid much less than new employees. Others said they were

152 Hansard Q. Col. 343-4  
Disputes/work stoppages/strikes  
10/3/82

165 Dr A L BORAINÉ asked the Minister of Manpower

- (a) How many (i) disputes, (ii) work stoppages and (iii) strikes were dealt with in terms of the Black Labour Relations Regulation Act in 1981 by (aa) Black labour officers, (bb) regional Black labour committees, (cc) the Central black Labour Board and (dd) the Wage Board and (b) in what industries, trades or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER

- (a) (i) (aa) 66
- (bb) Nil
- (cc) Nil
- (dd) Nil
- (ii) (aa) 38
- (bb) Nil
- (cc) Nil
- (dd) Nil

- (ii) (aa) 186
- (bb) Nil
- (cc) Nil
- (dd) Nil
- (b) (i) Automobile Manufacturing Industry, Building Industry, Cement Products and Ceramics Industry, Chemical and Allied Products Industry, Civil Engineering Industry, Commercial Distributive Trade, Iron, Steel, Engineering and Metallurgical Industry, Furniture Manufacturing Industry, Metal containers and Allied Products Industry, Mining Industry, Private Hotel and Boarding-House Trade, Pulp and Paper Manufacturing Industry, Road Passenger Transportation Trade, Rubber and Rubber Products Industry, Stevedoring Trade and Textile Industry

Industrial accidents  
131 Hansard Q. Col. 344-5  
244 Mr I ARONSON asked the Minister of Manpower  
10/3/82

- (ii) Automobile Manufacturing Industry, Baking and/or Confectionary Industry, Building Industry, Cement Products and Ceramics Industry, Chemical and Allied Products Industry, Civil Engineering Industry, Clothing Industry, Commercial Distributive Trade, Dairy Industry, Iron, Steel, Engineering and Metallurgical Industry, Fruit and Vegetable Canning Industry, Furniture Manufacturing Industry, Food Industry, Local Government Undertaking, Milling Industry, Mineral Water and Liquor Manufacturing Industry, Mining Industry, Packaging, Road Passenger Transport Undertaking, Road Transport Undertaking (goods), Rubber and Rubber Products Industry, Sweet Manufacturing Industry, Textile Industry, Watch Patrol Services, Woodworking Industry



(152) (184) (133)  
 More unrest in  
 the Transvaal  
 clothing trade  
 Stou 10/3/82

By Drew Forrest

The president of the Garment Workers Union, Dr Anna Scheepers, has again called on workers in the troubled Transvaal clothing industry to hold back from striking over wages.

Her appeal follows the eruption of labour unrest at two more Johannesburg clothing factories — H J Henochsberg and SA Weatherwear Manufacturers — bringing to at least 11 the number of clothing workers' strikes in recent weeks.

At Henochsberg staff sources report that management has granted a R3 weekly wage increase after the

brief stoppage by close to 500 workers on Monday.

And about 140 coloured and African workers at SA Weatherwear in Mafikeng are reported to have struck yesterday for an unspecified increase.

Dr Scheepers called on workers "to give the unions a chance to do what they can" in the industrial council negotiations, scheduled for the end of the month.

Stressing that workers "could not come out on their present wages," she criticised the employers for refusing a union request for talks in February with a view

to advancing the new wage agreement to April 1. The current agreement expires at the end of June.

She reiterated that the unions would not allow increases granted now to be offset against awards in the new industrial agreement.

Dr Scheepers also took issue with a circular recently issued by the Transvaal Clothing Manufacturers' Association (TCMA) which allegedly advised member companies to deal with unrest without invoking union help.

The TCMA could not be reached for comment yesterday.

TRANSVAAL CLOTHING MANUFACTURERS' ASSOCIATION

By Bob Davis  
The Mineworkers' Union has accused the Chamber of Mines of turning a blind eye to illegal strikes by black mineworkers

Mr Arnie Paulus, secretary, claims the union's general that at certain coal mines black workers refuse to work on the first Saturday after payday.

"Managements at these (unnamed) mines are frightened of a confrontation with the black miners," Mr Paulus said

"They re-arrange shifts to kowtow to the blacks and so inconvenience our members, who are expected to work double shifts in some instances or to work on Saturdays when they should be off."

Mr Paulus said re-arranging shifts was a contravention of the 11-day fortnight agreement between white unions and employers in

MWU (152)  
row over  
Saturday  
shifts *Start 12/3/82*

terms of which alternate Saturdays were off days

He said an appeal had gone out to all members of the MWU to refuse to change shifts "to suit black workers"

A spokesman for the Chamber of Mines said black miners on a number of coal mines had asked to be given a free weekend after being paid each month and "as far as possible mine managements have tried to accommodate them."

He said there had not been any collective action by black workers and nobody had refused to work on the Saturdays in question.

152 (218) (331) E. Post 10/3/82

2  
**Post Reporter**  
FOUR men charged with intimidation for allegedly preventing a colleague from going to work in Soweto in October were acquitted in the Port Elizabeth Regional Magistrate's Court today

Mr Sidwell Bill, 23, Mr Mheleli Mejene, 33, Mr Christopher Zumani, 42, and Mr Edward Dostile, 34, all manual workers at the Port Elizabeth post office, pleaded not guilty

They were accused of threatening to assault fellow post office worker, Mr Vuyisele Eric Lubengu, and taking him from the bus stop in Salamtu Street, Soweto, to a nearby hall against his will — preventing him from going to work

Mr Lubengu said he was queuing to board a bus

# Men acquitted on intimidation of worker charge

when he felt someone touch his shoulder

He was told to follow and he joined a group of people

Mr Dumani and Mr Dostile were among them. He was ordered to join another group of people who appeared "afraid and quiet"

He was then told to go to the hall

Mr Bill and Mr Mejene were leading them when a police patrol arrived and

the group scattered

The police took Mr Lubengu to the police station where he later identified Mr Bill and Mr Mejene

Later that week, he picked out Mr Zumani and Mr Dostile at the Algoa Park police station

The magistrate, Mr S van der Watt, said there was not enough evidence to find that either Mr Bill or Mr Mejene had been the men involved in forcing Mr

Lubengu to leave the bus

There was also no evidence showing that the men had been armed or what the atmosphere was at the time

Mr Van Der Watt found them not guilty

He said the charges against Mr Zumani and Mr Dostile rested on another basis — that of whether they had hindered Mr Lubengu from going to work by calling him against his will from the bus stop

He said "It was possible to have called Mr Lubengu with no malicious intent"

There was not enough evidence to show that Mr Zumani and Mr Dostile had this malicious intent, or that they had forced him to join them

Miss A de Jager appeared for the State. Mr H Fischeat appeared for the Defence

# Sacked for <sup>152</sup>going swimming

A MAN who told The SOWETAN about job dissatisfaction at the Cleveland steel firm where he worked was fired. Then, after The SOWETAN called his boss to confirm the sacking, he was offered his job back.

But Mr Cornelius Lekalakala has refused to return to his job at Jupiter Steel and Machinery, and instead is seeking legal aid to compensate him for being unjustly fired



Last week The SOWETAN reported about the bad treatment workers received at Jupiter Steel. We quoted its owner, Mr Alf Lewis, as saying he underpaid his employees "because they would waste money on liquor and dagga" if he paid them more.

Some of the employees are still earning R50 a week after being with the firm for more than 16 years. Among their problems were:

- Some of them have been kicked when complaining about work conditions,
- They were never allowed a tea time and only 30 minutes for lunch;
- They often had to lift heavy machinery and steel with their hands,
- New employees were not being registered,
- Workers who were injured were fired, while others were summarily dismissed

Mr Lekalakala said that after the report appeared, Mr Lewis accused him of being the one who told The SOWETAN about his firm's

## 'Raises would go to booze 'n dope'

By WILLIE BONALA  
A KILVELAND steel firm is underpaying its employees because its owner, Mr Alf Lewis, says they would waste money on liquor and dagga if he paid them more.

The SOWETAN after a group of workers from his firm Jupiter Steel and Machinery had complained that they were being underpaid and that some of them were suffering from work after working for the firm for more than 16 years.

The workers said they were not allowed tea time by the owner. They worked hard and in some cases had to lift heavy machinery and steel with their hands. They were also injured and that workers were fired and that workers were not being registered.

Mr Lewis said that the firm was paying his employees R50 and that they were not allowed to register their names.

Mr Lewis said that he was not allowed to register his name because he was not a citizen.

Mr Lewis said that he was not allowed to register his name because he was not a citizen.

## BY JUPITER! The story that raised the fuss — and led to a man being fired.

problems

He told me that I was no good and that I should go to The SOWETAN and tell them to give me a better job.

This week Mr Lewis confirmed that he had fired Mr Lekalakala.

"Yes, I have sacked him because he is very, very lazy. The other

thing is that he is a thief and he is also an instigator. He causes mischief in the firm and worst of all, he is a liar." Mr Lewis told The SOWETAN.

He also said he was going to call the Security Police to deal with the case because Mr Lekalakala "is a thief."

### DROPPED PHONE

Asked if it was not because of The SOWETAN report that he sacked Mr Lekalakala, Mr Lewis dropped the telephone.

But five minutes later a man who said he is an "induna" at the firm, telephoned The SOWETAN and said that he

was directed by his boss to ask us to please tell Mr Lekalakala to come and work. The man did not wish to give his name.

Mr Lekalakala said that he is not prepared to go back to that firm.

"The matter is now in the hands of legal resources," he said.

(152) (199) (140A) 11/3/82

# Vehicles stoned as 500 go on pay strike

## Labour Reporter

LABOUR unrest prompted by wage demands continued to grip Germiston and Wadeville yesterday as workers went on strike at a Germiston company and there were unconfirmed reports of a new strike in Wadeville.

At Rand Scrap Iron in Germiston, a company spokesman said strikers had stoned vehicles attempting to enter the plant.

Labour unrest in Wadeville appears to be spreading to Germiston, with three strikes being reported in the town this week.

Although work at Wadeville companies hit by strikes has largely returned to normal, employer sources say several new firms have been hit by brief stoppages.

A strike at Henkel in Durban continued. At the company's Isando plant near Kempton Park workers staged a half-hour stoppage, according to union sources.

And the rash of wage strikes in the Transvaal clothing industry is also continuing this week, with reports of two new strikes.

At Rand Scrap Iron, a company spokesman said the plant's 500 workers had refused to work yesterday morning. He claimed workers had been "intimidated" and that a group had begun stoning vehicles to prevent them entering the plant.

About 150 workers had returned by yesterday afternoon and the rest had been fired, he said. "We will take most back if they want to return but those who threw

stones or disrupted our business have lost their jobs," he said.

Workers had not voiced specific demands but said they wanted more money, he added.

At Henkel a spokesman for Fosatus Chemical Industrial Workers Union said the strike at the company's Durban plant yesterday continued after management refused to negotiate with the union.

Workers at the company's Isando plant had downed tools for half an hour in support of Durban workers' demands and management had been negotiating with worker representatives to stave off another stoppage, he added.

Attempts to obtain comment from Henkel were unsuccessful.

**GENERAL NEWS**

**Strike wave spreads on East Rand**

**Labour Staff**  
Industrial unrest on the East Rand worsened this week with more than 1000 workers striking in at least seven factories, mainly for higher wages

All the disputes involve Germiston metal workers, and coincide with yesterday's deadlock in the metal industries' annual industrial council negotiations — which have been postponed to April 14

At the Rand Scrap Iron and Metal Company — one of the country's largest scrap metal processors — about 500 workers struck yesterday for higher wages

The firm's managing director, Mr Harry Katz, said all but 150 were fired after refusing to return to work. Police were called in to stop "intimidators" who were throwing stones and preventing vehicles entering or leaving the plant

**DISMISSED**

More than 100 black and coloured workers are on strike at the Hawker Siddeley Machines plant. Management would not comment, but according to workers the strike began yesterday for a R1 an hour wage increase

At Woltube, also in Germiston, about 260 workers struck on Mon-

day over a demand that a white security guard be dismissed. A Metal and Allied Workers Union spokesman said today the guard had been dismissed and the strike was over

At a small Germiston manufacturer of switch gear contacts, EMES, 40 workers left the factory yesterday after management had refused a R1 hourly increase

Police with dogs yesterday dispersed striking workers outside Fensecure, according to local sources. About 30 struck on Monday. It was reported that they wanted a R2 hourly wage increase

Wage disputes have also been reported at the Hollosee metal firm in Germiston and at Alumco Metal Enterprises in Wadeville

The strike, by about 300 workers at Afrox in Germiston ended yesterday after management agreed to start negotiations on wages.

The workers, employed mainly at the Afrox gas equipment manufacturing plant, downed tools on Monday after demanding a R2 50 an hour increase. The total workforce at the complex is about 650

The Orange Vaal General Workers' Union claims majority worker representation at Clifford Harris.

**Rain — after 5 years**

**SPRINGBOK** — It rained in Springbok yesterday — the first rain for five years in the little farming centre in the remote Namaqualand area of the north western Cape. The rain began at 6

later it was still falling. Many other areas around Springbok also received their first rain in five years.

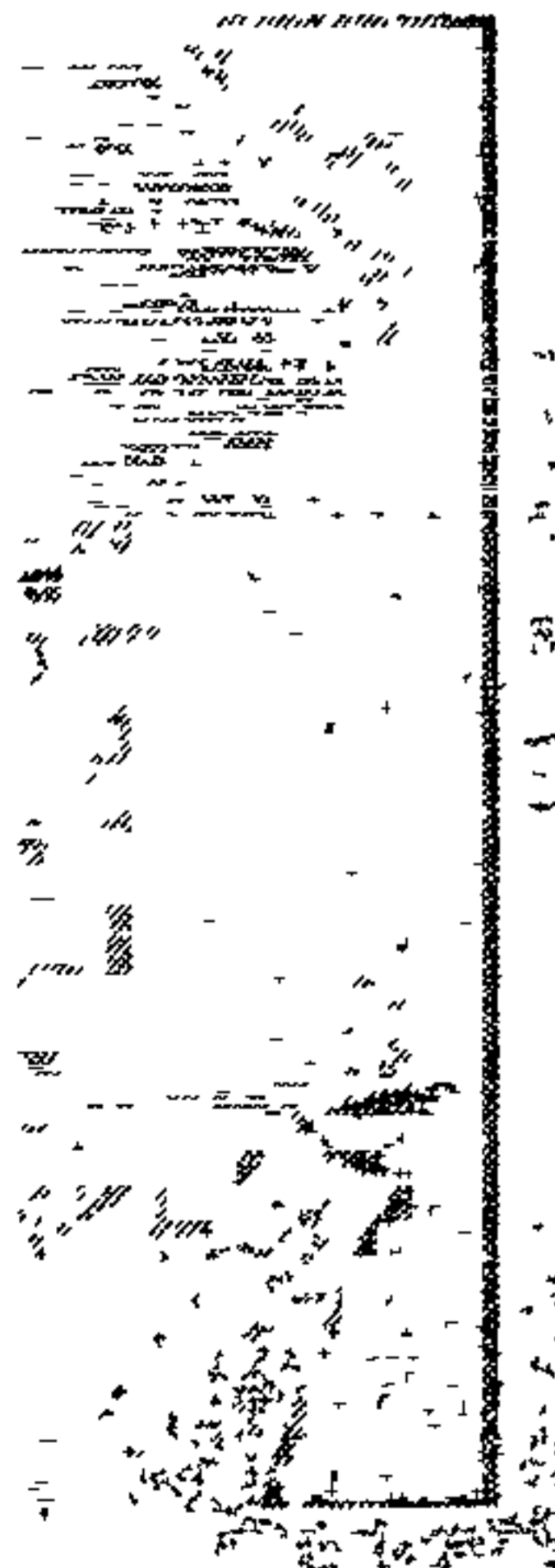
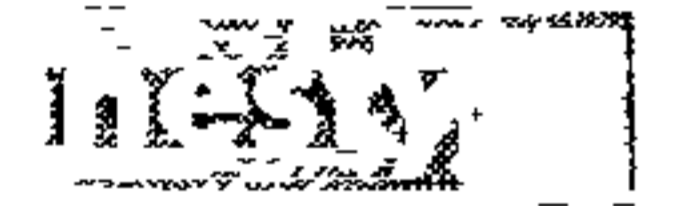
A farmer at Gamoep confirmed he had had several hours of soft,

Chief told quit UK for 5 years

The Star Bureau  
LONDON — A British West Indian teen-ager found guilty of has been ordered judge to leave the country and stay away for five years.

Justice Clay made the order in London Crown Court hearing that Carl Adams (18) and his father planned a four-day holiday in Jamaica before returning to there permanently at the end of the year.

The National Council for Civil Liberties yesterday described the move as "repatriation through the back door"



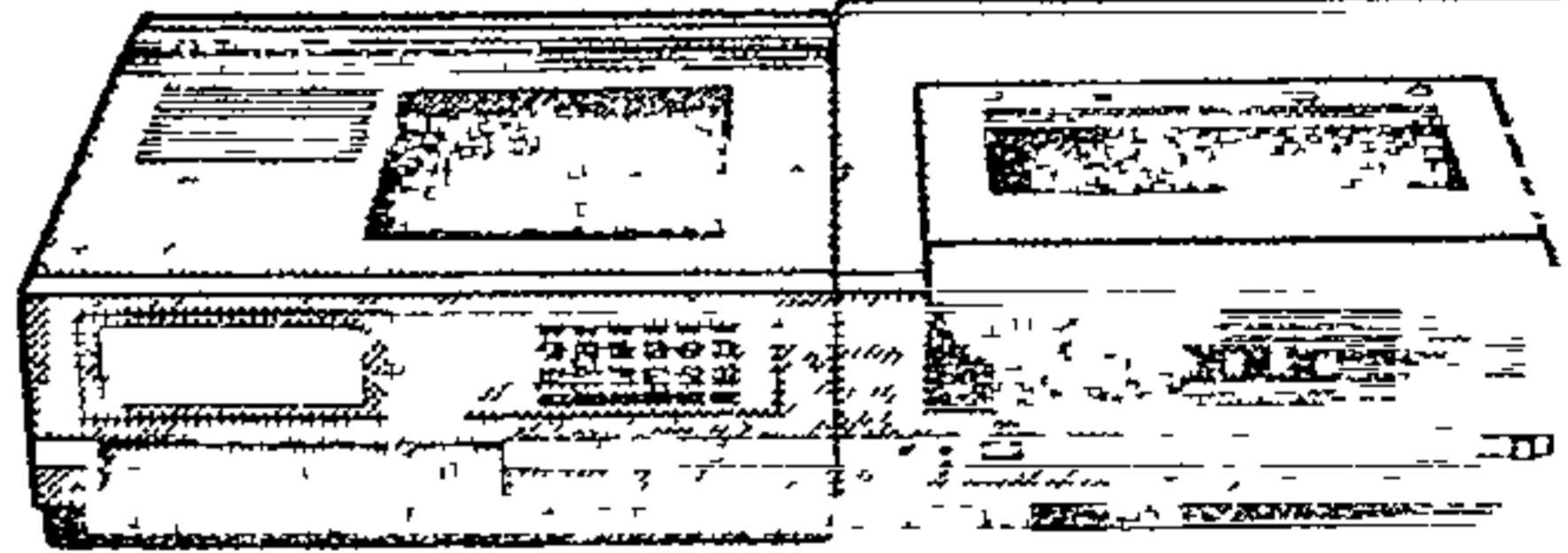
as opposed to complaints by members whom can exploit racial resentments to the blame at the expense of the blacks. — should not unjustly brand an entire community," he said.

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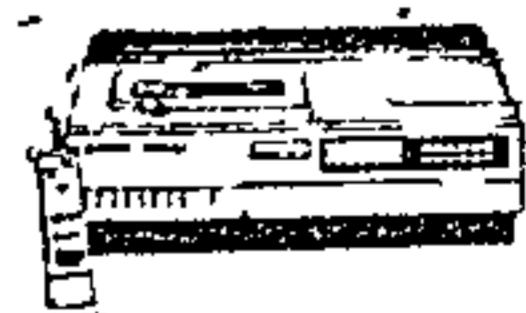


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WORLDWIDE VIDEO

# Dismissed workers fail to reopen negotiations

Mercury 11/3/82  
152  
Mercury Reporter

ABOUT 200 workers who downed tools at the Prospecton plant of Henkel chemical manufacturers on Tuesday this week in protest over their pension conditions, yesterday failed to reopen negotiations with management, a spokesman for the company said last night.

The personnel officer of Henkel Mr M Roussouw said the workers had 'terminated their services' and it was decided yesterday the workers would be refunded their pension fees.

A spokesman for the Fosatu affiliated Chemical Workers' Industrial Union said the workers had gone on strike in protest against their wages and the compulsory membership of their pension fund.

The workers also demanded a refund of their pensions.

The workers were fired after they went on strike but the union spokesman said union refused to acknowledge the dismissals until management agreed to negotiate.

THE most important thing in this country is rugby And the Soul And Brain Crusher is not about to let us forget it



So, if like me, you got home from the office tired, hungry and looking forward to a bit of cricket on the sports programme after dinner you too, were doomed to disappointment.

we would see the cricket on Sportsuitending at 10 o'clock or later in the evening

The continuity announcer gaily announced that there were no less than two international sports in the offing — cricket and rugby.

Well so far as I'm concerned we should have got the cricket at the earliest available opportunity. There were many school-kids who are cricket fans who no doubt missed the late showing.

She actually said this on two occasions. And then Kim Shippey appeared in all his synthetic golden-haired glory to tell us the same thing.

It's mind-boggling the way the SABC considers its priorities. If it's up to date let it mature. Don't for heavens sake show today's events tonight. Show them next month or so. Better late than never their motto.

And to announce in his usual sepulchral tones that we were privileged to see no less than the French vs England rugby match in the Five Nations rugby championships.

In *Midneck* we took a look at gold, a health hydro and Chick Corea. I'm puzzled by the Crusher's policy concerning free plugs. In the health documentary there were several mentions and captions of the name of the health farm and yet I got the impression that it was a vague investigation into the pros and cons of these places that cater for the fat, rich and lazy — at a price.

In true Crusher tradition this was several matches earlier in the series because 'we haven't got the tapes yet'. But on Friday you'll see so and so and on Saturday such and such.

The second in the two part *Ladies Man* offering fell rather flat apart from one or two good one liners.  
GARY EICHORN

Meanwhile I was dazedly considering the mentality that ignores the cricket on our doorstep.

Then the organ like tones of our delightful sports host announced that



ARGUS 11/3/82

# 4 did not intimidate

## Argus Bureau

**PORT ELIZABETH** — Four men were acquitted in the Magistrate's Court here yesterday on charges of intimidating a fellow worker during a post office strike in the city last year.

The magistrate, Mr S van der Watt, found the State had failed to prove its case against Mr Sidwell Bill, 23, Mr Mhleli Mojenc, 33, Mr Christopher Zumani 42 and Mr Edward Dastile 34 even though he accepted the evidence of the State witness, Mr Vuvusile Lubengu.

Mr Lubengu claimed he was intimidated by an unknown man who called him out of a bus queue on October 16 last year.

The State had been unable to link the four men to the incident, said the magistrate.



**AFTERMATH . . .** This car was stolen by four men yesterday morning. The theft ended in a crash after a high-speed chase by suspicious police. One man was shot and arrested, but the other three escaped over a garden wall.

Picture: ROBERT TSHABALALA

## Rain at long last

**Africa Bureau**  
**WINDHOEK** — The villagers of Rosh Pinah, near the diamond digging area of South West Africa's deep south, have had rain for the first time in seven years.

SWA, which has had reasonable rains in some parts, had been facing its worst drought this century.

When rain fell in Rosh Pinah on Wednesday there were celebrations not seen since the days when big diamond finds were made. A whole 56mm fell.

In some areas children had never seen rain.

# Steel men advised on how not to bend

Labour Reporter

**THE** giant Steel and Engineering Industries Federation has issued confidential strike-handling guidelines to its members, which advises employers not to negotiate with strikers until they agree to return to work, according to employer sources.

The guidelines, described as a "contingency plan" to handle unrest, have been followed by several employers in handling the wave of strikes which is at present gripping the Wadeville/Germiston area, sources said.

An employer source, who described the document as the "Seifsa plan", said it also advised employers to set a deadline for strikers by which they would have to return to work.

If they did not return, the company was advised to dismiss the men and to "assume that they have resigned", he said.

Seifsa's director, Mr Sam van Coller, confirmed yesterday that Seifsa had issued a document offering guidelines to members on handling industrial unrest.

He stressed, however, that no pressure was placed on member companies to follow them. They had been issued merely to advise employers, he said.

Mr Van Coller declined, however, to comment on details in the guidelines.

"At the time they were adopted, the committee handling the issue felt that it was a management document and that it should not

be distributed beyond our members," he added.

Informed sources said yesterday they believed other employer associations had also circulated guidelines to their members on strike-handling.

"After all, it would be surprising if they hadn't," a source said.

Most of the responses of Wadeville and Germiston metal companies to the strikes of the past 10 days have been consistent with the guidelines.

Those who have been willing to discuss workers' wage demands have indicated that they would only do so once strikers returned to work.

In cases where demands have centred around issues unconnected with wages, however, these have been resolved before workers returned.

Most employers have set deadlines to their striking workforce and have regarded them as having "resigned" if deadlines have not been honoured.

But some have re-employed their entire workforce after setting a second deadline, one withdrew its plans to fire workers and at least two have set about recruiting entirely new workforces.

In its industrial relations guidelines, Seifsa also advises employers not to bargain on wages outside the industrial council system.

In the present strike wave, only two employers have indicated to union representatives that they may be prepared to grant an increase outside the council system.

## Car chase ends in crash but 3 escape

Mail Reporter

**THREE** car thieves escaped on foot and a fourth was slightly wounded by police after a high speed car chase through Robertsham, Johannesburg, yesterday.

The chase began when police became suspicious of the men, and ended when the four crashed into a bus shelter on the corner of Xavier Street and Bentley Road, Robertsham.

The thieves broke into a car outside a Booysens printing shop yesterday morning.

The printing shop receptionist, Mrs A Penny of Ridgevale, heard a noise and ran outside to see the four driving her car away.

Later, by chance, police noticed the four men in the car, became suspicious and gave chase.

After the crash, the car sprang out and began running.

Police wounded one man who was arrested, and the other three escaped over a garden wall.

## skeleton?

(modern man)" said the skeleton was "encased in a like sediment which has to be removed very slowly. Until then we cannot make a decision."

Wendorf said the skeleton was found and taken to Cairo's Antiquities Museum on Monday for examination.

Kadry said that previously the oldest skeleton dug up in Egypt dated back 15,000 years.

Wendorf said his team was part of a prehistoric expedition that began in southern Egypt in January. The partners are the Polish Academy of Sciences and Egypt's Geological Survey Department. — UPI

## fends off ily by Nat MPs

was found that 10 times as many blacks as whites used Rissik station then the proportionate quota of available facilities should be made available to the various race groups.

"We will have to make a plan at Daan se Stasie," Mr Schoeman said.

When Mr Van der Merwe asked the Minister to re-instate apartheid signs at Rissik station he drew derogatory moans from both the Government and PFP benches.

During Mr Schoeman's reply Mr Harry Schwarz, MP for Yeoville, interjected several times to ask Mr Schoeman whether apartheid notices were necessary to avoid friction, but the Minister side-stepped the interjections. Mr Van der Merwe who

## Minister: No racism in SAA staff choice

**THE** Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday gave an assurance that there was absolutely no prejudice on the basis of race in the selection of cabin crew and air hostesses for South African Airways.

Selection was undertaken by an impartial panel and the requirements for acceptance of black, coloured and Asian candidates were exactly the same as for whites, he said in

## NRP call for probe

**THE** Minister of Transport, Mr Hendrik Schoeman, said yesterday he would investigate the issue of free rail passes.

He was reacting to a call by Mr George Bartlett (NRP, Amanzimtoti), during the committee stage of the Transport Services Appropriation Bill for a probe.

Mr Bartlett said figures for the 1978/79 financial year (the most recent available)

committee on the Transport Services budget.

When posts were advertised this year for cabin crew and air hostesses of all race groups, only 204 of the 830 white applicants were accepted while "with the best will in the world", only one out of 341 black and one out of 50 Asian applicants could be accommodated.

Of the 37 coloured applications received, six were accepted. — Sapa

showed that 56 643 first class mainline free passes were issued that year.

Estimating that three members of a family availed themselves each of a free pass, nearly 170 000 people travelled free in that time.

According to a memorandum on transport estimates issued by the Minister, only 337 000 long-distance train journeys were travelled during 1978/79, Mr Bartlett said. — Sapa

## Locals to run SWA rail

Political Staff

**SOUTH** Africa is training South West Africans to run their railways after independence, the Minister of Transport, Mr Hendrik Schoeman, told Parliament yesterday.

In the first indication of Government thinking on how the vital transport services will be kept operating, Mr Schoeman also said South Africa would be prepared to administer them either as an agent of the new government or for its own profit or loss.

He was replying to Mr Pierre Cronje, Progressive Federal Party MP for Greytown, who wanted to know what Government plans were to ensure SWA trans-

## Hendrik show rolling

**MR HENDRIK** Schoeman has always brought a personal touch to the presentation of his portfolio.

Anybody who can laugh from an agricultural debate possesses a rare political talent.

Now that Mr Schoeman is in charge of transport, could he put him on the spot and ask him to reply to the reading of the Transport Services Appropriation Bill, which charges R5 a seat?

On Wednesday the Minister Show got off to a start when he explained apartheid had nothing to do with train passenger losses.

"You could paint all people in South Africa the same colour," he cried.

"Light green," suggested a Nationalist colleague. "It doesn't matter colour," said Mr Schoeman.

# Britain to buy Trident system

LONDON — The Cabinet of the Prime Minister Mrs Margaret Thatcher yesterday approved a decision to buy the Trident 2 strategic nuclear missile system from the United States

The details of the new submarine-launched ballistic missile system were to be announced in Parliament by the Defence Secretary Mr John Nott yesterday

The system, costing at least R14 000-million, will form Britain's independent nuclear deterrent system into the next century

More than 60 missiles will be bought, to replace the submarine based Polaris missiles in the mid-1990s

Approval was virtually a formality since the decision already had been authorised by a special Cabinet sub-committee chaired by the Prime Minister

Mr Nott recently defended the proposed purchase by saying Britain needed the system in case the Nato Western Alliance collapsed over the next 40 years and Britain stood alone

Apart from the United States, Britain and France are the only members of the 15-nation Western Alliance to maintain independent nuclear deterrents

The four submarines that will carry the missiles will be built in Britain Mr Nott was expected to announce that component parts of the missile system will be built in Britain as well, offsetting some of the cost and creating badly needed jobs

Critics fear the cost could escalate dramatically, since the Trident 2 missile — with greater range than its predecessor and more possibility of penetrating Soviet defences — is still under development in the United States

The opposition Labour and Social Democratic parties have said they will scrap the system if voted into office in the next general election in 1984 Labourites say the multi-warheaded missiles will fuel the arms race

The Cabinet's decision brought an immediate reaction from the disarmament campaigners

"The peace movement will not rest until Trident in any

# Bosses discuss wave of strikes

By STEVEN FRIEDMAN  
Labour Reporter

METAL industry employers met yesterday to discuss the labour unrest in the Wadeville/Germiston area as news of four more work stoppages was received — bringing the total of reported strikes to 12 in the past 10 days

A spokesman for Fosatu's Metal and Allied Workers Union said yesterday the strikes showed that workers had no confidence in official industrial council negotiations

But the director of the Steel and Engineering Industries Federation, Mr Sam van Coller, said there were several factors at work

The strikes are almost all over wage demands

They coincide with annual wage negotiations at the metal industry's industrial council The wage talks have been postponed for a month

The clothing industry has also been hit by wage strikes

Yesterday reports were received of strikes at Hawker Siddeley Machines, Alumco, Buhler-Mag and Woltube

Two have been resolved while employers at the other two say they have dismissed workers and are recruiting new employees

Mr Van Coller confirmed that Seifsa had called a meeting of employers to discuss the unrest yesterday

But he said there was nothing unusual about this

"We hold numerous regional meetings and there was clearly a need for one on this issue"

Mr Van Coller acknowledged that the strikes were at least partly linked to what workers thought of the industrial council bargaining

But he added "A key factor is obviously inflation, which is hitting workers and employers alike.

"Clearly in times of inflation it is more difficult to make industry-wide agreements stuck, but we still believe industrial councils are the most suitable forum for both sides"

Indications yesterday were that much of the latest strike action was centred around Germiston South

At Woltube, a Metal and Allied Workers' Union spokesman said a three-day strike had ended yesterday This strike had been over wages, and calls for the dismissal of a security officer.

Some worker demands had been met, but management had not granted a pay increase, he said

At Hawker Siddeley Machines, a company spokesman said 113 workers who went on strike over wages had been fired The company was recruiting more people.

"The workers did not begin work on Tuesday and were given a Wednesday deadline to return," he said

At Alumco, in Wadeville, a management spokesman said all 45 black workers had gone on strike on Tuesday, but had been replaced.

At Buhler-Mag, a union spokesman said all 200 workers had been fired after a strike last week, and later all but 20 were taken back A company spokesman confirmed this

The union spokesman said the strikes showed that workers had no faith in the negotiations between Seifsa and the unions on the council.

He added that most employers had agreed to meet the union to discuss the unrest at their plants

Handwritten notes: 152, 12/3/82, and other scribbles.



AFTERMATH... This car was suspicious police. One man was

# Rain at long last

Africa Bureau

WINDHOEK.— The villagers of Rosh Pinah, near the diamond digging area of South West Africa's deep south, have had rain for the first time in seven years

SWA, which has had reasonable rains in some parts, had been facing its worst drought this century

When rain fell in Rosh Pinah on Wednesday there were celebrations not seen since the days when big diamond finds were made A whole 56mm fell

In some areas children had never seen rain

SO THE strikes neg to the plan sever ville/ Ag avers work

# Egypt's oldest skeleton?

CAIRO — An American expedition has unearthed a human skeleton believed to be the oldest found in Egypt, national antiquities director Mr Ahmed Kadry said yesterday

Dr Fred Wendorf leader of the expedition from the Southern Methodist University of

homo sapiens (modern man)" He said the skeleton was "encased in a concrete-like sediment which has to be removed very slowly Until then we cannot reach a decision"

Mr Wendorf said the skeleton was found and taken to Cairo's Antiquities

# Metal industry strikes spread on East Rand

Star 12/3/82  
152  
789  
140A

By Drew Forrest

Labour unrest in East Rand metal industries spread to Alrode at Alberton yesterday when 890 workers at a Barlow Rand subsidiary, Fuchs Electrical Industries, went on strike

The dispute based on wage demands was still unresolved this morning, and the management was reported to be talking to the work-

ers en masse

The management of the Hawker Siddeley plant in Wadeville, Germiston, today denied reports by the Metal and Allied Workers' Union (Mawu) of another strike there over wages

At the company's other East Rand plant, Hawker Siddeley Machines in Germiston, 115 strikers who were fired on Wednesday re-

fused to be paid off yesterday. They struck on Tuesday for a R1-an-hour increase. Some are Mawu members.

A management spokesman said the company was restaffing, and would judge each application for re-employment "on its merits"

At Woltube, Germiston, where 260 strikers returned to work yes-

terday, the management has contradicted Mawu claims that a white security guard had been dismissed after workers demanded this

"Workers' grievances are still being investigated" a spokesman said, and Mawu has at no stage been involved in the dispute"

Another 40 workers at Alumco Metal Industries in Wadeville were fired this week after

striking on Monday for a R1-an-hour increase

About 80 workers at Hollosec and 40 workers at EMES — both metal factories in Germiston — went back to work yesterday after striking on Wednesday over wages. Their demands were not met, though the Hollosec management said negotiations were going on with a works council

327 11A

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Neville Chadwick, and  
sentenced to nine  
years imprisonment  
and nine strokes each  
Neither Mr Leng-  
ene, who is still in  
South Africa nor the  
fourth man who was  
named as Paul Mok-  
gethe appeared in the  
trial

can agents on Feb-  
ruary 6 and demanded  
his return When he  
was interviewed in the  
presence of a South  
African police officer  
in Pretoria by the  
Botswana police com-  
missioner Mr Simon  
Hirschfeld Mr Leng-  
ene allegedly said he  
did not want to return  
to Botswana because  
he had been involved  
in criminal activity  
there

vice and Informatop  
Mr Daniel Kwelagobe  
told the National As-  
sembly in Gaborone  
that Mr Lengene's  
story was that he had  
gone to South Africa  
of his own free will and  
did not want to return  
to Botswana for fear  
of being harmed by his  
colleagues in the refu-  
gee community or be-  
ing arrested by the po-  
lice for crimes he has  
committed together  
with his colleagues in  
this country

### ABDUCTED

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The Botswana Gov-  
ernment earlier said  
Mr Lengene had been  
abducted from Bo-  
tswana by South Afri-

The Botswana  
Minister of Public Ser-

# Madness, songs trial ends

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When sentence was  
passed, Khotso who  
was clad in grey trous-  
ers, navy blue jacket  
and a black crewneck,  
showed no emotion  
Shortly afterwards he  
turned his face to the  
gallery with a smile

In a brief interview, a  
heartbroken Mrs Scat-  
tholo told The SOWE-  
TAN that she felt very  
hurt after learning that  
her son had been rear-  
rested pending investi-  
gations into further  
charges

'You know I have  
lived in anguish all these  
years and particularly  
after his arrest, and now  
this happens again when  
I thought at least every-  
thing was over

My son has taken his  
sentence bravely and for  
that I think I will get  
strength He believes in  
his conscience and I do  
not think he will be sat-  
isfied until the liberation  
of his people is  
achieved" she said

The co-accused Ma-  
sabata Loate, who was  
given a five-year jail  
term had also remained  
calm before and after  
the sentence was passed  
She was wearing a  
brown dress with a  
matching jersey and a  
black woollen hat

As the handful of peo-  
ple arose at the end of  
the trial, a woman in the  
gallery shouted 'Hamba  
kahle qhawe elihle'  
(Farewell brave hero)

Mrs Helen Ngakane,  
mother of Masabata  
was not in court when  
sentence was passed  
She said after she ar-  
rived later she was re-  
lieved that a harsher  
punishment had not  
been meted out - she  
had expected worse

Outside the court-

During the trial and  
afterwards tight secu-  
rity was visible all ar-  
ound the court build-  
ings Whites entering  
the building were scruti-  
nised but there were no  
incidents

## Another slaying

ONE murder and two  
cases of rape -- one in-  
volving a 67-year-old  
victim -- were among  
the incidents reported in  
Soweto yesterday

A knife was used in  
the murder and police  
have made one arrest in  
connection with the in-  
cident

In one incident of at-  
tempted murder a man  
was stabbed several  
times in a Moroka she-  
been after an argument  
The owner of the she-  
been produced a firearm  
and fired shots at the  
knife-wielding man hit-  
ting him in the right and  
left arms The man is  
still in Baragwanath  
Hospital

- Other incidents re-  
ported included

o Two robberies, in-  
cluding one incident in  
which muggers got away

## Sowetan Strikes

12/3/82  
Sweep

East (152)  
Rand (189)

By JOSHUA  
RABOROKO

A WAVF of labour un-  
rest swept through the  
East Rand this week  
with about 1 800 work-  
ers in the Germiston  
complex taking part in  
strike actions solely over  
pay increases

All these strike ac-  
tions came about amid  
deadlock discussions be-  
tween unions and em-  
ployers in the metal in-  
dustries annual Indus-  
trial Council negotiations  
which were postponed  
to April 14

About 500 workers  
employed by the Rand  
Scrap Iron and Metal  
Company yesterday  
joined the list of about  
nine companies which  
have been hit by strikes  
in the complex since the  
beginning of February

At Fuchsware, near  
Alberton some 800  
workers yesterday also  
stopped work demand-  
ing higher salaries

Rand Scrap's manag-  
ing director Mr Harry  
Katz said that 150 of  
the 500 workers were  
dismissed after they had  
refused to go back to  
work

Police were called to  
the scene to keep the si-  
tuation at the firm under  
surveillance where peo-  
ple were repeatedly  
throwing stones and pre-  
venting vehicles from  
entering or leaving the  
plant

About 800 workers at  
Fuchsware are on strike  
and the management  
said that negotiations  
were taking place The  
management refused to  
comment further on this  
issue but it is under-  
stood that workers are  
demanding higher  
wages

More than 100 black  
workers employed at  
Hawker Siddalecy  
Machines are on strike

but the management  
would not comment  
The workers demand a  
R1 increase in their  
hourly rates

At Wolfcube near  
Germiston some 260  
workers have gone on  
strike over a demand  
that a white security  
guard be dismissed A  
spokesman said the  
management was con-  
sidering their plight

At a small Germiston  
manufacturer of switch-  
gear contacts LMLS  
40 workers left their fac-  
tory yesterday after  
management had re-  
fused a R1 hourly in-  
crease Management re-  
fused to comment

This week police dis-  
persed workers outside  
the Fenscure firm near  
Germiston The workers  
had gone on strike after  
they had demanded a  
R2 hourly wage in-  
crease

SEUM (Lessons' Ster-Kinekor)  
ELL BROS present  
TAY and TOMORROW  
6 15 and 9 15 pm  
TAY 14th at 2 and 5 pm  
WEDNESDAY, WEDNESDAY and  
THURSDAY at 8.30 pm  
19th and SATURDAY 20th  
6 15 and 9 15 pm

# 890 still on strike at Fuchs factory

By Drew Forrest

The labour upheaval in the East Rand metal industries continued yesterday with nearly 900 workers at an Alberton factory staying on strike, and reports of a stoppage in Isando.

Two other disputes in the clothing industry were also reported.

At the Barlow Rand subsidiary, Fuchs Electrical Industries at Alrode, Alberton the strike over wages by 890 workers was unresolved late yesterday. The management said it had appealed for spokesmen to come forward, and hoped for a return to work after the weekend.

At Isando 150 workers at Automatic Plating — a company in the Dorbyl group —

returned to work yesterday after downing tools on Thursday over a wage demand.

There were talks with officials of the Metal and Allied Workers Union, (Mawu), but the demand was not met.

Brief stoppages yesterday were reported from two Johannesburg clothing factories — the RMB Dress Company and Suki Crawford. The Crawford management is understood to have granted its 35 workers a R3 a week increase.

According to the acting general secretary of the National Union of Clothing Workers, Miss Sarah Chitja, workers who struck the week at SA Weatherwear

Manufacturers in Mavfair returned to work on Wednesday after the management offered a R5-a-week production bonus.

The president of the Transvaal Clothing Manufacturers' Association, Mr Terence Kinneen, reacted strongly yesterday to union charges that clothing employers were 'clinging' to the terms of the current industrial agreement.

'How can the unions knock the agreement when they are signatories to it?'

A major West Rand milk supplier, Kumer, was hit by a strike by 85 delivermen yesterday — affecting some deliveries in Krugersdorp and Roodepoort.

stew  
13/3/82

(135)  
(184)  
(199)  
(186)  
(52)  
(407)

152

152 ~~USA~~ Mercury 13/3/82

# Work stoppage from misunderstanding'

**African Affairs Reporter**  
**THERE** was a work stoppage at Turnall Ltd in Jacobs yesterday because of a misunderstanding between the management and the workers who demanded to be recognised as members of SAAWU.  
 They claimed they did not go on strike but were locked out by the management who called the police to disperse them.  
 Last Wednesday the management agreed to meet organisers from SAAWU yesterday who were to present the ledger cards to the manager.

But before their union spokesman could come the workers were locked out and were told to collect their pay at noon. They refused to accept it on the grounds that they did not strike.  
 Mr G H Hampshire, works director, said the stoppage started on Wednesday involving some 480 employees. From then until Thursday night all production was at a standstill.  
 Management had addressed the employees on several occasions on Wednesday.

On Thursday employees arrived at work and many of them indicated their desire to start work but production did not commence.  
 Employees were advised that they should leave the factory.  
 Mr D I Ngcobo, Branch Chairman of SAAWU, said he regretted that Mr Hampshire had fired the workers although they had agreed with him to discuss the matter.

**Bridge**  
 AS AN experienced player you're used to playing very hot

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# Wage disputes spread to more factories

By STEVEN FRIEDMAN  
Labour Reporter

THE wage strikes which have gripped Wadeville and Germiston have spread to a plant in Alberton and one in Isando — and union sources said yesterday a large Wadeville factory had become the first to grant strikers an increase outside the official industrial council system

At least 15 companies have been hit by strikes on the East Rand in the past fortnight

A spokesman for Fosatt's Metal and Allied Workers

Union said yesterday McKechnie Brothers, the first Wadeville firm hit by a strike had agreed to a 12c an hour increase and a 2c an hour attendance bonus rise

The company's managing director, Mr Peter Murrough, was not available for comment

"It is only a small increase but it does show employers can move on wage demands without waiting for the industrial council," the MAWU spokesman said

At Fuchs Electrical Industries — a Barlow P and subsidiary — in Alrode, Alber-

ton, about 900 workers have been on strike since Thursday

Barlow Rand's industrial relations chief, Mr Reinald Hofmeyr said yesterday the strike was continuing. No formal demands had been made but 'at meetings with the workers there have been references to wage demands and dissatisfaction with the performance bonus'

Workers at Automatic Plating, Isando, staged a day-long sit-in demanding a R1 an hour increase, a company spokesman said. They agreed to return without their de-

mands being met after talks between company and MAWU officials, a union spokesman said later

Meanwhile a spokesman for Woltube — where a three-day strike ended yesterday — has denied union claims that workers agreed to return after some of their demands had been met

'The union was at no stage involved in the dispute and we did not accede to any demands. They returned after we said we would look into grievances and take action if they were justified. This we are doing,' he said

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# Court resolves union dispute

~~17/10/81~~ ~~17/10/81~~ (192) Mercury 13/3/82

## Court Reporter

A DISPUTE, which resulted in Supreme Court action, between the trade union for metal and allied workers and a Durban factory over the company's attitude to workers who had become union members, has been resolved.

An interim Court rule, which interdicted Mr H S J de Kok, managing director of Hendock (Pty) Ltd, from dismissing any or all of the 89 factory workers who had joined the Metal and Allied Workers' Union, was discharged when it came before Mr

Justice van Heerden in the Supreme Court, Durban.

The rule, which was issued on February 26, followed an application by the metal workers' union after a dispute between the local organiser, Miss Mary Ann Cullinan, and Mr de Kok.

In her application for a Court order, Miss Cullinan said during a telephone conversation with Mr de Kok she gained the impression that he was not aware of labour legislation reforms following the Wiehahn Commission

report and that he thought the union was not a lawful organisation.

She said about 80 percent of the factory's workers had joined the union and she believed that Mr de Kok intended dismissing workers who were union members.

In a replying affidavit Mr de Kok denied the suggestion and claimed that throughout the telephone conversation with Miss Cullinan she had adopted an aggressive attitude and virtually demanded access to his factory.



## Leyland dispute settled

Staff Reporter (152)

SETTLEMENT has been reached on a wage clause in a new agreement between Leyland management and the National Automobile and Allied Workers' Union, (Naawu)

The agreement has been approved by the Minister of Manpower Mr S P Botha

Leyland management declared a dispute when agreement could not be reached over the inclusion of a clause that would give workers the right to re-negotiate wages during June.

Mr Joe Forster, branch secretary of Naawu, said the workers had accepted the 30-cents-an-hour wage increase at the beginning of this year

"The minimum wage of R1,76 an hour is now going to be paid. The workers were prepared to hold out if the clause giving them the right to negotiate wages during June was not included in the agreement," he said

It was felt that if this clause were not added, Leyland could refuse to review wages in the middle of the year

Proposals were submitted by Naawu at the end of last year, and when no agreement was reached by the beginning of this year, Leyland declared a dispute, and applied for a conciliation board

Workers will be back-paid

# WORK STOPPAGES HIT FIVE NATAL COMPANIES

## Mercury Reporter

WORK stoppages were experienced by five companies in Natal yesterday as more than 1 200 workers downed tools in support of their demands.

The stoppages follow a wave of strikes on the East Rand which have affected 15 companies over the past two weeks.

At Tongaat Milling in Estcourt more than 150 workers continued to refuse to return to work until their demands had been met.

An official of the Fosatu-affiliated Sweet Food and Allied Workers Union said the workers downed tools on March 3 following claims of victimisation by a super-

visor. They returned to work when management agreed to investigate their complaints.

According to the official the workers were given till midday on Thursday to return to work failing this they were dismissed.

### Due to meet

The managing director of the company Mr W Q R Gibson could not be contacted late yesterday.

The labour officer of the KwaZulu Department of the Interior, Mr Z A Khanyile yesterday was due to meet both KwaZulu Shoe Company management and the 700 women workers who downed tools last week in support

of their demand for reinstatement of a fired shop steward and recognition of their union.

The results of the meeting were not known late yesterday. The company manager Mr Peter Bodovines was unavailable for comment.

Workers from the Henkel chemical plant at Prospecton near Durban gave Chemical Workers' Industrial Union officials permission to negotiate with management at a meeting early yesterday.

The workers, about half the workforce of the plant demanded firstly that they all be reinstated and then that management agree on their return to work to discuss wage shift and pension grievances.

An official of this Fosatu-affiliated union said late yesterday they had managed to get management to agree for the time being not to re-employ new workers while negotiations continued.

Mr M Rousouw Henkel's personnel officer said they did not want to put any undue pressure on the present situation while talks continued with the union.

Although a number of workers from Turnall Ltd in Jacobs had returned to work by yesterday a large group of workers met yesterday at the South African Allied Workers Union offices and claimed they had been 'locked out'.

About 480 workers had downed tools on Wednesday last week after a 'misunderstanding' between the management and workers who had demanded the recognition of their union.

Mr G H Hampshire works director said the employees had been invited to return to work on Friday and most of them had accepted the offer. None of them had been dismissed he said.

# Hammarsdale mill workers end stoppage

Mercury Reporter

ABOUT 600 workers from the Progress Knitting Mill at Hammarsdale returned to work yesterday after management agreed to re-employ 80 fellow workers who downed tools at the weekend.

The 600 workers downed tools on Tuesday after management had said they would only selectively re-employ the 80 workers

The 80 workers stopped work on Saturday after they had worked five days of 12-hour shifts because of the introduction of a new shift system, and had received R7 extra pay for the overtime

Yesterday morning when the workers arrived at the gates of the factory, a contingent of riot policemen was waiting on the road so they decided to enter the factory gates, according to union sources

Management representatives closed the gates when half the workers had entered the factory grounds and entreated them to return to work.

## Fired

They told the workers that the other 80 workers had been fired. The men still refused to return to work

Management then told workers they would discuss the issue with elected representatives of the workers

A committee of 12 workers met management and a settlement was reached when they agreed to re-employ the 80 workers

Mr P D Jacobson, Progress Knitting Mills' chief executive, said 'the dispute arose out of a misunderstanding concerning a new shift system which was introduced, after discussions with a union representative, which now has been accepted by the workers

'The discharged workers were given the opportunity of re-applying for their jobs on the same conditions as applied previously,' he said

## Refused

Meanwhile, at Tongaat Milling in Estcourt the 140 workers who last week downed tools following management's refusal to dismiss a supervisor who, they claim, victimised workers, still refused to return to work yesterday

According to an official of the Fosatu-affiliated Sweet, Food and Allied Workers' Union, they had refused to return because management had agreed only to selective re-employment.

The managing director of the company, Mr W O R Gibson, was not available for comment

KwaZulu Shoe Company entered its fourth day of work stoppage after about 700 workers downed tools following the dismissal of a shop steward. Workers have demanded recognition of the National Union of Textile Workers (NUTW)

## Meeting

The secretary for the KwaZulu Department of the Interior, Mr A M J van Rensburg, said yesterday a meeting between the labour officer of the department, management and workers was still being arranged

At a meeting with union officials this weekend. Dr

Frank Mdlalose, the KwaZulu Minister of the Interior, agreed to mediate between workers and management.

According to union officials management had agreed to meet the KwaZulu labour officer today but without workers. This had not been accepted by the department and they still were negotiating with management for workers to be present at the meeting

Mr Obed Zuma, the general secretary of NUTW said union officials had gone yesterday to Johannesburg to discuss the issue with the Canadian ambassador. The major shareholders in KwaZulu Shoe Company, Bata, has its head office in Canada

## Legal

He also said he would be calling a national executive committee meeting of the NUTW, which represents 13 500 workers countrywide, to discuss the possibility of declaring a legal strike at KwaZulu Shoe Company

At the Henkel chemical plant at Prospecton, the company had re-employed only 20 of the 160 dismissed workers, according to union sources

Last Tuesday 200 workers downed tools after a dispute over the company's pension fund. A number of workers had been re-employed at the end of the week.

Talks between the Chemical Workers' Industrial Union (CWIU) and management in an attempt to get management to rehire all the dismissed workers broke down on Tuesday

Meanwhile, at Colgate-Palmolive in Boksburg, the subject of a four-month strike and a consumer boycott last year, a wage settlement has been reached between management and the Fosatu-affiliated CWIU

According to the settlement, workers will receive a minimum of R1,95 an hour and this will be increased to R2,04 in November

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16/3/62

# Fuchs workers keep up strike

**Labour Reporter**  
ABOUT 900 workers at Fuchs Electrical Industries, a Barlow Rand subsidiary in Alrode, near Alberton, went into the third day of a strike yesterday.

But management sources reported that Wadeville and Germiston, hit by at least 16 strikes over the past fortnight, were "quiet" and that the action appeared to have "petered out".

A strike by about 85 drivers at the Kumeke Dairy in Krugersdorp has been settled, according to a company spokesman yesterday.

He said the strike followed a "misunderstanding" over a change from monthly to

weekly pay deductions. Workers returned after the new system was explained to them, he added.

At Fuchs, where workers struck on Thursday — apparently over wage demands — the entire workforce clocked in yesterday morning but stayed at their benches and refused to work, a Barlow Rand spokesman said.

Attempts by management to persuade workers to elect spokesmen had continued yesterday, he said, but "no one seems prepared to come forward".

Although the strike remained unresolved yesterday, "it seems clear that something will have to give today", the spokesman said.

# Isando <sup>152</sup> workers <sup>189</sup> in wage <sup>11/10/11</sup> dispute <sup>Stan 16/3/12</sup>

Labour Reporter

An Isando firm was the scene of yet another wage dispute yesterday.

About 150 workers at Fenner SA refused to start work yesterday morning after management declined to meet worker demands for a minimum hourly increase of R1 across the board.

A spokesman for the Fosatu-affiliated Meta and Allied Workers Union (MAWU) said the union was called in by workers yesterday to negotiate the dispute with management.

He said the company was unwilling to negotiate any increase until after the National Industrial Council's wage talks were reconvened next month.

Workers had agreed to return to work this morning and await the wage talks on April 14.

In another development on the East Rand a settlement was reached at the end of last week at McKechnie Brothers in Wadeville

And about 900 workers at Barlows Fuchs Electrical Industries in Alberton continued yesterday with their work stoppage. Management has called on workers to choose representatives to hold talks with the company.

## Unionists released

Three trade unionists detained in Johannesburg a fortnight ago under section 22 of the General Laws Amendment Act have been released.

The general secretary of the General and Allied Workers' Union, Mrs Mary Ntseke, was released from John Vorster Square last Wednesday. Two of her GAWU colleagues, Mr Elliot Shabangu and Mr Solly Pholotho, were freed on March 5.

Two other officials of the union, Mr Samson Ndou and Mrs Rita Ndzanga, are still being held under the Terrorism Act and are in their fourth month of detention without trial.

152 ~~187~~ 17/3/82  
**Back to work**

## at Fuchs *Sowetan*

By LEN MASEKO

ABOUT 900 workers at Fuchs Electrical Industries who last week went on strike over a wage dispute resumed work yesterday after electing representatives to hold negotiations with management.

The strike, which involved the entire workforce, had entered its fourth day when workers elected spokesmen to negotiate on their behalf. The company, a subsidiary of Barlow Rand, had earlier tried to persuade the workers to elect representatives.

Barlow Rand's personnel manager, Mr Dick Robb, who was said to be handling the matter, was not available for comment yesterday. But a management source confirmed that all the workers had gone back to work.

# Strike is halted as negotiations start

Labour Reporter

ABOUT 900 striking workers at Fuchs Electrical Industries at Alrode, near Alberton, returned to work yesterday after electing representatives to hold talks with management, a company spokesman said

Another strike, at Fenner (SA) in Isando, in which workers demanded a rand-an-hour increase, has also ended

Workers returned after management said it would not discuss a new increase until after Industrial Council negotiations

And at Henkel's strike-hit Durban plant, a spokesman for Fosatu's Chemical Workers' Industrial Union said negotiations aimed at securing the re-employment of work-

ers, fired after last week's strike, broke down yesterday

"A few workers have gone back, but management is using temporary labour only About 160 workers want their jobs back, but Henkel said it would take back only 38," the CWIU spokesman said He said the union had rejected this offer and that it would now seek to "put pressure on the company in other ways"

Henkel has not commented on the strike so far as its managing director is overseas

At Fuchs, a spokesman for Barlow Rand — which owns the plant — said management attempts to persuade workers to elect representatives to talk for them had succeeded yesterday morning

CALL TIMES 17/3/82  
~~Call Times~~ (152) (152)  
**Leyland: We did not agree to renegotiate**

Staff Reporter

A SETTLEMENT between Leyland management and the National Automobile and Allied Workers' Union (Naawu) did not include a clause allowing renegotiation of wages during June according to the managing director, Mr D Beck

He said "In January, after wage rates had been agreed, the union asked for a clause to be inserted in the agreement giving them the right to negotiate wage increases in June"

Mr Beck said Leyland had refused to accept the

addition of such a clause, declared a dispute and applied for a conciliation board, which was approved by the Minister of Manpower, M1 S P Botha

"At the beginning of last week, the union withdrew the clause and agreement was reached without the addition of it," Mr Beck said

Once the agreement had been signed with the union, Leyland had cancelled the application for a conciliation board, and wage increases would be implemented "as Leyland had been willing to do so several months ago"



The powerful Steel and Engineering Industries Federation has advised management in the strike-hit metal industries against the "over-hasty" use of ultimatums and "threatening language" when faced with labour unrest

# Seifsa gives advice on managing strikes

Confidential guidelines on dealing with labour unrest, issued by the Steel and Engineering Industries Federation (Seifsa), have been obtained by The Star. Circulated to companies employing about 440 000 workers, they are an important response to the metal industries' mounting labour troubles. DREW FORREST reports.

Although the thrust of the guidelines is to secure an early return to work, they appear to leave room for negotiation while a strike is in progress

The recommendations are contained in a confidential "contingency" plan for handling 11 n g labour unrest" which has been circulated to Seifsa's 3 500 members

return-to-work deadline if management decides a strike "should no longer be tolerated," it does not recommend this action

The guidelines are seen by black unions as an important response to the mounting challenge by metal workers to management in one of the toughest industrial sectors At least 15 strikes, mainly over wages, have hit East Rand metal industries in recent weeks

But it says that if an ultimatum is issued the company must stick to it "if it becomes necessary"

Colgate <sup>Strike 19/3/52</sup> wage ~~122~~ ~~120~~ <sup>122</sup> <sup>120</sup>  
dispute is settled

**Labour Reporter**

A wage settlement has been reached between management of Colgate-Palmolive in Boksburg and the Fosatu-affiliated Chemical Workers Industrial Union.

The wage negotiations went on for most of February, a consequence of the bitter four-month strike at the firm last year.

The February talks were the first negotia-

tions since the recognition agreement was signed last year.

Workers at Colgate-Palmolive will receive a minimum of R1 95 an hour in May and this will be increased to a minimum of R2 04 in November.

Other grades of workers will also receive the two-stage increases this year.

The union negotiated a five-day week.

# Trials of strength

FM 19/3/82

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Wits sociologist Eddie Webster has found significant differences between the work stoppages which occurred in the East Rand metal industry last year (*Current Affairs* December 11 1981) and the 20 stoppages that have taken place so far this year

"A rough distinction can be drawn between stoppages that function as a genuine trial of strength and those which are little more than a token demonstration," says Webster. He says demonstration stoppages were an important feature of labour conflict in the East Rand metal industry last year. This year's stoppages, however, "are now beginning to take on the characteristics of a trial of strength"

Some employers in the industry the FM spoke to agree with this analysis. They say the recent actions of the Metal and Allied Workers' Union (Mawu) amount to a well-orchestrated campaign for recognition. A key affiliate of the Federation of SA Trade Unions (Fosatu), Mawu has been growing rapidly in the past year and now claims a membership of more than 24 000.

Webster points out that this year's stoppages are longer — 2,5 days on average — compared with 1,75 days last year. In last year's stoppages, about 50% of the demands were for the reinstatement of dismissed workers. In most cases these demands were met in full. In this year's stoppages, only 20% have been met fully or in part. In most cases managements refused to negotiate, gave workers a deadline to return to work and selectively rehired those who did

## Major issue

This year the central demand in 18 of the 20 stoppages has been for an increase in minimum wages. Workers have been demanding increases of up to R2/hour more than the present industrial council (IC) hourly minimum of R1,13. They argue that because of inflation, they have had to work increasingly longer hours to maintain their wage levels.

Webster says the demand for wage increases developed into a major issue when employers refused to negotiate wages at plant level, insisting that the proper venue for wage talks was the IC.

Webster says Mawu had majority support of workers in only a third of the factories hit by stoppages this year. But in the course of the conflicts, its membership increased significantly. The union insists on plant-level wage bargaining and has turned down an invitation to attend this year's IC wage negotiations.

Established unions involved in these ne-

gotiations have demanded that workers should be paid a R2/hour minimum by the end of the year. Employers have rejected this demand and talks have been postponed until next month.



Wits' Webster . . . underlying causes

"But even if management were to concede these demands, this would miss the point," says Webster. "The underlying cause of the unprecedented number of stoppages in the metal industry is the limited scope for work-place bargaining. Where bargaining is highly centralised, as it is in the engineering industry, plant level grievances over the size of the national pay settlements can have an explosive effect on industrial relations. This was essentially the cause of unofficial strikes in engineering in Britain in the Sixties."

He believes a trial of strength can best be avoided if mechanisms are provided for a speedy resolution of conflict on the shop floor. Through choosing toughness, employers may now have the feeling of having regained control over a refractory workforce. But, says Webster, it will be a short-term victory.

Webster says some form of industry-wide bargaining may be inevitable. But he warns that employers would be wise to think more carefully about their response to the

demands put forward in the current stoppages. "The lesson of the past decade in the engineering industry is clear. Attempts to create and reproduce institutions that do not have the support of the majority of workers in the factory will surely fail."

Some affected employers agree. However, in interviews with the FM, they emphasised their fear that it will be a difficult, time-consuming task to create a collective bargaining system acceptable to all parties. They believe an increasing number of employers are realising that they have to negotiate with unions such as Mawu and may be willing to make compromises.

However, they ask: will both Mawu and the established white unions in the industry be willing to compromise as well?

# Blind workers reinstated in end to dispute

## Hostel fees

They were fired last month after striking in protest against increased hostel fees

On February 18 the director of the society was ordered by the Supreme Court to show cause on March 5 why an order should not be granted interdicting him and restraining him from ejecting the workers from Enduduzweni hostel in Umlazi

The temporary interdict to this effect was extended until yesterday when Mr Justice van Heerden discharged the rule

Among the terms of agreement reached out of court yesterday were an across the board increase in deductions of R1, and reinstatement of all but two of the workers

Any future disputes will be referred to the KwaZulu Minister of Health and Welfare

## African Affairs Reporter

THE dispute between the blind workers in Umlazi and the Natal African Blind Society was resolved yesterday when the society agreed to reinstate all the workers except two who will be allowed to remain at the hostel until the end of this month

The rest of the workers will resume work on Monday and new contracts will be signed on Tuesday in the presence of Mr C J Albertyn, a Durban attorney who has been acting on behalf of the workers since the dispute started

Mr Dumisani Zikalala and Mr Ephraim Jiyane, both instructors who have been retrenched by the society, have been given a grant of R35 a month and the society will try to find them accommodation and possibly employment

A spokesman for the blind workers said the society wanted to retrench eight workers but other workers had objected. He said they agreed to return to work because it had been discovered that they were not protected by the labour laws

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# Claim that company trying to 'break' union

*Mercury*  
*17/3/82*

*152*

**Mercury Reporter**  
THE Fosatu affiliated Chemical Workers Industrial Union involved in a dispute with Henkel Chemical Manufacturers has claimed that the company is trying to break their strength by refusing to re-employ all the 216 workers dismissed last week.

The workers were dismissed from the company's Prospecton plant after downing tools over three issues — dissatisfaction with wages, the company's pension scheme and the introduction of a new shift.

A spokesman for the union said yesterday that 163 of the dismissed workers had re-applied for employment.

'Management indicated that there were 38 vacancies, but so far only about 23 workers have been re-employed,' the spokesman said.

He said the main grievance voiced by workers was the de-

crease in the differentiation of wages between day workers and night workers.

Last year the difference in wages between day and shift workers of the same grade was 19 percent. Since the introduction of the new nine-hour 45-hour a week shift and the annual increase the differentiation is 10 percent, he said.

Mr P Rousseau, the personnel manager for Henkel's head office in Johannesburg, said yesterday that the whole package had changed and the 10 percent differentiation was in line with industrial norms.

Because new staff had been employed the Prospecton plant's labour force was nearly up to its full quota, he said.

Mr Rousseau confirmed the union's claim that all new staff were required to sign a contract agreeing to the new nine-hour shift.

Nine

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*D. Dispatch*  
19/3/82

EAST LONDON — Nine former employees of the S A Television Manufacturing Company in Wilsonia are suing the company for alleged wrongful and unlawful dismissal

The plaintiffs are demanding payment of amounts varying from R2 000 to R3 000

They allege that they were legally employed by the company up to February 9 last year when they were wrongfully and unlawfully dismissed

The registrar of the Supreme Court here confirmed that the summons had been issued

The names of the plaintiffs are N Jubati, N Nginase, N Skeweyiya, T Ntake, N Solaba, T Luthuli, Z Kwakwini, N Nodasa and T Nomela — DDR

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# Lay-offs trigger protest action

By STEVEN FRIEDMAN  
Labour Reporter

A WADEVILLE metal company, Flekser, has been hit by labour unrest over the retrenchment of three workers

A spokesman for Fosatu's Metal and Allied Workers Union said yesterday the workers had downed tools briefly on Thursday morning, demanding reinstatement of the men.

Yesterday afternoon workers gathered in the company canteen to discuss the issue and to demand action from management

Flekser, which employs about 200 workers at the plant, according to MAWU, declined comment on the unrest

The MAWU spokesman said workers suspected the three men had been "victimised" and that "this is not a retrenchment for economic reasons"

They had sent the union shop steward committee at the plant to negotiate with management

Management had said the three had not been retrenched "but were just being laid off for a month"

Workers had refused to accept this, he added, and had downed tools

Although they returned shortly afterwards, unrest had continued and workers had threatened further action if the men were not reinstated

This had culminated in yesterday's gathering

MAWU was attempting to arrange a meeting with the company to negotiate on the dispute, the spokesman said

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Week-old  
Mercury  
stoppage at  
shoe factory  
'to continue'

20/3/82

Mercury Reporter

ABOUT 200 KwaZulu Shoe Company workers have returned to work but the majority have decided to continue with the week-old stoppage, according to trade union sources

About 700 workers from this homeland industry at Loskop near Estcourt downed tools last week when one of the shop stewards was dismissed

They demanded his reinstatement and the recognition of the National Union of Textile Workers (NUTW)

This was the second stoppage that the company has experienced this year. Workers downed tools at the end of last month when a worker was dismissed, and they also had demanded recognition of the union.

An NUTW spokesman said workers who had returned to work had said that a notice was put up in the factory stating that no worker was allowed to become a member of the union

Mr Peter Bodovines, the managing director, was not available for comment

The spokesman said he had spoken to a Canadian Consulate official in Johannesburg who had said that they had been aware of Bata's Pinetown factory which they had been told conformed to the conditions and minimum wage requirements laid down by the Industrial Council of the Leather Industry

He said the consulate official had been unaware of the Loskop factory, in which Bata — whose head office is in Canada — had the majority shareholding

The union has claimed that wages at the factory were only a third of the minimum laid down by the industrial council

But because the factory falls within KwaZulu it does not fall within the ambit of the council

The official could not be contacted late yesterday because she had left for Swaziland

Meanwhile at Tongaat Milling Company in Estcourt most of the workers who had downed tools more than a week ago returned to work yesterday

An official of the Fosatu-affiliated Sweet Food and Allied Workers' Union said almost all the 150 workers had been re-employed — only 17 had been refused employment

The workers downed tools last week for the second time this month when the subject of their first strike, a supervisor, had not been dismissed. Workers had claimed victimisation by the supervisor

The union official said negotiations with management about the 17 workers and the supervisor would continue

The regional director of Tongaat Food South, Mr W Florence, said the 17 had not been re-employed because during the stoppage the firm had found it needed less labour

The Fosatu-affiliated Chemical Workers' Industrial Union (CWIU), which called for a consumer boycott during a four-month strike at Colgate/Palmolive in Boksburg last year, is considering a similar action against Henkel

About 250 workers downed tools on March 9 at Henkel chemical plant in Prospecton after dissatisfaction with wages, the company's pension scheme and the introduction of a new shift

Although all the dismissed workers applied for re-employment, only 75 of them have been reported to have been re-employed

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# Henkel faces trade threat over firings

By STEVEN FRIEDMAN and CHERYL VAN EYSSSEN

A SOUTH African chemical company, Henkel (SA), faces an international boycott of its products if talks between management and Fosatu's Chemical Workers Industrial Union break down tomorrow, according to the union.

A company spokesman yesterday refused to comment on the warning until after a meeting to discuss union demands for the reinstatement of 140 workers fired after a strike at Henkel's Durban plant this month.

The company initially fired 230 black workers but later re-employed 75, said the union. Of the rest, 140 wanted to be re-instated.

Previous talks on the reinstatement demand ended in deadlock.

Henkel (SA) is owned by the Rembrandt group and a German parent company.

A CWIU spokesman said at the weekend the union would call an international consumer boycott of Henkel products if the company refused to give in to union demands.

He said the 6-million member International Chemical and Energy Federation had undertaken to urge its members in the West to support the boycott.

He said CWIU would demand the workers' reinstatement and that Henkel agreed to negotiate workers' wages and not increase the working week by five hours.

CWIU has accused Henkel of unilaterally breaking off wage negotiations and planning to increase shift workers' hours.

A Henkel spokesman yesterday confirmed that company officials would meet union representatives tomorrow but would not comment on the company's position. "We would rather wait and see what happens at the meeting," he said.

He confirmed that some fired strikers had been re-employed and the rest replaced by temporary workers.

He said "All new workers are employed on a temporary probation period. There is nothing unusual about our replacing dismissed workers with temporary staff."

INDUSTRIAL COUNCIL				TRADE UNION PARTIES		EMPLOYER PARTIES			
Name	Area of Interest	Main Agreement	Period	Variations In	Name	Variations In Scope	Name	Variations In Scope	
<p>By STEVEN FRIEDMAN and CHERYL VAN EYSSSEN</p> <p>A SOUTH African chemical company, Henkel (SA), faces an international boycott of its products if talks between management and Fosatu's Chemical Workers Industrial Union break down tomorrow, according to the union.</p> <p>A company spokesman yesterday refused to comment on the warning until after a meeting to discuss union demands for the reinstatement of 140 workers fired after a strike at Henkel's Durban plant this month.</p> <p>The company initially fired 230 black workers but later re-employed 75, said the union. Of the rest, 140 wanted to be re-instated.</p> <p>Previous talks on the reinstatement demand ended in deadlock.</p> <p>Henkel (SA) is owned by the Rembrandt group and a German parent company.</p> <p>A CWIU spokesman said at the weekend the union would call an international consumer boycott of Henkel products if the company refused to give in to union demands.</p>				<p>He said the 6-million member International Chemical and Energy Federation had undertaken to urge its members in the West to support the boycott.</p> <p>He said CWIU would demand the workers' reinstatement and that Henkel agreed to negotiate workers' wages and not increase the working week by five hours.</p> <p>CWIU has accused Henkel of unilaterally breaking off wage negotiations and planning to increase shift workers' hours.</p> <p>A Henkel spokesman yesterday confirmed that company officials would meet union representatives tomorrow but would not comment on the company's position. "We would rather wait and see what happens at the meeting," he said.</p> <p>He confirmed that some fired strikers had been re-employed and the rest replaced by temporary workers.</p> <p>He said "All new workers are employed on a temporary probation period. There is nothing unusual about our replacing dismissed workers with temporary staff."</p>					

12011 23/3/82

# Bosses fear upsurge in worker unrest

By STEVEN FRIEDMAN  
Labour Reporter

A GROUNDSWELL of worker demands for wage increases is building up in the factories and townships — and drought in the rural areas is a major cause of the demands, says Fosatu's Metal and Allied Workers Union. Union and employer sources agree industry faces the threat of sustained worker unrest this year as wage demands mushroom and the economic downswing makes employers unwilling to grant increases.

MAWU's warning comes in a statement by its general secretary, Mr David Sibabe, in which he rejects employers' claims that the recent strike wave in Wadeville and Germiston was the work of "instigators".

Mr Sibabe says there have been more than 25 work stoppages in East and West Rand metal factories in the last two months, together with stoppages in Natal and "ex-

tensive" unrest in the garment industry.

But he denies the strikes are the work of "instigators". "Do employers really believe workers do not have grievances and never feel they want more money?" he asks.

The demands for increases are the result of grassroots pressure prompted by inflation, which he says has reached "record levels".

This pressure is eroding workers' spending power, at a time when companies made "record profits" in 1981.

He says the problem has been aggravated by drought in rural areas.

Many MAWU members are migrant workers, says Mr Sibabe. "Every member who spent his leave in the rural areas in December returned saying no planting was done because of lack of rain."

This meant that the rural areas, which depend for basic necessities on money sent back by migrant workers in

the cities, "are now completely dependent on this money".

This "is yet another burden on workers", he says.

Mr Sibabe says most metal employers have refused to grant increases, preferring to wait for the outcome of the industry's industrial council negotiations.

He warns them they are "sitting on the lid of a volcano" unless they agree to negotiate on pay directly with workers.

Meanwhile, a senior employer source said yesterday that industry could face a "gruelling year" in dealing with wage strikes.

"Workers' expectations have been raised by the growth of unionism and the calls for a R2 an hour wage.

"At the same time, we are clearly entering lean economic times and many employers will not be willing or able to pay," he said.

"It has all the seeds of confrontation and we will have to keep cool heads."

# Big 2 clash on labour, say unions

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23/3/82

By STEVEN FRIEDMAN  
Labour Reporter

A "MAJOR" dispute on labour issues between the country's two biggest industrial groups, Anglo American and Barlow Rand, erupted at a recent meeting of metal industry employers which decided to take a "hard line" against strikers, Fosatu's Metal and Allied Workers Union has claimed.

The union said Anglo proposed a "very hard line", while Barlow adopted "a more pragmatic approach"

It said the meeting — a regional Steel and Engineering Industries Federation (Seifsa) meeting held on the East Rand earlier this month — decided on a tough line against strikers and claimed companies were "taking production losses and stoppages to maintain the Seifsa/Anglo American ideological line"

Barlow declined to com-

ment yesterday but Anglo angrily rejected claims that it was unwilling to negotiate with workers. And Seifsa's director, Mr Sam van Coller, questioned the union's account of the meeting

In a statement yesterday, MAWU referred to a regional Seifsa meeting held on March 11 to discuss the Wadeville/Germiston strikes

It said it had learned that the meeting recommended that no talks should be held with workers on general pay increases outside the industry's industrial council negotiations — now in progress

It also charged that the meeting recommended a tactic to "break strikes and intimidate workers" by dismissing and then re-employing them

The union said Seifsa members were inviting unrest by "refusing to talk to their employees"

It added that the industrial council system was being "imposed" on black workers who had no belief at all in the system

Mr van Coller said yesterday the meeting had not "taken any resolutions" and was

"just an exchange of views"

But there had been a "consensus" that employers would continue with their "present view" that pay would be negotiated only on the council.

He said no firm decision had been taken on firing strikers

In a statement yesterday, Anglo said it "deplores wild-cat strikes", but added that Seifsa's strike guidelines "have at no time recommended a tactic to break strikes and intimidate workers by dismissing employees and then re-employing them" Anglo supported this fully, it said

Seifsa, it added, was fully committed to bargaining with unions representing metal workers. It had thus invited unions not on the industrial council to attend the current wage negotiations, but MAWU had declined

It had also begun talks with all metal unions to see whether the bargaining system should be changed. Discussions with Fosatu, to which MAWU belonged, were due shortly

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**Mawu warns bosses**

152

By Drew Forrest

The Metal and Allied Workers Union has warned employers in the strike-hit metal industries that they are "trying to put a lid on a volcano" by refusing to talk with their employees.

The union accuses the Steel and Engineering Industries Federation and the Anglo American Corporation of hard-line opposition to plant-level wage bargaining and says companies are suffering work-stoppages to maintain their ideological line.

Its statement follows

a wave of unrest mainly over wages in the Reef metal industries. Most affected firms have refused to discuss wages pending the Industrial Council talks.

Mawu claim that at a meeting on March 11 to discuss the strikes, Seifsa members opposed wage talks outside the council and urged the dismissal and re-employment of workers as a strike-breaking tactic.

It claims the meeting was marked by a major dispute between Anglo adopting a hard line and Barlow Rand, which "took a more pragmatic approach".

Taking issue with employers who blame "instigators", Mawu says the strikes occurred because workers need money — "no union has to tell them that". It added that the drought had increased the burden of metal workers, many of whom were migrants with families in the rural areas.

In response an Anglo spokesman said the corporation backed Seifsa in its discussions with the metal unions which aimed to see "if the present bargaining structures need revision in any respect".

"No fair-minded per-

son could describe this as a refusal to talk to employees", he said, adding that Anglo fully supported the Seifsa strike-handling guidelines which "at no time" recommended the dismissal and re-employment of strikers.

The spokesman said the corporation was convinced that separate bargaining with the different races would "heighten racial tensions".

"For this reason we are committed to a collective bargaining structure which will involve all represented employees" he said.

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**Fuchs strike  
brings wage  
increases**

The wage dispute by 890 workers at Fuchs Electrical Industries in Alberton has been settled with workers receiving wage increases.

The plant was recently shut down for three days as a result of the wage strike and talks were held after workers elected representatives to meet management

The Barlows group code of employment practices was implemented at the Fuchs subsidiary and adjustments were made to minimum wage rates, a Barlows spokesman said

joined in their fast by  
an Anglican Sister

150 lose

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their jobs

23/3/82  
Labour Reporter

About 150 workers at  
the Hawker Siddeley  
transformer plant in  
Wadeville lost their  
jobs yesterday over a  
dispute with ma-  
nagement about dismis-  
sals

Workers had protes-  
ted the dismissal of  
two of their colleagues  
and were also told to  
leave the plant a  
spokesman for the  
Metal and Allied  
Workers' Union  
(Mawu) said



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# Dispute over cause of strike

## Labour Reporter

WADEVILLE metal company Flekser, which fired its black workforce after a strike late last week said yesterday it was ready to re-employ the workers selectively and to hold discussions with a works committee

The Metal and Allied Workers Union said workers were refusing to re-apply for their jobs because they rejected selective re-employment and wanted Mawu to negotiate on their behalf

Mawu said the strikes were sparked off by the retrenchment of three workers. After worker approaches, management had said it was only laying them off for a

month, but workers did not accept this, the union said

However, Flekser said yesterday, workers initially stopped work after three workers were fired "after disciplinary action following refusal to work"

Representatives then asked for the three to be re-employed. They agreed they would remain suspended, that the works committee would discuss their positions and that workers would return to work, it said

But the next day workers again stopped work, insisting the three be re-employed

The workers were fired because "further talks would have been of no avail"

# Alberton production stopped

South African Breweries production plant in Alrode, Alberton, was hit by a work stoppage yesterday.

About 450 workers were involved in the dispute—the second to hit the industrial suburb in recent weeks.

An SAB spokesman said they were trying to ascertain the reason for the stoppage and planned to meet the plant's liaison committee.

The Food Beverage and Allied Workers Union has some membership at the plant.

# Chemical union threatens boycott

The trade union involved in last year's bitter Colgate-Palmolive dispute — the Fosatu-affiliated Chemical Workers' Industrial Union — is on the verge of launching a consumer boycott of another major chemical firm.

In a statement the CWIU said it would give Henkel SA in Durban a final opportunity to reconsider its position otherwise it would call for a boycott of the company's products from next Saturday.

It added that the 6 million-strong Interna-

tional Chemical and Energy Workers Federation (ICEF) had already pledged its support for an international boycott of Henkel products.

The boycott threatens from the recent strike by about 250 workers at the company which manufactures soap-powder, detergent and glue.

According to the union the company would not restate workers dismissed after the strike — which had been "forced" by management's consistent refusal to negotiate on

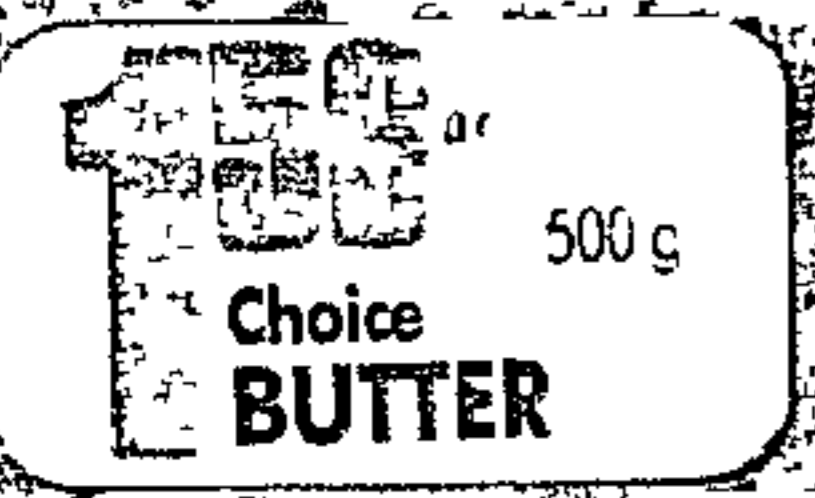
wages and other issues. Management comment could not be obtained.

The CWIU launched last year's much-publicised consumer boycott against one of Henkel's competitors Colgate-Palmolive in Boksburg.

Referring to that dispute the CWIU statement said Colgate had agreed to negotiate wages with the union only after the boycott was called.

It is understood that the CWIU has also asked the German trade unions to contact Henkel's parent company in Germany.

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		280 cm drop <b>READY TO HANG SPANISH CURTAINING</b>

# Hundred fired on the Reef

BY SELLO RABOTATHA

MORE than 400 workers were dismissed at two companies in Wadeville, Germiston, this week after they had gone on strike over the dismissal and retrenchment of their colleagues more than a week ago.

A spokesman for the Metal and Allied Workers Union (MAWU) a Fosatu affiliate said 160 workers were on strike at Hawker Siddeley Ltd over the dismissal of two of their colleagues on Friday last week.

Workers in their department downed tools in solidarity with the dismissed workers in the other departments were then told by management to follow their colleagues.

The spokesman said The company

recently laid eight operators off and replaced them with coloureds. The company's management told us they had lost faith in black workers and that they would not employ them any longer. Now the company has decided to lay the whole lot of them off.

Meanwhile 40 of the 240 workers at Flekser are also to lose their jobs according to the Mawu spokesman. Workers at Flekser had downed tools because of the retrenchment of three of their colleagues. The Mawu spokesman said management had told them they no longer trusted the workers.

He said Management at Flekser had earlier told the workers that they were being laid off for a month and also refused to negotiate with Mawu.

# SAB workers go on strike

152  
Sowetan  
26/3/82

THE entire workforce of 450 people at the Alberton branch of the South African Breweries (SAB) are on strike, demanding higher pay.

Workers at the plant told The SOWETAN they had for some time tried to negotiate wage increases with management and decided to take industrial action when their negotiations bore no fruits

The strike started on Wednesday when the 450 workers refused to carry out their duties until a "reasonable" settlement with management was reached

A spokesman for SAB said he hoped an agreement would be

## By WILLIE BOKALA

reached "We are still trying to establish the real cause of the strike and we are liaising with worker representatives

"We know that pay is one of the issues which led to the strike, but we

are trying to establish other things that could have contributed, because we do not believe it could be pay only

"We have a good liaison system which has dealt with strikes before and we hope the matter will be solved soon"

# Solidarity summit for trade unions

26/3/82 Sowetan  
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IN AN attempt to restore unity within trade union movements, black and non-racial trade unions are to hold a two-day summit in Johannesburg from April 24 to 25.

The summit will be the second following the one held in Cape Town last August, which was attended by leaders representing about 200 000 workers

Among the participants at the last summit were the General Workers' Union, Fosatu, the food and canning Workers unions, the Council of Unions of SA and the SA Allied Workers' Unions

## CRUCIAL TIME

The Johannesburg summit takes place during a "crucial time" in the history of trade unionism, when police action has been rigorous against many labour leaders

It follows the large-scale detention of labour members and the death in detention of a leading trade unionist, Dr Neil Aggett

Aggett's death has been cited by many leaders as an incentive among trade union members to seek a stronger bondage in the labour movement

## STOPPAGES

It also takes place following a wave

Most work stoppages last year were in reaction to plans for the compulsory preservation of pension benefits but since then most strikes have been for higher salaries and in protest over sacked colleagues, according to labour experts

According to union sources, the summit will pledge solidarity to resist contrary moves by the Government and will express opposition to the official bargaining system.

Some unions are competing among themselves to gain support from workers and pertinent issues involving matters of policy. In this regard it is important to note that some of the unions are registered while others are refusing to apply for registration

## COMMON AGREEMENT

Union sources say the summit will discuss the possibility of unions — both the black and non-racial ones — accepting each other and coming to a common agreement to stop competing against each other

Union sources maintain that it is vital that greater co-operation and harmony be created among the unions

This type of co-operation became conspicuous recently when union leaders jointly condemned the death in detention of Dr Aggett and the continued harassment by the Security Po-

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# Loskop shoe factory dispute to be discussed

## Mercury Reporter

THE KwaZulu Government has called the management of the KwaZulu Shoe Company to Ulundi to discuss the work stoppage at their Loskop factory, according to the Minister for the Interior, Dr Frank Mdlalose

The two-week stoppage started when about 700 workers from this KwaZulu homeland industry downed tools on March 12 following the dismissal of a shop steward. The majority of workers had returned to work earlier this week.

On the strength of the minister's statement which was broadcast on Radio Zulu on Thursday night at least half the workforce downed tools again, according to Mr Obed Zuma, the general secretary of the National Union of Textile Workers (NUTW)

He said about 200 workers attended a meeting at the Fosatu offices in Estcourt where it was reported that only 270 workers were at work yesterday

### All parties

This was the second stoppage experienced by the factory this year — last month the workers downed tools for a week over union recognition

During the first week of the stoppage, after KwaZulu Shoe Factory management had refused to negotiate with the union, Dr Mdlalose agreed to mediate in the dispute

Dr Mdlalose, in a statement released yesterday, said the Department of the Interior's chief labour officer, Mr Z A Khanyile, had attempted to organise a meeting between Chief Mazubuko, chief of the Loskop area, the workers and management, but had failed

Dr Mdlalose yesterday left with the Chief Minister, Mr Gatsha Buthelezi, for Germany so it was not known when the meeting at Ulundi would take place

Meanwhile, five workers from the Loskop factory appeared in the Estcourt Magistrate's Court yesterday. Two were charged with assault and all five have been charged with malicious damage to property

They were not asked to plead and will reappear in court on April 15

1100

# Henkel worker boycott looms

By SELLO  
RABOTHATA

THE Chemical Workers' Industrial Union (CWIU) has threatened to call for a boycott of Henkel products with effect from tomorrow if the company fails to reinstate fired workers.

The Fosatu Workers News, of which the CWIU is an affiliate, reported that Henkel workers in Durban stopped work on March 9 after Henkel management had unilaterally broken off negotiations with the CWIU. Workers at Henkel's Isando plant were considering taking similar action.

A statement released by CWIU yesterday said 'Henkel soap powder, detergent and glue manufacturers have refused to reinstate workers who were dismissed during the recent strike in Durban. The strike was forced by management's refusal to negotiate with the CWIU on a number of issues including wages and management's attempts to increase the working hours of shift workers.'

Henkel's consistent refusal to negotiate reached its logical conclusion when Wednesday's meeting between the CWIU and Henkel ended in deadlock. Henkel is known to be expanding its plant and making inroads into the detergent and soap powder markets at the expense of its competitors. The union believes this to be a direct result of its low wages and ruthless labour practices.

230 workers at Henkel had initially gone on strike and 75 of them were reinstated while 140 wanted to be reinstated. Henkel is one of the Rembrandt group of companies.

*Some fan 27/3/82*

From 50 others to take part in the finals of the Mod-  
Harding, Denae Wright and Millicent Mseleku

Picture: DANIE COETZER

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Mr Wilfred Venter. We  
to.

Picture ROBERT TSHABALALA

# errors Mr O via-to-be

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Africa, Mr Oppenhei-  
said  
DM was also financing  
first state-run multira-  
secondary school and  
so far given R5-million to  
project

# Woman drunk before death

DURBAN — A 59-year-old woman was naked and "horribly drunk" some hours before her husband allegedly stabbed her to death the Durban Regional Court heard yesterday.  
Mr Carl Pieter Gildenhuys, 62 has pleaded not guilty before Mr H A Steyn to a charge of culpable homicide arising from the death of Mrs Elizabeth Gildenhuys on January 12.  
The court was told Mr Gildenhuys defence was that he was too drunk to know what happened.  
Mrs Valerie Rae supervisor of Arlington flats where the couple lived said she had known the couple since September last year, and had often visited their flat.  
She went to the flat about 9am on January 12. Mr Gildenhuys was in underpants. Mrs Gildenhuys was sitting naked in the flat and was "horribly drunk".  
Mr Gildenhuys did not appear to be as drunk as his wife. He said they had been paid their pensions the day before. Both were heavy drinkers, Mrs Rae said.  
About 1.30pm, Mr Gildenhuys came to her office and asked her to phone an ambulance. He told her he had stabbed his wife.  
Mrs Rae did not really believe him and they went to the flat. She found Mrs Gildenhuys lying on the balcony. She was naked except for a nightdress over her shoulders.  
Mr Gildenhuys showed Mrs Rae a knife and said there had been an argument.  
Mrs Rae said he seemed normal and more sober than earlier.  
She had noticed no ill-feeling, the couple seemed to have a normal, happy relationship.  
The State pathologist who carried out the post mortem, Dr B J van Straaten, told the court he found two stab wounds, one of which had penetrated Mrs Gildenhuys' left lung.  
Mr Gildenhuys told the court he and his wife drank heavily the previous evening. When they woke on the morning of January 12, they began drinking again.  
He said he remembered there was an argument, but had no recollection of stabbing his wife.  
The case is continuing — Sapa

Further notice  
Last night's departure for Bulawayo was still to be 6pm, but there would be a 3½ to 4-hour wait in Bulawayo. Return journeys from Johannesburg would also be delayed — Sapa

# Rembrandt refuses request by union

By STEVEN FRIEDMAN  
Labour Reporter  
DR ANTON Rupert's Rembrandt Group this week rejected a request by a union that the group intervene in a dispute at Henkel which faces a world-wide consumer boycott from today.  
In a telex message to Fosatis Chemical Workers Industrial Union, Dr Rupert's personal assistant Mr J H Groeneveld said Rembrandt was not involved in the management of Henkel.  
The CWIU had called on senior Rembrandt officials to attend talks between it and Henkel on Wednesday because the group had a stake in Henkel.  
The talks, over the reinstatement of workers fired after a strike at Henkel's Durban plant ended in deadlock and the union is to call a boycott of the company's products.  
The 6 000 000-member International Chemical and Energy Workers' Federation has pledged support for the boycott.  
Mr Groeneveld yesterday released an extract from a telex message to the CWIU responding to its request for senior Rembrandt men to intervene.  
"I wish to advise that Henkel is not a subsidiary of Rembrandt, which has only an investment interest in Henkel. Rembrandt has no representative on the board of Henkel and does not participate in management of Henkel."  
Earlier this week the union said it would implement its boycott unless worker demands were met by today.

# Arrest warrant out for SAR sergeant

By MIKE LOUW  
A WARRANT for the arrest of a South African Railways policeman was issued by a Johannesburg Regional Court magistrate yesterday.  
Detective-Sergeant Daniel Gabela, 23, failed to appear before Mr A H Barlow on charges of theft of a vehicle, forgery and driving without a licence.  
He had pleaded not guilty to all charges at a previous hearing.  
The State alleges that he stole a van, forged it's Third Party disc and drove it without having a driver's licence.  
The offences were alleged to have been committed between September and October last year. Sergeant Gabela had earlier been allowed R500 bail.

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# Sugar workers lose battle over ejection

*Mercury*  
27/3/82  
Pietermaritzburg  
Bureau

MORE than 200 former Dalton sugar workers yesterday lost their year-long battle for the right to return to company accommodation from which they were ejected after a strike last year.

Mr Justice Booyesen, in a reserved judgment of 96 pages handed down in the Supreme Court, Pietermaritzburg, yesterday, concluded that the men's employers, the Union Co-operative Bark and Sugar Company, had acted legally when they ejected the workforce from the area after warning them they would be charged with trespassing if they did not leave the single and married quarters of the firm.

## Warned

The Judge said it was common cause that the work stoppage began on March 31 last year after the men had alleged they should be paid in lieu of free rations that the company were withdrawing.

They had been warned that if they did not return to work by 2 p.m. on April 2 they would be regarded as trespassers and prosecuted.

The Judge rejected claims that the men had been escorted into the company premises by armed police so they could collect their belongings, and criticised several witnesses including the former secretary general of the Federation of South African Trade Unions, Mr Alec Erwin.

## Intelligent

Mr Justice Booyesen found that witnesses called by the company were honest and reliable, but found that four witnesses who gave the workers' account were untruthful.

The men 'considered how to answer questions to best suit their own and the union's interests.'

'Erwin is obviously an intelligent man who is dedicated to his work.'

'In his case I had the uncomfortable feeling that he was so convinced of the just cause that he was espousing that he would be prepared to colour his evidence.'

## Choice

'He seemed to be arguing a case rather than be concerned with giving a true and correct version of the facts.'

'He appeared when giving his evidence not to be telling the whole truth,' the Judge concluded.

The workers, given the choice of working without their demands being met or being dismissed and arrested for trespass had elected to do the latter, Mr Justice Booyesen said.

He rejected Mr Erwin's evidence on a request to the management for the workers to be allowed to stay overnight.

The applicants should bear the costs of the hearing, he ordered.



FROM 29/3/52

# Union calls for boycott of Henkel

Mail Correspondent

DURBAN — The Chemical Workers' Industrial Union has called for a total boycott from today of all products manufactured by Henkel South Africa

Thousands of pamphlets were distributed in Durban's townships at the weekend calling on the community to support the boycott

The pamphlet said Henkel SA had refused to negotiate working conditions with representatives from CWIU a Fosatu affiliate

As a result, workers were provoked into downing tools, the pamphlet said

The company had undertaken to negotiate wage increases with the CWIU, but later awarded increases unilaterally, breaking its earlier promise, it was claimed

The company had also refused to pay its workers their pension contribution for 1981

The managing director of Henkel, Mr C Abrams, said yesterday he was not aware of the boycott

He declined to comment

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# Protest strike at Sappi

192  
29/12/82

Tensions were high today after about 1200 workers went on strike at South African Pulp and Paper Industry's Tugela plant over the arrest of two fellow-workers at the weekend.

Several shifts did not report for work last night and this morning Management said that operations were continuing with a skeleton staff.

The two men who were arrested were apparently members of a vigilante group operating in the nearby township of Sundumbile. The strikers have demanded their release.

A union official said that the arrested men had been involved in a dispute about canteen facilities.

Workers in the neighbouring Isithebe area also stayed away, possibly in sympathy with the strikers and their demands.

Police are reported to be present throughout the area in a bid to disperse roving groups of workers.

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Ladies' Suits ..... **R59,99**  
Ladies' Suits .....

adies' Dresses ..... **R14,99**

adies' Georgette  
ises ..... **R8,99**

adies' Georgette **R14,00**



# Tension at Natal pulp mill strike

Argus Correspondent 152

DURBAN. — Tension was high early today after some 1 200 workers went on strike at Sappi's large Tugela pulp and paper plant in Natal over the arrest of two of their colleagues by police at the weekend for alleged assault

## Province win game fishing

WESTERN PROVINCE were declared winners of the Cape Town international game fishing competition when bad weather on Friday stopped boats from going out and forced the final placings to be taken on the overnight positions

World champions Austria finished ninth of 13 teams which took part in the event which started on Tuesday and saw more than 2 500 long fin and yellow fin tunny boated

Most fish were caught 10 to 15 miles off Hout Bay, but late on Thursday boats found shoals of tunny massed two or three miles off the Sentinel

The outstanding catch was made by Dan Clark of Griquas who caught a 14 kg long fin on six kg breaking-strain line — bettering the world record for its class by nearly two kg

Clark was fishing from Jannie Niewoudt's skiboat Nimrod and made his catch about 12 miles west of Hout Bay

Competitors were restricted to using a maximum of 20 kg breaking strain line

Final placings: Western Province (30 334 pt), Border (25 550), Natal (23 362), Eastern Transvaal (21 900), Southern Cape (17 625), Western Transvaal (16 555), Eastern Province (15 815), Southern Transvaal (15 512), Austria (12 912), Griquas (12 762) and Transvaal (11 987).

The organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union, Mrs Pat Horn said workers' dissatisfaction at the Sappi plant over the food, and disputes over alternate pay arrangements, instead of continuing with the canteen facilities, came to a head last Friday when one of the workers was allegedly assaulted for breaking the boycott by accepting food.

### BOYCOTT

'For two weeks the workers have been boycotting the food because they complained of the poor quality. They demanded they be paid an extra 30c an hour instead of continuing with the canteen facilities.

'One of the workers apparently reneged against this protest and was allegedly assaulted,' Mrs Horn said

'Two of the workers are believed to have been arrested in connection with the incident' and when their colleagues offered to bail them out, this request was allegedly not granted

### ANGFR

'The refusal is believed to have angered the workers who decided to demonstrate by not going to work.'

Mrs Horn, whose union is recognised by Sappi, said a spokesman for the plant confirmed the stay-away of 'whole shifts'

The mill manager, Mr B A Chamberlain, was not available for comment, but his secretary said a statement would be issued later

The chairman of the African Workers' Association, Mr Tzie Khumalo, whose members are recognised at the T and C chemical factory at Isithebe, said some of the workers at this plant had also joined the stayaway.

## BA jumbo arrives

30/3/82  
152 Thousand Strikes Q 61510-511  
482 Dr A L BORAINÉ asked the Minister of National Education

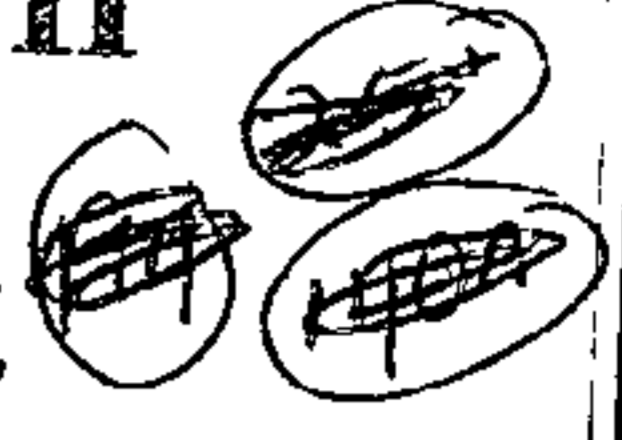
How many Black workers were (a) charged with and (b) convicted of illegal strikes and related conduct in 1981?

# Dozens arrested in paper mill unrest

stau

152

30/3/82



### Labour Reporter

Police were reported to have arrested dozens of people and used tear-gas in the Mandini area in Natal yesterday as the effects of the strike at the large Sappi pulp and paper plant continued to spread throughout the region.

About 1200 workers went on strike at the Sappi plant yesterday morning, demanding that police release two of their colleagues arrested at the weekend for their alleged involvement in a vigilante group

Other plants in the area also reported absenteeism and police went to nearby Sundumbile township to settle unrest

Planned talks between Sappi and shop stewards of the Fosatu-affiliated Paper, Wood and Allied Workers' Union never started as the union called its members away from the plant

In a statement, Sappi management said they were willing to hold talks with the union, which is recognised at Sappi but were unable to influence the police about the release of

the two workers

The basis of the dispute appears to lie in worker demands to shut down canteen facilities and instead receive extra wages in its place

According to union sources, a worker who broke the canteen boycott was assaulted by the other two men who were subsequently arrested

There are 1600 black workers at the Sappi plant out of a work force of 2250. The plant's general manager, Mr Bernard Chamberlain, said operations were continuing with a skeleton staff

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demands and expectations of individuals as well as society at large. Although South Africa was Western orientated,

being pressurized by outside forces, but with a view to the improvement of existing conditions in accordance with our own

of the many positive facets to the South African scene today.

Mr Schlebusch added "An example of the determination to bring about peaceful and democratic change as far as it may be necessary, can clearly be seen in the establishment of the President's Council in 1980."

#### Public interest

He pointed out that the PC's function was not only to advise the State President at his request, on matters referred to the PC but also to advise on any matter which in its (the PC's) opinion was of public interest.

"The establishment of the PC is a unique and sincere attempt to promote co-operation, consultation and negotiations among the various population groups in the Republic."

"Although the President's Council is obviously not part of the decision-making machinery of the South African Parliament, it is clear that the council will for some time to come, play an important role in determining the history of the country by way of its recommendations." Mr Schlebusch said.

CAPE Times 30/3/82

## Riot police use teargas on strikers

Own Correspondent

DURBAN — More than 500 striking workers were dispersed by riot police using teargas at Mandini near here yesterday.

Workers from the South African Paper and Pulp Industries' largest mill had congregated outside a supermarket close to their township.

Riot police fired teargas when workers failed to disperse, workers said later.

A union shop steward said workers then tried to gather in the square of the Sundumbili township but were again dispersed by police.

Workers from the Sappi Tugela Mill downed tools at midnight demanding the release of two colleagues detained by

police in connection with alleged assaults.

A large number of workers from the nearby Isethebe industrial area stopped work in sympathy with the Sappi workers.

A shop steward said the strike stemmed from a dispute with management over the quality of food in the canteen.

He said workers had been boycotting the canteen for two weeks and the alleged assault had taken place after a worker had broken this boycott.

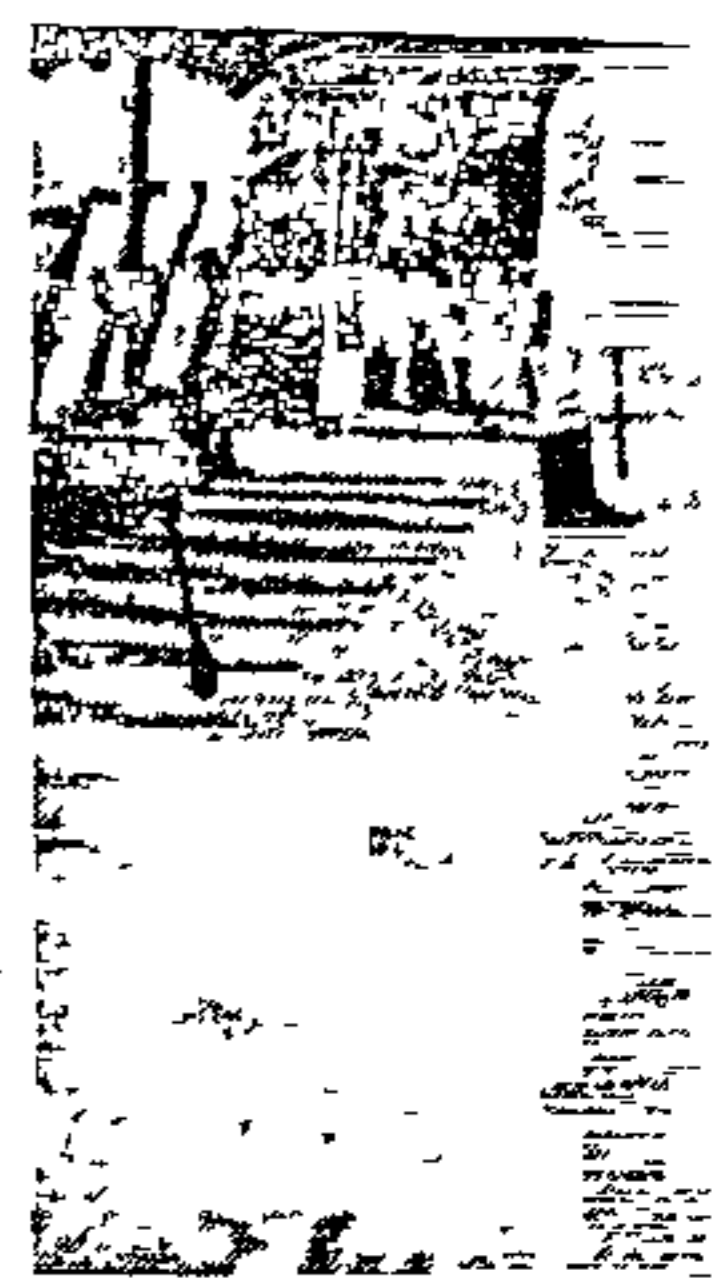
The workers claim the assaulted man was persuaded by a Sappi security officer to lay charges.

Two men are to appear in the Inyoli Magistrate's Court today.

A spokesman for the mill said they were prepared to sit down with worker representatives at any time to bring about a return to work.

A statement issued by the union said "By allowing the police to take control, Sappi management have allowed things to escalate to the scale which has been reached."

"We feel Sappi management could have done much to keep the police out of the situation and thus keep the issue as one between themselves and their employees."



Admiral Edwards, in the final few seconds...

## Swapo testify US co

From JOHN MATISSE — WASHINGTON — Lutheran pastor in northern SWA/Namibia had recruited people for Swapo, a captured former SWA insurgent told the United States Senate's Democratic sub-committee on security and terrorism.

Mr Emanuel Hashiko, 27, said Pastor Jesaja Hongo of the Elok Lutheran Church in Fd had told him Swapo was a good organization.

Mr Hashiko said he had joined SWA/Namibia to further his education which he suffered because of overcrowding at schools and influence of his past and Freedom Radio broadcast from Lusaka had made him decide to join Swapo and further his education. Once in Angola, Swapo officials had said the organization "had no time for a democratic education — only military training."

#### Contact

On a mission to SWA/Namibia in February 1980 there was a "contact" with the South African security forces, which Mr Hashiko was wounded in both the hand and captured.

Mr Hashiko and Dickson Namolo, 25, testified at the first day of hearings on SWA/Namibia held by Senator Jimiah Denton.

Mr Namolo said he had joined SWA/Namibia to receive an education, but agreed to military training at a Swapo base at Okavango in Angola near the Zambian border.

His group infiltrated...

New mo

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From page 1

that province from throwing in their lot with the newly-formed Conservative Party.

A press statement issued last night by the Prime Minister's Office, was couched in euphemisms in an obvious bid to play down the significance of the event. "It is part of the tradition of the NP to call a federal congress from time to time to provide the provincial congresses with information as well as recommendations on matters of national interest."

"In the same way congresses were held in 1938, 1941, 1945, 1960 and 1964," the statement said. At the 1938 congress the race question came under the national spotlight for the first time and in 1960 Dr Hendrik Verwoerd called a federal congress to seek party unity on the declaration of a republic.

#### Big clout

According to sources the four provincial head committees have not conferred the powers of binding decisions on the Bloemfontein congress. However, any recommendations passed by the congress will carry enormous clout and would give Mr Botha a mighty stick to hold over a potentially obstructionist Transvaal congress.

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# Minister pays out R9 595 in claims

RDM 30/3/82 (152)

**Mail Reporters**

**THE MINISTER** of Police yesterday agreed in an out-of-court settlement to pay a total of R9 595 in damages to 33 Boksburg black workers who alleged they were assaulted by police after a strike in the town in 1980.

The workers' union the Metal and Allied Workers Union yesterday hailed the settlement and said it hoped that it will discourage

police interference in industrial relations.

The outcome, it said, had confirmed the union's view that "the State should have no role to play" in labour relations.

The settlement came after 40 workers had sued the Minister for a total of R60 000, a claim which had led to a lengthy hearing in the Boksburg Magistrate's Court.

They alleged they were assaulted after 50 workers were arrested for striking at Rely Precision Castings, a

Boksburg metal firm in May 1980. All were later convicted of striking.

At a previous hearing a worker Mr Sampson Mahlanga told the court a policeman ordered him to dance in the charge office.

Workers alleged they were hit with batons by police after being arrested and taken to Boksburg police station.

Yesterday, the magistrate, Mr A Badenhorst, awarded damages with costs to 33 of

the workers. Their attorney Mr Halton Cheadle told the court seven of the men did not turn up yesterday morning and their claims were withdrawn.

The highest claim awarded was R750 to Mr Mbongeni Mobeia while R500 each was awarded to three workers, R400 to six and R215 each to 23 of them.

The Minister who contested the action was represented by Mr M H Kirchner of the State Attorney's office.

# Unrest hits Natal areas

By STEVEN FRIEDMAN  
Labour Reporter

LABOUR unrest hit the northern Natal and KwaZulu areas of Mandini and Isethebe yesterday as 1 600 workers downed tools at the Sappi plant in Mandini and there was a widespread stay-away at plants in Isethebe

Police dispersed a meeting of strikers at a Mandini supermarket and then dispersed another gathering in the nearby Sundumbili township. Police baton charged workers at the township gathering and workers responded by throwing stones at police, the Rand Daily Mail Durban correspondent reports.

It could not be established how widespread the stay-away had been in Isethebe, but Sapa reports that stoppages were widespread and sources in the area say most factories appear to have

been affected

The Mail Durban correspondent reports that a security police spokesman said a KwaZulu Government official was in the area attempting to intervene. He declined to comment on reports of clashes between strikers and police.

A representative of Fosatus Paper, Wood and Allied Workers Union — which is recognised at Sappi — said the strike followed a boycott of canteen food by Sappi workers.

They had complained about the food and were negotiating with management for a pay rise in exchange for the food.

Matters came to a head when a worker defied the boycott and ate in the canteen. He was assaulted by two members of a vigilante committee in the township.

The two men had been arrested and workers were demanding that Sappi secure their release. They were refusing to return until the men were released.

The whole thing has developed into a community issue. The vigilante committee is popular in the township and this is why the workers in Isethebe are staying away until they are released, the union spokesman said.

"Management are negotiating with our shop stewards but there is no prospect of a settlement until they are released."

But Sappi has denied that the incident stems from the canteen boycott.

A statement issued by the company yesterday said management was attempting to get talks under way with PWAU shop stewards.

"We're willing to sit down with the stewards at any time in order to sort out a solution," the general manager of the company's Tugela plant, Mr Bernard Chamberlin, said.

Mr Chamberlin said none of the alleged assaults took place on Sappi property.



# alled union s Fosatu

where there is a serious lack of democracy. This policy kills autonomy of affiliates. Some affiliates become so dependent on Fosatu that they dare not criticise any wrong they see for fear of being kicked out.

"They find themselves in a position identical to that of parallel unions. We refused to comply with this policy as such, but have always assisted other unions whenever requested."

Mr Nkabinde said that some white academic in Fosatu advocated a salary of R250 per month for Fosatu employees. EAWU rejected this because we knew that they had other sources of income, which the blacks did not have.

EAWU believed those low salaries were deliberately designed to discourage the capable and well educated blacks from taking an interest in the organisation.

"Some blacks in Fosatu were sold on this cheap labour idea and were convinced that by merely being committed to the worker struggle one would be able to meet all the ever increasing food transport and rental costs."

He believed that one day more blacks would realise the need for co-operation.

Mr Nkabinde said that EAWU also believed that problems in Fosatu emanated from the fact that when the federation was formed it was composed of strong and weak unions.

Instead of assisting the weak union the strong unions wanted to dictate terms to them and undermine their autonomy.

# estics fight

# Minister pays out assaulted workers

THIRTY three of the 40 Boksburg factory workers, who were claiming R60 000 damages from the Minister of Police for alleged police assault after a strike, were yesterday granted a total of R9 595 in an out of court settlement

By MZIKAYISE EDMOND

The settlement took about five minutes in the Boksburg magistrate's court chambers before Mr A Badenhorst. The workers were represented by Mr H Cheadle and the Minister was represented by Mr M H Kirchner from the State Attorney's offices.

The men, all members of the Metal and Allied Workers' Union, were each claiming R1 500 or a total of R60 000 damages from the Minister. They had claimed that after they were arrested on May

26, 1980, after a strike at Rely Precision Tools in Commissioner Street, Boksburg, where they were employed, they were assaulted with batons on their arrival at Boksburg police station.

According to the settlement 23 of the workers received R215 each, another three will receive R500 each, six others will receive R400 each and one worker will receive R750. The Minister also agreed to

pay court costs.

Mr Cheadle said seven of the workers did not attend the previous hearing on the civil case and, as a result, he had no alternative but to withdraw their case because their whereabouts were not known.

After their arrest in 1980, the workers appeared in court where they were charged with holding an illegal strike and were all fined R60

each which was paid by their union.

After the settlement was announced there were shouts of 'Amandla' from the men who were standing outside the court.

Mr Cheadle said in an interview that he was satisfied with the outcome of the civil case and the settlement.

A spokesman for the men, Mr Elfes Nhleko said it was a victory for the workers and that he was happy that they had won their case. He also called on the police to stop assaulting workers when they are on a strike.

# Water meter row brews

By LEN MASEKO

THE SOWETO Council is to install water meters in all homes — including those rented — within the next few years.

Already scores of residents who had their houses installed with the meters last year are complaining of high bills. Some have received bills ranging from R58 to R89 for last month's water consumption.

Some residents living in rented houses said council officials had told them that the meters were being installed for experimental reasons and that they would be removed in the near future.

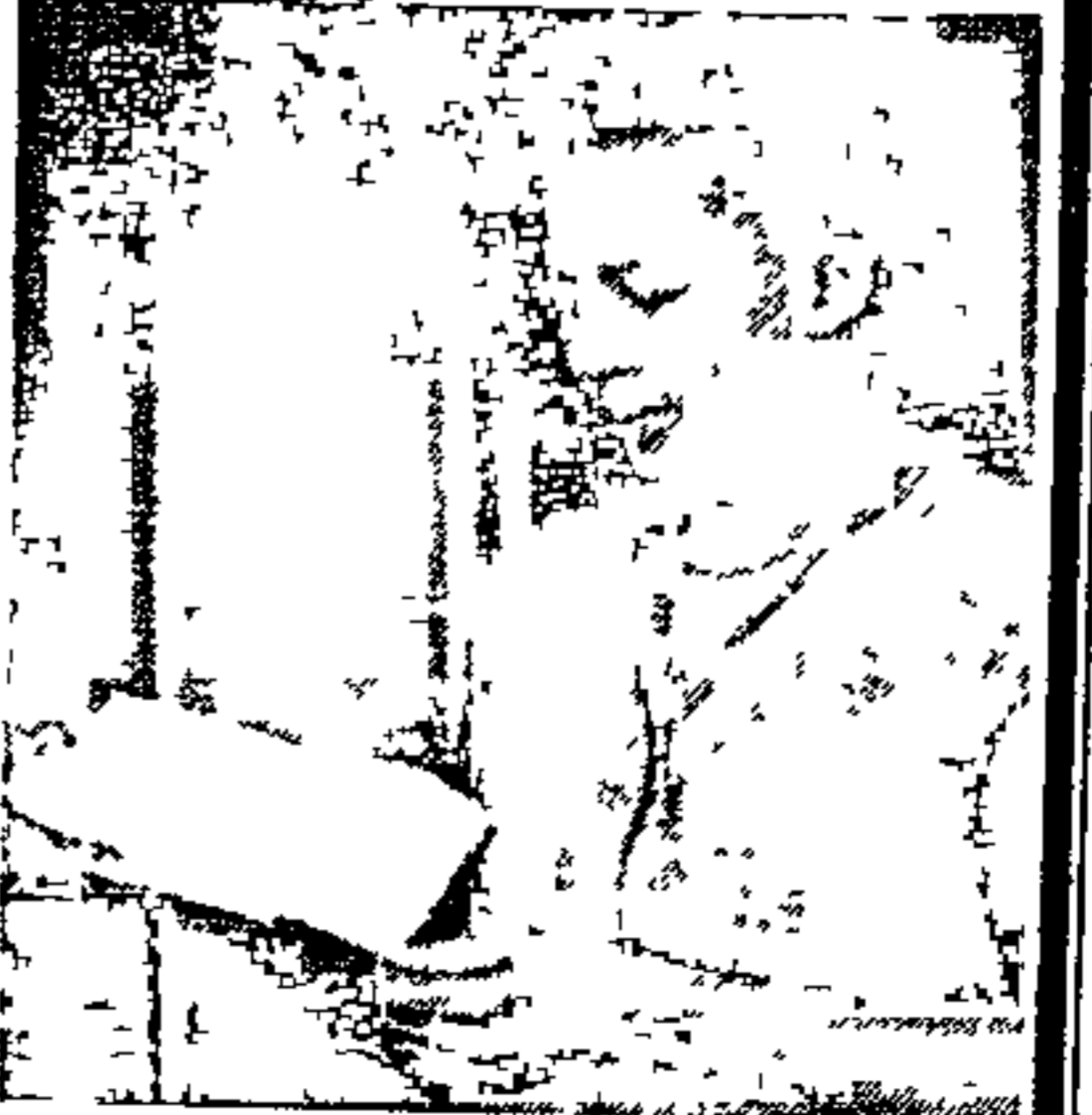
But Mr J G Jacobs the council's deputy chief executive officer told The SOWETAN yesterday that his council was working towards installing water meters in all homes in the townships 'regardless of whether they are rented or bought under the 99-year-leasehold scheme.'

'We are trying to make every resident pay for the water he is consuming. It's unfair on the part of the residents who are using water sparingly if they have to be charged the same amount.'

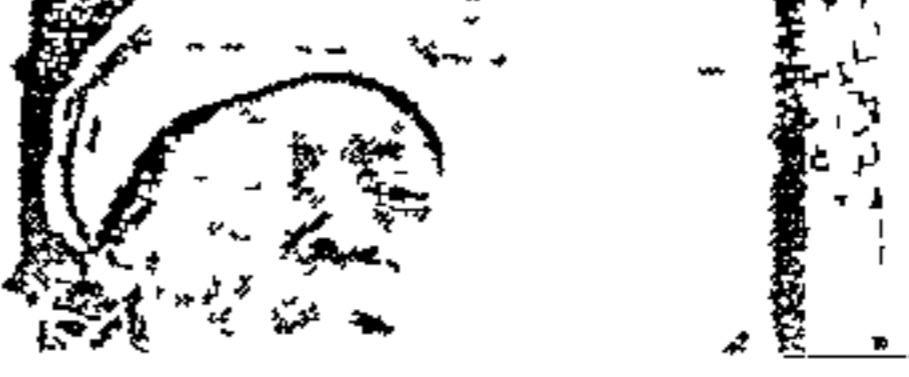
343  
Sowetan  
30/3/82



FAULTY. "Meters should be checked," said Miss Sibongile Mlele who received a bill of R59



OH NO: "I don't consume large quantities of water," said Mrs Vivian Manona.



# Eight knifed to death

EIGHT people were stabbed to death and three others shot dead in Soweto at the weekend.

Two hostel inmates shot dead in Jabulani and Nancefield were among those murdered. Police believe one of the shooting incidents was connected with faction fighting on the Reef. Four arrests were made in connection with three of the murders.

In another incident the body of a 19-year-old man was found in a luxury German car in Dube on Saturday night. The man had a bullet wound in the head. Police discovered that the car had been stolen. No arrests have been made.

57 people were nabbed for selling liquor without licences.

Four people were arrested for dealing in dagga, the biggest single haul being 300 kg of

# Police to pay for assaulting black workers

152 2/28/82 star 30/3/82

By Erik Larsen  
East Rand Bureau

An out-of-court settlement has been reached in the case in which 40 Boksburg workers were claiming R60 000 from the Minister of Police for assault by police

Thirty-three of the workers were awarded damages totalling R9 595 plus costs

Mr Mbongen Mbele was awarded the highest damage of R750. The other workers received the following settlement

three men R500 each, six men R400 each and 23 men R215 each

Seven of the workers who failed to turn up yesterday at the Boksburg Civil Court where the case was being held, were not awarded damages. Their defence counsel Mr H Cheadle, withdrew from their case

The assaults took place at the Boksburg police station on May 26, 1980, where the men, all employees of Relv Precision Tools, had been brought after being arrested

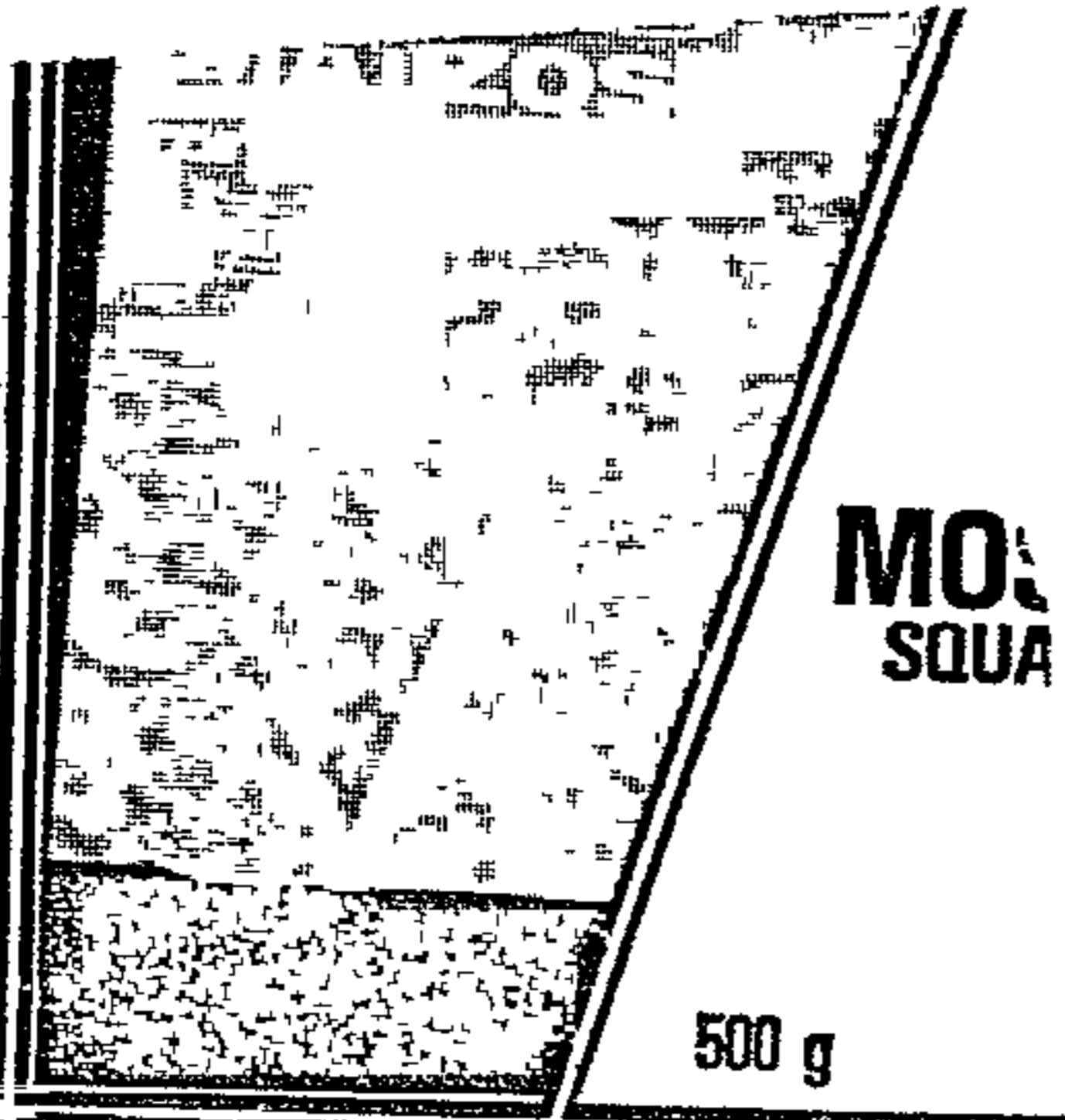
following unrest at the tool company

Mr Rodney Nwamba, secretary of the Transvaal branch of the Metal and Allied Workers Union said yesterday he was satisfied with the outcome of the case

He said police had to learn not to interfere with workers or anyone else who had been arrested

He was pleased that the policemen responsible for the assaults would have to pay the damages out of their own pockets

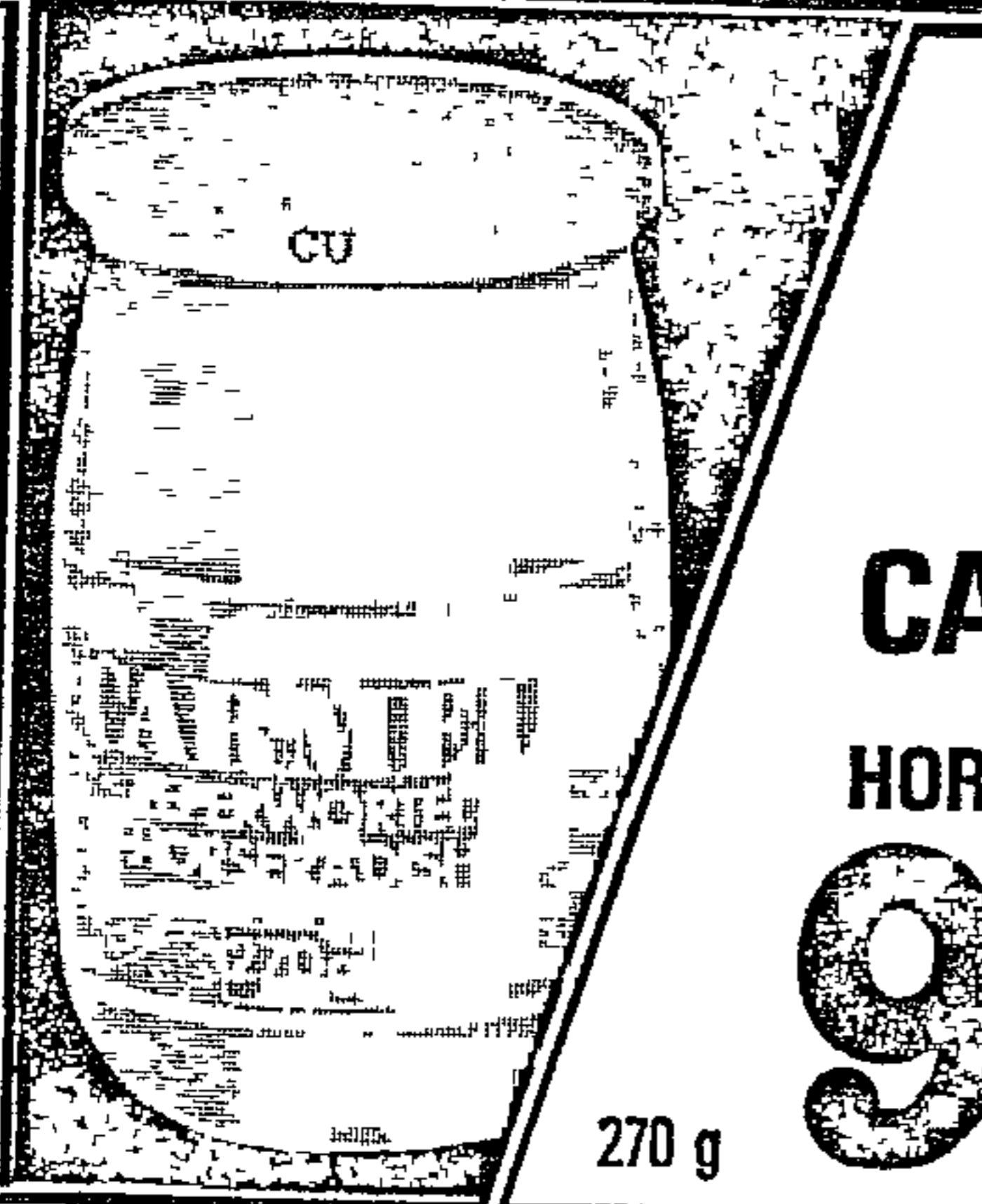
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GRAPE JUICE

ROSE & MUSCAT

270 g

DELICIOUS  
MILK  
CHOCOLATE BARS 100g

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CARMEL  
GRAPE JUICE  
ROSE & MUSCAT

## Warder tells of pistol ordeal

By Diann Shoebottom

A scene reminiscent of Russian Roulette was detailed in a Johannesburg court yesterday when a young prison warder described how a pistol was pointed at his face, the trigger pulled and nothing happened.

The 17-year-old warder (who may not be named) was giving evidence in Johannesburg Regional Magistrate's Court during the trial of Mr Stephanus Petrus Bredenhann (31) of Monis Mansions in Jeppe Street.

Mr Bredenhann has pleaded not guilty to 28 counts of fraud and theft involving more than R100 000 and to charges of attempted murder, twice pointing firearms at people and robbery.

## Curio dealer fined over uncut gems

A curio dealer was yesterday fined R2 500 (or 500 days jail) by a Johannesburg Regional Court magistrate for possessing 42 uncut diamonds.

Konstatinos Mondatsos (36) said a salesman who sold him curios from Botswana also gave him the stones and asked him to sell them. He said he had refused to sell them.

On November 3 he was arrested in Arcade Jewellers in Johannesburg. Mondatsos had the diamonds in his pocket, but when he saw the police he threw the diamonds behind a partition into a wastepaper basket.

He pleaded guilty to the charge of possessing the diamonds.

The police searched his flat and his store-room in Kerk Street. There they found crucibles containing gold.

Mondatsos said jeweller friend had asked him to keep the crucibles which had blackish brown residue in them.

He said he did not know it was gold and pleaded not guilty to possession of wrought gold.

The magistrate, Mr J J Luther, said court had no reason to reject Mondatsos' evidence that he did not know that the crucibles contained gold.

He was acquitted. The magistrate ordered that the uncut diamonds worth R1 770 be forfeited to the State.

## Shopping spree on a stolen credit card

OPERATION

ator. Mr Stoffel Botha, Atsworth residents new nce would not sanction s controversial choice for d second access road un- cwpoints were heard, Mr mber of the Southern s Committee, said last

## Province will hear Indian views on access road

road using the Umhlatuzana River and Chatsworth Main Road plan instead of the very much shorter and cheaper route through the Stainbank Nature Reserve

Mr Thaver said the delegation was heartened by an announcement by the Administrator that he intended paying a special visit to Chatsworth to see for himself

'He told us he was not aware of complaints by residents of Umhlatuzana Township of monkeys from the Stainbank reserve causing constant nuisance to neighbouring families and damaging Indian-owned property

'Mr Botha and the Exco members showed keen interest in a suggestion we put to them that the second access road should be sited on the border of the Stainbank reserve so that it will serve as an acceptable border and buffer strip between the reserve and Umhlatuzana'

interesting six-continent cycle journey by three Americans — all in all quite a lot to pack into half-an-hour.

At this point I was ready to write off most of the balance of the English viewing, but this proved to be far from the case.

The last programme in the *Strike a Match* series was made interesting by the large prize won easily by the professional c. of the programme, Angus Macintosh

He has really done very well out of his encounters with Alan Field — nearly R2 000 in cash, a QE 2 trip

# Riot police disperse strikers

## Sappi management blamed for 'situation'

**Mercury Reporter**  
MORE than 500 striking workers were dispersed by riot police using tear-gas at Mandini yesterday.

Workers from the South African Paper and Pulp Industries' largest mill had congregated outside a supermarket close to their township

Riot police ordered workers to disperse and when they failed to do so fired canisters of tear gas, some of the workers told Mercury Reporter Ian Bissel afterwards

The reporter watched as

police vans patrolled the troubled township for most of yesterday morning after the workers were dispersed

A police spokesman said last night that tear-gas had been used on a few occasions to disperse stone-throwing crowds

Miss Pat Horn, an organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union, said she had entered the township in order to contact the union shop stewards

'A large contingent of

police with dogs had gathered in the centre of the square and were periodically chasing workers who responded by throwing

The workers, from the Sappi Tugela Mill, downed tools at midnight demanding that management procure the release of two of their colleagues who had been detained by the police in connection with alleged assaults.

A shop steward said the strike stemmed from a dispute with management over the quality of food being served in the canteen

He said workers had been boycotting the canteen for the past two weeks and an alleged assault had occurred after a man had broken the boycott

Police had arrested two men on Saturday and yesterday had asked shop stewards to find another man Mr Skipper Mbaso, whom they also wanted to question in connection with the assault

The two detained men, Mr Zulu and Mr Mgwabe, are members of a vigilante group set up in October to keep peace in the township

The workers claim that the worker who was assaulted had refused to lay charges until persuaded to do so by a Sappi security officer

Mr Bernard Chamberlin general manager of the mill, said yesterday 'The assaults came in the wake of police investigations into allegations that assaults have been carried out by a vigilante squad in the nearby township'

### Court

The number of alleged assaults could not be determined yesterday. The district commandant Col Gijbers, was unavailable as he was out commanding the riot police, but it is understood that the two men are due to appear in the Inyoli Magistrate's Court today.

Mr Chamberlin said: 'There is no way Sappi can intervene in a police investigation.' But they would be willing to sit down with representatives of the workers at any time with the objective of bringing about a return to work.

A statement issued by the union said 'Sappi management should take responsibility for this situation. By allowing the police to take control they have allowed things to escalate to the scale which has been reached

## Council approves R100 000 water gift

**Municipal Reporter**  
DURBAN City Council has agreed to give R100 000 to the KwaZulu Water Development Fund and will urge other local authorities to contribute as well

The Mayor has agreed to help promote the Sugar Association's campaign for funds and the council will ask the Natal Municipal Association to adopt the project and appeal to

other local authorities to 'invest in the health of their ratepayers'

Councillors Gys Muller and Stan Lange were the only two who voted against the donation at yesterday's council meeting

Mr Muller said Press reports had indicated that the people of KwaZulu were not looking after pumps that had been donated last year

'If you do something for them they should appreciate it. KwaZulu was given R890 million by the Government this year and they should come out on their budget,' he said

### Health

If KwaZulu had no water and no money he would support the donation but he did not see why Durban's ratepayers should have to provide for communities elsewhere in the country.

Mr Lange felt the responsibility to provide water in KwaZulu was a Government one and not the city's

Mr Donald Smith said in

and now an array of electronic marvels.

And still the evening went on providing good viewing with the well-photographed *Cost of Kingdoms*

Then along came the best-yet episode of *A Settler's Tale*, well acted and with a clear story line.

What a change! Later *Suikerkaskenades* added a good laugh to the evening as top athletes got away from their own disciplines, but exerted great efforts nonetheless

And Natal emerged the winner.

BILL FAILL

STATION SPECIAL OFFER 5 lit. Mobil

# Expect more strikes, says labour expert

By Lynn Carlisle

**BLACK labour unions will become increasingly politicised, and a high and increasing number of days lost through strikes must be expected, says Attie de Vries, deputy director of the Bureau for Economic Research, University of Stellenbosch**

He highlighted several expected trends in industry and commerce to a Manpower and Management Foundation Convention, saying that although these would lead to greater unemployment — mainly among young and unskilled Black workers — an increase in militancy among Black unions would result primarily in more pressure for pay increases, particularly over the next two years.

"Strikes may become part of the local economic scene in this

period — strikes not just for financial gains but also politically motivated.

"Black unions will try to improve their social and political position in this way while White labour unions will use it as a way of resisting change in the labour field and protecting their own position, says de Vries.

He mentions that between 1974 and 1979 "non-white" wages increased by a real 45,9% while that of Whites declined 5% on average.

"The result of pay rises for non-white unskilled workers increased at a much faster pace than their productivity. Thus inflation became a serious problem area but even more importantly non-White (mostly unskilled) labour was replaced by machines thereby increasing our structural unemployment problems."

The domestic economic situation will continue to dictate changes in labour policy with increasing numbers of non Whites coming on to the market for skilled jobs.

"These changes will continue to create rising expectations among non Whites and resistance to change from White trade unions."

De Vries says that while expecting Government to allow changes in labour policy, the authorities will "deal ruthlessly" with any riots. Increased spending on internal and external defence must be expected.

He says the Bureau's latest survey shows also that 86% of manufacturers are having difficulty finding enough skilled workers. But this situation will improve with Government labour

policy changes coming into effect.

Apart from a general slow down in growth between now and 1984 which will result in growing unemployment one of the most important reasons for this increase is the expectation that the economy will become increasingly more capital intensive.

"This expected slowdown in economic activities will lead to less demand for labour. This must ease the pressure on certain salaries and wages.

"There is at present an acute shortage of managerial and skilled workers, and these shortages will not be eradicated during the forecast period.

"Thus the pressures on salary and wage increases for these groups will remain high throughout this period," says De Vries.



Attie de Vries

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Camerer was imme-  
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by the National Par-  
ty's city council  
leader, Mr Carel  
Venter who remar-  
ked that she was  
the first woman  
elected to represent  
his party on the  
council.  
A  
charming  
breakthrough," said  
an appreciative ma-  
nagement committee  
chairman, Mr Fran-  
cois Oberholzer  
"Compliments  
flowed thick and  
fast Progressive  
Federal Party - etc

There was only one  
real maiden invol-  
ved in the 10  
maiden speeches de-  
livered yesterday at  
the Johannesburg  
City Council since  
the March 3 munici-  
pal election.  
She was Mrs Sher-  
la Camerer and the  
general consensus of  
all the males  
present was that she  
was by far the pret-  
tiest of them all  
Not that they  
were being deroga-  
tory about Berthe  
du Toit, Koos Koets  
Federal Party - etc

# Praise enough to bowl maiden over.

# Strike safety valve sought for 14000

152 ~~200~~ ~~201~~  
for 3/3/82

A way has to be devised  
in which Johannesburg  
City Council's 14 000  
black migratory  
workers who are not  
members of a trade  
union can be involved  
in a genuine negotiat-  
ing system, said Mrs  
Janet Levine (PFP,  
Norwood) yesterday

past year If our black  
workers reject the In-  
dustrial Council's nego-  
tiating mechanism  
then the council must  
find her solution

Failure to do so  
could lead to labour  
unrest which said Mrs  
Levine, would be the  
management commit-  
tee's fault

Applauding mea-  
sures to reach pari-  
ty in conditions of ser-  
vice for all race  
groups, Mrs Levine  
said the council needed  
to adopt new pa-  
rameters for its future  
industrial relations

Management chair-  
man Mr Francois Ober-  
holzer said labourers  
were loath to become  
union members prefer-  
ring direct contact with  
officials

With a workforce of  
21 000 the city council  
is one of the largest  
employers in Johannes-  
burg — but two thirds  
of its manpower is not  
allied to a trade union.

Describing the black  
trade union movement  
as an evolutionary  
process he appealed to  
PFP members to help  
the council avert racial  
conflict

"While it is obliga-  
tory for most of our  
white employees to be-  
come members of a  
union, the same does  
not apply to blacks  
This is a major bone of  
contention"

"We may force a  
labour upheaval if we  
insist that blacks join a  
union"

Mrs Levine said it  
was imperative for the  
council to open lines of  
communication with its  
non-trade unionists

Stressing the import-  
ance of industrial  
peace, Mr Oberholzer  
warned: "Strike action  
is the most powerful  
weapon which our  
black workforce has,  
and we must be careful  
not to create the cli-  
mate which will pro-  
vide the opportunity to  
use that against us.

# Jo'burg 'yes' to ambulance plan

Johannesburg's City Council last night accepted a  
recommendation — first suggested more than 20  
years ago by a commission of inquiry — that its  
ambulance service become provincially controlled

This means a saving  
in excess of R1 million  
for local residents and  
heralds one in a series  
of additional sources of  
revenue for the munic-  
ipality from provincial  
and State coffers



**SUNLIGHT LIQUID**  
Your Hyper dishes  
up extra Hyper-  
savings!



Mr Simon Chil-  
chik (PFP), Hillbrow

Workers at SAB still on strike

Star 3/13/68

192  
100

Labour Reporter

Representatives of the 450 strikers at South African Breweries' plant in Alberton were still having talks with the management yesterday in an attempt to end the week-old dispute

Production has been affected heavily. Only a number of white management personnel are keeping operations going

To meet the shortage of beer, the breweries at Isando and Chamdor have stepped up production to maximum, an SAB spokesman said.

The dispute centres on a number of issues, including pay

The SAB's depot at Denver has been hit by two work stoppages, though for other reasons, according to management sources

# ICEF backing for boycott

Stw 31/3/82 (12) (152)

By Drew Forrest

The 6 million-strong Geneva-based International Chemical and Energy Workers' Federation (ICEF) has thrown its weight behind the consumer boycott of the local chemical company, Henkel SA.

A spokesman for Fosatu's Chemical Workers Industrial Union — which launched the boycott — said the ICEF secretary general, Mr Charles Levinson, had agreed to activate affiliates world-wide in support of the campaign.

The boycott which seeks union negotiating rights and the reinstatement of workers who lost

their jobs after the recent strike at Henkel's Durban plant, is already off the ground in Natal.

Fosatu shop steward councils met across the country at the weekend to plan action in accordance with the boycott call.

In a statement, Henkel management accused the union of making "maximum demands" and of unwillingness to compromise at a meeting which ended in deadlock last week.

It said the boycott action endangered further talks, as well as "lessening the security of current employees."

South...

# Sappi (52) workers go back today

Mercury Reporter

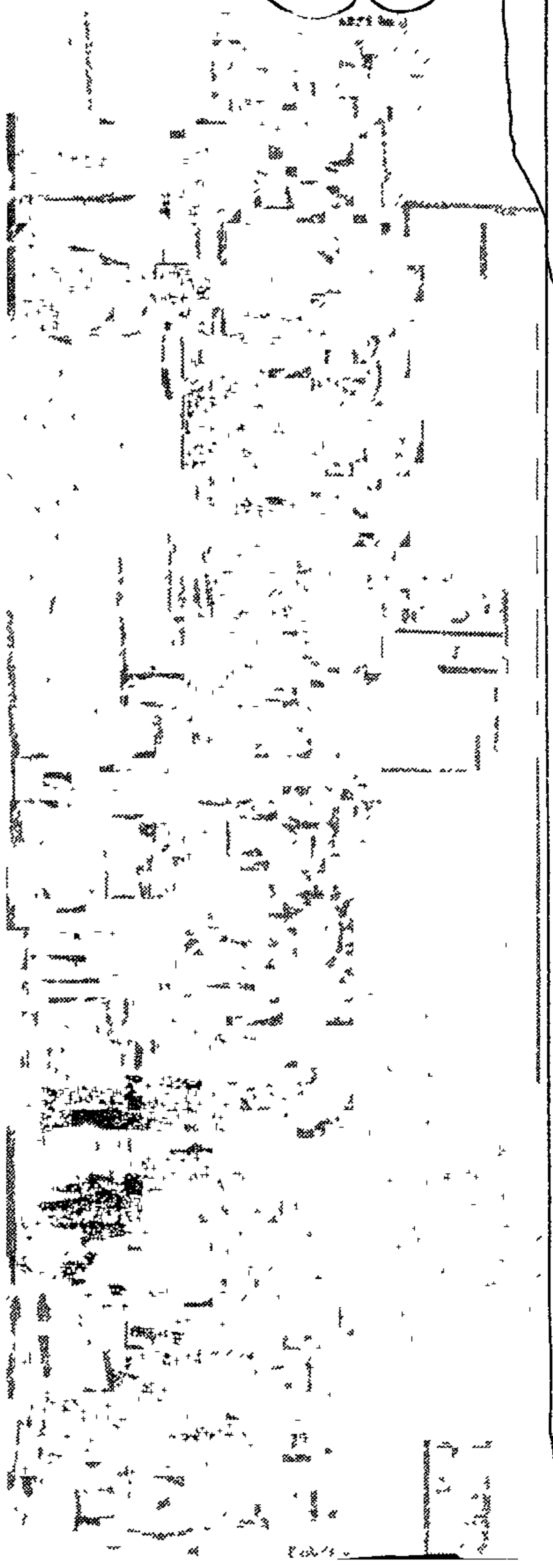
MORE than a thousand workers from Sappi's Tugela mill at Mandeni last night decided to return to work today after a report-back meeting with shop stewards, according to a union official, and striking Isithebe workers probably will follow suit.

This decision follows a two-day work stoppage which involved thousands of workers both from the Sappi mill and from a number of Isithebe factories.

Miss Pat Horn, an organiser for the Fosatu-affiliated Paper, Wood and Allied Workers' Union, said at a meeting with shop stewards yesterday afternoon that Sappi management had said they were willing to re-employ all the workers, but if they had not returned to work by midnight they would be dismissed.

The shop stewards said they would discuss the matter with workers before any decision was made to return to work.

The stoppage was sparked off by about 1 600 Sappi workers downing tools early on Monday and demanding that management procure the release of two of their colleagues who had been detained by the police in con-



STRIKING workers and residents gather at the township square

nection with an alleged assault.

The assault allegedly took place when a worker had broken a two-week worker boycott of the canteen at the Mandini Sappi mill.

A third worker was detained by the police late on Monday in connection with the assault.

Meanwhile, Mr Theminkosi Mgwaba, 56, Mr Bhefika Mabaso, 45, and Mr Mbongeni Zulu appeared briefly before Mr P M van Zyl in the Inyoni Magistrate's Court on a charge of assault.

The hearing was adjourned to April 15 and the three men were released on warning.

They were then taken back to the township by the police where people gathered in the square and rejoiced at their release. The three men were carried round on the shoulders of some of the striking workers.

A large number of workers and township residents gathered in the square in Sundumbhli early yesterday morning. A number of vans containing Riot Police continued to patrol the township.

The Eshowe District Commandant, Col J Gysbers, said that the township was fairly peaceful yesterday be-

cause there was none of the intimidation that had been witnessed on Monday.

He said on Monday there had been an average 30 percent attendance at Isithebe factories and workers had complained to employers of intimidation.

But, Col Gysbers said, the attendance at Isithebe factories had improved quite a bit yesterday.

He told the Mercury that police had used tear-smoke to disperse about 5 000 workers and township residents gathered on a veid between the Mandini supermarket and the township on Monday.

Col Gysbers said that unlike a gas, tear-smoke was just an irritant and had no real effect on people.

He said that, contrary to claims by the workers, 'the police do not take sides in any dispute as we have a law-enforcing function'.

Forty-two workers had been arrested on Monday and most had been fined R50 (or 80 days) for attending an illegal gathering, Col Gysbers said.

He said a number of those arrested had been charged with possession of dangerous weapons and malicious damage to property.

The general manager of the mill, Mr Bernard Chamberlin, said production at Sappi had continued yesterday with a skeleton staff.

'Once the strike is over we are ready to continue our talks with the Paper, Wood and Allied Workers' Union about their suggestion that the black canteen be closed and workers be paid a daily food allowance,' he said.

Miss Horn said management had agreed to pay out a 7 c food allowance but workers had argued for 30 c.

They claimed that the canteen had been serving third-rate maize meal and meat that was off, and that a number of workers had been sick because of the food.

Miss Horn said management had refused to agree to a 30 c food allowance because this would amount to a wage increase — interfering with wage talks.

Before the meeting with Sappi management, Miss Horn said representatives of Isithebe factories had called for a minimum wage of R2,50 an hour and domestic workers for a minimum of R60 a month.

She said the Mayor of Sundumbhli had agreed to take the Isithebe workers' demands to a meeting of Isithebe employers which was held last night.



(152) (A) (A) Star 31/3/82

# Two-day Sappi mill strike ends

Labour Reporter

About 1 200 workers at the Sappi pulp and paper mill in Mandini, Natal, returned to work today, ending a two-day strike

The return followed a meeting last night of Sappi workers and officials of the Paper, Wood and Allied

Workers' Union which is recognised at the plant

The strike was the result of the arrest by police of two Sappi workers for their alleged membership in a township vigilante group.

A third worker was also arrested in connec-

tion with the vigilante group and all three appeared in court yesterday and were released pending a further court appearance on April 15

It is understood their release eased worker tensions and resulted in the return to work. The strikers had demanded their release

# Workers

ARGUS 3/12/82

# return

# at Sappi

Argus Correspondent

DURBAN — There was a full return to work today at Sappi's Mandini plant after two days of labour disruption.

A spokesman for the firm said both the midnight and the 6 am shifts reported for duty. Indications were that today's remaining shifts would also return to normal.

Yesterday's ballot by the 1 600 workers to end the two-day stoppage followed the release on warning of three colleagues, earlier charged with assault when they appeared in the Inyoni Magistrate's court.

The three men Mr Thembinkosi Mgwaba, Mr Bhefika Mabaso and Mr Mbongeni Zulu alleged to be members of the Sundumbili township's vigilante squad were remanded to reappear on April 15.

The workers' vote to return to work coincided with an ultimatum by the management that if they did not report for the next shift duty they would have been deemed to have resigned.

14/52 Star (152)  
**SAB strikers return**

**Labour Reporter**  
The wage dispute in-  
volving about 450 work-  
ers at South African  
Breweries Alberton  
plant ended yesterday.  
They went on strike on  
Wednesday last week de-

manding higher wages.  
A management spokes-  
man said they returned  
yesterday morning after  
being told that SAB  
would shortly hold talks  
on the wage issue with  
worker representatives.

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52

**STRIKING** workers from Isithebe factories and the Sappi mill at Tugela returned to work yesterday — bringing to an end a two-day stoppage which affected the whole of Sundumbili township

On Monday about 1 600 workers from the Sappi mill at Mandini downed tools demanding that management procure the release of two of their colleagues who had been detained by the police in connection with an alleged assault

The alleged assault stemmed from a two week worker boycott of the canteen which workers said was serving 'disgusting food' The man allegedly assaulted apparently broke the boycott.

The three men — an other was arrested late on Monday — were members of an unofficial vigilante group started in the township in order to keep peace, according to workers

The Sappi workers were joined in their stoppage by thousands of workers from Isithebe factories living in the Sundumbili township who supported the call for the release of members of the vigilante group. Police have said intimidation kept many workers away from the Isithebe factories

About 5 000 workers and township residents gathered outside the Mandini supermarket were dispersed by Riot Police using tear-smoke. For the rest of the work stoppage the township was patrolled by Riot Police in vans 'in order to prevent intimidation'

During the unrest in the township, which lies between Mandini and Isithe-

## Isithebe, Sappi men end two-day stoppage

be, 42 people were arrested and charged with attending an illegal gathering. The majority of these were released after paying admission-of-guilt fines

The release of the three men who appeared in the Inyoni Magistrate's Court on Tuesday was celebrated by both striking workers and township people who carried the men on their shoulders

### Meeting

But yesterday it was all quiet in the township, according to Col J Gysbers, Eshowe's District Commandant, who said 'some of the Riot Police' had been withdrawn

After a meeting in the township on Tuesday night, Sappi workers decided to return to work and from reports it would seem that most Isithebe workers followed suit.

Sappi workers said they would continue to negotiate with management over their demand for the closure of the canteen and the substitution of a 30 c food allowance

1/14/82  
Metelery Reporter  
It's back to work

1 APRIL 1982

544

(ix) February 1982—Final figure not yet available  
*Note* Figures for the years 1975 and 1976 include work stoppages as separate figures are not available

(b) (i) 1975—included in (a)(i) above

(ii) 1976—included in (a)(ii) above

(iii) 1977—50

(iv) 1978—55

(v) 1979—47

(vi) 1980—71

(vii) 1981—59

(viii) January 1982—1

(ix) February 1982—Final figure not yet available

(2) (a) (i) 1975— 149 672

(ii) 1976— 478 888

(iii) 1977— 123 768

(iv) 1978— 84 464

(v) 1979— 536 784

(vi) 1980—1 396 912

(vii) 1981—1 669 349

(viii) January 1982— 10 287

(ix) February 1982—Final figure not yet available

(b) (i) to (vi) Figures for the years 1975 to 1980 include lost man-hours for work stoppages as separate figures are not available

(vii) 1981—143 085

545

FRIDAY, 2

(viii) January 1982—18

(ix) February 1982—Final figure not yet available

**Strikes/work stoppages**

150 *Handwritten Q 601. 543-545 1/4/82*  
417 Mr F J LE ROUX asked the Minister of Manpower †

(1) How many (a) strikes and (b) work stoppages occurred in the Republic in (i) 1975, (ii) 1976, (iii) 1977, (iv) 1978, (v) 1979, (vi) 1980, (vii) 1981, (viii) the month of January 1982 and (ix) the month of February 1982,

(2) how many man-hours were lost in each of the above-mentioned periods as a result of such (a) strikes and (b) work stoppages?

**The MINISTER OF MANPOWER**

(1) (a) (i) 1975—274

(ii) 1976—245

(iii) 1977— 40

(iv) 1978— 51

(v) 1979— 54

(vi) 1980—136

(vii) 1981—283

(viii) January 1982—10

# 283 strikes during 1981

(152)  
Star  
2/4/82

Political Staff  
THE ASSEMBLY —  
South Africa had its  
highest number of  
strikes and work stop-  
pages in many years  
last year with loss of  
1 812 434 man-hours

Last year there were  
283 strikes and 59 work  
stoppages

The figures were  
revealed by the Minis-  
ter of Manpower, Mr  
Fanie Botha, in reply  
to a written question  
by Mr Frank le Roux  
(CP, Brakpan)

After the strikes of  
1974-75 and 1976  
with 274 recording in  
1976, the number fell  
dramatically to average  
100 over the next three  
years

In 1980 there were  
283 strikes and 71 work  
stoppages. Dr. Alex Bor-  
aine, MP, Progressive  
Federal Party labour  
spokesman, said in a

statement today that  
there was a direct cor-  
relation between the  
extension of trade  
union rights for blacks  
and the increase in  
strikes and subsequent  
loss of manhours.

"It is inevitable that  
workers so long denied  
these rights will seek  
to use them to the  
maximum limits"

Dr Boraine said the  
situation was made  
worse by the constant  
harassment, persecu-  
tion, imprisonment and  
baning of black trade  
union leaders which  
had left a void among  
skilled labour negotia-  
tors over the years.

"In addition ma-  
nagement has generally  
neglected the field of  
industrial relations so  
that both parties are at  
a very definite disad-  
vantage"

Handwritten notes in the bottom left corner, including the word "Industrial" and other illegible scribbles.

# Strikes in SA soared last year

ARGUS  
2/4/82

152

**Political Staff**  
SOUTH AFRICA had its highest number of strikes and work stoppages in many years last year, with a loss of 1 812 434 man-hours

There was 136 strikes and 59 work stoppages.

The figures were given by the Minister of Manpower, Mr Fanie Bótha, in reply to a written question from Mr Frank le Roux (CP, Brakpan).

After 76 strikes in 1974/75 and 274 in 1976, they averaged 100 over three years.

In 1980 there were 136 strikes and 71 work stoppages

Dr Alex Boraine, MP, the Progressive Federal Party labour spokesman, said in a statement today there was a correlation between the extension of trade union rights for blacks and the increase in loss of man-hours.

'It is inevitable that workers so long denied these rights will seek to use them to the maximum limits'

Dr Boraine said the situation was made worse by the constant harassment, persecution, imprisonment and banning of black trade union leaders, which had left a void of skilled labour negotiators over the years.

'In addition, management has generally neglected the field of industrial relations, so that both parties are at a very definite disadvantage.

'I have no doubt that as management and labour come to terms with the new dispensation, and if the Security Police can be kept out of negotiating matters, the situation will improve considerably in the long term.'

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**Process of change**

FM 2/4/82

Manpower is the single most important determinant of future growth, says Gavin Relly, chairman of the Anglo American Industrial Corporation (Amic)

In his annual review, Relly says he remains hopeful that the current cyclical downturn will not be longer than normal, and that it will be followed by a renewed period of strong growth "Whatever view is adopted, however, we must above all not postpone the manpower challenge which faces us"

Relly says it is pleasing that almost 500 black apprenticeship contracts were registered in 1981, more than double the 1980 figure. However, one problem which continues to impede an adequate supply of skilled workers is that technical training institutions continue to be racially segregated and, therefore, often under-utilised. "Hopefully the newly-created National Training Board will give attention to this matter in the near future," he comments.

Relly is not discouraged by the sharp increase in labour unrest last year. A total of 342 stoppages, involving 93 000 workers, was recorded, resulting in the loss of 226 000 man days. "Although these statistics give cause for concern, SA remains amongst the least strike-prone countries in the world. It is to be hoped that what we are witnessing at present is a transition phase, and that industrial unrest will decline as black workers become involved in established collective bargaining structures"

Relly says a system of industrial relations and employment practice audits has been introduced within Amic's subsidiary companies. Progress in this field depends on the business and financial circum-

stances of the companies involved, he says.

The chairmen's annual reviews of three Anglo mines — Elandsrand, Western Deep Levels and Vaal Reefs — also refer to such audits. However the chairmen, Harry Oppenheimer, Gerald Langton and Dennis Etheredge, indicate that the process of changing labour practices in the mining industry is a difficult one.

Talks are being held with trade unions and officials' associations in an attempt to eliminate job barriers to blacks, while also providing white employees with a greater feeling of job security. The chairmen say a smooth process of change and development faces formidable difficulties.



Ceramic  
factory

152

lays off

68 Mercury  
3/4/82  
workers

Mercury Reporter  
ABOUT 68 workers from  
the Isithebe Nylon Ce-  
lamic factory were laid  
off this week following the  
two day stoppage earlier  
this week which involved  
thousands of workers  
from Isithebe and the  
Mandini Sappi mill

Ali Thizi Kumalo the  
general secretary of the  
African Workers Associ-  
ation said the manage-  
ment had told workers  
who had not come to work  
during the stoppage that  
they were not required by  
the firm any longer

Workers had remon-  
strated with the manage-  
ment saving the buses  
from Sundumbili town-  
ship had not even operat-  
ed during the stoppage so  
it was impossible for them  
to get to work he said

Mr Kumalo said the  
workers who had not been  
dismissed from the  
workforce of about 100  
lived in the rural areas  
and not in the township

4/4/82  
251  
S. Tribune

# Now Sappi admits to calling in the police

By BARNEY MTHOMBOTI

SAPPI has admitted it called in the police who arrested two workers at its Mandini plant — an action which led to two days of labour and social disruption in the Mandini-Isithebe industrial complex

At one stage, the Sunday Tribune was told, riot police were involved in a "running battle with more than 10 000 striking workers"

The two men Mr Thembinkosi Mgwaba and Mr Mbongeni Zulu, were arrested after another workers was assaulted for breaking a two-week-old canteen.

The workers are demanding an extra 30c an hour instead of the free meals which they claim are "rotten."

The company denied repeatedly in meetings with trade unions and community leaders that it called in police

But this week Sappi personnel manager Nick Bantich told the Sunday Tribune. "We had an obligation to inform the police about an inci-

dent which happened on our property"

The arrest of the two men — members of the vigilante group in the nearby Sundumbili township which has succeeded in weeding out crime in the area — led to a walk-out by all Sappi's 1 600 workers. Workers in more than 40 factories at the Isithebe complex came out in sympathy

About 42 strikers were later arrested and charged after confrontation with the riot police

Chairman of the Sundumbili Town Council, Mr A. M. Gcaleka, told the Sunday Tribune the township looked like a fortress as riot police engaged in a running battle with more than 10 000 striking workers

"The whole township was a mess," he said "Sundumbili has never seen anything like this before. This is a very quiet and peaceful place"

Mr Gcaleka said he was woken up by the police at 3am on Monday to go to speak to the Sappi workers who were refusing to work

"I refused," he said. "I couldn't just go and tell people to go back to work when I didn't know the background to the conflict."

He said the strike affected virtually all the 20 000 homes in Sundumbili and about 45 factories at the near-by Isithebe complex, and added: "Even domestic workers didn't go to work"

On Monday morning all the striking workers congregated at a shopping centre near the plant and asked to speak to management representatives. They were dispersed by riot police using tear-gas

Mr Gcaleka said this action had incensed the strikers. "From what I heard the police gave them two minutes to disperse before they threw tear-gas canisters.

"The people had been very peaceful." He added: "When the riot police followed them into the township they retaliated by throwing stones

"The people could not understand this" They had been told to leave the hypermarket because it was a white area — and then the police followed them with dogs, batons and tear-gas. They were bitter about it."

Pat Horn, organiser of the Paper, Wood and Allied Workers' Union, said the main feature of the strike was the police presence. "The thing in labour unrest is to keep the police right out of it."

# Marathon Trial of PO strikers is over

Stow 5/4/82

Labour Reporter  
 The marathon trial of 52 Post Office workers at the Port Elizabeth Magistrate's Court is over.  
 The trial arose from a strike by 180 workers at two Port Elizabeth Post Office yards in

October last year. They went on strike in support of a colleague who had been dismissed. They were all fired and replaced. Charges of intimidation were laid against 76 of the strikers. Charges against 24 were subsequently withdrawn.  
 The hearing started in January. It ended last week. Of the 52 workers, 16 received jail sentences or fines. The remaining 36 were either acquitted or received suspended sentences. Eight men received a year's jail term each, one a nine-month term. One was fined R100, five R250 and one R500. Bail pending appeal was allowed to five men sentenced to a year's jail. State witnesses told the court they had been threatened and intimidated during the strike. Many of the workers, who went on strike, were members of the General Workers Union of SA (Gwusa).  
 The arrests were made by Security Police and the men were charged under section 10a of the Riotous Assemblies Act, which deals with intimidation.

# Bottling firm rejects claims of unfair job practices

Post Reporter

THE managing director of SA Bottling, Mr P H Gutsche, has rejected accusations of unfair employment practices levelled by the General Workers' Union of South Africa (Gwusa) against the company

The union yesterday released a statement saying a committee elected by former SA Bottling workers who were dismissed after a strike last year would co-ordinate a boycott of the company's products

The proposed boycott is scheduled to begin on May 1 — International Labour Day

Grievances included low wages, poor working conditions and a refusal to recognise Gwusa

The company had also refused to rehire 250 workers

dismissed after a strike in October last year, the committee said in its statement.

Mr Gutsche said the committee's statement was "not consistent" with the subjects under discussion between management and Gwusa representatives during the last five months

He rejected the comments of the committee as "unfounded" Last December the company had promised to give preference to ex-employees in engaging new staff but refused to dismiss existing staff.

Mr Gutsche also emphasised that the company had at no time refused to recognise a union. It would recognise any union that was "fully representative of employees". The committee's statement said that for a five-day,

nine-hour shift, workers received an average of R35 a week. Those working on truck deliveries worked 10-hour shifts six days a week and received R42.

There was "no communication on time regarding overtime", Transport was not provided for workers doing late overtime shifts, overalls had to be bought from the company for R10, pregnant women were dismissed and there were no canteen or shower facilities.

Mr Gutsche said the firm was a "seasonal industry" and with the annual downturn now being experienced, it was in the process of reducing its staff.

The committee said that to "buy SA Bottling products is to give credit to that company and say their actions are justified".

2011 8/4/82

# SAB to talk to union on dispute

Labour Reporter

MANAGEMENT at SA Breweries is to meet officials from the Council of Union's of South Africa's Food and Beverage Workers Union today, over a recognition dispute at the company's Chamdor beer plant.

The union says SAB will not recognise it at the plant, although it represents most workers there. It says SAB has said it will recognise a union only if it has majority support in all six southern Transvaal plants.

It describes this as a "violation of freedom of association" and claims a union should be recognised at any plant where it has a majority.

An SAB representative, Mr Dirk Visser, said yesterday the company would recognise no union until it had substantial representation throughout the southern Transvaal plants.

"They are all interlinked and we believe it is reasonable to demand that a union be representative in all of them," he said.

A union organiser, Mr Paul Ntuli, said the dispute had arisen after Chamdor workers disbanded their liaison committee and elected an action committee of union shop stewards.

Management had given the union access to the plant after some hours but had refused it recognition because it was not representative in other plants.

"This means workers are without the representation of their choice," he said.

Workers had asked for a meeting with SAB, who had replied with an offer to meet union officials at a local hotel. SAB had refused to allow members of the action committee to attend because the union was not recognised.

"But workers demand that the committee be there and that the meeting take place at Chamdor," Mr Ntuli said.

Mr Visser denied SAB had refused to allow committee men to attend. "We have discussed this with the union and will meet a delegation including action committee members," he said.

He also denied the union was unable to take up grievances because of management refusal to recognise it.

He said SAB was always ready to talk to unions;— "we simply feel that representativeness is vital before a union is recognised"

# Beer crisis hits Reef

(152)

(188)

0140

EDM

2/14/82

By CHERYL VAN EYSEN

BOTTLE stores in Johannesburg and across the Reef are running out of beer on the eve of the Easter weekend because of a five-day strike which hit South African Breweries last week.

It seems the big thirst is on. Liquor store managers and innkeepers have complained that only 70% of their beer orders have been filled.

Soweto's shebeens have almost fallen flat in the wake of the massive shortage.

Johannesburg sports clubs were reported to be "perturbed".

Yesterday Mr Peter Lloyd, a general manager of South African Breweries described the shortage as a "problem".

Last month 450 workers demanding higher pay went on a five-day strike at SAB's Alberton plant.

A report at the time said workers were angered by SAB's sponsorship of the recent English XI cricket tour, claiming that the company "has money to spend on cricket, while our wages are low".

Mr Lloyd denied again yesterday that this had been a cause of the strike.

The Alberton plant produces 40% of the Reef's beer.

The workers returned to work on Wednesday last week.

A random survey showed yesterday that at least 20 bottle stores were desperate for beer.

"It is a critical situation. My beer stocks are looking pretty bad," the manager of a Johannesburg bottle store said. He added that he had had to turn away many disgruntled beer consumers who demanded a particular brand.

The owner of a big liquor chain store said only 70% of his normal order was delivered.

Another liquor giant owner said SAB had run into trouble as it carried the monopoly in the industry.

He said that SAB's trouble started with a higher demand for beer.

● See Page 3

country course which nounced.

152 (1982) 8/2/82  
**Strikes: 2 charged**

Two former employees of the Flekser metal firm in Wadeville are to appear in court today in a sequel to the recent strike at the company.

Mr Philemon Ndlovu and Mr David Mphuti will appear in the Katlehong circuit court to be charged under the

Riotous Assemblies Act with intimidating workers, according to a police spokesman.

Another three former employees were arrested yesterday, released and told to report to Germiston police station today. About 240 workers were dismissed after the strike.

Vienna today The largest single group 29

mi Arzyczi of Pomorski's family brought their dog Mr Pomorski

ports for his wife and seven year old daughter

Star 8/4/82

# Henkel Dispute

By Drew Forrest

In an unprecedented move a top Government labour adviser has been drawn into the dispute between Fosatu's Chemical Workers Industrial Union and the chemical firm of Henkel SA

Professor "Blackie" Swart chairman of the

National Manpower Commission's industrial relations committee confirmed last night that he is to hold discussions with CWIU officials in Durban today

A delegation from Fosatu's Natal region is meeting Henkel management today in a bid to settle the dispute which has promp-

ted union calls for an international boycott of the company Professor Swart said he would probably attend

The CWIU is seeking negotiating rights at the company as well as the reinstatement of workers fired after the recent strike at Henkel's Durban plant



8/4/82 Sowetan

# End of dry season is nigh!

152

TOWNSHIP guzzlers, who have had to endure a "dry" weekend because of the strike at South African Breweries can relax. Beer will be available once more this weekend, according to SAB's Beer Division General Manager, Mr Peter Lloyd.

Most township outlets ran dry at the weekend and beer preferences took a plunge as only one brand — not the guzzlers favourite — was available.

The beer shortage, which has cost distributors like the Wrab "thousands of rands", was caused by a strike by 450 employees at SAB. But yesterday, they were all back at work and production was back to normal.

according to SAB. The strike at SAB plants was over higher wages but according to SAB negotiations were under way.

A spokesman for Wrab Mr Steve Burger said he could not disclose the exact amount Wrab lost through lost sales but admitted it could be thousands.

"It goes over thousands," he said yesterday. He added "We have been experiencing a tremendous shortage

of all laager beers. Over the past 14 days we have had sporadic supplies which did not meet the demand by our customers," he said.

And a Soweto boot-legger lamented "We are running around looking for malt beer. We are having serious problems, bottle stores are empty. She said people were risking a confrontation with the Liquor Squad by rushing into town to get supplies. We have been hardhit and forced to

waste petrol by travelling to far away areas in order to get beer. Town outlets were beginning to run out themselves.

Mr Lloyd of SAB added "We have a grievance procedure which the workers had to follow and we could not negotiate while they were out. They then decided to come back to work and then the negotiations on their demands could start. They are demanding higher wages but these are only short term problems."

## Don't miss The SOWETAN

AS tomorrow is a public holiday, Good Friday, there will be no SOWETAN. Neither will there be a SOWE-

TAN on Monday, Easter Monday.

However, for a comprehensive wrap-up of the weekend's sporting

and other events, don't miss The SOWETAN on Tuesday when we will be back with a bang.

# Fosatu and Henkel to hold talks today

By STEVEN FRIEDMAN  
Labour Reporter

THE Natal regional committee of Fosatu is to meet management at the Henkel chemical company in Durban today

The meeting is an attempt to resolve the dispute between Henkel and Fosatu's Chemical Workers Industrial Union over the firing of workers who struck at the plant last month

The CWIU has called a boycott of Henkel products to support its demand for the re-instatement of the workers. The boycott call has been supported by the International Chemical and Energy Workers Federation

The workers were fired after striking in support of

pay demands, and the union is demanding their re-instatement. It has accused the company of "union-bashing"

Henkel says it can only re-employ workers as vacancies arise

A CWIU spokesman said Fosatu's national executive had recommended to the Natal region that it intervene. The region had arranged to meet Henkel today

Recently, Henkel issued a statement in which it criticised the union's decision to call a boycott

The company repeated an earlier claim that the union had insisted during negotiations that "their maximum position be met" and had refused to try to find a compromise

8/4/82

COM

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... continuing on severely restricted ...

8/4/82

CAPE TIMES

# Reef short of beer since strike at SAB

152

Own Correspondent

JOHANNESBURG — Liquor stores across the Reef are running out of beer on the eve of the Easter weekend because of a five-day strike which hit South African Breweries last week.

The liquor chains yesterday complained that not all of their beer-orders had been delivered.

Soweto shebeens have almost fallen flat in the wake of the massive shortage and Johannesburg sports clubs were perturbed over the stocks in their bars.

The general-manager of South African Breweries' beer division, Mr Peter Lloyd yesterday expressed concern at the shortage.

## Alberton plant

Last month, 450 workers went on a five-day strike at SAB's Alberton plant demanding higher pay. A report at the time stated workers were angered by SAB's sponsorship of the recent English XI cricket tour, claiming that the company "has money to spend on cricket, while our wages are low".

But Mr Lloyd denied again yesterday that this had been a factor in the strike.

The plant produces 40 percent of the beer on the Reef.

Last Wednesday the workers returned, he said, adding that now the

breweries were battling to fight off the backlog in the brewing industry.

"We are working flat out. But it will be difficult to meet the big Easter rush. Beer stocks are very low. We are concerned over catching up with the shortage and hope to do so soon," he said.

A random survey yesterday showed at least twenty bottle stores were desperate over the shortage.

## 'Pretty bad'

"It is a critical situation. My beer stocks are looking pretty bad," said the manager of a Johannesburg bottle store who asked not to be named. He said that he had had to turn away many disgruntled consumers who demanded a particular brand.

The owner of a big liquor chain store, who also did not want to be named, said only 70 percent of his normal order had been delivered.

Another liquor chain owner said SAB had run into trouble as it carried the monopoly in the industry. He explained that the breweries' trouble started with the big demand for beer by the public.

● Management at SA Breweries is to meet Cusa's Food and Beverage Workers Union today over a simmering recognition dispute at the company's Chamdor beer plant.

lively for participating in terrorist activities

# FIRED WORKERS ANGRY

EIGHT employees of Insulation Products in Vanderbijlpark, who were laid off from their jobs and promised to be taken back as soon as vacancies arose are angry with the company for allegedly employing other people while they remain jobless

And now they have lost hope of ever getting their jobs back after the company accused them of running to their trade union and talking ill of it

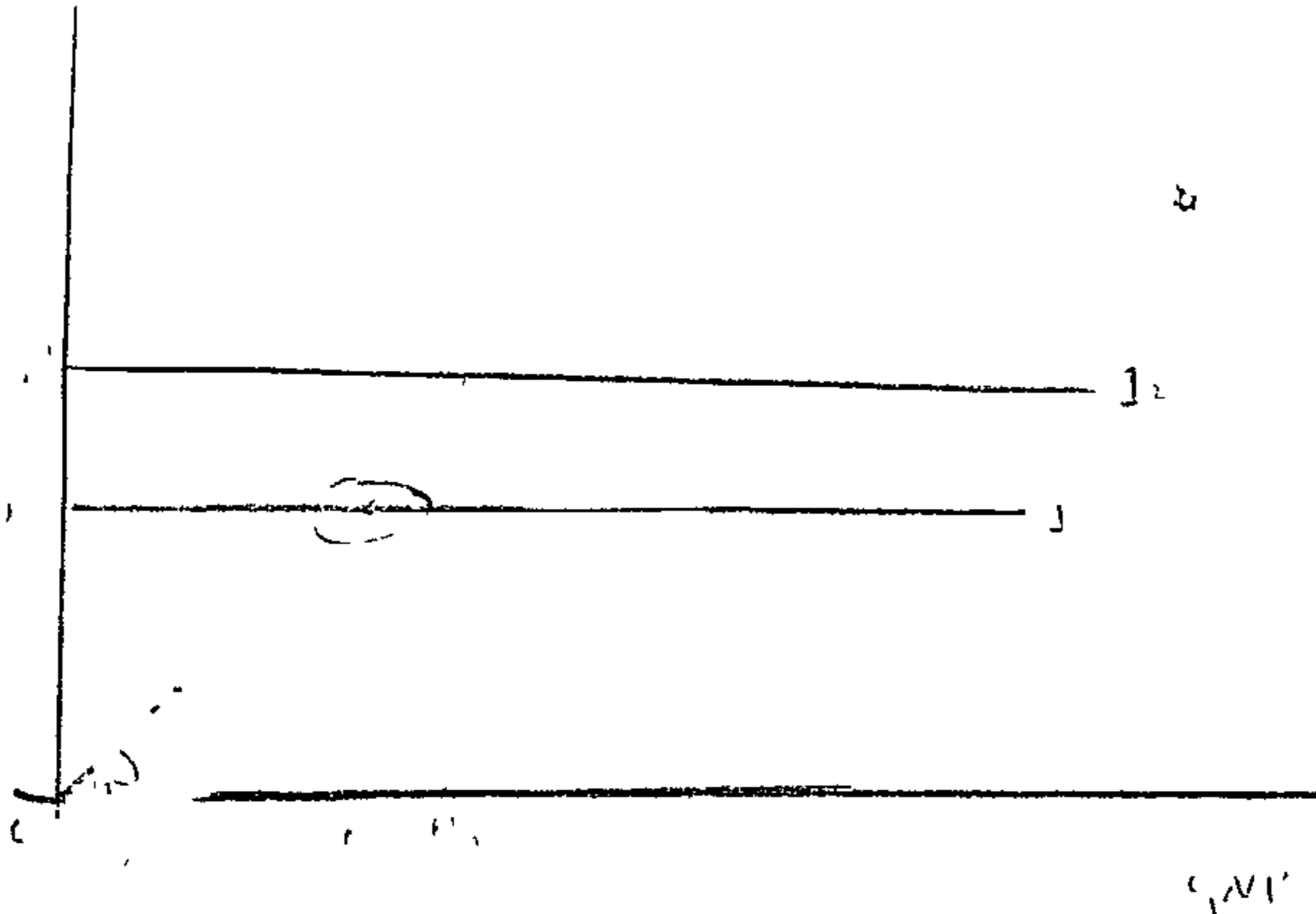
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Sowetan 8/4/82



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*152*  
**It's a rum  
 outlook for  
 ale drinkers**

By Caroline Braun,  
 Consumer Reporter

A beer shortage has hit the Transvaal and Free State, and supplies will not improve until after the Easter weekend

Mr Peter Lloyd, head of the beer division of South African Breweries, said stocks are down about 25 percent following a five-day strike last week at the Alrode brewery in Alberton

Alrode supplies 40 percent of the beer for the Reef

Mr Lloyd said retailers throughout the Transvaal and Free State had had to be rationed to some extent

"We are very concerned about the situation, and are working flat out to bring supplies back to normal next week.

"Unfortunately, stocks will be low for the Easter weekend. Hopefully, if consumers shop around, they should find enough beer for their weekend thirst," Mr Lloyd said

Soweto shebeens have been badly affected by the beer shortage

Mr Ray Mollison, secretary of the National Taverners' Association, said most of the local bottlestores in Soweto had no beer, and runners had had to go as far as Krugersdorp to find stocks

"Business in shebeens has fallen flat as beer is the most popular drink

"Shebeen owners are going to be badly hit this weekend as they will not be able to serve all their customers with beer," he said

**Softly on drinks**

Consumer Reporter

Soft drinks could be in short supply if there is a high demand for them this weekend

A spokesman for the South African Federation of Soft Drink Manufacturers said some manufacturers were still being affected by

the carbon dioxide shortage and were unable to build up a stockpile of soft drinks

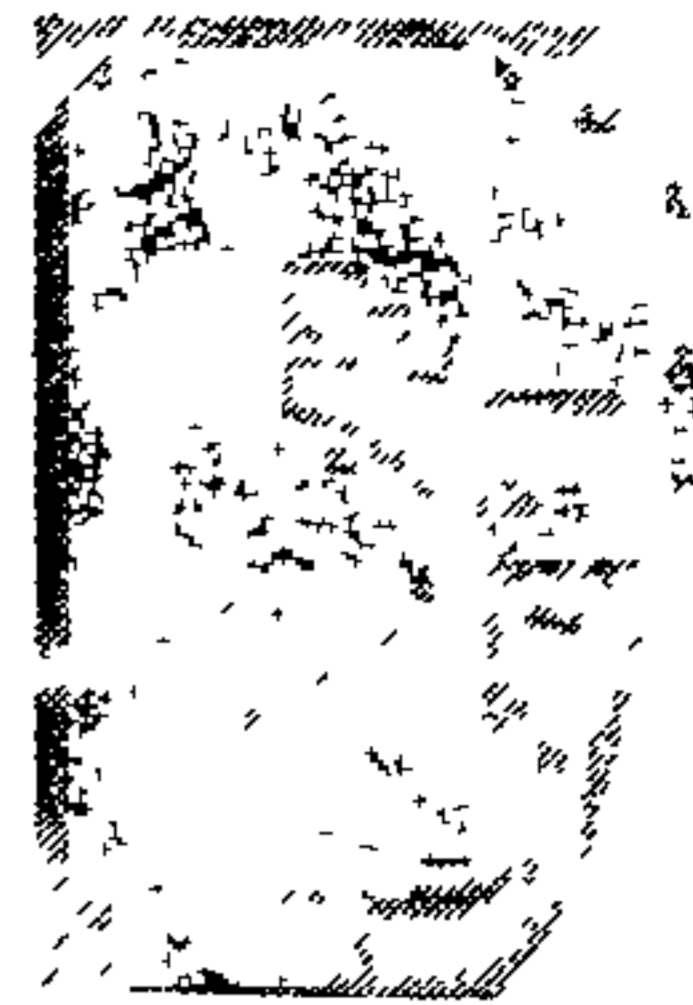
"There are supplies to meet present needs but if there is a sudden upsurge in demand over the weekend some outlets could have a temporary shortage," the spokesman said

**Von Lières A-G**

Own Correspondent

Mr Klaus Peter

ferred to the office of the Attorney



Gordon Mulholland

**TV actor  
 seeks role  
 — as PFP  
 candidate**

Chief Reporter

Mine manager Hylton McCrae and public relations executive Warren Bartlett have joined the Progressive Federal Party

Actually it is actor Gordon Mulholland, who played the roles of the two men in the SABC-TV serials "The Villagers" and "Westgate," who has joined the PFP

Mr Mulholland said he had voted for the National Party out of habit in the past "because I saw no way of getting them out of power"

But now he has realised that the PFP policy is the right one for South Africa

"Its policy is 100 percent right," he said, adding that party leader Dr Frederik van Zyl Slabbert was a "dynamic character."

"The PFP should knock on a few doors and get to the public," he said

"What the party needs is a few more Slabberts"

Mr Mulholland said he would be available to stand as a PFP

# Move to resolve Loskop dispute

152  
Mercury 9/14/82

**Mercury Reporter**

THE KwaZulu Minister of the Interior, Dr Frank Mdlalose, has directly intervened in the four-week dispute between workers and management at the KwaZulu Shoe Company at Loskop near Escourt in an attempt to 'get the two parties talking'

Following a meeting at Ulundi between Dr Mdlalose and management of this Bata owned factory, the department's labour officer, Mr Z A Khanvile has been instructed to arrange a meeting between the

## Officials meet over deadlock

**Mercury Reporter**

FOLLOWING a month-long dispute between Chemical Workers Industrial Union and Henkel, the Federation of South African Trade Unions officials met with the management late yesterday in an attempt to resolve the dispute

The dispute started after about 250 workers at Henkel's Prospecton plant downed tools on March 9 over wages, pensions and the introduction of a new shift.

Although they all applied for re-employment, only 75 of them appear to have been accepted.

The union has distributed thousands of pamphlets calling for a boycott of Henkel products.

The results of the meeting were not known last night

striking workers and management

A department official in Ulundi said yesterday Mr Khanyile had left for Loskop to discuss the proposed meeting

The four-week stoppage which is the second the company experienced this year, was sparked off on March 12 when approximately 700 workers downed tools following management's dismissal of a shop steward

Workers have been demanding his reinstatement and the recognition of the Fosatu-affiliated National Union of Textile Workers (NUTW)

Workers had begun to drift back to work at the end of last month but when Dr Mdlalose summoned the company's management to Ulundi, workers decided to continue the stoppage

Dr Mdlalose said the meeting had established quite clearly that 'we as a Government have jurisdiction over companies operating in KwaZulu'

He said the KwaZulu Government expected companies to listen to workers' grievances and allow them to establish their own trade unions

The general secretary of the NUTW, Mr Obed Zuma, said at a meeting this week about 200 workers decided to continue the stoppage

# Shoe company dispute: talks arranged

D. Diphotch  
9/4/82

DURBAN — The KwaZulu Minister of the Interior, Dr Frank Mdlalose, has directly intervened in the four-week dispute between workers and management at the KwaZulu Shoe Company at Loskop near Escourt in an attempt to "get the two parties talking"

Following a meeting at Ulundi between Dr Mdlalose and management of this Bata-owned factory, the department's labour officer, Mr Z A Khanyile, has been instructed to arrange a meeting between the striking workers and management

A department official in Ulundi said yesterday Mr Khanyile had left for Loskop to discuss the proposed meeting

The four-week stoppage, which was the second the company experienced this year, was sparked off on March 12 when approximately 700 workers downed tools following management's dismissal of a shop steward

Workers have demanded his re-instatement and the recognition of the Fosatu affiliated National Union of Textile Workers (Nutw)

Workers had begun to drift back to work at the end of last month but when the KwaZulu Minister for the Interior, Dr Frank Mdlalose, summoned the company's management to Ulundi, workers decided to continue the stoppage

The meeting had been postponed until recently as Dr Mdlalose had

accompanied Chief Gatscha Buthelezi on his visit to Germany

Dr Mdlalose said the meeting had established quite clearly that "we as a government have jurisdiction over companies operating in KwaZulu."

He said the KwaZulu government expected companies to listen to workers' grievances and allow them to establish their own trade unions

The general secretary of the Nutw, Mr Obed Zuma, said at a meeting this week about 200 workers decided to continue the stoppage

Workers said that more than 400 workers were still involved in the stoppage, Mr Zuma said

The managing director of KwaZulu Shoe Company, Mr Peter Bodovines was not available for comment

● Following a month-long dispute between Chemical Workers' Industrial Union and Henkel, Fosatu office bearers met with management late yesterday in an attempt to resolve the dispute.

The dispute between the Fosatu affiliated union started last month when after about 250 workers at Henkel's Prospecton plant downed tools on March 9 over wages, pensions and the introduction of a new shift

Although all the workers applied for re-employment, only 75 of them have reported to have been re-employed

The results of the meeting were not known last night. — DDC

# Rowntree

## strike:

## new move

LONDON — Shareholders in Rowntree Mackintosh, the giant confectionery combine, are being urged to force the company to step in and clear up the trade union row at its South African subsidiary, Wilson Rowntree.

Members of the Anti-apartheid Movement (AAM) and the Transport and General Workers' Union, Britain's biggest, are canvassing Rowntree shareholders here to support a motion at this year's general meeting which will condemn the company's 'stand-off' attitude towards the trade

union dispute at its subsidiary. The row centres on Wilson Rowntree's refusal to recognise the black trade union, the South African Allied Workers' Union (SAAWU).

### ACTION

A spokesman for the anti-apartheid movement said 'We are keeping up the pressure on Rowntree Mackintosh to take action in South Africa.

'We hope to force the company to step in and clear things up at its South African subsidiary.'

The Trade Union and AAM will seek support from religious, local authority and pension fund shareholders in Rowntree Mackintosh.

The possibility of a boycott of Rowntree products in Britain is under discussion.

### DISMISSAL

The row at the East London sweet factory started in February last year with the dismissal of three workers who claimed they were asked to do work that was not part of their job category.

Representations made by other workers were unsuccessful and was followed by the dismissal of about 500 workers.

Several of SAAWU's leaders have been detained and harassed since the strike which kicked off a national boycott of Wilson-Rowntree products.





...the seven made a re-  
mand appearance and  
were sent back to jail for  
14 days — (Sapa-Reuter)

# Henkel dispute

## Mercury Reporter

TWO top officials from the  
7 000 000 strong Deut-  
schergewerkschaftsbund  
(DGB), a federation of  
German Trade Unions,  
flew into Durban yester-  
day and held meetings  
with officials of the  
Chemical Workers Indus-  
trial Union (CWIU) and  
Henkel management.

Their 'fact finding' visit  
follows a long-standing  
dispute between Henkel,  
a multinational company  
whose head office is in  
Germany, and the Fosatu-  
affiliated CWIU

The dispute started  
after about 250 workers at  
Henkel's Prospecton  
plant downed tools on  
March 9 over wages, pen-  
sions and the introduction  
of a new shift.

*Mercury 17/4/82*

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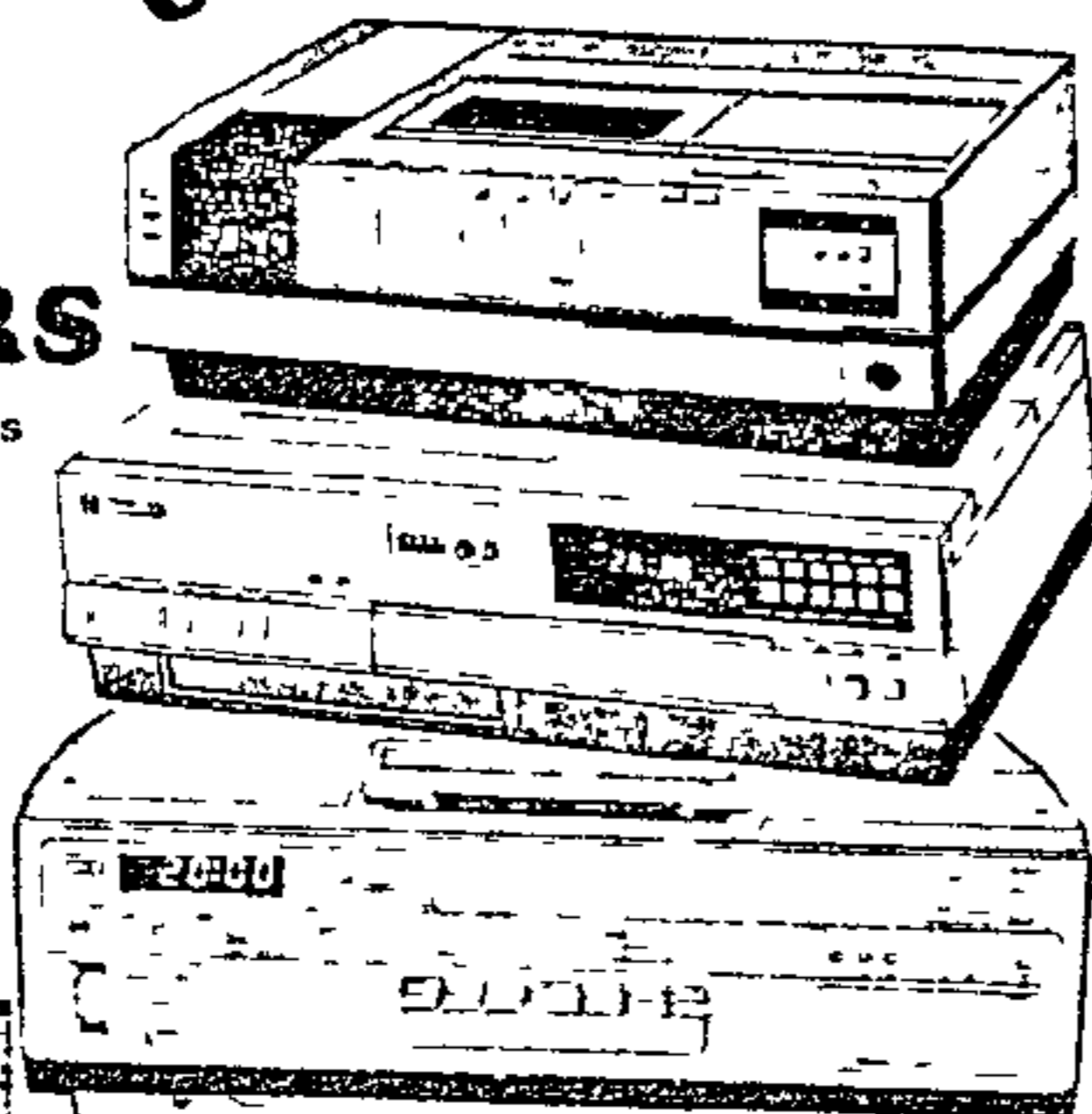
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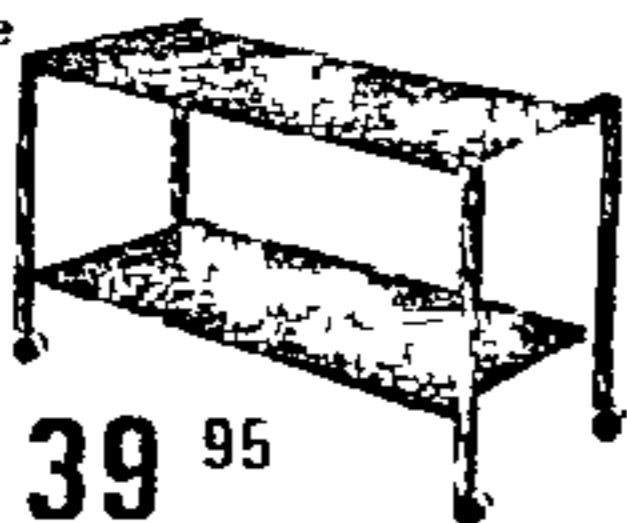
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minated society

**Boycott  
threat to  
Rembrandt**

The giant Rembrandt group is threatened by a local and international consumer boycott as a result of the dispute at the chemical firm, Henkel SA.

Fosatu's Chemical Workers' Industrial Union has already called a boycott against Henkel in which Rembrandt has a 50 percent shareholding.

At its second national congress at the weekend, Fosatu warned that "its entire national organisation" has been given over to the Henkel boycott.

It resolved that unless the dispute was 'speedily resolved,' the boycott action would be extended to Rembrandt.

The union is seeking negotiating rights at Henkel as well as the reinstatement of workers fired after the recent strike at the company's Durban plant.

It is understood that last Friday's meeting between Fosatu and Henkel management, attended by government labour adviser Mr "Blackie" Swart, was inconclusive.

**New men  
in Fosatu**

The new national president of the Federation of SA Trade Unions is a worker from Kellogg in Springs, Mr Chris Dlamini.

He was elected at Fosatu's second national congress at the weekend, and replaces Mr Johnny Mke. Mr Dlamini is chairman of the Sweet, Food and Allied Workers' Union and chairman of Fosatu's Transvaal region.

The 135 delegates at the congress also unanimously confirmed Mr Joe Foster as general secretary of Fosatu.

Mr Nathaniel Gantana, chairman of the Western Cape branch of the Metal and Allied Workers' Union, was elected treasurer, and Mr Andrew Zulu, national president of MAWU, was elected national vice-president.

Fosatu said the federation "could look forward to its next three years with leaders who between them had 25 years of union experience."

140A Star 14/4/82 183

# Leaders banned

Haysom, former Nusas president, banned for 2 years, released from

old research officer, studied Legal Studies on November 27



Haysom

last year and held in solitary confinement for four months under Section Six of the Terrorism Act

In terms of the banning order, Fink may not enter Wits University - where he has been working and researching for a master's degree on prisons - or any other educational institution. He may not even continue his professional career as a lawyer.

He is not permitted to attend any gatherings, publish any material, or move outside the Johannesburg magisterial district. He also has to report once a week to the nearest police station.

In a statement reacting to the banning, the Western Cape Detainees' Parents' Support Committee said "Mr Haysom is the fifth person in recent weeks to be banned after release from detention. The arbitrary banning of persons which follows their arbitrary arrest and detention can only evoke outrage and condemnation on the part of all democrats."

"Before his detention in November last year, Mr Haysom was one of the founders of the Detainees' Support Committee in Johannesburg. Whether detainees are being held, charged or banned we shall stand behind them."

October 27 All three were held under Section 6 of the Terrorism Act

## Varsity A/m/ 1982 Scab labour condemned

A number of advertisements with the heading MONEY were taken down from the noticeboards in the Students Union last week

A VARSITY reporter who phoned Allied Publishers, the firm responsible for the advert, was told that students are being recruited to stand in as van drivers and assistants in the event of a strike by the Media Workers Association of South Africa (Mwasa)

An SRC member, Steve de Gruchy, said that the SRC condemned the advertisement. "Firstly, the advert was put up without the necessary authorization. Secondly, we should not allow the recruitment of students as alternative labour when the company is involved in an industrial dispute."

According to a source at Allied Publishers, a number of students have responded to the advert.

Mwasa said in a statement to VARSITY, "We can only appeal to UCT students not to be used as scab labour. By doing so they will be destroying whatever progressive moves are afoot at the University."

© UCT STUDENTS' ASSOCIATION

# Wilson-Rowntree action spreads to Lesotho

ROM

APRIL 1982

By MIKE PITSO  
Mail Africa Bureau

MASERU. — The Lesotho branch of the Wilson-Rowntree boycott committee, formed two months ago, held its first Press conference in Maseru on Thursday

The committee was formed by representatives of various Lesotho trade unions and other organisations, to express solidarity with the 500 workers dismissed by Wilson-Rowntree last February in East London, following a strike

The committee, which is raising funds for the workers, discourages businessmen from purchasing Wilson-Rowntree products

The committee has also appealed to expatriates in Lesotho to contact their home-trade union to express solidarity with workers dismissed from their jobs in South Africa

Mr Adrian Clarke, a Briton living in Lesotho, is the secretary of the committee

He strongly attacked the British Wilson-Rowntree company for working within South Africa's apartheid policies

He said there was an unholy alliance between the South African Government and Ciskei, whereby workers would be suppressed indefinitely

He added that it was now clear that the South African homelands had been created to become cheap labour reservoirs

Dr Peter Jackson, a former Labour MP in Britain who is now on the staff of the National University of Lesotho, said workers in South Africa were being denied the right to join unions of their own choice

Workers throughout the world had to exert pressure to bring about change in SA

He said pressure in Britain had forced Barclays Bank, for example, to improve conditions for its workers

Various trade unionists in Lesotho expressed solidarity with the South African workers

One of the students from the National University of Lesotho said. "Lesotho is one of the main exporters of workers to South Africa. There is no doubt they will also be victims"

186  
167  
152

# Betsak workers strike

**MORE** than 200 workers at Betsak Monteer in Germiston yesterday downed tools in demand of higher wages.

A worker representative yesterday said that the stoppage started when workers demanded an increase of 50 cents across the board with immediate effect

The spokesman said. "The workers demanded an increase in January this year and management had promised to look into the matter. The workers were surprised when told the increase would come into effect as from July

tives have now called for a meeting with management and talks are presently being held. Meanwhile workers have decided they won't return until a settlement is reached. None of them belongs to any union."

The SOWETAN could yesterday not obtain a comment from the company

"Worker representa-

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Sowetan

April 1982

# Shoe firm workers break off strike

April 1982

*C. Howard*  
*152* *188* *188*  
JOHANNESBURG. — Striking workers at the Bata shoe company in Kwazulu last week decided to end their month-old strike and to return to work.

More than 500 workers at the Canadian subsidiary went on strike over demands for higher wages

Because the firm is in Kwazulu it is not bound by minimum wage levels agreed upon in South Africa

According to a spokesman for the Fosatu-affiliated National Union of Textile Workers, which represents many of the workers, the strike was ended because workers felt they had been 'betrayed' by a homeland labour official

## Mediate

The official had been appointed to mediate in the dispute, but workers claimed he had only held talks with management and 'strike-breakers' — those who had returned to work

The union would continue to make representations overseas to the International Labour Organisation and the Canadian government over the subject of wages at Bata, the spokesman added

## Interests

Representation would also be made to the Kwazulu government to ascertain whether it felt its official was acting in the best interests of the homeland workers

# VW workers down tools in retrenchment protest

D Dispatch April 1982

UITENHAGE — The Volkswagen company stopped production at its plant here yesterday after almost the entire workforce of about 5 600 workers downed tools in protest against the retrenchment of 316 workers

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced

The company said in a

statement yesterday that talks had been held between management and shop-stewards and that it hoped workers would resume their duties today

Representatives of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed opposition to the retrenchments, and asked for a full list of retrenched workers

When management

failed to supply a list, workers refused to resume work

Yesterday workers resumed work until about noon, when they again expressed opposition to the retrenchments. They also felt that the company had not adhered to the principle agreed to with the union that only workers with bad job records would be laid off

Another grievance was the fact that only 13 whites, all with "very bad" job records, had been laid off — DDC



**'Third party'**  
**bid to resolve**

**dispute deadlock**

**Mercury Reporter**

PROFESSOR Blackie Swart, head of Industrial Relations at Stellenbosch University's School of Business, has been called in as a 'third party' in an attempt to settle the dispute between Henkel management and the Fosatu-affiliated Chemical Workers Industrial Union (CWIU)

The dispute arose after the dismissal of workers who went on strike at the company's Prospecton plant last month over wages, pensions and a new shift system

The union is demanding their re-instatement and have called for a world-wide boycott of Henkel products. Henkel has criticised the call for a boycott and said it could re-employ workers only as vacancies occur

Prof Swart said yesterday he had approached the CWIU when he was in Durban on Tuesday and they had agreed to allow him to draw up a settlement document as a third party

He said he had had no previous dealings with either of the parties involved in the dispute and had drawn up the document as an outsider

It had been completed and would be forwarded to both Henkel and CWIU, but Prof Swart said he was reluctant to reveal the contents of the settlement document until both parties had had a chance to discuss it

The CWIU regarded the calling in of Prof Swart as an 'ad hoc' measure in view of the breakdown of negotiations between the union and management, a union official said

*152*  
*15/4/82*  
*Harau*

# Rembrandt boycott hangs in balance

15/11/82 Sowetan 152 ~~148~~ ~~148A~~ ~~182~~

THE 94 000-strong Federation of South African Trade Unions (Fosatu) has decided it will call for a boycott of Dr Anton Rupert's Rembrandt Groups if the dispute between its affiliate, the Chemical Workers Industrial Union and a company, Henkel, is not "resolved speedily"

In a statement released to The SOWETAN after the union's weekend congress in Hammanskraal, Fosatu says Henkel was intending to "provoke a strike in order to smash the union in the plant"

The CWIU has already started a consumer boycott against the company after it had

**By JOSHUA RABOROKO**

sacked about 200 workers and refused to meet their demands at its Durban plant

Informed sources say that some of the workers have been re-employed but that the rest have rejected the company's offer to consider them

whenever vacancies are created

In the statement Fosatu says that it condemns in the "strongest possible terms the provocative behaviour of Henkel which it seems was intent on provoking a strike in order to smash the union in the plant"

"Fosatu notes that the dispute is no longer merely the concern of CWIU and Henkel, but our entire national organisation has now given support to the boycott of Henkel products called

over the dispute

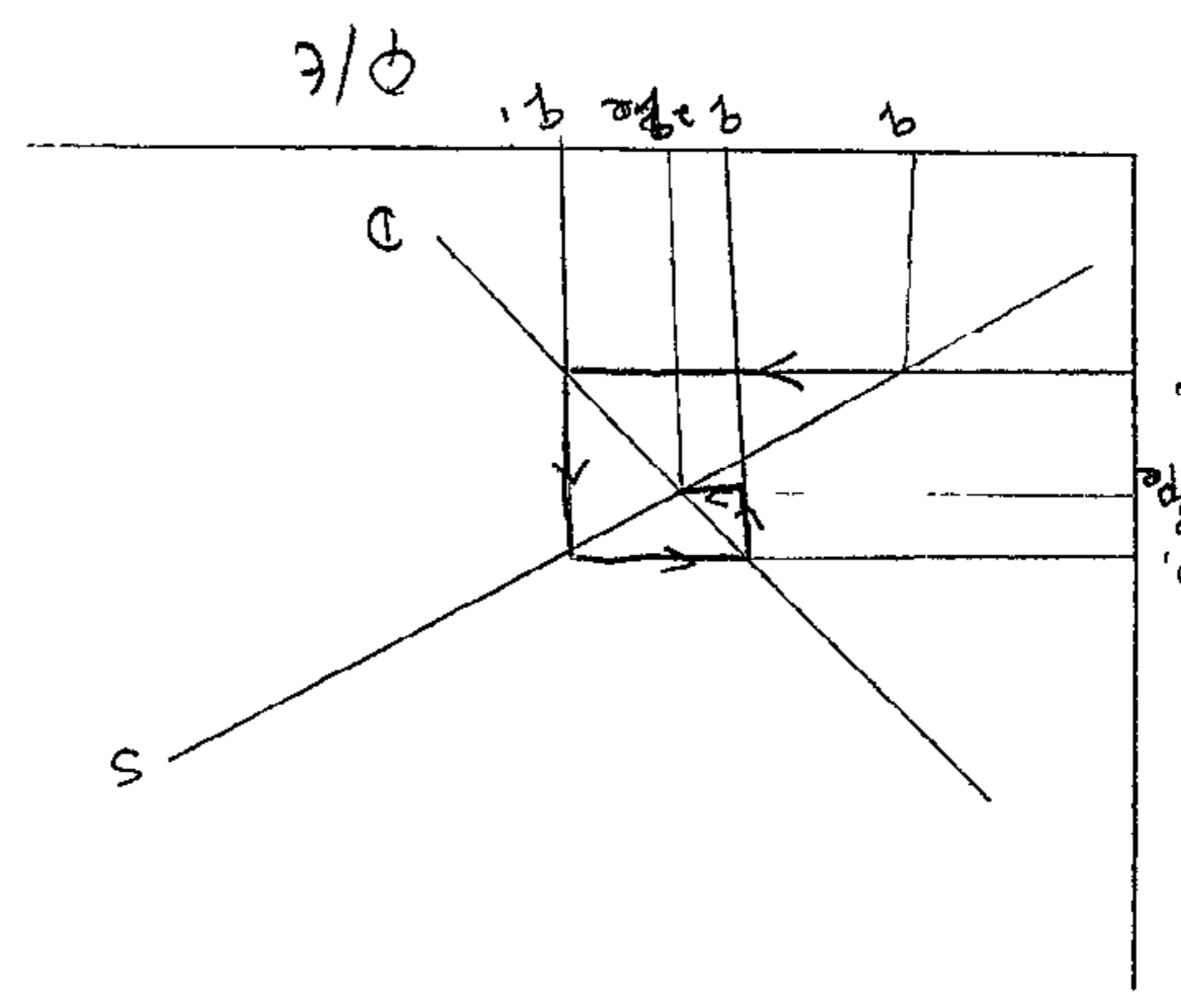
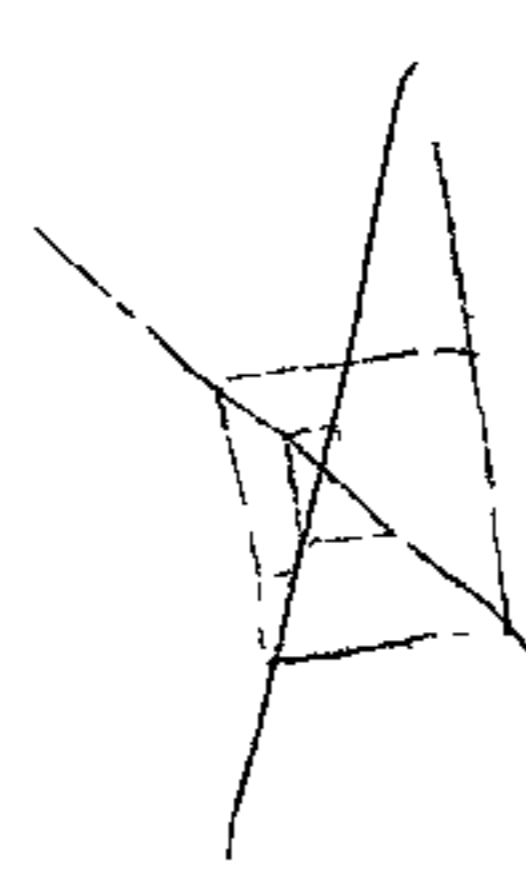
"Our national resources and the experience gained in the Colgate dispute will be used to bring about a just resolution to the unfair behaviour of the company

"Congress has also decided that should the issue not be resolved speedily, the boycott will be extended to cover the products of Rembrandt — both locally and internationally — for Rembrandt has a 50 percent holding in Henkel"

In the meantime, informed sources say although Rembrandt has an "investment interest" in Henkel it is not involved in its management and that it has no seat on its board

n/d

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n/d

By Erik Larsen  
East Rand Bureau

The president of the South African Association of Municipal Employees, Mr Attie Nieuwoudt, yesterday appealed to the Government to ensure that black trade unions did not call for "unnecessary and undesirable strikes."

Speaking at the association's fifth Transvaal Regional Conference at Boksburg, he said: "Strikes and walk-outs, as we are all aware, are the instigators of chaos and the destroyers of the economy in any country."

Mr Nieuwoudt explained that South Africa could not afford to tolerate strikes, especially if

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Govt warned  
on strikes 15/4/82

full cognisance were taken of the downward trend in the gold price, the general economic position and the weakening of the country's agricultural potential as a result of the long and severe drought in many parts of South Africa.

He said the drought had resulted in farmers moving to towns to find other means of income.

"We cannot toler-

ate anything that is liable to undermine our economy.

"We cannot afford to sit back and watch while our country heads in the same direction as so many overseas countries where the communist influence is so strong that it is taking over the economy and causing great hardships for many people as a result of the deterioration of the economy of those countries"

*Handwritten signature and scribbles*

# Germiston workers go out on strike

By MZIKAYISE EDOM

ABOUT 160 workers at Moser Hardchrome Plating Factory in Wadeville near Germiston went on strike yesterday after three of their colleagues were allegedly fired from work.

The workers reported to work yesterday but refused to start working until their three colleagues were reinstated. The workers left the factory premise at about 12 noon after their demand was not met by the management.

Workers interviewed by The SOWETAN outside the premises of the factory said trouble started after one worker who failed to report at work on Tuesday was fired. The workers said another two workers were fired on Wednesday morning.

One worker said "We have made it clear to the management that we will only go back to work after the three have been reinstated. Management has failed to explain to us why the three workers were fired." Most of the workers at the firm are members of the Metal and Allied Workers Union (Mawu). He said that they will report to work today but will not work until their colleagues are reinstated.

Mawu officials were yesterday not available for comment. The workers said only 'coloured' workers were working at the factory and that most of the 'black' staff was on strike.

A spokesman for the factory yesterday denied that there was a strike at the factory.

## Bottle stores accused of rationing

# Another 'dry'

THE REEF is faced with yet another "dry" weekend — just one week after a bad Easter.

By CHARLES MOGALE

This was said yesterday by the chairman of the Soweto Tavern Association Mr Lucky Michaels who accused the South African Breweries (SAB) of "taking advantage".

According to Mr Michaels, the SAB is taking advantage of a strike at SAB, and the

Easter drought to promote brands of beer which have not been selling well.

We have information that the bottle stores are rationing the amount of beer of a popular brand they are selling. This is seen to be

done to promote those brands which have not been selling well all along," Mr Michaels said.

Throughout the Easter weekend, a certain popular brand was hard to come by in the town-

## Wait for big walks



BUY AT HOME: Mr Veli Kraai, chairman of the Soweto Chamber of Commerce and Industry, holding a T-shirt of the buy at home campaign.

Pic by THEMBA NKOSI

TWO big walks which had been planned by the Soweto Chamber of Commerce and Industry (SCCI) for this Sunday and the next one to support traders in their "Buy at Home Campaign" have been suspended.

The walks — the first only for men and the other one for women — have been suspended to dates still to be announced in May due to poor response from the public, according to Mr Veli Kraai, chairman of the chamber.

# Bauers

106 ELOFF STREET, COR. BREE STREET, JOHANNESBURG. PHONE 23-5985/6

NEWLY APPOINTED STOCKISTS OF TORRAS

R175,00



## Orlando time-tables

THE principal of the Orlando Adult Education Centre, Mr London Masi-

## Putco fares up

PUTCO has released the list for increased fares around the Reef and the Vaal, effective from April 26.

- From Jeppe Station to South Rand Hospital and South Hills 20c, five days R1 80c, to Abattoir 25c, five days R1 80c, to Steel and Barnet and Steeldale 25c, five days R1 80c

- From Baragwanath to Alrode 80c, five days R5 20c, to Roodekop R1 00, five days R6 00

*Handwritten notes: 332 Sowetan 16/4/82*

Shoe factory workers return

Mercury Reporter  
STRIKING KwaZulu Shoe Company workers are steadily returning to work following a month-long stoppage at the Loskop factory near Estcourt, Dr Frank Mdlalose, KwaZulu's Minister of the Interior said yesterday. This 'border' industry has been struck by work stoppages twice this year as workers downed tools demanding the recognition of the Fosatu-affiliated National Union of Textile Workers (NUTW).

Mr Obed Zuma, the general secretary of NUTW said 'At a meeting of striking workers and union officials on Wednesday, workers decided to return to work.'

**Deadlock**

Following a deadlock during this recent work stoppage which began on March 12, Dr Mdlalose, sent the department's chief labour officer, Mr Z A Khanyile to mediate in the dispute.

Dr Mdlalose said at a meeting between worker representatives, Mr Khanyile and management, the company had agreed to re-hire workers on a staggered basis.

He said 'Management had said because of the stoppages they had to cancel a number of orders and would not be able to take on the full complement of workers immediately.'

'But they would take on a certain number of workers each week and expected to be back to full production in June.'

**Chopper crash**

9/20

# Strike on mines looms as talks fail

**A CONFRONTATION** between white miners and their employers loomed yesterday as the Council of Mining Unions declared a dispute with the Chamber of Mines over pay demands.

Disputes have now been declared in the country's two biggest non-farming industries this week

Registered metal unions declared a dispute with employers on Wednesday

A dispute is the first step towards a legal strike

Yesterday unionists described the chamber's pay offer — 4% according to the unions and 5% according to the chamber — as ridiculous and accused it of taking its toughest stance in living memory on pay demands

They said it was "throwing down the gauntlet" to union men and one source said workers were set on holding a strike ballot unless the chamber changed its stance

But a chamber statement suggested the deadlock had been caused by the refusal of the CMU, which bargains white wages, to moderate its demands

The decision to declare a dispute — it will be declared formally on Monday — came after talks yesterday at which unionists demanded a 15% increase after originally demanding 16%

The chamber's first offer was 3%

One unionist said yesterday

"They took an extremely tough line. They offered 4% and then told us they were not even prepared to talk further unless we agreed to drastically drop our demands. They made it clear that unless we demanded less than 9%, they would not negotiate"

Another source said the chamber indicated it would offer 5% if unions agreed to slash their demands

A chamber statement yesterday confirmed it had asked the CMU to substantially lower its demand for a 15% increase in standard rates of pay

But, the statement said, the chamber indicated it was willing to consider increasing its offer of 5%

"No reciprocal gesture was made by the CMU, which then declared that a dispute existed," the statement said.

By STEVEN FRIEDMAN  
Labour Reporter

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# 'Poisonous' workers

20/4/82 By NKOPANE (152) MAKOBANE

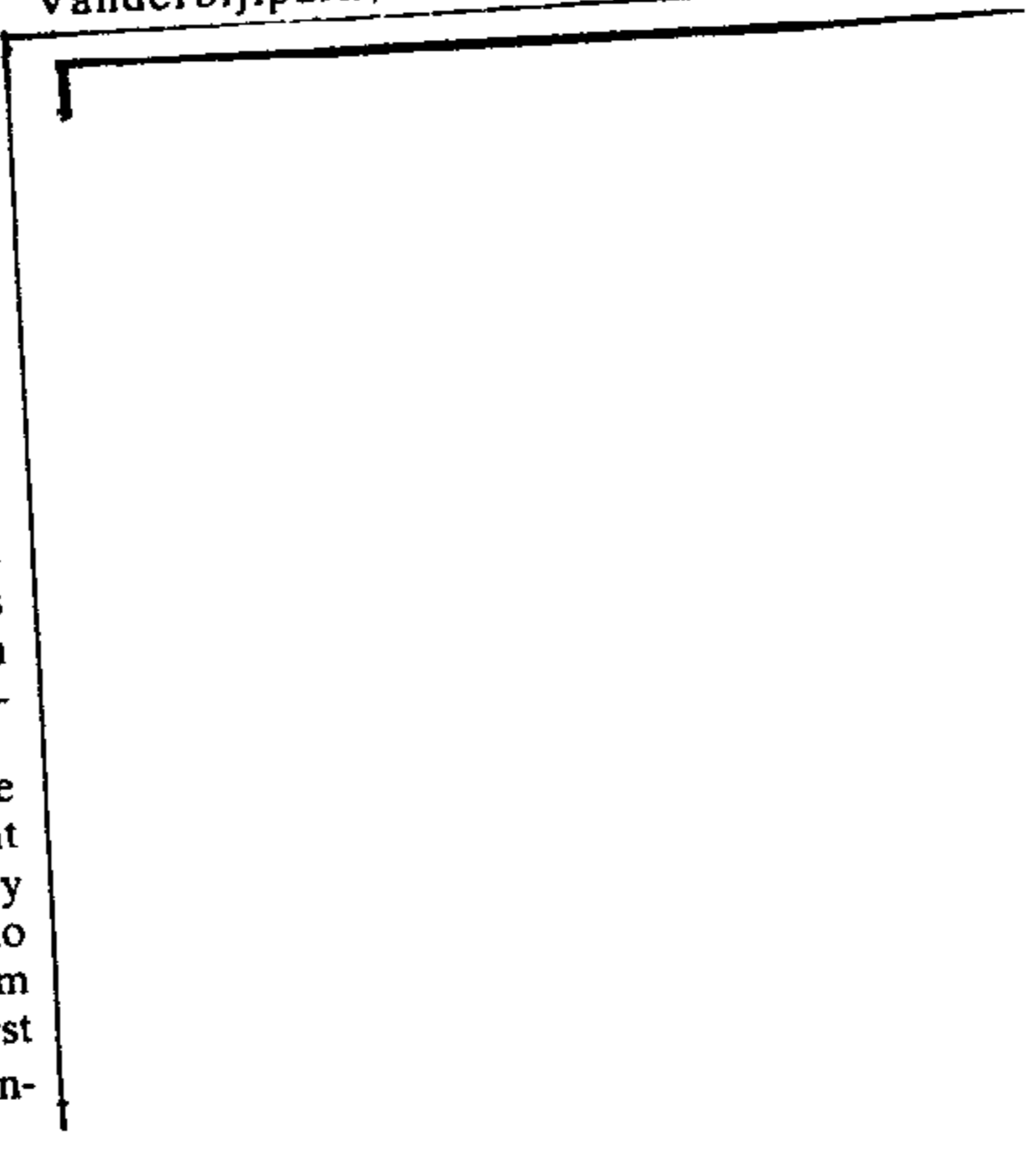
THE trade union whose eight members were laid off with a promise of being re-employed as soon as vacancies arose believe their company is refusing to re-employ them because they may be "poisonous" to other employees.

Mr Frank Mohlala, general secretary of the Building Construction and Allied Workers' Union, said this emerged from the talks held between the union and personnel management last week.

The talks followed the "dismissal" of the eight on January 22 when they were told there was no longer any job for them but they would get first preference when vacan-

cies arose <sup>Sowetan</sup> In the meantime, the women, all employed by Insulation Products in Vanderbijlpark, have

learnt from their colleagues that other people were being employed while they remained jobless



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galization of black unions

He said the government should be careful about creating "a breeding ground for political unrest"

Mr Barnard referred specifically to the investigation of farm and domestic workers and accused the government of appointing commissions to investigate areas where there had been no complaints, interfering in relationships between employer and employee

No domestic worker had complained, yet a real urban threat could be created by the formation of organizations across the country which could be used by agitators

Mr Botha in turn accused Mr Le Roux of making "bitter, irresponsible and unfair" allegations

Nationalist congresses had been consulted about the Wiehahn reforms, he said as Mr Le Roux interjected that this was only after implementation Mr Botha also said Mr Le Roux, as a member of the Nationalist study group on manpower, had been involved in and aware of everything that was done

"There was not one occasion on which you did not agree"

Mr Botha accused Dr Treurnicht of knowing nothing about labour matters and the CP of trying to give the impression of campaigning to restore rights which had been taken away

● Manpower vote debate, page 5

Too late for classification

DEATHS

**SHEAR** — Sarah our wonderful kind and gentle aunt whom we all loved dearly passed away peacefully on 18 4 82 after an illness so bravely borne Her memories will always be treasured and we will always remember her fondly Deeply mourned and sadly missed by her loving family Walter and Liska Gordon children and grandchildren

**SHEAR** — Sarah, our loving kind and darling sister, passed away on 18 4 82 Will be fondly remembered by her sisters Dinah Byrne Becky Gersohn and brother Hyman Shear

**LAYDEN** — Michael dearly beloved husband of Norah and loving father of Michelle, Kenny, and grandfather of Teresa Barbara Ann and John and stepfather of Ian Drane Heather Marelynnne Chester and their families Fortified by the right of The Holy Roman Catholic Church Requiem Mass at 3 30pm Wednesday April 21 at Our Lady Of Good Hope Church, Sea Point No flowers by request donation in lieu of to St John's Catholic Parish PO Box 395 Beaufort West 6970 Cremation private Resurrected with The Lord



# Laid-off workers harassed and intimidated, says union

By STEVEN FRIEDMAN  
Labour Reporter

EIGHT workers who were laid off by a firm at Vanderbilpark were told they could not get their jobs back because they had told their union they were retrenched, the union claims

The general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, also claims the company, Insulation Products, has been "harassing and intimidating" workers who join the union

He said the union is considering action against a white employee who was "abusive" to a black worker who had been fired

The white employee had "shouted at and been abusive" to a woman worker

Repeated attempts to contact the com-

pany's managing director, Mr Hennie Steyn, over the past few days have been unsuccessful

Mr Mohlala, who says his union represents about 100 of the 700 workers at the plant, says the workers were fired recently "without being given any reason"

When the union asked management why they had been dismissed, it was told they had been retrenched, but they could have their jobs back after a few weeks had elapsed if they contacted the company

"They have now been trying for several weeks, but the company will not give them their jobs back," Mr Mohlala said "They have now been told they cannot have them back because they went to the union when they were fired," he added

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# Why Henkel is being boycotted

192  
Sowetan  
20/4/87

**THE row that has erupted between the Fosatu-affiliated Chemical Workers' Industrial Union and the German company Henkel over working conditions at its plant in Durban is likely to have far-reaching consequences.**

The union claims the company is trying to break its strength by refusing to re-employ all the 216 workers dismissed earlier.

The workers were dismissed from the company's Prospecton plant after downing tools over three issues — dissatisfaction with wages, the company's pension scheme and the introduction of a new shift

Union sources see the management's attitude to be in total conflict with the European Economic Community code of conduct which has been formulated to monitor all European companies in South Africa.

Pamphlets, stickers and a booklet have been distributed by the union members in protest against the dismissal

The firm mainly produces soap products, detergents, glues and adhesives.

The union says management's refusal to negotiate in February made it clear to workers that, after four years of frustrating struggle, Henkel was not going to acknowledge their rights as workers to collective bargaining

"At the same time their conditions of employment were being eroded. The company was forcing a decision upon them. Should they abandon their claim to collective bargaining rights?"

The union says that on March 9 Henkel's African workers refused to start work and requested management to explain its action to them

"Up until 11am the company never made any effort to contact the union nor to negotiate with workers, despite requests from workers.

**JOSHUA RABOROKO looks at the background to the labour dispute at Henkel which has led to a boycott of its products.**

"For the remainder of the week the company refused to even discuss the issue with the union. Subsequently there have been meetings between the company and the union's delegations. At these meetings the company has not wavered in its steady refusal to seriously negotiate

were willing to return to work.

They have selectively re-employed 75 of the original 230 who were dismissed, but 140 workers have not been taken back. Until they are returning to work the union will advocate a boycott of Henkel's products.

"Henkel has taken full advantage of apartheid laws which allow employers to selectively re-employ dismissed workers, and leave a large number unemployed. In many countries where Henkel operates this would be illegal," the union says

"They have provoked a strike in order to dismiss the workforce and employed scab non-union labour at worse conditions. This too would be illegal in many countries where Henkel operates

"While black workers in South Africa were fighting management's attempts to compel shift workers to accept longer working hours, workers in West Germany were waging a campaign for shorter working hours and highlighting the hazards of shift work"

Henkel's personnel manager, Mr Peter Rousseau, is reported to have said that because new staff had been employed at the plant the labour force there was nearly up to its quota.

## Henkel's products

**THESE are products made by HENKEL: Perfix interior crackfiller, Wallpaper Adhesive; Pattex contact adhesive, Ponal, Dixi Sparkle, Country Pride washing powder, X-tra washing powder, White Giant washing powder, Dato, Swift Scourer, Blitz, Launel, Killer-fix glue and Pritt glue.**

"This supports our belief that management provoked the strike and never intended to negotiate a settlement"

The union also says non-union scab labour was rapidly employed. They were required to sign contracts accepting the lengthened working week of 45 hours, lower overtime pay and reduced shift pay.

Later workers decided to end the strike and negotiate their return to work. The company agreed to stop employing scabs, and to reinstate all those who

# Henkel settle: boycott ended

By STEVEN FRIEDMAN  
Labour Reporter

THE dispute between chemical company Henkel and Fosatu's Chemical Industrial Workers Union — which led to the calling of a local and international consumer boycott against the company — has been settled

The two parties signed an agreement last night, in which

● Workers fired after a strike at the company's Durban plant will be reinstated within two weeks,

● A timetable has been set for recognition of CWIU by the company;

● A retrenchment procedure has been negotiated, and,

● A worker ballot, jointly supervised by Henkel and CWIU, will be held on the issue of working hours — one of the issues which sparked the strike.

In return, the union has agreed to call off the boycott. The dispute arose after about 230 workers at Henkel's Durban plant struck over wage issues, and in protest at a decision to extend shift workers' hours. The workers were sacked. Some have since returned.

CWIU called the boycott, supported by international unions, to try and get the workers rehired. At its recent congress, Fosatu said it

would also boycott the Rembrandt Group, which owns part of Fosatu, if the dispute was not settled. Henkel had accused the union of refusing negotiate demands, and of calling a boycott before all attempts to resolve the dispute had been exhausted.

A CWIU spokesman said last night the union was "satisfied". Management could not be contacted.

CWIU said the settlement provides for all fired strikers who have not gone back to the company to be reinstated — without loss of long-service benefits — within two weeks.

The two sides will jointly verify which workers should be reinstated, although CWIU estimates that "between 80 and 120" are affected.

The agreement also provides for a retrenchment procedure in which dismissed workers will receive 3 months' notice, retrenchment pay and other safeguards.

CWIU says this was prompted by Henkel's decision to transfer some of its operations to the Transvaal later this year, which will mean that some Durban workers will lose their jobs.

A timetable for the negotiation of a recognition agreement is included in the settlement. So is a stipulation that the union retain its stop order facilities at Henkel.

## Passive businessmen criticised

By CHRIS FREIMOND  
Political Reporter

A top South African businessman last night strongly criticised his colleagues in commerce and industry for a passive attitude towards the detention of trade unionists.

Speaking at the annual dinner of the SA Institute of Chartered Accountants in Durban, the chairman of the Premier group, Mr Tony Bloom, said "I have to say that I am absolutely appalled at the lack of courage displayed by the business community in not speaking out on this important issue".

Apart from the human considerations, if the Government was going to detain union leaders without trial and release them after a few months, the business community was in for "a very rough ride indeed," he said.

Business leaders called more frequently for social change these days, but the calls were not nearly frequent enough.

## No spares for cars in USSR

MOSCOW — Spare parts for private cars have become almost impossible to find ever since the Soviet auto manufacturing industry streamlined its parts distribution network, Pravda has reported.

Mirrors, distributors, windshield wipers, spare plugs and other odds and ends have been in chronic short supply in the Soviet Union for years.

Car parts formerly were sold in a network of shops around the capital, but during the past five years all supplies were centralized in large service centers.

The aim was the prevent "surplus purchases" by sharp-eyed experts as entrepreneurs who would snap up all the mirrors or spark plugs as soon as they appeared on sale, then re-sell them for blackmarket prices — UPI.

# Union warns of unrest as retrenchments begin

By STEVEN FRIEDMAN

MAJOR construction company Genrec has begun retrenching workers at two East Rand plants — retrenchments at a third are possible — and yesterday the Metal and Allied Workers Union said the issue could cause unrest.

And three strikes were reported yesterday — two on the East Rand, and one in Industria.

Unionists also claimed another East Rand metal company, L Scott-King in Alrode, had been hit by a stoppage over retrenchments — since resolved — although a company source denied this.

At Genrec, MAWU organizer Mr Moses Mayekiso said the company had retrenched at subsidiaries Genpipe and Wadeville Engineering. More retrenchments are also pos-

sible at Genrec's Power Steel company.

MAWU feared unrest because workers were "very angry" about the lay-offs and had been threatening to take action. MAWU believed all retrenchments should be negotiated, and the company had agreed to meet the union.

Genrec's managing director, Mr Hennie Joubert, confirmed the retrenchments, said lay-offs were "possible" at Power Steel, and said Genrec would meet MAWU — although the company was "not unduly worried", because workers would "only be endangering their own jobs".

Mr Joubert said Genrec had given retrenched workers longer notice than usual, and had delayed dismissals at one company "for far longer than necessary".

Meanwhile, Industria West company Nampak Corrugated Containers — known as Transvaal Box — was hit by a strike yesterday. The company said talks were in progress "to establish possible grievances".

MAWU also reported a strike at metal company Screenex in Alrode, near Alberton — about 200 workers are demanding an extra 50c/hour. Company spokesman were unavailable.

At a small Wadeville plant, Moser Industries, about 60 workers have struck over the dismissal of nine colleagues. MAWU says the company refused to negotiate, and sacked the strikers. A company spokesman said a "walk-out" had occurred. Some workers had been dismissed, but others had returned, he said.

## Decentralisation a 'raw deal'

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facilities. There would be no subsidies for roads, transport or housing. A recently-tabled White Paper on the decentralisation plan had confirmed this as a long-term intention.

Mr Schwarz said the PFP rejected the idea that, in addition to paying normal taxes, industries would be forced to pay infra-structural development costs without the aid of subsidies.

While the PFP supported decentralisation on economic grounds — as well as incentives to attract new industries to decentralised areas — it did not support measures which acted as disincentives to industry in metropolitan areas.

● The chairman of the Decentralisation Board, Mr Duggie de Beer, said in Pretoria yesterday the decentralisation programme had got off to a great start. Some of the country's largest industries were among

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## RAILWAY MUTUAL FUNERAL SOCIETY

(Wherein incorporated The Railway Mutual Funeral Benefit Society)

HEAD OFFICE Corner of 49 Joubert and New Street, GERMISTON  
POSTAL ADDRESS P O Box 251, GERMISTON 1400  
TELEPHONE 51-8917

### ANNUAL GENERAL MEETING

The fifty second annual general meeting of the Railway Mutual Funeral Society will be held at the head office of the Society in Germiston on Thursday, 1982 May 13 at 19h00. Members are cordially invited to attend the meeting.

A. M. HORAK CHAIRMAN  
G. P. SCHUTTE GENERAL MANAGER

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# Union scores win in Henkel settlement

By Drew Forrest

The industrial dispute at Henkel SA in Durban was settled yesterday after five weeks with the Chemical Workers' Industrial Union winning the reinstatement of about 100 dismissed workers.

The settlement means that the international consumer boycott of Henkel goods recently launched will be called off.

A spokesman for the Fosatu-affiliated CWIU said the Henkel management had agreed to:

● The reinstatement over two weeks of about 100 workers dis-

missed and not rehired after the recent strike at Henkel in Durban. Workers not placed in their original jobs will receive comparable posts at a comparable wage.

● A ballot jointly supervised by the union and management, in which workers will choose between a working week of 40 or 45 hours. The issue of hours was one of the causes of the strike.

● A timetable for negotiating a full union recognition agreement.

The dispute sparked a flurry of international activity involving

Henkel's Dusseldorf-based parent company, the DGB (Germany's giant union coordinating body) and the six million strong International Chemical and Energy Workers Federation which backed the boycott.

At its national congress at the weekend Fosatu threatened to extend the boycott to the Rembrandt group, a major shareholder.

Management could not be reached for comment last night, but the union spokesman said the agreement was "most satisfactory".

(152) Black workers strikes 22/4/82  
Hansard Q Col. 682  
481 Dr A L BORAINI asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1981?

The MINISTER OF LAW AND ORDER

WORCE 301

Berea police station

ING

Address: Private 490 Mr R A F SWARI asked the Minister of Law and Order  
Worcester 6850

Telephone: How many complaints were laid at the Berea, Durban police station in 1980 and 1981, respectively, in respect of (a) street (i) bag-snatching and (ii) assaults and (b) house-breaking and robbery?

Officials: The MINISTER OF LAW AND ORDER

Area of Operation:

	1980	1981
--	------	------

Founded:

(a) (i)	17	13
(ii)	106	67

Registration:

(b) House-breaking	381	481
Robbery	124	107

and an expected drop in demand for the months ahead. put across our view and to cushion the effect of retrenchments," he said

152 1004  
**Fosatu welcomes peace at Henkel, issues warning**

Labour Reporter

AS THE Federation of SA Trade Unions welcomed the settlement between one of its affiliate unions and the Henkel chemical company, one new strike was reported from Wadeville yesterday

Two other East Rand stoppages also continued, union sources said

But Fosatu tempered its greeting of the Tuesday settlement between Henkel and the Chemical Workers' Industrial Union by warning that it might consider further consumer boycotts against companies

The agreement was reached after a dispute over the firing of strikers in which the union called a consumer boycott against the company — and was supported by international union groups

"This is the second time companies have settled with Fosatu unions in the face of a

planned consumer boycott," Fosatu said in a reference to a boycott CWIU called against Colgate-Palmolive last year. The dispute between the two parties was settled

Fosatu said it had made "extensive preparations" for the Henkel boycott. It "did not relish" calling consumer boycotts

On the new strike yesterday, the Metal and Allied Workers Union organiser Mr Moses Mayekiso said about 130 workers at the Wadeville company Fry's Metals had downed tools demanding a R1,50 an hour pay increase

Management had offered workers a 15c an hour increase in bonuses despite incomplete industrial council negotiations. The strikers had agreed to return to work after they had been awarded an extra bonus

Mr Mayekiso also said two other strikes — at Screenex of Alrode, near Alberton, and Moser Industries in Wadeville — were still unresolved

Workers at Screenex struck in support of demands for a 50c an hour raise, and those at Moser in protest at the firing of nine workers

"Both companies are insisting they cannot talk to the union because they belong to the Steel and Engineering Industries Federation," he said

POLITICAL comment in this issue by R A Gibson Benjamin Pogruod Len Menge newsbills by Mike Stent, headlines and sub-editing by Paul Holroyd, cartoons by David Anderson Dave Gaskill all of 171 Main Street Johannesburg

**Missing girl: mother asks public's help**

Mail Reporter

AN ELDORADO Park mother has appealed to the public to help find her daughter who has been missing for three weeks

The girl is 14-year-old Anne Marillier, last seen in the vicinity of her home on April 1. Anne has a light brown complexion, is about 1,53m tall, has brown eyes and black hair, and is slimly built.

Her mother, Mrs Rosemund Marillier, can be contacted at work at telephone number 8387685 or at home at 9451607

**Be patient**

Mail Reporters

PEOPLE who called at the office of Impact Homes in Johannesburg yesterday were asked by Mr Mark Guthrie to be patient — he was still negotiating for sites in Diepkloof

People who went to Impact Homes two weeks ago to get back the R250 advance management fee they had paid the firm were then told by Mr Guthrie they could take their money, or wait two weeks because he intended taking the Government to court in a bid to get sites

Numerous people have called at the offices of Impact Homes since the Mail published an investigation

**MATTER OF FACT**

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary



**AUCTION SALE OF GOLD AND DIAMOND JEWELLERY**

Favoured with instructions from attorneys re various matters and several vendors who, due to the high interest rates, are forced to sacrifice in order to raise cash urgently, we will sell by Public Auction, at

**OUR MART, 53 TROYE STREET (BETWEEN PRESIDENT AND PRITCHARD STREETS), JOHANNESBURG, ON SATURDAY, 24TH APRIL, 1982, AT 9.30 AM.**

PURE AND FLAWLESS 18 CT GOLD DIAMOND, SOLITAIRES, WEIGHT 3.90 CT, 2.26 CT, 1.70 CT, 1.36 CT; 18 CT GOLD DIAMOND BRACELET, WEIGHT 1.00 CT; 18 CT GOLD DIAMOND EARRINGS, WEIGHT 0.51 CT; 18 CT WHITE GOLD DIAMOND AND SAPPHIRE BRACELET, DIAMOND WEIGHT 3.25 CT AND SAPPHIRE WEIGHT 3.30 CT; 18 CT GOLD GENT'S RING; CERTIFIED DIAMOND WEIGHT 1.08 CT, COLOUR "K", PURE CERTIFIED DIAMOND WEIGHT 0.73 CT, COLOUR "I", PURE; 18 CT GOLD DIAMOND PENDANT, WEIGHT 1.70 CT, PURE AND FLAWLESS; 18 CT GOLD DIAMOND BRACELET, WEIGHT 3.10 CT CENTRE DIAMOND 0.71 CT, PURE AND FLAWLESS; 18 CT GOLD HEAVY GENTS CHAIN WEIGHT 90.2 GRAMS, 18 CT GOLD DIAMOND CLUSTER DRESS RING, WEIGHT 1.63 CT;



**HOW TO WIN**  
 Gilbey's Punter's Friend computer has been programmed to assess the relative abilities of 20 race horses from among the best currently training and the best from the past decade or so. This will be in the format of the popular Gilbey's Punter's Friend printout which appears for a week in the Rand Daily Mail and is scheduled to "run" at Turfontein Race Course over 2 000m on Saturday, May 1, 1982.  
 Readers are invited to enter

22/4/87 (152) (188) (1497) Sowetan

# Henkel workers end strike

THE five-week industrial dispute between the Chemical Workers' Industrial Union and Henkel management in Durban was settled after 100 dismissed workers were reinstated to their positions yesterday.

The settlement means that the national and in-

ternational boycott of all Henkel products called earlier by the union will come to an end

A spokesman for the Fosatu-affiliate CWIU told The SOWETAN that the Henkel management had agreed to meet their demands

Meanwhile the work

stoppage by about 350 workers employed by Nampak Corrugated Containers — Transvaal Box — also ended yesterday after workers agreed with management to work while negotiations were carried out.

The company's public relations manager, Mr C Meyer, confirmed to The SOWETAN that the workers agreed to go back to their posts while the workers' committee discussed the demands with management

# Salt boycott threatened

A NATION-WIDE consumer boycott of all Buffalo Salt Works products will be considered if the management there continue refusing to have talks with the Fosatu-affiliated Sweet, Food and Allied Workers' Union.

The Transvaal regional organiser of Fosatu said in a statement that should a company refuse to negotiate with the union, the regional

BY JOSHUA RABOROKO

congress has resolved that "the union will resort to the ultimate power it has"

The statement follows the dismissal of over 50 workers by Buffalo management because it was claimed the workers belonged to the union. The workers claimed that management did not want them to get in-

involved in trade unionism

When the secretary of the Sweet and Allied Workers Union tried to intervene on behalf of the workers the management resolved to what the union termed 'ploy to defend itself by ignoring to talk with them

Instead of negotiating

with the union the management replaced the dismissed workers with temporary workers who were exploited and did not belong to the union

In the statement Fosatu says that it condemns the attitude of Buffalo management in trying to avoid the trade union movement

It says further that the company in obstructing union viability fires workers who identify with a trade union and "this is calculated to leave many workers to roam around in the streets without income to sustain lives"

Fosatu says that it deplores the systematic and subtle way in which "employers and the state jointly go out of their way to obstruct trade union development in the country"

"It should be noted that the people robbed of the chance to earn a living form a lot of discontentment in the South African society"

This kind of attitude might bring about a situation which the Government might not be able to contain

The statement says further that the union will consider advocating a boycott of Buffalo products because "it does not pay to swell their coffers while a growing number of people go hungry"



Labour Reporter  
There have been a number of metal industry disputes on the East Rand this week

The disputes are about wages and dismissal and most involve members of the Fosatu affiliated Metal and Allied Workers' Union (MAWU)

There was a brief strike at Fry's Metals in Wadeville, Germiston where about 130 workers struck for higher wages. They

# Wage disputes disrupt plants

1984 (MAWU) 152 Steu 22/4/82

were dissatisfied that there had been no increases as a result of the postponement of the annual industry negotiations.

But the dispute was

resolved yesterday when the management agreed to pay workers and added 15c an hour bonus pending resolution of the industry negotiations.

At Moser Industries, also in Wadeville, MAWU accused the management of being unwilling to negotiate on the dismissal of 60 workers who struck in

support of several colleagues dismissed earlier.

The union was also trying to arrange talks with the management of Screenex at Alrode, Alberton, after about 200 workers struck for a pay increase of 50c an hour.

● A wage dispute was also reported on Tuesday at Nampack's box plant at Industria, Johannesburg.

Pretty coke-eyed in parts, but probably deserves to pass.

Union (1/23)  
threatens  
salt (1/52)  
boycott (stay 22/9/82)

**Labour Reporter**

The Sweet Food and Allied Workers' Union has threatened a boycott of the products of an Isando, Johannesburg, firm if management does not negotiate with them

The Fosatu-affiliated union has accused the management of Buffalo Salt of dismissing union members and refusing to talk to the union

The decision to prepare a boycott was reached at a recent meeting of the Transvaal Regional Congress where union members said Buffalo Salt obstructed the union's operations at the firm

However Buffalo Salt's managing director Mr V I Abrahams said that some personnel had been dismissed recently because of a downturn in business

"These are retrenchments and have nothing to do with the union" he said

The Sweet Food's general secretary, Mrs Maggie Magubane, said they had approached the Department of Manpower and asked for their assistance, but had received little co-operation

Mrs Magubane said if the company did not negotiate with the union and dismissed its members, they would launch a boycott of its products Buffalo Salt had already replaced a number of the dismissed workers, she said

LAPK Times  
22/4/82 152  
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# VW lay off 316: Union worried

Own Correspondent

PORT ELIZABETH — Volkswagen in Uitenhage yesterday laid off 316 workers

In a statement the company said that as a result of less buoyant economic conditions, it had been forced to lay off 316 workers out of its total work force of 8 700

The acting general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Leslie Kettleidas expressed concern at the layoffs at a time of high unemployment

He said the union was still debating with management the principle of layoffs

## Well stocked

The industrial relations director of Volkswagen, Mr A O Rademeyer, said yesterday that in the light of serious unemployment efforts had been made to minimize the number of workers affected

For the first time in two years Volkswagen dealers were now reasonably stocked, and with interest rates at their present levels, combined with the economic situation there was a need to adapt production

There was, however, still a shortage of skilled workers in the industry, and recruitment in this category would continue, Mr Rademeyer said

## Long service

The company said in its statement that employees with five or more years service were not considered for retrenchment

A company spokesman said the company had paid out severance pay of three shifts, while the agreement with the union stated that severance pay should be for one shift only

But Mr Kettleidas said the union had asked that severance pay of one month for every year worked should be strongly considered

The union was also adamant that laid-off workers should be the first to be re-employed

By STEVEN FRIEDMAN

EMPLOYERS who feel communication with their workers is adequate — and then complain they can't find out the reasons for a strike — might care to ponder the following document

It contains advice to workers from a major union and is quoted by Ford industrial relations director Mr Fred Ferreira, writing in the magazine Leadership SA. The union advises workers

- In the case of a strike, stay among the workers, don't create a strike committee. There must be no leader
- In your conduct with the forces of order, you must be naive, you know nothing, you are bewildered.
- Work slowly, criticise the disorder and inefficiency of the managers don't do their thinking, be a fool, and
- Take sick leave or time off to take care of your children as often as possible

Mr Ferreira said employers who have experienced strikes over the past year or two may find this advice "chillingly familiar"

In many strikes, worker leadership has been "markedly reticent" about actual causes. Employers have had to "ferret (causes) out" themselves by "discussions, enquiries and cajoling"

The catch is that it does not come from South Africa — but from Poland. The document contains instructions from the International Metalworkers Federation to workers in Silesia and Warsaw during the Polish strike wave.

Mr Ferreira doesn't draw any conclusions, except to ask: 'Are we not fostering circumstances in this coun-

# Some 'chillingly familiar' advice for employers

try conducive to the development of a Solidarity here?"

The lesson for local labour relations is simple but important. In a society in which workers have learned over many years not to speak up for fear of reprisals they will remain very suspicious.

This does not mean they won't strike — it simply means their employer, whether the Polish State or local business — won't know what they are thinking.

Building a climate in the factories in which workers and union leaders really believe they can speak frankly is not only essential if employers are going to avert unrest, but requires a good deal of work from employers.

Despite the problem of accurately pinpointing what workers are thinking, Mr Ferreira names four issues as "major union concerns" — job security, pensions, detentions and homeland independence.

On the first point — no doubt with the economic downswing in mind — he notes a growth in union demands for 'participation in decisions affecting the security and separation bene-

fits of their members"

Detentions, Mr Ferreira adds, are leading unions to question the integrity of Government reforms and the recent pension unrest graphically exemplifies the total absence of consultation and a penchant to legislate.

With recent East Cape tension over the effect of homeland independence on unemployment benefit in mind Mr Ferreira noted opposition to independence. The transfer of benefits to independent homelands "only serves to render such security suspect"

These points demonstrated the impossibility of discussing labour matters without tackling socio-political issues. The two are linked because, as long as city blacks are denied "meaningful" political rights, they will use labour power to pressure the Government and employers — powerful agents of change.

The future of labour relations depends on what reforms the Government introduces and what pressure labour brings to bear on employers. It is unlikely the Government will consider moves such as meeting recognised black labour leaders and negotiating on political issues. Employers

will continue to "bear the brunt". A reasonable prognosis for the medium term was a growth in 'community-based' unionism, more shop-floor bargaining and a strike incidence not lower than the 1981 level.

Employers needed to make known their position on union recognition, and initiate change on wages, training and advancement — but with worker involvement. Employers should avoid deciding what was right, implementing it and then "looking round for applause"

Communication systems should be reviewed and easy-to-understand discipline and grievance procedures implemented. All this did not mean employers should abdicate their position, he said. They should not be expected to make amends for the next 300 years for a system which was often unilaterally developed but which also grew out of a mutually responsible set of circumstances.

Employers had to assess their "back-off positions" — the extent to which they compromise.

But worker groups had to do this too, and there was already a risk that employer willingness to negotiate "is interpreted as a sign of vulnerability"

Because a particular stoppage had benefitted workers, worker groups should guard against believing more benefits could only be gained by more strikes. Outside the workplace, employers have to look at housing, health services and job creation — together with workers.

This did not mean a delegation of authority, but employers had been preoccupied with authority and control for so long workers resented this

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# Strike hits VW factory

**Mail Correspondents**  
**PORT ELIZABETH** — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers downed tools at noon in protest against the retrenchment of 316 workers on Wednesday.

Workers insisted that retrenched workers be allowed to work every second week but management said last night this was not practical.

The company said in a statement yesterday that talks had been held between management and shop stewards and that it hoped workers would resume their duties today.

Spokesmen of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed their opposition to the retrenchments.

When management failed to supply a list of retrenchments, workers refused to work. Management closed the plant at 6pm on Wednesday,

day, telling workers to come back for the 8am shift the next day, the spokesmen said.

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchments. They also felt that the company did not adhere to the principle agreed to with the union that only workers with bad job records would be laid off. Many workers with good records had been laid off, the spokesmen said.

Another grievance was the fact that only 13 whites, all with very bad job records were laid off.

The list of names of retrenched workers could not be made available on Wednesday night as it had not yet been finalised, a VW spokesman said.

He said workers were laid off only after a thorough merit evaluation.

Retrenchments were made on the basis of performance, not race, he added.

A report-back meeting between shop-stewards and workers will be held at 8am this morning.

# Canned hobos get a rude awakening

**By JAYNE LA MONT**  
A PAIR of vagrants who decided to sleep off a night of revelry in two dustbins, were tipped into a garbage truck yesterday and almost crushed to death.

One man was admitted to the Hillbrow Hospital where he is in a satisfactory condition.

His friend, though bleeding and bruised, disappeared after an ambulance had taken them to hospital.

The two middle-aged men apparently climbed into the dustbins at a factory at Ka-

znerne on Wednesday night. Early yesterday morning a garbage truck from the Johannesburg Municipality arrived to collect the refuse.

The garbage men loaded the bins, and the two sleeping men, on to their shoulders.

Both men were dumped in the laden truck which drove to the dump at Heriotdale.

It was only when the huge truck was tipping its load out that the two men were found.

One had extensive injuries and the other, although shocked and bleeding, was able to walk.

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23/4/82



# Workers tense over East Rand sackings

152 23/4/82 1101 189 RMP

By STEVEN FRIEDMAN  
Labour Reporter

**FACTORY** tension over retrenchments is growing on the East Rand

Metal and Allied Workers Union shop stewards from 72 factories in the area met on Wednesday night a union spokesman said yesterday

They vowed to fight further retrenchments

A union organiser, Mr Moses Mayekiso, said shop stewards from Wadeville, Germiston and Alrode took resolutions which accused employers of working overtime while retrenching workers because of alleged lack of work

They also called for negotiation between workers and employers on retrenchments, but said some firms refused to negotiate retrenchment procedures with unions

The firms felt this was the province of the Metal Industrial Council and the Steel and Engineering Federation, said Mr Mayekiso

"More East Rand firms are retrenching workers and shop stewards are determined to fight it. Workers are very angry - they say they are the only ones who suffer when the economy runs into trouble", he said

Workers believed employers could cut production in other ways

Seifsa's director, Mr Sam van Coller, said yesterday there were no provisions in the metal industrial agreement requiring employers to make redundancy payments

"An employer can therefore not be compelled to do this. Individual companies have in the past made their own decisions in this regard", he said

On claims that some firms worked overtime while retrenching, leading to union charges that employers were firing workers in order to cut costs, Mr Van Coller said employers had told unions on the council they were prepared to take part in a joint enquiry into concern about excessive overtime

At the same time, the agreement did not allow an employer to work more than ten hours a week overtime without council permission

"We are quite prepared to discuss this issue with unions, but we cannot lay down over-rigid general rules," said Mr Van Coller

Mr Mayekiso said shop stewards wanted employers to lay off workers for two or three months, instead of retrenching them.

Other significant increases during March were 0.2% in house rentals, 0.2% in educational costs, including higher university fees, 0.3% in public transport fare increases and 0.2% for clothing.

The Minister of Finance, Mr Owen Horwood, has also warned of a bread price rise from the beginning of October

## 18.2,3%



MINISTER

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## 36 years lat

Mail Reporter

AST week, the Rand Daily Mail published an appeal by Walter William Pearce, a former British soldier, for help in tracing his daughters.

Mr Pearce was separated from his pregnant wife, Ada, and their daughter, Evelyn Rose (18 months), in 1946

His wife emigrated to South West Africa with their child while he was serving in

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He said the investigation was receiving his "fullest" attention as well as the attention of his deputy, Colonel Illem van der Merwe

The police investigation dates to

The explosion at a fish-noking factory in Kalk Bay earlier this month which killed a valuable witness in the fish scandal inquiry, A fire, allegedly started by arsonists, only hours after

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## dies on Pa

atican on a two-week visit. Reacting to the news of the bishop's death, the President of SACBC, Archbishop Denis Hurley, said it was hard to accept that the life of so bright and vigorous a man had ended so suddenly

"His death is a severe loss to the diocese of Oudtshoorn and to all his confreres of the SACBC," he said

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SPONSORS. South African Airways, Holiday Inns, Channel



# Threat to fire staff

By SELLO  
RABOTHATA

**MORE** than 80 workers at Almaks Engineering in Industria will be fired today if they do not return to work after they had gone on strike yesterday, a company spokesman said.

The spokesman said this after between 80 to 90 workers at the company had downed tools in demand of higher wages. They were said to be demanding a R1 per hour increment across the board.

He said yesterday all the workers arrived at work but later left while the liaison committee was negotiating the issue with management. The workers are said not to be members of a union.

The spokesman said if the workers did not come to work today the com-

pany would start employing other people to fill in the vacancies left by the strikers. He said wage negotiations were discussed through the Industrial Council and the workers knew this.

A worker representative said they had decided not to go back until the company offered them the R1 per hour increase they were asking for. The members of the liaison committee were yesterday said to be in a meeting with management.

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23/4/82

Argus 23/4/82  
**Strike ends**

Argus Bureau 152

**PORT ELIZABETH**

Production at the giant Volkswagen plant in Uitenhage swung into motion again early today after being forced to a standstill yesterday by the downing of tools by the entire black labour force of about 5 600 to protest the retrenchment of 316 workers this week.

The president of NAAWU, Mr Jury Harris, a shop steward at Volkswagen, said the workers still stood by their demand of a reinstatement of all retrenched workers.

They would accept arrangements for workers to go on 'short-time' when there were production cutbacks, instead of having retrenchments.

They had agreed to take up tools again on condition that negotiations with management continue on the issue.

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# Volkswagen plant returns to work after two strikes

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Star

Thousands of workers at the Volkswagen motor assembly plant in Uitenhage returned to their jobs this morning after two work stoppages in protest against the retrenchment of 316 workers this week.

The return to work today followed a meeting between morning shift workers and officials of the National Automobile and Allied Workers Union (Naawu) at the plant.

Workers had protested this week against the dismissal of 316 workers. Volkswagen management had met Naawu officials to explain reasons for the retrenchments which were largely due to a

downturn in future car sales.

The first protest stoppage was on Wednesday afternoon followed by a similar one during lunch-hour yesterday.

As a result of the second stoppage production was shut down in the afternoon affecting some 7 000 hourly paid workers.

Union shop stewards this morning started talks with management in a bid to resolve the dispute.

Workers have demanded that Volkswagen take the retrenched workers on again in some form of part-time capacity.

● See Page 19

7054 (152)  
23/4/82  
Workers strike at paper publisher

Labour Reporter

ABOUT 40 distribution workers at Amalgamated Press, Benoni, downed tools for most of the day on Wednesday

They demanded union recognition and raised a wide range of other grievances, a Commercial, Catering and Allied Workers Union of SA spokesman said yesterday

The stoppage has since ended, with the union claiming that all workers' demands were met

Amalgamated Press publishes the Benoni City Times and several other Transvaal weekly papers

A CCAWUSA spokesman said the workers were all members of the union and they had downed tools over pay and overtime grievances, complaints about dismissals, non-payment on Easter Friday and union recognition

Union officials had intervened and negotiated with management who had agreed to workers' demands and also agreed to pay them while they were on strike, CCAWUSA's spokesman claimed. Workers had then returned to their jobs

An Amalgamated Press source confirmed yesterday that a number of distribution workers had staged a work stoppage on Wednesday.



# UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

## Nurses' food strike

*Argus 23/4/82*  
BETWEEN 80 and 90 nurses staged a breakfast stayaway at Somerset Hospital today — apparently as a protest against catering at the hospital.

The Superintendent of Somerset Hospital, Dr Jack Bank met representatives of the nurses and asked them to formulate their complaints.

When the nurses have

drawn up a list of their complaints about the food, Dr Bank and his senior staff will meet them again.

'I cannot understand why they did not make a formal complaint before staging the stayaway,' said Dr Bank. 'The doors are always open to them to register complaints of any kind.'

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Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

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*Microbiology I & II*

(to be copied from the heading on the Examination Paper)

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### NOTE CAREFULLY

- The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
- Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

- No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Workers are <sup>(152)</sup> back on job <sup>(152)</sup> in Uitenhage <sup>(152)</sup>

*S Express 23/4/82*

Post Reporter

PRODUCTION continued as normal at the Volkswagen motor company today after more than 5 000 workers downed tools in protest against the retrenchment of 316 fellow workers this week.

A Volkswagen spokesman said today the workers met at 8am today and decided to return to work

The spokesman said management representatives met with shop stewards yesterday after workers had downed tools

Management agreed to re-examine particular cases of people retrenched which the workers felt were unfair

Management representatives and shop stewards met again this morning

Workers asked yesterday that the retrenched workers be allowed to work every second week Management said this would not be practical as production would become unbalanced

Representatives of the National Automobile and Allied Workers Union (Naawu) said workers downed tools on Wednesday when management failed to produce a list of the workers Volkswagen intended retrenching

Production continued on Thursday morning but workers left their posts at noon in protest against the retrenchments

They felt management had not adhered to the principle agreed upon that only workers with bad job records would be laid off.

Another grievance was that only 13 white workers were laid off — after a management assurance that all races and categories would be affected equally

The Volkswagen spokesman said the same percentage of black and white workers had been affected and that workers were laid off only after an evaluation of their job records

# VW workers down tools

CAR TIMES 25/4/82

152

Own Correspondent

PORT ELIZABETH — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers had downed tools at noon in protest against the retrenchment of 316 workers on Wednesday

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced

The company said in a statement yesterday that it hoped workers would resume their duties today

Representatives of the National Automobile and Allied Workers' Union (Naawu) said on Wednesday afternoon that workers had expressed their opposition to the retrenchments, and asked management for a full list

of the names of re-trenched workers

When management failed to supply a list, workers refused to resume work

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchment. Many workers with good records had been laid off, the spokesmen said

Another grievance was the fact that only 13 whites, all with bad job records had been laid off

The plant was closed about 1 30pm yesterday, the spokesmen said

A Volkswagen spokesmen said workers were laid off only after a thorough merit evaluation of workers' job records had been made

He said only unskilled workers had been retrenched — not on the basis of race, but on performance alone

Between six and seven percent of the white and black unskilled workers had been laid off

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uted in the usual manner  
The Baxter commissioned Peter Krummeck to design the posters for the first play in the company's 1982 season, Chekhov's Uncle Vanya

"It is simply the best poster we have had," he said

CARL TINKS 24/4/82 (152) (192)

## Volkswagen workers return

PORT ELIZABETH — The 5 000 black workers who downed tools at Volkswagen on Thursday returned to work yesterday, but negotiations will continue on Monday

A spokesman for the workers said they were still adamant that management should reinstate 316 workers retrenched this week or allow them to work every second

week  
But the director of industrial relations of Volkswagen Mr Ollie Rademeyer, said last night that management had "flatly turned down" these demands

Workers resumed work at 9am yesterday after an appeal by shop stewards to return to work as management had insisted that it would not negotiate

Baxter's 200 members, individuals and companies who sponsor the theatre, will also be entitled to free copies.

A small quantity — individually signed by the artist — will be available for R2 each from the box office or the book stall in the main foyer

with shop stewards unless workers went back to work, a shop steward said

A workers' claim that workers with good job records were laid off had been discussed at a meeting between shop stewards and management and management had declared itself willing to reconsider individual jobs, he said

## PRISONER OF

Staff Reporter

AMNESTY International has selected Mitchell's Plain community leader Johnny Issel as one of its prisoners of the month for April

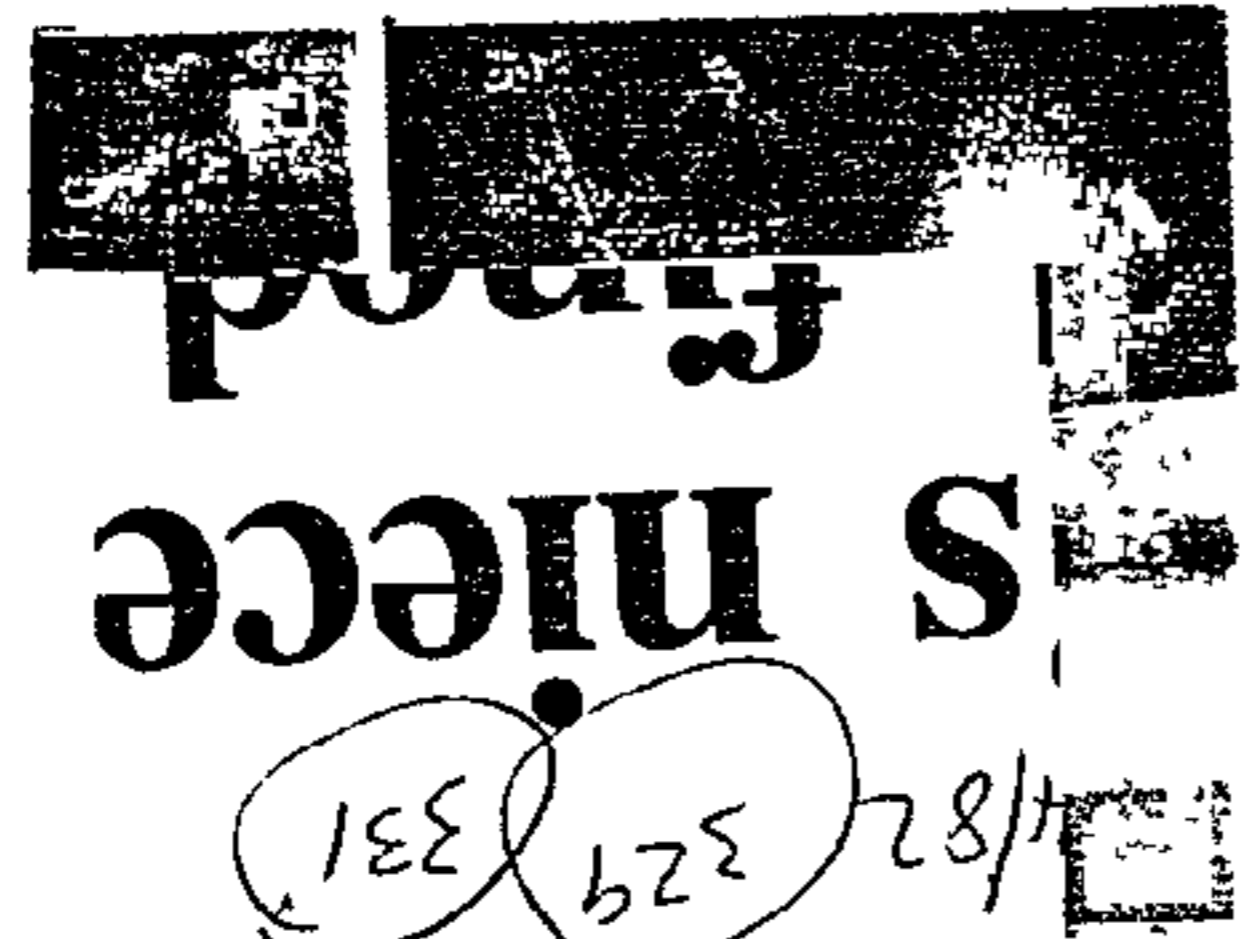
Mr Issel, 35, who was banned for three years in 1980, has been detained without trial since November 2 last year. He is being held under Section 10 of the Internal Security Act at Modderbee prison near Benoni in the Transvaal

The former student leader is one of three prisoners whose cases are documented in Amnesty International's April newsletter. The other two are Berthony Pierre-Paul, a Haitian student detained since November 1980, and Ewa Kubasiewicz, a member of Poland's Solidarity trade union who is serving a 10-year prison sentence for martial law violations

Amnesty said each of its prisoners of the month had been arrested be

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## Injected superglue kills man

Own Correspondent

LONDON — A man died two days after being injected with a medical version of superglue marked "not for use on hu-



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152

152  
205  
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# workers RDM return

24/4/82  
Mail Correspondent

PORT-ELIZABETH — The black workforce at Volkswagen, estimated at 5 600, returned to work yesterday.

But negotiations will continue on Monday, with management and worker representatives both reporting deadlock on workers' demands yesterday.

A spokesman for the workers said they were still adamant that management reinstate 316 workers, or alternatively allow them to work every second week.

But the director of industrial relations of Volkswagen, Mr Olhe Rademeyer, said last night that management had "flatly turned down" these demands.

A claim that workers with good job records were laid off had been discussed at a meeting between shop-stewards and management, and management had declared itself willing to reconsider individual job records, a shop-steward said.





~~148~~ (152)  
 Death ~~at~~ threats at  
 26/4/82  
 strike plant

By Drew Forrest

Strike action hit Haggie Rand's large Jupiter plant outside Johannesburg today — and management said the 1700 workers affected had been threatened with death if they went to work.

Although it was not clear what was at issue, a notice illegally distributed throughout the works on Thursday and Friday last week, alleged the dispute was over pay.

The evclostyled notice which management said had also been distributed at bus stops and on trains carrying the workers had threatened those entering the factory with assault or death.

The workers who gathered peacefully on the company's soccer field this morning were told to return to work and to elect representatives to discuss the dispute.

about to fold.

1972/73 terminated members

Membership				Year
Total	White	Asian and Coloured	African	
				1980
				1979
				1978
				1977
				1976
				1975
				1974
				1973
100				1972
95				1971
100				1970

152 *Hansard* Work stoppages 27/4/82  
Q 61. 707-708  
472 Mr R B MILLER asked the Minister of Manpower

- (1) (a) How many companies were affected by work stoppages reported in 1981 and (b) how many employees were involved,
- (2) whether any prosecutions resulted from such work stoppages, if so, how many? →

7 APRIL 1982 708

The MINISTER OF MANPOWER

- (1) (a) 297 (strikes included)
- (b) 92 842
- (2) Yes, 10

*stay*  
**Striking workers**  
 27/1/81  
**are fired**

S.A.

By Drew Forrest  
 Labour unrest again shook Transvaal metal industries yesterday as about 1700 workers downed tools at Haggie Rand's Jupiter plant in Primrose.

At a Wadeville engineering company about 380 strikers were fired

By last night the Haggie Rand strike — which apparently centres on wage demands — had still not been resolved.

Management said the unrest was the work of "outside agitators" who had threatened strike-breakers with assault or death

At National Spring Manufacturers in Wadeville about 380 workers, mostly members of the Metal and Allied Workers Union, were dismissed yesterday after striking last week and again yesterday over the dismissal of a colleague

A spokesman for Abercom, the parent company, said workers would be selectively rehired

About 900 workers who struck last Friday over the firing of a union shop steward at Asea Electric in Rosslyn, Pretoria, were back at work yesterday morning

Year	African
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	7 000

P	
White	Total
..	19 075
..	19 194
..	20 666
12 435	21 055
12 690	21 969
12 682	22 046
11 969	21 228
11 091	19 749
11 091	19 744
10 787	19 499
10 713	26 818

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Star 27/1/81

Address: P.O. Box 19  
 Pretoria po  
 0001 TV

Officials: Secretary

Area of Operation:

Founded: 1896

Registration: Yes

Industrial Council: National Industrial Council of the Printing and Newspaper Industry of South Africa.

Telephone: (012) 36097/8

1980 - The Union receives permission from the Minister of Manpower Utilization to open its membership to all races.

...reversed his a dirt track running

27/4/82 152  
**Workers strike**  
*Mercury* (NUTW) (NUTW)  
**at textile factory**

**Mercury Reporter**  
ABOUT 500 workers from Ninian and Lesters textile factory in Pinetown downed tools yesterday demanding the immediate recognition of the National Union of Textile Workers union sources said

A spokesman for the Fosatu-affiliated NUTW said workers had lost patience with management who, they claimed had continued to stall the signing of a recognition agreement with the union

He said the workers had downed tools in November last year over a similar dispute and then the management had agreed to sign a recognition agreement with the NUTW by the end of the year. Wage negotiations would follow immediately

The managing director of Ninian and Lester, Mr D Drysdale, confirmed last night that 500 workers were involved in the stoppage, and said there were three issues being disputed

The first was the dismissal of a worker last Friday who was 'summarily dismissed for bad behavior'. He said delays arising over the procedural agreement had also prompted the stoppage, but added that both the union and the company had anticipated the agreement to be finalised by yesterday, although 'the strike will now delay matters'

Finally, he said that the company maintained that wage negotiations would be discussed only once the procedural agreement had been finalised

# 1 500 more on strike

*Sowetan*  
27/4/82

By SELLO RABOTHATA

TWO more strikes — involving more than 1 500 workers — have hit the East Rand, the focal point of labour unrest in the country today.

More than 300 workers downed tools at National Spring in Wadeville on Friday, in protest against the dismissal of a colleague. And they have refused to go back to work until he is reinstated said a Metal and Allied Worker's Union (MAMU) spokesman said.

The company's management has agreed to hold talks with Mawu officials.

At Haggie Rand Group, in Cleveland, about 1 200 workers

went on strike yesterday morning in demand of wage increments. a worker representative told The SOWETAN. Only a few were said to be members of the Metal and Allied Workers' Union (MAWU).

The worker said "Earlier in the year we asked for an increase in our wages. The demand was R2 per hour for every worker. Management ignored this, but this month the company has seen fit to grant the white artisans an increase. Workers have regarded this as unfair."

Last Wednesday pamphlets were distributed by workers around the company's premises calling for this action.

Year				Total	
1970				746	Ø
1971				701	Ø
1972				699	Ø
1973			110	750	+
1974			••	521	Ø
1975			117	529	×
1976			••	383	×
1977			81	371	×
1978			88	378	\$
1979		222	76	298	\$
1980	1 100	220	76	1 396	\$

Address: 35 Eastern Province Building Society Building  
29 Terminus Street  
East London  
5201

Telephone: (0431 28643

Officials: Secretary: Mrs. H. Wierzbowski

Area of Operation: National

Founded:

Registration: Yes

Industrial Council:

- 1) Industrial Council for the Sweet Manufacturing Industry (East London)
- 2) Industrial Council for the Sweet Manufacturing Industry (Johannesburg)

# Two major metal firms hit by strikes

By STEVEN FRIEDMAN  
Labour Correspondent

**THREE** major companies were hit by strikes yesterday — two on the Reef and one in Durban

On the Witwatersrand, metal companies Haggie Rand and National Spring were hit by stoppages — National Spring for the second time in five days. And in Durban, workers at Nimian and Lester's Pinetown clothing plant downed tools

At Haggie Rand's Jupiter plant on the outskirts of Johannesburg, well over 1 000 workers struck. One source put the figure at 1 700, but this could not be confirmed.

A spokesman for Fosatu's Metal and Allied Workers' Union said Mawu was not aware a strike had occurred, but that workers told union officials late last week they planned to approach management for a pay rise.

Informed sources confirmed the strike, however,

and said management was claiming workers had been intimidated. Repeated attempts to contact management for comment were unsuccessful.

At National Spring, about 380 workers struck in protest at the dismissal of a colleague and were fired yesterday.

A spokesman for Abercom, which owns the company, said workers had struck on the issue last Thursday after the man had been fired.

Management had told them that if they did not return by yesterday morning they would be "regarded as having resigned", and they had returned to meet the deadline. But later yesterday they had struck again.

"We therefore had no option but to begin plans to recruit a new workforce. We have told Mawu that workers who report tomorrow will be considered for re-employment, but we will not take all of them back.

"We are remaining firm on

the dismissal because it was carried out in perfect compliance with our dismissal procedure," he added.

At Nimian and Lester, Sapa reports, workers who belong to Fosatu's National Union of Textile Workers struck in support of wage demands.

An NUTW spokesman said workers were dissatisfied with the postponement of wage talks, delays in union recognition negotiations and the alleged sacking of three workers last Friday.

Last November the factory experienced a similar work stoppage, but the dispute was settled when workers agreed to return and management undertook to finalise the outstanding issues over union recognition.

"Workers are now impatient that finalisation of the agreement has been dragging on for so long", the spokesman said.

He said the agreement contained dismissal procedures which would have prevented a strike.

Register

A1

Membership	Year		
	1970	1971	1972
Asian and Coloured	980	980	986
White	200	200	200
Total	1180	1180	1186

1980
1979
1978
1977

# 500 Natal textile workers down tools

**Own Correspondent**  
 DURBAN — About 500 workers from Ninian and Lester's Textile factory in Pinetown downed tools yesterday demanding the immediate recognition of the National Union of Textile Workers (NUTW) — union sources said.

A spokesman for the Fosatu affiliated NUTW said workers had lost patience with management who they claimed had continued to stall the signing of a recognition agreement with the union.

He said the workers had downed tools in November last year over a

similar dispute and management had then agreed to sign a recognition agreement with the NUTW by the end of the year. Wage talks would immediately follow.

The managing director of Ninian and Lester, Mr D Drysdale, confirmed last night that 500 workers were involved in the stoppage, and said there were three issues being disputed.

The first was the dismissal of a worker last Friday for "bad behavior". The delay over the agreement and the pay talks were the other factors, he said.

Industrial Council:  
 Registration: Yes  
 Founded:  
 Area of Operation:

Officials: Secretary: Mrs. A.M. Scheltema

Address: P.O. Box 541 Bloemfontein 9300  
 Telephone: (051) 78628

Star 27/1/81

Year	African	Asian	Coloured	White	Total
1980				500	500
1979				450	450
1978				383	383
1977				500	500
1976				500	500
1975				500	500
1974				..	..
1973				428	428
1972				..	..
1971				..	..
1970				..	..

# Meetings held by car firm workers

Post Reporter 27/4/82

THREE meetings of shop stewards and workers are being held at Volkswagen in Uitenhage today to decide whether the workers accept management's retrenchment of 316 workers last week

More than 5 000 downed tools on Thursday in protest against the retrenchments

They demanded the reinstatement of the workers and said management had not adhered to an agreed principle that only those with bad job records would be paid off

In a series of meetings between management and National Automobile and Allied Workers Union (Naawu) representatives of VW made it clear the firm would not reinstate the workers, but would re-examine their job records

In three meetings designed to fall in with the plant's shifts, shop stewards today met with workers at the Jubilee Hall in Uitenhage to discuss management's response to their demands

A Naawu organiser said the union would comment on the outcome later

Registration: Yes  
 Founded:  
 Area of Operation: Trans  
 Officials: Secretary: M  
 Address: P.O. Box 5837 Johannesburg 2000

Telephone: (011) 213451/48 1804

Membership				Year
African	Asian	Coloured	White	Total
				268
				217
				151
				458
				306
				347
				348
				332
				332
				304
				314

TRANSVAAL MUSICIANS UNION



# Retrenchments will cause unrest, Mawu warns

THE Fosatu-affiliated Metal and Allied Workers Union has warned a major construction company, Genrec, of unrest if it does not stop retrenchments at two plants in the East Rand as well as retrenchments which are expected at a third company in the near future.

Mawu's Transvaal organizer, Mr Moses Mayekiso, told The SO-WETAN yesterday that

four strikes — three on the East Rand and one in Industria — were reported this week.

Mr Mayekiso said that, at Genrec, the management had retrenched workers at its subsidiary companies, Genpips and Wadeville Engineering. More retrenchments were also expected at Genrec's Power Steel company.

It is feared that this

type of attitude by the management will cause unrest as workers are not happy about the layoffs and have threatened to take action.

The union believes that the company should negotiate with it and that in most cases, management had not met the workers' demands.

At a meeting of shop stewards yesterday, a decision was taken by

workers to campaign against the retrenchments.

A spokesman for Genrec has confirmed the retrenchments and said that more were expected at Power Steel.

The management was prepared to meet Mawu to discuss the matter further.

Meanwhile Mawu has reported strikes at Screenex, the metal company in Alrode,

near Alberton, where about 200 workers demanded an extra 50 per cent hourly increase in their weekly earnings. The strike entered its third day yesterday.

At the Scry Metal company in Wadeville some 130 workers went back to work yesterday after management had offered to meet their demands.

About 60 workers at Moseer were dismissed

after going on strike over demands for a higher salary this week. Mawu has been refused a chance to negotiate with the management.

At an Industria West company, Nampak, about 350 workers, who earlier walked out when management refused to meet their demands, have gone back to work. Management reported yesterday that everything was "back to normal".

Commenting on this week's labour disputes, Mr Mayekiso said that the disputes occurred because workers were not happy with what they earned or the manner in which management handled their work situation.

He said further that Mawu would strive to see that its members' grievances were met with by management.

to open membership to all races. From TUSA in 1977 but had rejoined by 1980.

00 blacks  
00 coloured  
00 whites

Retiring Industry  
Industrial Council for the Sugar Manufacturing and Industry  
Industrial Council for the Pulp and Paper Manufacturing Engineering and Metallurgical Industry  
National Industrial Council for the Iron, Steel,

Secretary: A.J. van der Walt

Telephone: (011) 838 3341

	6 900	11 500	18 400
	6 509	11 055	17 564
	..	..	16 577
	..	..	16 577
	..	..	16 577
	4 801	10 097	14 898
	..	..	13 654
	5 399	10 141	15 548
	..	..	13 654
	..	..	13 654
	..	..	13 654
Asian and Coloured			
White			
Total			

AND STEEL WORKERS, SHIPBUILDERS AND WELDERS SOCIETY

Year	Event	Notes
1911	Transvaal Federation of Trades formed	
1913	Federation of Labour Unions established in the Cape	
1914	Transvaal Federation of Trades widened its area and became the South African Industrial Federation	
1917	First Trade Union Congress was organised by the South African Industrial Federation	
1919	Industrial and Commercial Union (ICU) formed	
1920	South African Co-ordinating Committee of Labour Unions (SACLU) formed	
1922/23	New attempts to form the South African Co-ordinating Committee of Labour Unions (SACLU) were unsuccessful and later under the leadership of Mr. J. M. G. Botha	
1925	South African Co-ordinating Committee of Labour Unions (SACLU) was established	
1928	The Non-European Co-ordinating Committee of the ICU	
1930's	The Co-ordinating Committee of the ICU	
1930's	The Co-ordinating Committee of the ICU	
1936	The National Joint Labour Council and the Co-ordinating Committee of the ICU	
1938	The Trade Union Co-ordinating Committee of African Trade Unions (TUCU) was established	
1941	Many unions broke up in the Western Province	
1942	Twenty nine unions joined the TUCU	
1943	It together with the TUCU formed the Council of Non-European Trade Unions (CNETU)	
1945	CNETU expanded its membership	
1946	The Cape Federation of the Co-ordinating Committee of the ICU	
1947	Five unions opposed the TUCU	
1950's	Early 1950's: A further group of unions formed the South African Co-ordinating Committee of the ICU	

# Rand labour turmoil worsens

Argus Correspondent

JOHANNESBURG.

Labour turmoil in the East Rand metal industries reached new heights yesterday as about 2 000 black workers at Anglo American's Scaw metals plant, Germiston, downed tools.

And another 1 700 workers who struck over wages at Haggie Rand's Jupiter plant lost their jobs today after failing to meet a management return-to-work deadline.

At Scaw, one of the most influential companies in the Steel and Engineering Industries Federation (Seifasa), workers are understood to be demanding a 10c an hour increase.

Employers say that with the protracted failure to reach agreement in the Metal Industrial Council's wage talks, factory tension is mounting on the East Rand.

### REPEATED

A spokesman for the Metal and Allied Workers' Union (Mawu), which is organised at Scaw, said workers struck after making repeated demands for wage increases through their shop stewards.

Stressing it would grant increases while the industrial council talks were in progress, Scaw management said it had asked the workers to come back to work today.

NUTW general secretary, Mr Obed Zuma, said a procedural agreement had been reached and wage talks would begin "very soon"

Transvaal Federation of Trades formed  
 Federation of Labour Unions established in the Cape  
 Transvaal Federation of Trades widened its area and became the South African Industrial Federation  
 First Trade Union Congress was organised by the South African Industrial Federation  
 Industrial and Commercial Union (ICU) formed  
 South African Co-ordinating Committee of Labour Unions (SACLU) formed  
 New attempts to form the South African Co-ordinating Committee of Labour Unions (SACLU) were unsuccessful and later under the leadership of Mr. J. M. G. Botha  
 The Non-European Co-ordinating Committee of the ICU  
 of the ICU  
 The Joint Committee of the ICU  
 The Co-ordinating Committee of the ICU  
 and Labour Council  
 The National Joint Labour Council and the Co-ordinating Committee of the ICU  
 The Trade Union Co-ordinating Committee of African Trade Unions (TUCU) was established  
 Trade Unions which  
 Many unions broke up in the Western Province  
 called the Western  
 Twenty nine unions joined the TUCU  
 Trade Unions.  
 It together with the TUCU formed the Council of Non-European Trade Unions (CNETU)  
 CNETU expanded its membership  
 The Cape Federation of the Co-ordinating Committee of the ICU  
 Five unions opposed the TUCU  
 Council of South African Trades and Labour  
 From any union  
 A further group of unions formed the South African Co-ordinating Committee of the ICU  
 and white union

WEDNESDAY APRIL 28/4/87

African associations in the way to found the Co-ordinating  
 It did not accept affiliation  
 had voting power.  
 African Unions broke away to  
 Trade Unions They refused  
 admitted that of mixed coloured

# Textile (152) workers' ~~Mercury~~ strike ends

## Mercury Reporter

WORKERS at Ninian and Lester's textile factory in Pinetown have agreed to return to work following the completion of a procedural agreement late yesterday after talks between management and the National Union of Textile Workers (NUTW).

About 500 workers at the Pinetown factory downed tools on Monday following a dispute with management over the dismissal of a worker, delay on the finalisation of the procedural agreement and wages.

A joint statement released after yesterday's talks said 'the company and the union have completed their discussions on the procedural agreement which were due to be concluded yesterday but had been delayed due to the work stoppages'.

'The dismissal of the worker was confirmed after representations were made on his behalf by the union.

'The company and the union will enter into discussions on wages once the procedural agreement has been signed,' the statement added.

A spokesman for the Fosatu-affiliated NUTW said recognition of the union by the company should follow shortly.

## Deadline

Three metal industries on the Witwatersrand have also been hit by strikes — this follows last month's wave of 15 strikes in the metal industries in the Wadeville/Germiston area.

The Reef metal company, National Springs, this week has been hit by a strike for the second time in five days when about 380 workers downed tools in protest following the dismissal of a colleague.

The general secretary of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), Mr David Sibabe, said yesterday workers had decided not to return to work until management had agreed to re-instate all the workers.

This follows the dis-

missal of the striking workers when they failed to return to work by the Monday deadline set by management.

After a meeting with management yesterday morning Mr Sibabe said 'Management told us they could not reverse their decision to fire the worker and also that they would only re-employ workers selectively'.

rather ameno-  
meet Swapo's  
- Sapa

Catch me if you can  
Mattheus beat Sharon last Sunday.

# Urgents areas

ATF described  
tion in the  
Itavi-Kombat  
changed  
forces deployed  
comprising po-  
ter-insurgency  
military, surface  
ces, were follow-  
tracks of small  
nsurgents  
the tracks were  
uals which in-  
Swapo units had

obtain food supplies else-  
where"

SWATF said some of the  
insurgents had civilian  
clothing and amounts of  
cash, and the possibility  
could not be excluded that  
they would switch to civil-  
ian gear to look for jobs  
inside SWA/Namibia

Post-mortems per-  
formed on two insurgents  
showed they had been liv-  
ing exclusively off berries,  
grass and leaves

Security forces following  
the trail left by the raiders  
reported the tracks, espe-  
cially those between the  
Mangetti block and  
Tsumeb, were leading  
northwards - Sapa

ications are that  
ists are tired and  
s have been ex-  
the SWATF said  
a strong possibil-  
they will have to

# I has not y — parents

home at about 9am on April 14, for Living-  
stone Hospital Later Mr Madaka returned  
alone and asked for Siphwo's tracksuit top  
His mother, Mrs Joyce Mthumkulu, was  
sick with worry

"At first we had thought he had gone to  
Fort Beaufort but my wife had just been  
there and Siphwo is not there.

"I find it hard to believe he has left the  
country In fact he was never in favour of  
leaving the country He had the chance  
while he was still a healthy young man I  
cannot believe he would decide on that  
when he is now a very sick man," Mr  
Mthumkulu said

Mr Madaka's bedridden mother last saw  
her son on April 14 after he bought grocer-  
ies She lives alone

Mr Mthumkulu said "I have checked  
with Siphwo's friends, including members  
of the Congress of South African Students,  
and they don't know his whereabouts They  
too are baffled"

# UPE to hold three seminars in June

Post Reporter

ONE of three seminars to  
be held by the University of  
Port Elizabeth in June will  
have as its subject  
"Communication problems  
between whites and  
blacks"

According to a public  
relations official at UPE,  
Mrs Cecily Cole, the semi-  
nars will be held on June 7

The seminar on commu-  
nication problems has been  
arranged by the head of the  
Department of Nguni and  
Sotho languages, Professor  
W J Kruger

The head of the Depart-  
ment of Biochemistry,  
Professor W Oelofsen, will  
be leading a discussion on  
the theme "Human beings  
are controlled by hor-  
mones".

The third topic will be  
"The South African law  
relating to divorce" and  
will be presented by the  
head of the Department of  
Private Law, Professor  
Frik van Zyl

Mrs Cole said the idea  
behind the seminars was to  
offer the public the op-  
portunity to gain valuable  
knowledge on subjects they  
knew little about

Those who wish to find  
out more about the semi-  
nars can contact Mrs Cole  
at 5311164

# Boycott call stickers still distributed

Post Reporter

STICKERS urging a boy-  
cott of Henkel SA chemical  
company products were  
distributed in factories in  
Port Elizabeth this week —  
despite the fact that the dis-  
pute which prompted the  
boycott was resolved last  
week

The general secretary of  
the National Automobile  
and Allied Workers Union,  
Mr Freddy Sauls, said  
stickers calling for the boy-  
cott were distributed in  
Port Elizabeth last week  
before the dispute between  
the Chemical Workers In-  
dustrial Union and Henkel  
SA was resolved

Both unions are affiliated  
to the Federation of SA  
Trade Unions

Mr Sauls said it was  
impossible to withdraw the  
stickers the moment the  
dispute was resolved, but  
that shop stewards were  
notified that the boycott  
would not take place

Henkels SA's personnel  
manager, Mr Peter  
Rossouw, said the agree-  
ment reached with the  
union included a provision  
that it would be nullified if

any action was taken on the  
boycott of the company's  
products

"However, one under-  
stands that the word might  
not have got out to every-  
one," he said

About 300 workers at the  
Henkel SA plant in Durban  
went out on strike in March  
over wages, a pension  
scheme and the introduc-  
tion of a new shift They  
were dismissed and 75 of  
the workers re-employed

Negotiations between the  
union and management  
reached a deadlock, and a  
third party, Professor B  
Swart, of the Department  
of Industrial Relations at  
Stellenbosch University,  
was called in to mediate

On April 20, Henkel SA  
signed an agreement with  
the Chemical Workers  
Industrial Union that the  
dismissed workers would  
be reinstated over a two-  
week period

The six million-strong  
International Chemical and  
Engineering Federation  
had backed the Chemical  
Workers Industrial Union  
in its call for a boycott of  
all Henkel SA products.

# Jersey appeal for needy

Post Reporter

"SHARE warmth this winter" by donating jerseys to the  
needy

The Leo Club of St Croix, which aims to collect more  
than the 7 000 collected in last year's campaign, has ap-  
pealed for generous support

"Jersey Week" will be held from May 10 to 15 and  
collection points will be at schools, public libraries and  
major stores

# on to wards Day

son are lecturers  
ety-five students will  
the National Cer-  
te and 18 the National  
Certificate The Na-  
Diploma, which in-  
three years' study,  
be awarded to 167  
95 others will receive  
ates and diplomas  
a number of institutes  
organisations  
ese include 16 who will  
arded the Diploma of  
South African Phar-  
course

# Shocked son finds mother strangled

Post Correspondent

JOHANNESBURG — A  
shocked son found his  
mother strangled to  
death in a Florida flat  
yesterday with her sec-  
ond husband, from whom  
she was separated, lying  
semi-conscious on a  
couch close by

The woman was Mrs Trish





# Pay strike by 2 000 hits Anglo firm

By STEVEN FRIEDMAN  
Labour Correspondent

THE present rash of strikes escalated dramatically yesterday as 2 000 workers at Anglo American's Scaw Metals in Germiston downed tools, demanding a pay rise

More than 4 500 workers are involved in strikes at present

At Haggie Rand's Jupiter plant, 1 700 strikers faced a company warning that they would be dismissed if they did not return to work by last night

At National Spring in Wadeville 380 workers, fired for striking, ignored a management request for them to apply for selective re-hiring and the company is now recruiting a new workforce

At Niman and Lester's Pinetown plant, a strike by about 500 workers over wages and union recognition continued and management was locked in negotiations with the Federation of SA Trade Unions' National Union of Textile Workers

At Scaw, a spokesman for the Metal and Allied Workers' Union, which claims majority support at the plant, said workers were demanding a 10c an hour rise

He said workers usually received an increase in April, after wage talks at the metal industries' industrial council ended. But this year the talks were deadlocked and no increase was awarded. "Workers decided this could take months and refused to wait," he said

Talks between Scaw and Mawu had taken place and the company said it wanted to wait for the council talks to end before awarding a

rise, but that it would then consider giving more than the figure agreed on. But workers insisted they could not wait that long, he said

A Scaw statement confirmed negotiations about wages were under way

"It is not possible for management to make a wage award until these negotiations have been successfully concluded. Workers have been asked to return to work tomorrow," the statement said

At Haggie Rand, chief executive Mr Richard Savage said workers were still on strike and had not aired any grievances. Management asked them to elect spokesmen to negotiate, but workers had not done this, he said

"We have told them that if they do not return in the course of today, we will have no option but to dismiss them," Mr Savage said

He alleged notices were displayed in trains telling workers they would be assaulted or killed if they did not strike. "They have asked us to protect them, but this is difficult. They are obviously staying away because they are scared," he added

But Mawu's spokesman said the union had addressed a worker meeting yesterday and workers had asked the union to negotiate on a demand for R2 an hour. The union was attempting to contact management, he added

Mawu represents only a small proportion of the workforce at Haggie Rand

At Abercom's National Spring, where workers struck in protest over a dismissal, no strikers responded to a company call to offer themselves for re-employment

"They say either they all go back or none do," Mawu's spokesman said

An Abercom spokesman said the company was now recruiting a new workforce

152  
28/4/82

Newspaper

7/8

Star 27/1 81

\$  
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Year	African	Asian and Coloured	White	Total
1972	..	..	..	19 194
1971	..	..	..	19 075
1970	..	..	..	..
1973	..	..	..	..
1974	..	..	..	..
1975	..	..	..	..
1976	..	..	..	..
1977	..	..	..	..
1978	..	..	..	..
1979	..	..	..	..
1980	..	..	..	..

Industry  
Registered  
Founded  
Area of  
Official  
Address

# U'hage workers alter demands

28/11/82

E. Post Post Reporter

WORKERS at Volkswagen in Uitenhage yesterday decided to moderate a demand for the reinstatement of 316 retrenched workers and asked instead for those with good job records to be reinstated

In meetings at the Jubilee Hall in Uitenhage yesterday workers decided to put three demands to management today

The first was that the company reinstate all retrenched workers who had good job records, and the second that all dismissed workers with bad records be discussed with the National Automobile and Allied Workers' Union

The third demand was that Volkswagen pay a month's wages for every year worked by retrenched workers in severance pay

Shop stewards met management representatives today to discuss the demands and will report back to workers tomorrow.

A spokesman for Volkswagen said a statement would be issued by the company after the meeting

for Transport

Industrial C

Registration

Founded:

Area of Oper:

Officials:

Telephone: (011) 838 5861

206 Trades Hall West

Address:

Year	Membership		
	African	Asian and Coloured	White
1980		222	222
1979		222	222
1978		320	320
1977		320	320
1976		369	369
1975		405	405
1974		324	423
1973		451	451
1972			300
1971			300
1970			..
			Total

TRANSPORT WORKERS UNION (COLOURED AND ASIAN)

# 500 to return

# to work

Own Correspondent

DURBAN — Workers at Ninian and Lester's textile factory in Pinetown have agreed to return to work following the completion of a procedural agreement late yesterday after intensive talks between management and the National Union of Textile Workers (NUTW)

About 500 workers at the Pinetown factory downed tools on Monday following a dispute over the dismissal of a worker, delay on the finalization of the procedural agreement and wages

A joint statement released soon after yesterday's negotiations said "The company and the union have completed their discussions on the procedural agreement which were due to be concluded yesterday but had been delayed due to the work stoppages

## Recognition

"The dismissal of the worker was confirmed after representations were made on his behalf by the union

"The company and the union will enter into discussions on wages once the procedural agreement has been signed"

A spokesman for the Fosatu-affiliated NUTW said recognition of the union by the company should follow soon

● Three metal industries on the Witwatersrand have also been hit by work stoppages

National Springs this week was hit for the second time in five days when about 380 workers downed tools in protest at management's dismissal of a colleague

## Not to return

The general secretary of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), Mr David Sibabe, said workers had decided not to return to work until management had agreed to reinstate all the striking workers who were dismissed when they failed to return by Monday

About 1 000 workers at Haggie Rand's Jupiter plant continued their stoppage yesterday. It was not known what sparked it off, but a Mawu spokesman said workers had told them last week that they planned to approach the management for a pay rise

About 3 500 workers at Scaw Metals, Germiston, downed tools yesterday after a dispute with management over wages. Workers had not returned by late yesterday

Telephone

Address:

NATIONAL FEDERATION OF WORKERS



# 1 700 strikers may go back today

BY STEVEN FRIEDMAN  
Labour Correspondent

THE strike by 1 700 workers at Haggie Rand's Jupiter factory looks as though it may be settled today with workers returning to their jobs — but the 2 000 strikers at Anglo American's Scaw Metals remained off work for the second day yesterday.

A strike by about 500 workers at Ninian and Lester's Pinetown plant was settled yesterday after management agreed to a procedural

agreement with Fosatu's National Union of Textile Workers. Wage talks are due to start soon.

At Scaw, workers arrived at the plant yesterday morning but did not resume work, which management had appealed to them to do. They want a 10c an hour rise.

Talks between management and the Metal and Allied Workers Union took place yesterday but no settlement has been reached. Management has appealed

to workers to return to work this morning.

At Haggie, where the strike centres around a wage demand, the company had warned workers that those who did not resume work on Tuesday would be dismissed and had planned to pay off all 1 700 workers yesterday afternoon.

All would then have been offered re-employment without loss of benefits.

But Mawu — which represents only a few Haggie

workers — intervened after being asked to do so by workers and held talks with management yesterday.

Late yesterday, Haggie's chief executive, Mr Richard Savage, said he was "encouraged" by continuing negotiations with Mawu and added that he was "hopeful" that everybody will return tomorrow morning.

The decision to dismiss workers had been "postponed" pending the outcome of talks, he said.

## Weather Mail

THE Weather Bureau's forecast for today —

**TRANSVAAL** — Partly cloudy and mild with scattered thundershowers over the west and south-west. It will be cold over the south and south-west.

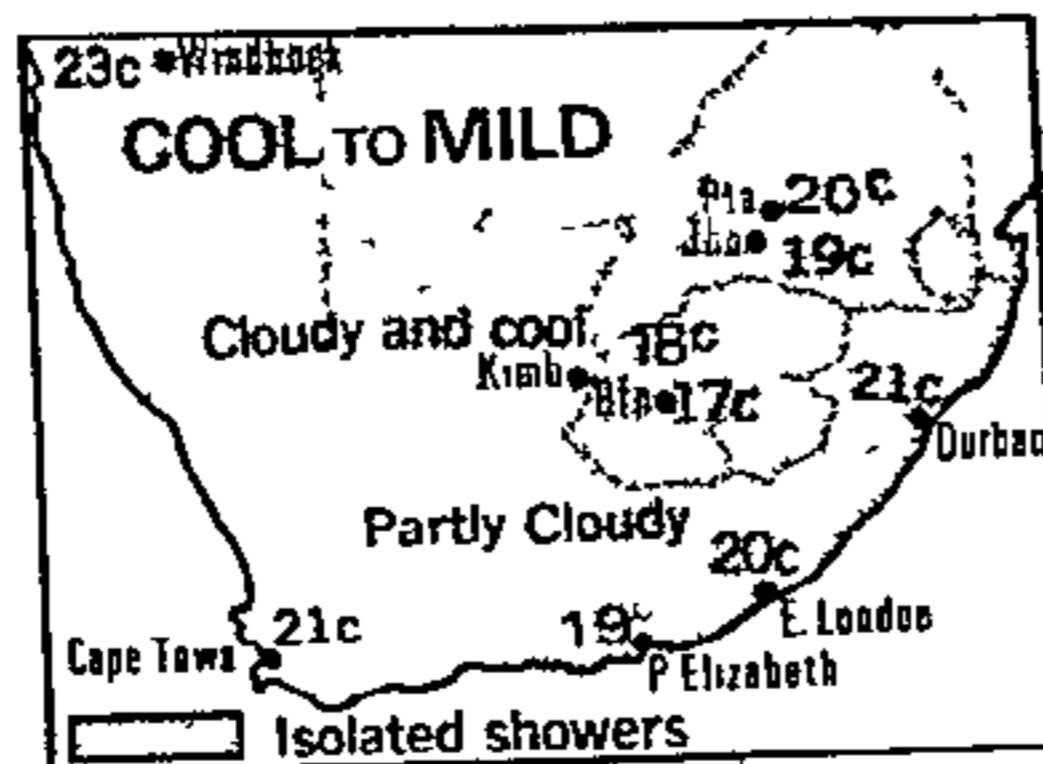
**FREE STATE** and **CAPE** north of the Orange River — Fine to partly cloudy and cold, but very cold in the morning and evening. Showers are possible over the south and east Free State.

**CAPE** south of the Orange — Cloudy and cold over the south and south-east with rain and snow over the mountains. Over the remainder of the area it will be partly cloudy and cold, but very cold over the interior in the morning and evening.

**NATAL** — Partly cloudy and mild in the north with scattered thundershowers otherwise cloudy and cold with intermittent rain. It will, however, be very cold over the south. Snow is expected over the southern interior.

**SOUTH WEST AFRICA** — Fine and cold, but partly cloudy and mild to warm with isolated thundershowers over the Caprivi.

**BOTSWANA** — Fine and cold but partly cloudy and mild to warm — Sapa



Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station

**YESTERDAY**  
April 28 1982  
Temperatures:  
09h00 14h00 21h00  
15°C 20°C 14°C  
Humidity:  
71% 54% 78%  
Max temp: 20°C  
Min temp: 8°C  
Rain 24 hours to 20h00: Nil  
Sunset today: 17h42  
Sunrise tomorrow: 06h29

### SOUTH AFRICA YESTERDAY

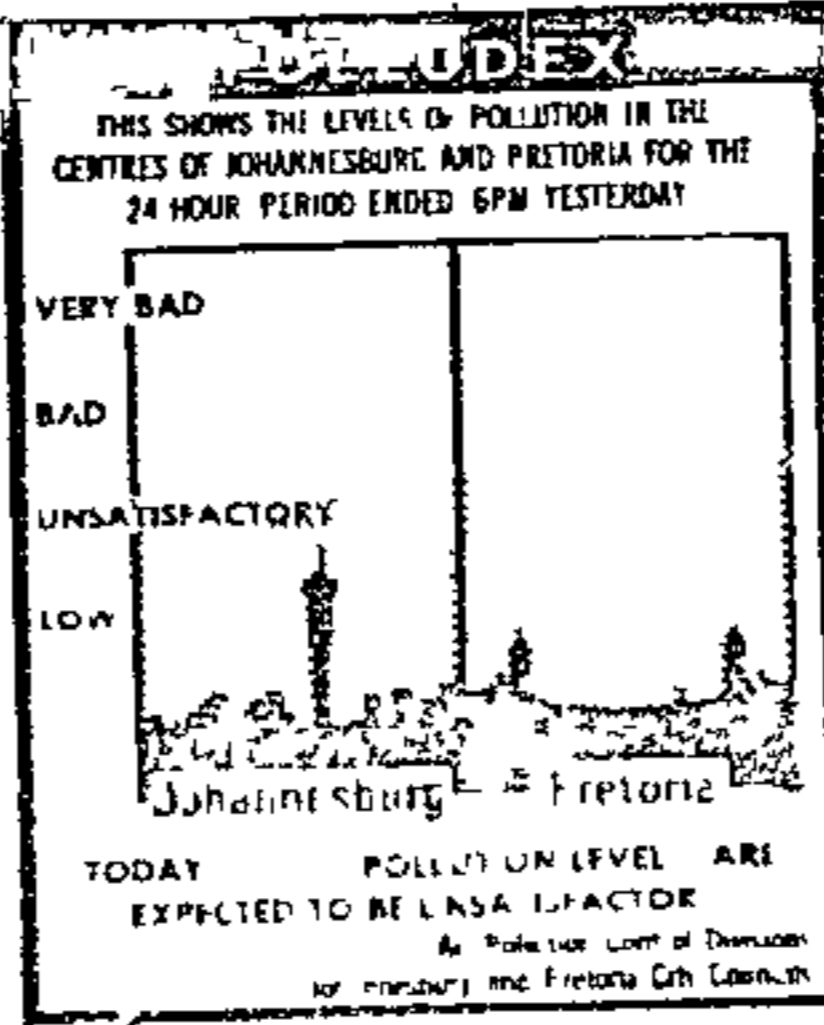
Temperatures at 14h00

City	°C	City	°C	City	°C
Bloemfontein	17	Jan Smuts	20	Potchefstroom	21
Cape Town	18	Nelspruit	27	Pretoria	22
Durban	23	Pietersburg	27	Skukuza	31
East London	16	Port Elizabeth	17	Standerton	22

**SOUTH AFRICA** Hottest at 14h00 Messina 34°C. Coldest at 08h00 Sutherland and Standerton — 3°C.  
**TRANSVAAL** Hottest at 14h00 Messina 34°C. Coldest at 08h00 Standerton — 3°C.

### THE WORLD YESTERDAY

City	Min °C	Max °C	Weather
Amsterdam	4	11	Cloudy
Athens	10	18	Cloudy
Berlin	2	11	Cloudy
Brussels	4	12	Clear
Buenos Aires	16	21	Cloudy
Chicago	0	19	Clear
Hong Kong	22	23	Rain
Jerusalem	12	21	Clear
Lisbon	11	21	Clear
London	9	18	Clear
Los Angeles	14	19	Clear
Madrid	7	15	Clear
Miami	22	28	Clear
Montreal	0	14	Rain
Moscow	6	11	Cloudy
New York	6	23	Clear
Paris	6	14	Clear
Rio de Janeiro	16	28	Cloudy
Rome	7	20	Clear
San Francisco	10	16	Clear
Tokyo	11	14	Rain
Toronto	0	9	Cloudy



HI-FI AMPLIFIERS  
at  
**BELOW WHOLESALE**  
SORRY — NO MAIL ORDERS  
WE IMPORT DIRECT

### HI-FI SPEAKER KITS

8" 2-Way 20 Watt

**R15,95**

8" 3-Way 25 Watt

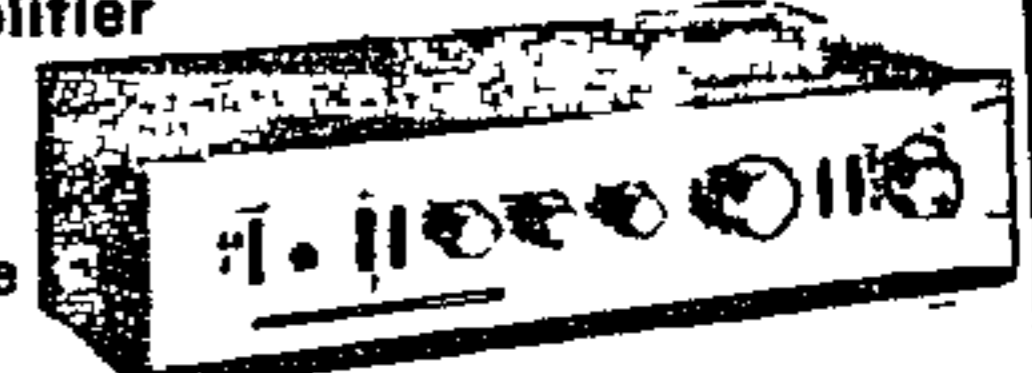
**R19,95**

Also available  
10" 3-Way  
40 Watt Kits  
12" 3-Way  
60 Watt Kits

AT BELOW WHOLESALE

### PIONEER SPECIAL OFFER

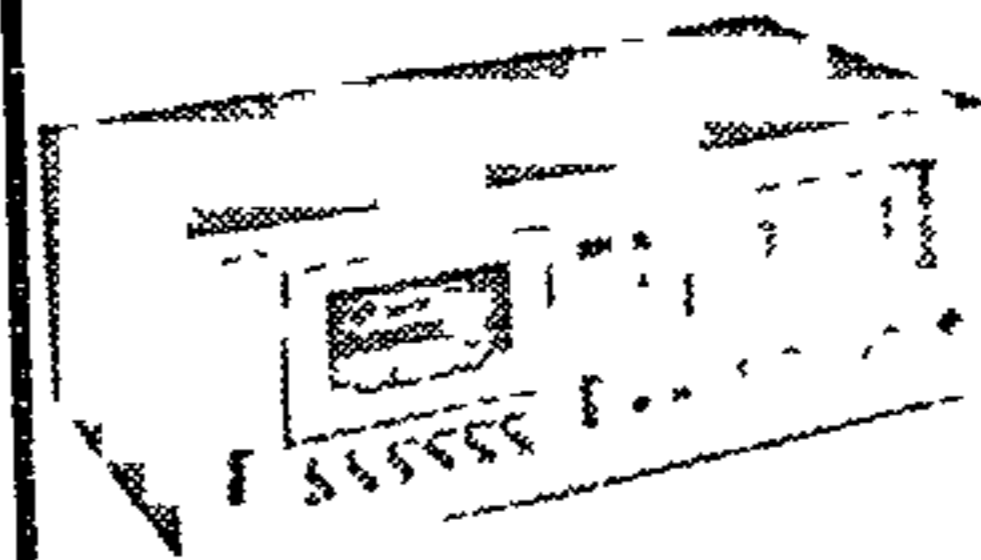
- ★ 40W RMS Amplifier
- ★ 2 x 40W SPKR systems
- ★ Scott Belt-Drive Turntable in cabinet



THE LOT **R299<sup>95</sup>**

### PHILIPS DOLBY CASSETTE DECK

FREQ 40 TO 14 000 HZ



**R109<sup>95</sup>**

PRICES EXCLUDE SALES TAX

**TELEVISION RADIO CENTRE**

8 per kg

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8

per kg

ammunition  
urchase  
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# VW rejects demands over retrenchment

29/4/82 E. Post

VOLKSWAGEN motor company in Uitenhage has rejected three demands by workers after the retrenchment of 316 employees last week

After meetings with shop stewards this week workers at the plant modified an earlier demand that management reinstate those retrenched. They asked, instead, that those with good job records be reinstated.

Secondly, they asked that the position of those retrenched be discussed with the National Automobile and Allied Workers' Union (Naawu) and, thirdly that those paid off be given severance pay of one month's wages for each year worked.

Volkswagen said in a statement last night it was not able accede to the demands and expressed concern about allegations of intimidation during a work stoppage of more than 5 000 employees last week.

The statement said Volkswagen had re-examined the records of retrenched workers and was satisfied none had been "unfairly dismissed".

Several workers would be considered for re-employment when the company again recruited employees.

The company had already paid out three times more than was required under an existing agreement and further pay outs were not possible.

Naawu's president, Mr J C Harris, said today there was a tense atmosphere at the plant and predicted that workers would not be happy with management's response to their demands.

He also rejected allegations of intimidation, saying Volkswagen was attempting to confuse workers and discredit Naawu.

Workers would officially be informed of the company's decision later today.





Year	Membership		
	African	Asian and Coloured	White
1970			986
1971			986
1972			980
1973			1 001
1974			1 001
1975			1 019
1976			988
1977			835
1978			687
1979			603
1980			642
			Total

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Telephone: (021) 472 674

Industry of R.S.A.

# Haggie strikers return to work

By Drew Forrest

The 1700 workers who went on strike on Monday at Haggie Rand's Jupiter plant were back at work today

The strike at Anglo American's Scaw Metals in Germiston, however, today entered its third day

Haggie's chief executive, Mr Richard Savage, confirmed that after yesterday's discussions between management and the Metal and Allied Workers' Union (Mawu), that striking workers had returned to work.

He said the earlier "technical" dismissal of the workers for failing to meet a return to work deadline had been rescinded.

Management had delayed paying off strikers in the hope the strike would end today

An Mawu spokesman said the union's membership at Haggie had soared during the strike.

Management had agreed to recognise Mawu shop stewards when they were elected

At Scaw Metals talks between Mawu officials and management ended in deadlock yesterday.

The 2000 Scaw workers are understood to have stayed off work this morning.

Management has said it would not meet workers' demands for a wage increase while wage talks in the metal industries' industrial council were in progress

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Industrial Council: BISCO

Registration: Yes

Founded:

Area of Operation: National

Officials: Secretary: N. D.

Address: P.O. Box 4141 Cape Town 8000

Argus Correspondent

JOHANNESBURG. — The wage strike by about 1700 workers at the Haggie Rand's giant Jupiter plant is over.

Haggie's chief executive, Mr Richard Savage, confirmed that following yesterday's discussions between management and the Metal and Allied Workers' Union all the striking workers were back at work today.

He added that the "technical" dismissal of the workers yesterday for

# Rand pay strike settled

7/6/82  
29/4/82  
152  
settled

failing to meet a return to-work deadline had been rescinded. Management had delayed paying off strikers in the hope that they would man their posts today.

the Motor Transport

Industrial Council:

Registration: Yes

Founded:

Area of Operation: Johannesburg area

Officials: Secretary: A. Hammon

2001

JOHANNESBURG

88 Anderson Street

206 Trades Hall West

Address:

Telephone: (011) 838 5861

Year	Membership		
	African	Asian and Coloured	White
1980		222	222
1979		222	222
1978		320	320
1977		320	320
1976		369	369
1975		405	405
1974		324	423
1973		451	451
1972			300
1971			300
1970			..
			Total

TRANSPORT WORKERS UNION (COLOURED AND ASIAN)

ARGUS 29/4/82  
**2 000 strike for  
third successive day**

Argus Correspondent

JOHANNESBURG — The strike at Anglo American's Scaw Metals in Germiston went into its third day today

Talks between Metal and Allied Workers Union officials and management ended in deadlock yesterday

Management has said it will not meet the 2 000 workers' demands for a wage increase while wage talks in the Metal Industries Industrial Council are in progress

Registration: Yes

Founded:

Area of Operation: Transvaal

Officials: Secretary: W.J. de Bruyn

Telephone:

Address: P.O. Box 1341  
Pretoria  
0001

PERSONEELVERENIGING VAN DIE TRANSVAALSE RAAD VIR ONTWIKKELING  
VAN DIE BUITESTEDELIKE GEBIEDE

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**FININGS**  
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- Pinotage*

**CAPE  
WINE  
TITRE**

**SPECIAL**  
...colour lightweights

braai in the Table Moun-  
tain Nature Reserve on  
March 7

He further admitted  
that the fire had spread  
and destroyed 379 hec-  
tares of vegetation and a  
State Forestry plantation  
worth R55 000 caused  
damage of R65 000 to the  
home of Mr L Hartzen-  
burg which was de-  
stroyed by fire and had  
caused damage of R2 180  
in a flat at Disa Park

He further admitted  
that the cost of extin-  
guishing the fire for the  
Cape Town City Council  
and the Department of  
Forestry was R20 510

**Warning**

Mr D K De Beer, a For-  
estry Department official,  
said he had driven past  
the the braai spot He had  
warned the two men that  
they were not allowed to  
braai in the area and told  
them of the high fire risk.

"Mr Strydom told me he  
had water in the car to  
extinguish the fire and  
that he had a lid to cover  
the braai When I left  
them I was satisfied that  
there was no danger," Mr  
De Beer said

The hearing was ad-  
journed to May 3 Mr Stry-  
dom was warned to  
appear

Mr T H de Koker was the  
Regional magistrate Mr N  
Treurnicht, assisted by Mr G  
P C Kotze prosecuted

**B** From page 1

to public opinion or the  
informed academic opin-  
ion of the music depart-  
ments of both the univer-  
sities of Cape Town and  
Stellenbosch," he said

It was a pity that public  
indignation had apparent-  
ly had no effect

"The public may wonder  
what qualifications  
the exco have in terms of  
music to make this  
decision"

He felt that he could  
not work with the orches-  
tra as an outsider

"There is still a lot that  
has to be improved which  
was short-circuited and at  
a standstill over the last  
few years One matter is  
recruitment for the  
orchestra which I was not  
allowed to do over the  
past few years This is  
something that one can do  
only if one is part of the  
organization

"There is a lot of work  
to be done to put things  
back to where they were  
before all the damage was  
done"

Mr Tidboald said he  
had three possible op-  
tions for the future, all of  
which would take him  
away from Cape Town

● The news of Mr Veld-  
huis's resignation was de-  
scribed as an "incredible  
bombshell" by a source  
close to Capab who ad-  
ded "Just give Capab a

# 5 600 workers walk out at VW factory

Own Correspondent

**PORT ELIZABETH** —  
The entire black work  
force of about 5 600 work-  
ers yesterday walked out  
for the second time in a  
week at Volkswagen in  
Uitenhage in an ongoing  
dispute about the re-  
trenchment of 316 work-  
ers last week

The workers assembled  
at 2pm on the Volkswagen  
premises and after a  
meeting of about 30  
minutes walked out of the  
factory

At the meeting the  
workers withdrew their  
moderated demands for-  
mulated on Tuesday and  
adopted their initial  
stance that all 316 work-  
ers be reinstated, and all  
workers be allowed to  
work "short-time"

This was said yesterday  
by the president of the  
National Automobile and  
Allied Workers Union  
Mr J C Harris

Mr Harris said the  
union was told by man-  
agement yesterday morn-  
ing that the company  
stood by its rejection of  
the three demands formu-  
lated on Tuesday

On Tuesday the workers  
had asked that all re-  
trenched workers with  
good job records be rein-  
stated, that the company  
discuss all retrenched  
workers with bad records  
with the union and that  
severance pay of one  
month's wages for each  
year worked be paid out

Management then said  
it had re-examined the  
job records of the re-

trenched workers and  
was satisfied that there  
had been no cases of un-  
fair dismissal, and that it  
had already paid out  
three times more in sev-  
erance pay than the exist-  
ing industrial council  
agreement required

Yesterday the workers  
reiterated their demand  
that all retrenched work-  
ers be reinstated, and  
walked off the premises  
shouting that they wanted  
the 316 workers back in  
the plant

A report-back meeting  
would be held with work-  
ers today, Mr Harris said

He said the union ob-  
jected to the fact that  
management had a meet-  
ing with representatives  
of Naawu's rival union  
the Motor Assemblers  
and Component Workers  
Union (Macwusa) before  
its meeting with Naawu  
after the walk-out

Mr Harris said yester-  
day that management's  
talks with Macwusa was a  
sign that the company  
used the union to divide  
the workers and to weak-  
en Naawu This was de-  
nied by the company  
yesterday

**Minimum wages**

Mr Harris also said the  
union construed the re-  
trenchment of 316 work-  
ers as an effort to keep  
minimum wages, to be  
negotiated in the indus-  
trial council, as low as  
possible

The public relations  
manager of Volkswagen,  
Mr Ruben Els, confirmed  
yesterday that the com-  
pany's entire black work  
force had walked out, and  
said the company recon-  
firmed its decision not to  
reopen discussions on the  
retrenchment at the meet-  
ing with shop-stewards

## music review

### Concert laurels shared by all

**SYMPHONY CONCERT,**  
City Hall, Thurs 29th,  
CTSO conducted by  
Brian Priestman, solo-  
ists Nina Beilina (vio-  
lin) and Hanneli Rupert  
(soprano), Poulenc  
Two Marches and Im-  
termezzo, Mozart  
Violin Concerto No 5  
in A major, K219,

**Mahler Symphony No  
4 in G major**

Miss Beilina had perforce  
to share the honours at  
last night's symphony  
concert

In spite of a stylistically  
irreproachable and finely-  
drawn account of the  
Mozart Concerto, her con-  
tribution to the evening  
reached its peak in a  
quite superb encore —  
the gigue from the Bach G  
minor sonata for solo  
violin

In spite of this truly  
world-class performance,  
however, the sheer vast-  
ness of the Mahler Sym-  
phony impressed itself on  
the consciousness and  
left Priestman and the  
CTSO co-laureates of the  
evening

**DEON IRISH**

**Too late for classification**

**LOST**

**GOLD** bracelet student's matric  
present lost in vicinity of Cavendish  
Square-Thursday afternoon Reward  
R50 Ph 75 4079

**BRITHMILAH**

**MARKOVITZ** — the Brithmilah of  
Nicholas the infant son of Leon and  
Anthula will take place at our home  
115 Kloof Road Bantry Bay on  
Monday May 3 Relatives and  
friends are invited to join us in cele-  
brating the event from 5 30pm



**FONDUE SETS**

NEW RANGE! Stainless  
on stand with 6 forks  
very reasonable price  
ONLY R14,99 set.

**KITCHENWARE GIFTS**

Pepper Mills, wood or plastic  
Kitchen Scales — from R13,59  
Spice Racks in Wood  
Living Kitchen, Low Price.

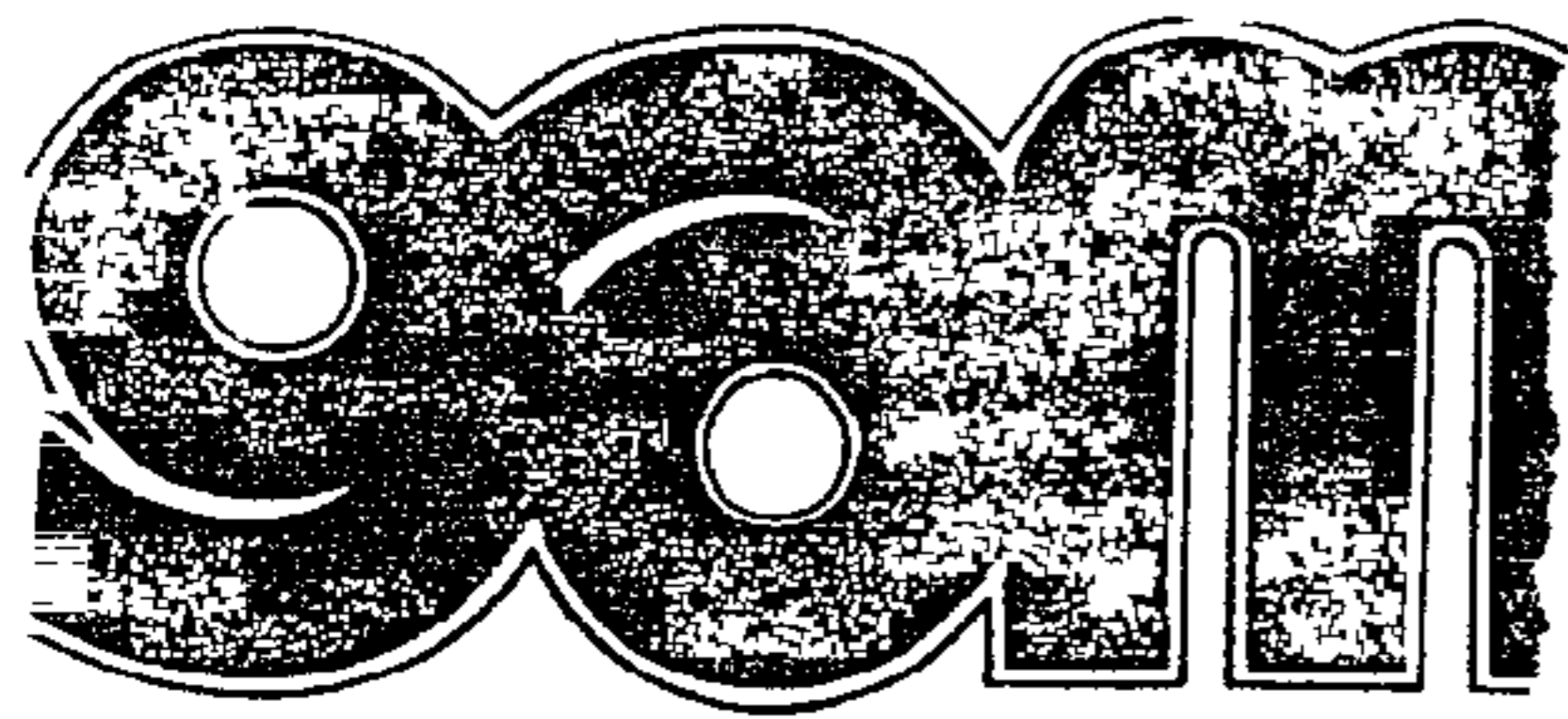
**MELITA  
COFFEE**

All sizes, -  
cup to 8 cu  
prices from



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any item in our store, if the price does not match, the price of our other reputable dealers.



MONDAY, 8.30 am — 7.00 pm FRI, 8.30 am — 1.0

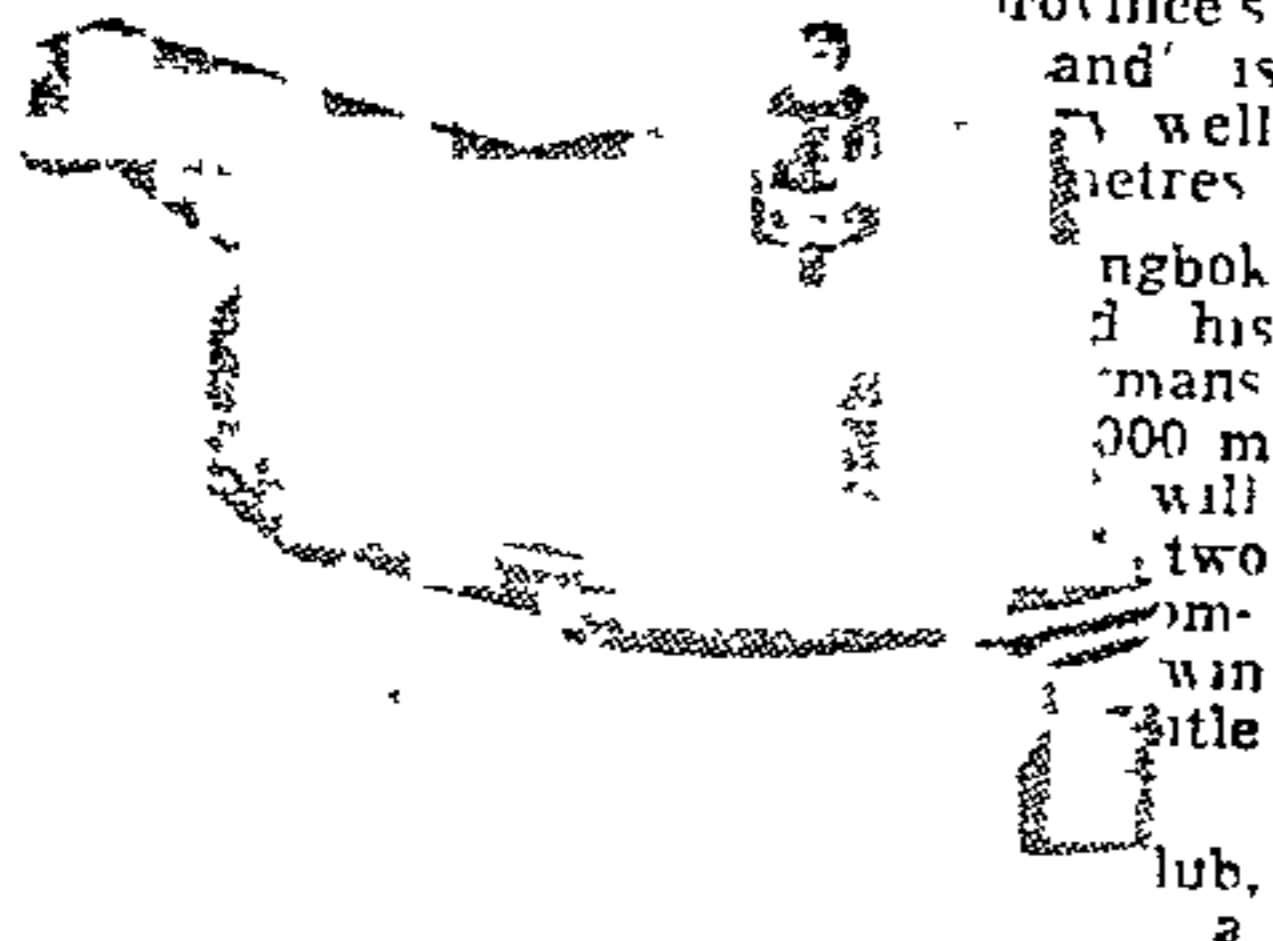
## ALEXANDER 1 BAR HEATER



1 YEAR  
GUARANTEE

# 499

## TEDELEX 6 LITRE



# VW men refuse to go back

**Argus BuTeau**  
PORT ELIZABETH — Production at Volkswagen was halted again when workers refused to go back to work today following a deadlock in talks regarding the retrenchment of 316 fellow-employees last week.

However negotiations between worker representatives and management are continuing and the 5 600 black workers who walked out were told by representatives of the National Automobile and Allied Workers' Union to be on the premises at 8 am on Monday morning. At the plant this morn-

ing the workers gathered inside the premises waiting for shop stewards to report back on a 15 minute meeting with management after yesterday's walkout — the second in a week.

The workers demanded to be addressed by Mr Peter Searle, managing director of Volkswagen or the company's industrial relations director, Mr A O Rademeyer. But Mr Jan Louw, VW's labour relations manager, appeared at a window of one of the buildings and speaking through a loudhailer told workers they should go through normal channels if they had any grievances.

## Milk price

(Continued from Page 1) home and paid for by a coupon and 48c if paid for with cash, and a maximum of 56c a litre when sold in plastic bottles.

At the beginning of 1981 home delivery prices and cafe prices were respectively 35c and 41c a litre.

In May 1981 a 145 percent increase in the price of milk was granted. The price of milk delivered at home then went up by 5c a litre and milk bought from cafes by 7c a litre.

**GERMISTON**  
At Germiston, the management of Anglo American's Scaw Metals plant dismissed about 2 800 black and coloured workers who struck on Tuesday for an increase of 10c an hour.

The workers were dismissed after ignoring a 3 pm deadline to return to work. In a statement, Scaw said it would re-employ those who applied for work today.

Two more wage strikes have been reported in the East Rand metal industries, bringing to more than 5 000 the number of workers who have struck in the area this week.

## Squatter deadline — extension if...

THE May 1 deadline for the 750 Ntanga squatters to be interviewed would be extended if more could be traced for screening. Mr G N Lawrence, labour officer of the Administration Board said today.

To date more than 500 had been screened — if more could not be traced then there was no point to extending the deadline.

Delaying the decision he said would only set back a decision on whether those squatters interviewed already would be

April 21 was given as the initial deadline for those to be interviewed. This was extended when about 300 of those named could not be traced.

Since then few have been traced. The squatters have asked that the names of other people be substituted for those who can't be traced—a request which was turned down by the Chief Commissioner of the Western Cape, Mr Timon Esterhuysen.

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ARGUS 30/4/82

152

ARGUS 30/4/82

307

ANGLO STRIKE FM 30 4.82  
 2 000 workers at Anglo-American's Scaw  
 Metals down tools demanding a 10c/hour  
 pay rise Workers decide to strike after  
 negotiations with the Metal-Industries  
 Industrial Council end in a deadlock

152

Registration: Yes  
 Founded:  
 Area of Operation: Western Cape  
 Officials: Secretary: V. Packwood  
 Address: 40 Balfour Street  
 Woodstock  
 7925  
 Telephone: (021) 475545

Year	Membership		
	African	Asian and Coloured	White
1980			98
1979			96
1978			94
1977			84
1976			84
1975			84
1974			..
1973			84
1972			..
1971			..
1970			..
			Total

ESCOM (CAPE WESTERN UNDERTAKING) SALARIED STAFF ASSOCIATION

# 2800 fired over 10c an hour increase

152  
Star  
30/4/72

to open its membership  
1980 - The Union recei

Printing and Newspaper

By Drew Forrest  
The management of Anglo American's Scaw Metals plant in Germiston has fired about 2800 black and coloured workers who struck on Tuesday for a 10c-an-hour wage increase.

The workers were dismissed after ignoring a 3 pm return-to-work deadline yesterday. Scaw stated it would re-employ those who applied this morning.

Two more wage strikes have been reported in the East Rand metal industries, bringing the number of workers who have struck in the area this week to over 5000.

About 460 workers at the Defy Industries, Benoni plant had agreed to return to work today after striking for an immediate wage increase yesterday, management said. The general secretary of the Posatu-affiliated Metal and Allied

Workers Union (Mawu), Mr David Sebabi, said the workers had agreed to go back pending wage negotiations between Mawu and management.

The managing director of Metal and Chemical Industries in Heriotdale, Mr John Hess, said more than 200 employees had "effectively dismissed themselves" after striking for an increase yesterday.

He added workers who applied by noon today would be considered for re-employment on existing terms.

The dismissals at Scaw Metals followed intensive discussions with Mawu.

Scaw management said it was unable to grant a wage increase to the strikers as annual wage talks in the metal industries' industrial council had not been concluded.

See Page 17.

(012) 36097/8

Star 27/1 81

Year	Membership		
	African	Asian and Coloured	White
1970	..	..	19 075
1971	..	..	19 194
1972	..	..	20 666
1973	8 620	12 435	21 055
1974	9 279	12 690	21 969
1975	9 364	..	22 046
1976	..	..	21 228
1977	..	..	19 749
1978	..	..	19 744
1979	..	..	19 499
1980	7	..	26 818
Total			

Industrial Council:

Registration: Yes

Founded: 1896

Area of Operation:

Officials: Secretar

0001

Pretoria

P.O. Box

Address:

By Drew Forrest

The labour woes of the giant metal industries have been harshly highlighted by this week's strike at Scaw Metals in Germiston.

The company — a subsidiary of the Anglo American Corporation and one of the most influential in the Steel and Engineering Industries Federation (Self-sa) — yesterday fired about 2 800 workers who struck earlier this week for a 10c an hour wage increase.

Justifying its action, the company said it could not grant increases while annual wage talks in the metal industries' industrial council were in progress. It added: "Management has taken every opportunity to explain to workers this negotiation process can-

not be pre-empted. "In the interests of long-term stability, sound labour relations and effective bargaining structures it is vital that workers realise that work stoppages during negotiations will not bring concessions."

The industrial council is the official bargaining arena in which employer associations and registered unions meet annually to hammer out legally binding minimum wage agree-

ments covering the metal industries' 500 000 workers. Several key black unions reject the council outright as "bureaucratic," "unrepresentative" and designed to serve the interests of skilled workers only.

Much recent labour upheaval on the East Rand has reflected the demand of workers and unions for the right to negotiate wages directly with factory management — a demand

which has generally been refused. The 1982 industrial council talks have been protracted. The parties are now in dispute after twice reaching deadlock — and this has aggravated matters, employees say.

The say the state-mate has made it difficult to grant interim increases which could be offset against the final award. The current industrial agreement lapses on June 30.

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) sees Scaw management as the central pillar of the industrial council and the driving force behind metal employers' rejection of plant-level bargaining.

Said Mawu general secretary Mr David Sebahl: "Scaw management told us they had a responsibility to other employers who back the industrial council. We told them

# Scaw strike — an outer symptom

## of the metal industries' malaise



152



Scaw 35/4/82

"Workers got an increase last April without asking for it. Now when they ask for an increase, they don't get one."

No detailed statement could be obtained from either Scaw or Anglo yesterday.

But in defence of the council system, Anglo executive director and chairman of Scaw Metals, Mr Graham Boustred, has said that plant level bargaining would "spell the end of the industry concept" and could prejudice economic growth.

Anglo has declared its backing for Seifsg's current discussions with metal unions, which aim to establish if present bargaining structures "need revision in any respect".

Year	Africa
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	1 100

Address: 35 Eastern 29 Terminus East London 5201  
 Telephone: (0431 28  
 Officials: Secreta  
 Area of Operation: 1  
 Founded:  
 Registration: Yes  
 Industrial Council:

# Scaw fires 2 800 workers on strike

30/4/82

(152)  
LTOP  
RDM

By STEVEN FRIEDMAN  
Labour Correspondent

AN ESTIMATED 2 800 striking black and coloured workers at Anglo American's Scaw Metals plant in Germiston were fired yesterday — but were told they could have their jobs back if they re-applied this morning

And at the Defy plant in Benoni, 460 hourly-paid workers downed tools demanding an immediate wage increase

Defy's Benoni factory manager, Mr Derrick Williams, said that the workers had "downed tools at the start of the shift demanding wage increases prior to the finalisation of wage negotiations in the Steel and Engineering Industry"

He said workers had agreed to return to work at the start of the shift today "pending further discussions between management and worker representatives"

Meanwhile, the 1 700 striking workers at Haggie Rand's Jupiter plant returned to work this morning following negotiations between management and Fosatu's Metal and Allied Workers Union

Haggie's executive director, Mr Richard Savage, said yesterday that he had been "delighted" to deal with the trade union

He said he had not been prepared to negotiate on the grounds of a "wildcat strike"

At Scaw, workers have been on strike for three days over a demand for a 10c an hour rise

According to Mawu, which claims majority membership at the plant, Scaw workers usually receive an April increase But this was

delayed this year because of the deadlock in negotiation at the metal industrial council "Workers could not wait" and this had sparked the strike, Mawu said

The union has been negotiating with Scaw management, which said it would not grant an increase until the council negotiations end, according to Mawu sources

Yesterday Scaw said it had fired workers who had not responded to "repeated requests" to return to work

It added it would re-employ "all who wish to apply for re-employment"

Scaw said it had no wish to see any of its workers lose their jobs "However, in the interests of long-term stability, sound labour relations and an effective bargaining structure it is vital that workers realise that stoppages during negotiations will not win concessions," it added

"During the three days the stoppage lasted, management has taken every opportunity to explain to workers that the negotiation process cannot be pre-empted"

"Management has informed workers that the latest offer by employers in these negotiations involved an increase of 25c an hour on the present minimum wage"

"Management undertook to promote an early resolution of the negotiations and to keep workers informed of the progress in these negotiations," the statement added

Mawu, to which many Scaw workers belong, refuses to join the industrial council because it believes it is not yet representative of the industry as a whole. It has demanded direct negotiations with employers at plants where it has a majority

Address: 308 Trevor Building  
Voortrekker Street  
Vereniging  
1930  
Telephone: (016) 224743  
Officials: Phillip Masia  
Esau Ralitshele  
Area of Operation: Transvaal  
Founded:  
Registration: No

ORANGE-VAAL GENERAL WORKERS UNION

# Third walkout by 5 000 workers at motor plant

By SANDRA SMITH

MORE than 5 000 Volkswagen workers today again walked out of the motor plant in Uitenhage in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers

Today's walkout was the third in a fortnight and came after a mass meeting held on the factory premises this morning

There was a production shut-down yesterday afternoon when almost the entire black work force left the plant after a meeting

The workers had been told by shop stewards that management would not accept three union demands formulated after VW retrenched 316 employees to bring the work force into line with its production needs

Management was asked to retrench only those with poor job records and to discuss the retrenchments with the National Automobile and Allied Workers Union

The third union demand was that VW pay severance pay equal to one month's wages for every year worked

Today's walkout came after shop stewards addressed workers at a two-hour meeting at the plant. At the end of the meeting, workers streamed out of gates

They said they had decided to meet again on Monday morning after shop stewards had again approached management with the three demands

One worker said they wanted R3.50 an hour instead of R2 an hour, as they had to do more work to make up for those retrenched

ing in the  
the Amalgamated  
p. (see p.128).

The Un  
amalg  
Union

Manufacturing  
Pl, Engineering  
ment for Boland  
ment for Cape

Industry  
Register

Founded: 1881

Area of Operation: National

Officials: Secretary: K. Beech.

2000

Johannesburg

Address: P.O. Box 1095

Telephone: (011) 834 7086

Year	African	Asian and Coloured	White	Total
1970	..	..	..	..
1971	..	..	..	..
1972	..	..	..	..
1973	932	2 943	3 875	+
1974	..	..	..	..
1975	..	..	3 875	*
1976	..	..	3 875	*
1977	1 274	3 200	4 474	*
1978	1 274	3 200	4 474	\$
1979	..	..	..	..
1980	..	..	600	\$

AMALGAMATED SOCIETY OF WOODWORKERS

# Defy strike ends <sup>(152)</sup>

ABOUT 460 workers at the Defy factory in Benoni downed tools yesterday morning demanding an immediate increase in their wages

The workers arrived for the morning shift but refused to start work until their demands had been met. Most of the workers were milling outside the factory premises while talks between the Metal & Allied Workers Union (Mawu) representatives and management were underway.

The workers, who did not specify what increase they were demanding, later agreed to stop the strike and start working again this

morning while their union and management will meet again to continue with the wage talks

A spokesman for Mawu said yesterday that management had promised to review the workers' demands.

A spokesman for Defy confirmed yesterday that there was a stoppage at the Benoni branch of the factory after workers demanded an immediate increase in their wages.

He said "Management held talks with worker representatives and after the meeting the workers agreed to stop the strike pending further talks regarding the wage issue."

*Somehow 20/4/82*

1980 - Oct  
(See

ned Workers Union.