

# INDUSTRIAL RELATIONS - STRIKES

MAY 1982 - 31 JULY 1982,

# More strike on East Rand

By Drew Forrest

Unrest over retrenchments has hit two Wadeville companies in the Genrec group — bringing to more than 6 000 the number of East Rand workers who have downed tools this week

About 600 workers struck yesterday at Genrec's Power Steel Construction, and more than 100 workers at Genpipe have been on strike since Wednesday over the "unplanned" retrenchment of some 60 colleagues, according to a Metal and Allied Workers' Union (Mawu) spokesman

At Anglo American's Scaw Metals in Germiston, where 2 800 strikers were sacked on Thursday, workers collected their pay and went home yesterday — ignoring a management offer of re-employment.

A Scaw spokesman

said it was hoped that workers would be back on Monday.

According to Mawu organiser, Mr Moses Mayekiso, Fosatu's Wadeville shop stewards' council has launched a campaign in support of about 380 strikers fired at National Spring Manufacturers this week. The workers are still refusing to be selectively rehired

As well as organising in the townships to prevent scabbing, he said, the council would ask members of Fosatu's motor affiliate to "black" National Spring products

Mr Mayekiso said the management at the Genrec companies had retrenched workers in an "unplanned" way after promising to consider a retrenchment procedure proposed by the union. The management denies this

152

~~151~~

~~150~~

Stew  
1/4/72

Scaw Metals in Germiston

Registration:

Founded:

Area of Operation:

Officials: Secret

6000

Port

P.O.

Address:

(041) 28751

| Year  | Membership |       |          |       |
|-------|------------|-------|----------|-------|
|       | African    | Asian | Coloured | White |
| 1980  |            |       |          | 48    |
| 1979  |            |       |          | 42    |
| 1978  |            |       |          | 42    |
| 1977  |            |       |          | 47    |
| 1976  |            |       |          | 47    |
| 1975  |            |       |          | 43    |
| 1974  |            |       |          | 42    |
| 1973  |            |       |          | 30    |
| 1972  |            |       |          | ..    |
| 1971  |            |       |          | ..    |
| 1970  |            |       |          | ..    |
| Total |            |       |          | 48    |

PORT ELIZABETH TRAMWAY OFFICIALS AND SALARIED STAFF ASSOCIATION

# Strikes hit more East Rand plants

CAPE TIMES 11/5/82

Own Correspondent

**JOHANNESBURG**  
 Three new Wadeville plants, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms and police vehicles patrolled parts of Wadeville yesterday.

More than 4 000 workers at five plants were on strike and two other East Rand stoppages ended yesterday.

At the Scaw Metals plant outside Wadeville, riot police stood by as 2 800 workers were paid off yesterday.

At National Spring, about 380 workers sacked earlier this week gathered outside the plant as union shop stewards held brief talks with management.

Workers alleged a white worker had fired a shot at a striker this week, but the company denied this. Workers also denied reports that there had been violent clashes between strikers and workers who attempted to return

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers resumed their jobs.

Workers gathered outside two Genrec plants yesterday — Power Steel and Genpipe — where they sang songs and shouted "Amandla" (power) as a union official approached to address them.

MAWU said later that workers at a third Genrec plant, Wadeville Engineering, had left at lunchtime, saying they were going to a meeting on retrenchments.

There are about 1 100 workers at the three plants, according to a MAWU man. He said workers were striking in protest at retrenchments.

At National Spring, union shop stewards reported back to workers that management had said 130 workers would lose their jobs because the company said it had lost orders because of the strike.

and Steel Workers Shipbuilders and Welders Society

- Amalgamated Engineering Union of S.A.
- Amalgamated Union of Building Trade Workers
- Amalgamated Society of Woodworkers of S.A.
- Black Allied Workers Union
- Black Mineworkers Union
- Federated Mining Explosives and Chemical Employees Union
- Iron Moulders Society of S.A.
- Mine Coloured Staff Association of South Africa
- Mine Surface Officials Association of South Africa
- Mine Workers Union
- S.A. Bollemakers, Iron and Steel Workers Shipbuilders and Welders Society
- S.A. Electrical Workers Ass
- S.A. Engine Drivers, Fire
- S.A. Technical Officials As
- S.A. Underground Officials Assoc

## MINING AND QUARRYING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

## AGRICULTURE, FORESTRY AND FISHING

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

## UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

# Metal firm hit by East Rand strike fever

By STEVEN FRIEDMAN  
Labour Correspondent

THREE new plants in Wadeville, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms

Police vehicles patrolled parts of Wadeville, near Germiston, yesterday as more than 4 000 workers at five plants were on strike and two other East Rand work stoppages ended

At Scaw Metals' plant outside Wadeville, 2 800 sacked workers were paid off yesterday, but none reapplied for their jobs. Management had said they would be re-employed if they did so.

Riot police stood by outside the plant.

At National Spring, about 380 workers who were fired

earlier this week gathered outside the plant as union shop stewards held talks with management

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers returned to work.

At Defy 480 workers who struck over wages returned after management agreed to hold talks with the Metal and Allied Workers' Union.

At Metal and Chemical Industries, workers ended a two-day pay strike after talks between management and Mawu. The company's managing director, Mr John Hess, described the union as "helpful".

Workers gathered outside two Genrec plants — Power Steel and Genpipe — yesterday where they shouted "Amandla" (Power) as a police van stood nearby.

Mawu said later workers

at a third Genrec plant, Wadeville Engineering, had left at lunch-time saying they were going to a meeting on retrenchments.

A Mawu spokesman said workers at the three plants — about 1 100 — were striking in protest against the retrenchments of 150 colleagues at the plants.

At Scaw, riot police stood by and a police van patrolled outside the gates as workers were being paid off.

Workers had demanded a 10c an hour rise, which Scaw will not consider because negotiations are in progress at the metal industries' industrial council.

At National Spring, workers have been told by management that they will be selectively rehired on Monday. Union shop stewards reported back to workers that management said 130 workers would lose their jobs.

# WORKERS at VW walk out again

CAPE TIMES 1/5/82

Own Correspondent

**PORT ELIZABETH** — The black work force of about 5 600 workers walked out of the Uitenhage Volkswagen plant for the second day in succession yesterday.

It was the third work stoppage in a dispute sparked by the retrenchment of 316 workers last week.

The managing director of Volkswagen Mr Peter Searle issued a full statement on the company's current labour problems after the walkout. The statement defends the retrenchments and says the company would be prepared to talk to worker representatives provided workers returned to work.

A spokesman for the National Automobile and Allied Workers Union (Naawu) said that in yesterday's stoppage the workers had left Volkswagen's premises at 9 45am after a report-back meeting of nearly two hours. At the meeting they had demanded to be addressed by Mr Searle and the industrial relations director, Mr A O Rademeyer.

## Refused

A company official addressed the workers after Mr Searle and Mr Rademeyer had refused he said.

He also said the official had told the workers that worker representatives were the right channel of communication and that the company stood by its decision. He was then "shouted down" by the

workers, who said they would not return to work unless the 316 workers were reinstated. The union spokesman said:

The general secretary of Naawu, Mr Fred Sauls said yesterday that the union could not understand why Ford could go on short time next week and Volkswagen not.

Mr Searle's full statement reads:

"Volkswagen's action on April 21 to retrench 316 hourly-paid workers out of a total workforce of 8 700 people was made imperative by adjustments in the economy which are expected to affect the South African vehicle market."

## Over-manned

"During the boom conditions of the past two years, we had to over-man our plant due to a high absentee situation. This is a luxury we can no longer afford. Options to reduce production numbers were examined in great detail."

"The final decision as to the exact steps to be taken was only arrived at after discussions with shop stewards with regard to the problem and an agreement on the need to improve efficiency."

From a pure business point of view, the number of people retrenched should have been considerably higher. Due to the already high unemployment in the Uitenhage Port Elizabeth area we considered it our responsibility to our workforce

and the local community to keep retrenchments to an absolute minimum.

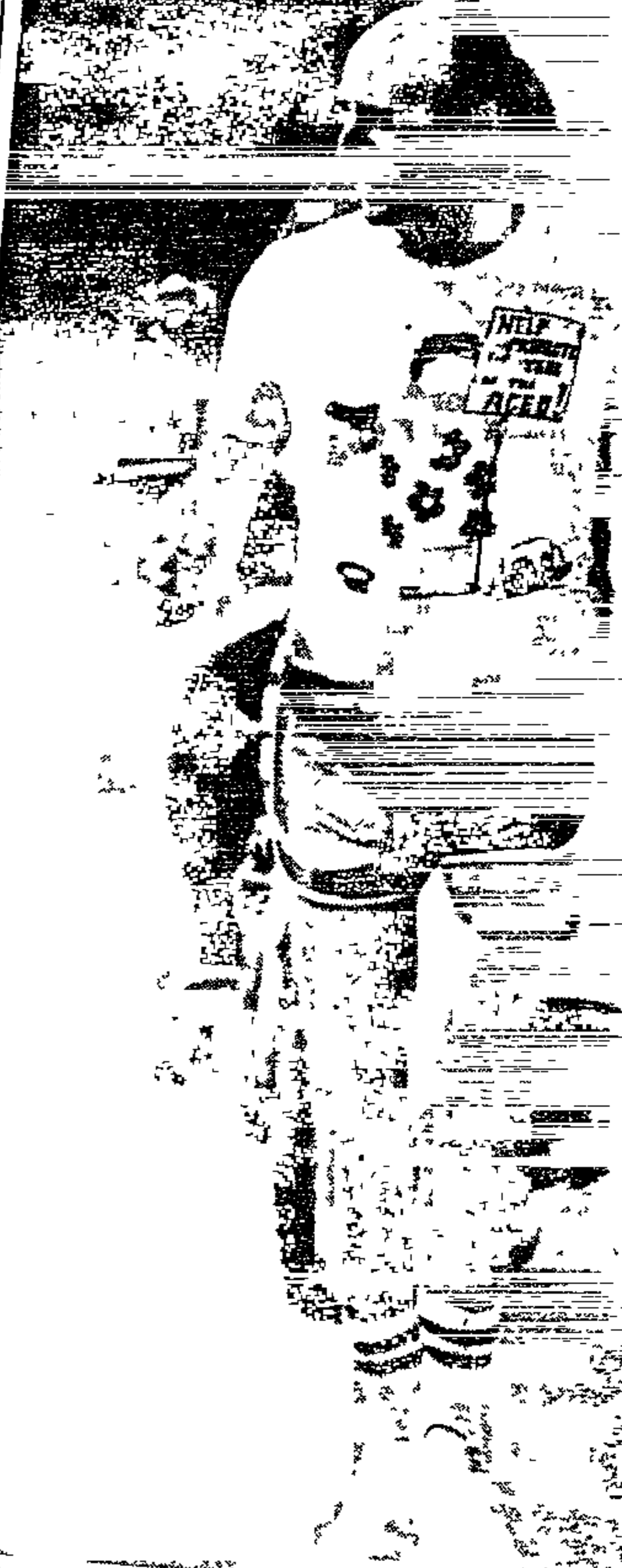
For example 27 people with unsatisfactory records were not retrenched but warned and retained in view of their length of service. We are satisfied after re-examining the records of all the workers concerned that there were no cases of unfair retrenchment.

## Severance

"Also we have exceeded the required terms for the severance of employment. The action we have taken has been necessary to secure the future of this company and its workforce and should obviate any further retrenchment action this year."

"We are prepared to talk to representatives of our employees at any time providing that our workers first return to work. We believe that the normal channels of communication set up between the unions representing our workers and ourselves are ample for the resolution of worker grievances and will continue to use them."

"We are hopeful that the problem will be settled and that the plant will return to normal production early next week. Prolonged and continued worker action such as experienced in the past week will seriously jeopardize future investment plans and future employment possibilities."



Cape Town's Deputy Mayor Mr Sol Kreiner ran the last leg of her marathon run

# Strikes hit more East Rand plants

CAPE TIMES 1/5/82

Own Correspondent

**JOHANNESBURG** — Three new Wadeville plants, all owned by the metal firm Genrec, have been hit by strikes over retrenchments as labour unrest continued to grip East Rand metal firms and police vehicles patrolled parts of Wadeville yesterday.

More than 4 000 workers at five plants were on strike and two other East Rand stoppages ended yesterday.

At the Scaw Metals plant outside Wadeville, riot police stood by as 2 800 workers were paid off yesterday.

At National Spring, about 380 workers sacked earlier this week gathered outside the plant as union shop stewards held

But strikes at Defy in Benoni and Metal and Chemical Industries in Heriotdale over pay were settled yesterday and workers resumed their jobs.

Workers gathered outside two Genrec plants yesterday — Power Steel and Genpipe — where they sang songs and shouted "Amandla" (power) as a union official approached to address them.

MAWU said later that workers at a third Genrec plant Wadeville Engineering had left at lunch-time saying they were going to a meeting on retrenchments.

There are about 1 100 workers at the three plants, according to

# Missing man was stabbed weeks ago

THE parents of a Guguletu man missing for more than two weeks learnt yesterday that their son had been stabbed to death on the night of his disappearance.

The Rev Jameson Jonas described the killing of his son as "without motive."

On Friday, April 16 Mr Solomon Jonas 28 had gone to work as usual. His parents had telephoned his place of employment when he failed to return that evening.

The first the Jonas family heard of the

# Dagga offence by dancer

**JOHANNESBURG** — One of the lead dancers of a Las Vegas show at Sun City was sentenced yesterday to six months, suspended for 12 months, for possessing more than 400 sticks of dagga.

Steve Nelson Wallace, 22 was charged with dealing in 210g of dagga at the Landdrost Hotel, or alternatively possessing the dagga. An earlier application by the defence to hear the case *in camera*, was refused in the Johannesburg Magistrate's Court by Mr D J Dafel.

Wallace pleaded guilty to possession of the dagga and not guilty to deal-

in the drug. He said he smoked dagga to relax and intended using the 431 sticks for his own consumption. He said he did not deal in the dagga because he "did not offer it to anybody or tell anybody about it."

He said he had two days off from the Dancing Machine show and came to Johannesburg to "get away." He kept the dagga given to him at Sun City by someone he did not know, in a bag which he always kept with him.

Giving judgment, the magistrate said there was no indication that Wallace had wanted to

Re bo

5 000 VW  
walkout  
workers  
to meet  
today

By PETER MÄLHERBE

EMPLOYEES at the Volkswagen plant in Uitenhage, in a mass walkout on Friday, are to hold a meeting tomorrow

More than 5 000 workers left the factory the third walkout in two weeks

Meanwhile, Ford has announced that its three Port Elizabeth plants would close on Mondays and Tuesdays and its Neave plant would go on "short time" from Wednesday

VW workers demanded that three conditions be met by the management after the recent retrenchment of 316 employees. The conditions that

- Management retrench only those with poor job records
- The retrenchments be discussed with the National Automobile and Allied Workers' Union
- VW gives severance pay equal to one month's wages for every year of service

### Pay demand

One worker said they were also demanding R3,50 an hour instead of R2 an hour because of the increased workload due to the retrenchments

VW management could not confirm this new pay demand

Mr Peter Searle, managing director of Volkswagen in South Africa, said the problem would be settled and that production would be back to normal early next week

"Prolonged and continued worker action, such as experienced in the past week, will seriously jeopardise future investment plans and future employment possibilities"

MINE COLA

S.F.S.A.

Address: P.O. Box 684  
Johannesburg  
2000

Telephone:

Officials:

Area of Operation: Kler.

Founded: 1979

Registration: No (1)

(1) Applied for registration but objections raised by other registered unions.

2. Post  
**Motorcar plant**  
**workers meet**  
**the shop stewards**

-Post Reporter

WORKERS who walked out of the Volkswagen plant in Uitenhage for the third time in a fortnight on Friday in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers, met at the factory this morning for a report back meeting from shop stewards

Shop stewards did not meet with Volkswagen management on Friday or at the weekend, according to a company spokesman

The workers have demanded that management retrench only those workers with poor job records and discuss retrenchments with the National Automobile and Allied Workers Union (Naawu)

A third demand is that those retrenched receive severance pay equal to one month's wages for every year worked

Volkswagen has said it cannot accede to any of these demands, but has agreed to continue discussions with shop stewards when workers returned to work

The results of the meeting today are not yet known

S.  
 ation

SERVICES

Amalgamated Society of Woodworkers  
 Amalgamated Engineering Union of South Africa  
 Amalgamated Union of Building Trade Workers  
 Black Allied Workers Union  
 Blankenbouvewerksbond  
 Building, Construction and Allied Workers Union  
 Building Workers Union  
 Electrical and Allied Trades Union of South Africa  
 Electrical and Allied Workers Union of South Africa  
 Engineering and Allied Workers Union  
 Engineering Industrial Workers Union of South Africa  
 General Workers Union  
 Metal and Allied Workers Union  
 National Union of Engineering, Industrial and Allied Workers  
 Port Elizabeth Operative, Plumbers Employees Association  
 S.A. Operative M  
 S.A. Woodworkers  
 Steel, Engineeri  
 S.A. Electrical

CONSTRUCTION

Cape Town Gas Workers Union  
 Escom (Cape Western Undertaking) Salaried Staff Association  
 Escom Salaried Staff Association  
 Escom Workers Association  
 General Workers Union  
 Johannesburg Municipal Water Work Mechanics Union

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa  
 Jewellers and Goldsmiths Union  
 Optical Workers Union  
 S.A. Association of Dental Mechanicians  
 S.A. Diamond Workers Union

Other

Commercial, Ca  
 East London Li

Catering and Ac

Transvaal Ret

Pretorianse Vak

National Union

National Union

Knickerbocker Shop

Domestic Worker

Concession Stor

Commercial, Cat

Black Allied Wo

Wholesale & Ret.

WHOLESALE & RETI

ARGUS 3/5/82  
**Dairymen  
on strike**

ABOUT 500 men at Van Riebeeck Dairies came out on strike this morning

A spokesman for management, Mr M O'Connor, said the entire delivery staff had refused to work this morning

He refused to say what the workers were demanding but said management was talking to them



# VW plant is still paralysed

Own Correspondent  
**PORT ELIZABETH** —  
 The black labour force of more than 5 600 at the Volkswagen plant in Uitenhage was today locked in a meeting with union leaders soon after entering the premises with the dispute with management over retrenchments still deadlocked.

The workers staged their third walkout in a fortnight on Friday. Production has been paralysed since Thursday.

The last walkout came after workers were told that management would not accept demands by the National Automobile and Allied Workers' Union over the retrenchment of 316 workers.

Workers now demand full reinstatement of all workers retrenched.

An organiser for the union in Uitenhage, Mr Edwin Maape, said today a point of discussion at today's mass meeting would be a statement by the managing director, Mr Peter Searle, on Friday.

Mr Searle said the company was willing to talk to workers' representatives provided workers first returned to work.

dated by 1977/78 and with

1974 affiliated to TUC  
 other unions formed EC

Registration: Yes

Founded: 1939

Area of Operation: W

Officials: Secretary

8001

Cape Town

Corporator

201/4 City

Address:

Telephone: (021) 433658

| Year | African | Asian and Coloured | White | Total |
|------|---------|--------------------|-------|-------|
| 1980 |         |                    |       | 460   |
| 1979 |         |                    |       | 445   |
| 1978 |         |                    |       | ..    |
| 1977 |         | 347                |       | 377   |
| 1976 |         | 201                |       | 222   |
| 1975 |         | 305                |       | 331   |
| 1974 |         | 28                 | 294   | 322   |
| 1973 |         | 98                 | 320   | 418   |
| 1972 |         |                    |       |       |
| 1971 |         |                    |       |       |
| 1970 |         |                    |       |       |

Report 1980/81  
 Fosatu Annual

\$  
\*  
\*  
\*  
\*  
\*  
\*

# 600 workers at Edgars go on strike

192 RDM  
4/5/82

By STEVEN FRIEDMAN  
Labour Correspondent

GIANT chainstore Edgars was hit by a strike over pay and union recognition at its 600-worker Johannesburg distribution centre yesterday.

And labour unrest continued at four major plants in Wadeville, Germiston

An Edgars spokesman said a group of workers at the warehouse had walked out. He said it appeared they wanted a 50% pay rise and recognition of the Commercial, Catering and Allied Workers' Union

A meeting between the company and worker representatives, arranged some time ago, would go ahead as planned, the spokesman said

"There is not too much clarity at present, but we hope talks will resolve the dispute," he said

Meanwhile, at Anglo American's Scaw Metals — hit by a strike since last week — management said about half the black day-shift workers had returned to work.

But the Metal and Allied Workers' Union said only about 10% of the total work-

force had returned.

At National Spring, where the plant has been idle since about 380 black workers downed tools early last week, all workers refused to seek re-employment yesterday and the company began recruiting coloured workers as replacements.

Talks were continuing between management and worker representatives, but a union spokesman said workers rejected an offer that about 225 be re-employed

At two of Genrec's Wadeville plants, where an estimated 750 workers downed tools last week, the strike continued yesterday although there were signs that workers at one plant, Power Steel, would return to work today

A union spokesman said management rescinded a decision to fire workers yesterday and agreed that all but those retrenched could return if they went back this morning

Workers had not yet decided whether to return, he said

But at the Genpipe plant, the 150 strikers were fired and told they would be re-

hired selectively. Workers rejected this, a union spokesman said.

Workers are striking in protest against the retrenchment of 150 colleagues at three plants

At Scaw, where 2 800 workers were fired last week and guaranteed their jobs if they reapplied, a management statement said about half the day-shift workforce had returned to work.

Workers are demanding an immediate 10c an hour rise, but the company is refusing because pay talks at the metal industries' industrial council have not been resolved

Scaw said it had been clear from last Thursday that most workers wanted to return and await the outcome of further negotiations at industry level

It claimed many did not return on Friday because they feared violence

The company said it was committed to negotiating with representative unions and was convinced "that it is in the interests of all companies and workers to do this at industry level".

Management had been in contact with the union throughout the stoppage

# More strike on the East Rand

Stow  
4/5/82

Labour unrest in the East Rand metal industries worsened yesterday when 800 workers at Anglo Vaal's National Bolts plant in Boksburg, struck for more pay.

At Scaw Metals in Germiston, where 2,800 strikers were fired last week, the firm said more than half the day-shift had been re-employed by lunchtime yesterday.

A Scaw spokesman said threats of violence against those wishing to return to work had been the most disturbing feature of the dispute.

The dispute had not been over workers' demands for a 10c an hour increase, he said. Employers had offered 25c an hour in industrial council talks, and the strikers' demands

for an immediate rise "would have meant pre-empting these negotiations

The chairman of National Bolts, Mr David Royston, said management had asked the 800 strikers to elect a committee to make clear their demands, and had contacted the Metal and Allied Workers' Union (Mawu) — which has members at the plant

At two Wadeville plants of Genrec Steel Structures, Power Steel Construction and Genpipe, about 600 workers who struck last week over the retrenchment of colleagues were still out yesterday

A Mawu spokesman said that after negotiations with the union, Genrec management had extended a return-to-work deadline until this morning

# STRIKE DELAYS MILK ON DOORSTEP

ARGUS 4/5/82

152

MILK supplies in the southern and northern areas were disrupted yesterday and today by a strike of 500 workers at Van Riebeeck Dairies in Parow.

Most supermarkets in these areas said milk was not delivered this morning, but Van Riebeeck Dairies had told them to expect deliveries later.

Mr M O'Connor, a spokesman for the dairies, said the workers had returned to work, but deliveries were running late.

Twenty-five thousand houses, 60 big shops and supermarkets and 500 cafes had been affected yesterday

Workers complained they worked 16 hours a day for R175 a month They were demanding R300

Mr O'Connor said, the dairies had offered a starting wage of R200 a month The workers had sent a message accepting the offer.

STRIKE  
Association

SERVICES

WHOLESALE & RETAIL  
Wholesale & Retail  
Black Allied Workers  
Commercial, Cater  
Concession Stores  
Domestic Workers  
Kimberley Shop As  
National Union of  
National Union of  
Pretoria Vakkond  
Retail  
Catering and Accom  
Commercial, Cater  
East London Liquor

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union of South Africa  
Amalgamated Union of Building Trade Workers  
Black Allied Workers Union  
Blankenbouverkervakbond  
Building, Construction and Allied Workers Union  
Building Workers Union  
Electrical and Allied Trades Union of South Africa  
Electrical and Allied Workers Union of South Africa  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of South Africa  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial and Allied Workers  
Port Elizabeth Operative, Plumbers Employees Association  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Workers Union  
S.A. Electrical Workers Association

## CONSTRUCTION

Cape Town Gas Workers Union  
Escam (Cape Western Undertaking) Salaried Staff Association  
Escam Salaried Staff Association  
Escam Workers Association  
General Workers Union  
Johannesburg Municipal Water Work Mechanics Union

## ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa  
Jewelers and Goldsmiths Union  
Optical Workers Union  
S.A. Association of Dental Mechanicians  
S.A. Diamond Workers Union

Other

claim to the Ingwavuma area which lies on Kwazulu's south-eastern border as well as the Kangwane homeland for the Swazis

**LINKS**

There have been clear indications that the Government would like to meet the Swazi claims with speculation being that a quid pro quo in the form of greater links could be demanded in return

Both the Kangwane and the Kwazulu governments have consistently rejected the Swazi claims

Chief Buthelezi said he would be reporting back in detail to the King of Kwazulu in the Kwazulu Legislative Assembly today

Asked whether Dr Koornhof had offered any type of deal Chief Buthelezi replied "We would not discuss it so he could not"

In a bland statement Dr Koornhof said he had discussed the Swazi border issue affecting Kwazulu with the Kwazulu delegation today

"The Chief Minister, the Honourable G Buthelezi, made it quite clear that he objected strongly to any such issue affecting Kwazulu" he said

"The delegation suggested that the Ministers for Co-operation and Development and for Foreign Affairs of the Republic of South Africa should inform the Kwazulu caucus about this matter

**Conservation**

DON'T miss the next full-colour Argus-BP educational chart, Conservation, to be published in all editions on Friday.

**90 Parow steel workers strike**

ARGUS 4/5/82

MORE than 90 workers from Parow General Galvanising, a steel firm, have been on strike since Thursday

The workers are members of the unregistered independent General Workers Union

They downed tools after management refused to agree to a clause

in the union constitution obliging the management to consult the workers committee before dismissing employees

Workers interviewed said the clause was to prevent unfair dismissal. They said workers were often sacked with no good reason given

The GWU said its demand was reasonable and

agreed to by all other managements which recognised the union

"The workers went on strike on Thursday after losing patience with months of drawn-out negotiations over the constitution and then being met with management's refusal to agree to one of the essential clauses," said a union statement

A spokesman for the GWU said management had told the workers to leave the factory on Friday and return later to be paid off. They were told they would be selectively re-employed

The workers refused to collect their pay and con-

sidered themselves still in the employ of the firm

A management spokesman said the company and associate companies had been affected by the strike, but production was continuing

"In spite of management's discussion with the workers to establish a works council, the workers have demanded an inclusion of a disciplinary clause which was not acceptable to management

"Subsequently, on Thursday, a section of the workers refused to return to work and in effect terminated their service with the company," said the spokesman

**Bills to clear the way for referendums**

**Political Correspondent**

A NUMBER of Bills to prepare the way for referendums on proposals for constitutional reform are to be introduced in Parliament

The Prime Minister, Mr P W Botha has indicated that apart from referring constitutional reform proposals from the President's Council — the first are to be announced next week — he will be willing to hold referendums for whites, coloured and Indians

Yesterday the Minister of Internal Affairs gave notice of four measures to provide for this

One is the Referendums Bill

Another is the Electoral Act Amendment Bill which provides, among other things, for the preparation and amendment of voters' lists for the three population groups according to particulars contained in the population register.

The Coloured Persons Representative Council Amendment Bill and the South African Indian Council Amendment Bill provide for a system of continuous voter registration

South Africa has only once before had a referendum. This was the 1960 vote on the Republic

**RETIREMENT SALE FINAL MONTH**

**SECURE YOUR BARGAIN BEFORE IT IS TOO LATE**

**40% OFF**

**ALL DIAMOND JEWELLERY**

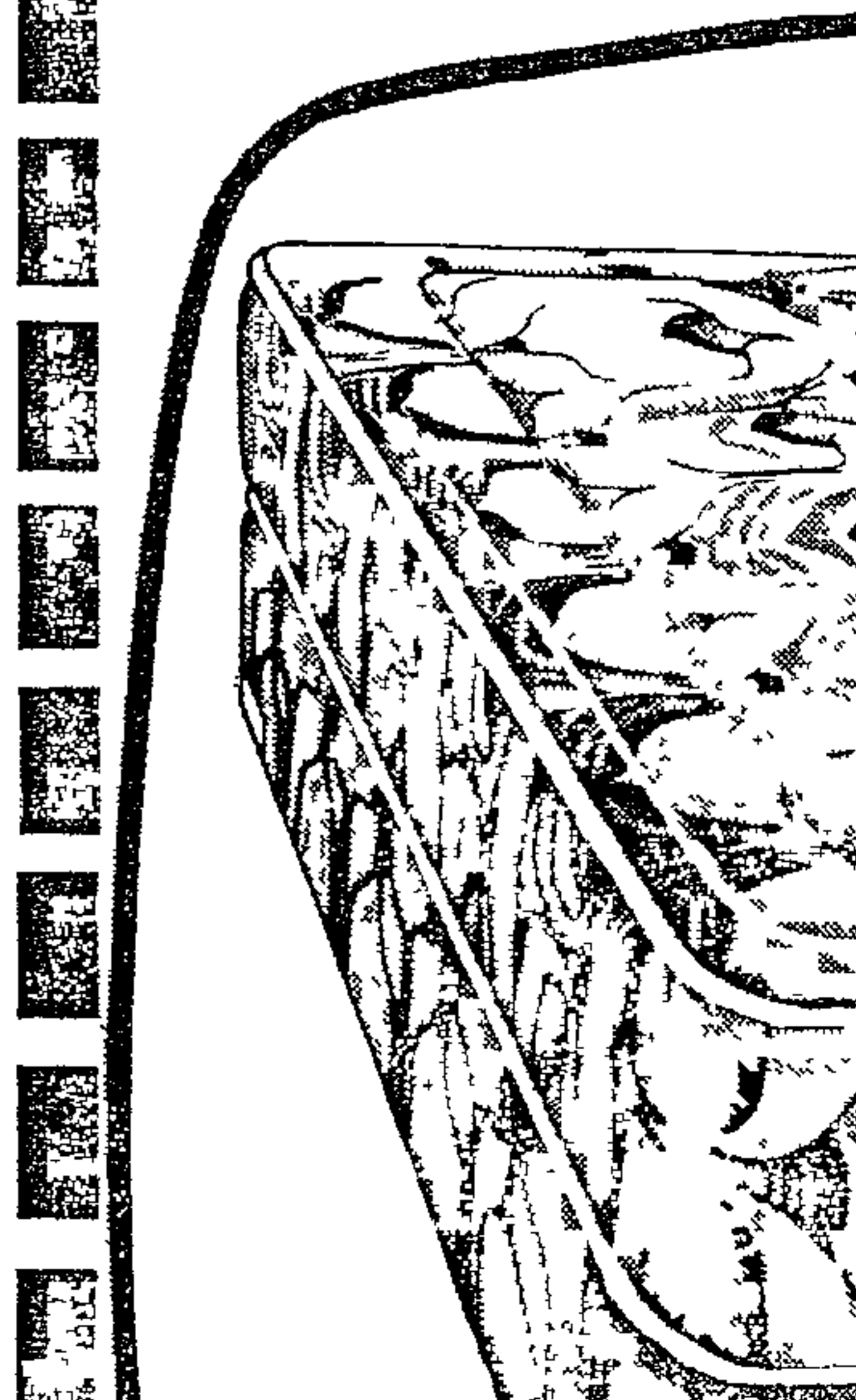
ACELET  
R4950,00  
LESS 40% R1980,00  
PAY R2970,00  
WIDE SET  
ct R3000,00  
LESS 40% R1200,00

\* PAIR SINGLE STONE DIAMOND EARRINGS 0,16 ct R212,50  
LESS 40% R85,00  
U PAY R127,50  
\* 3 STONE DIAMOND RING 0,55 ct R725,00  
LESS 40% R290,00



**Big Be**

**SWA**



# No move by Province on Dias feud

By SHELAGH BLACKMAN

PROVINCIAL authorities had received no further approaches to investigate the administration of the Dias Divisional Council, Mr H Kriel, MEC in charge of local government, said in an interview today.

The chairman of the Dias Divisional Council, Dr H Botha, earlier requested the Administrator, Mr E Louw, to investigate the situation. But at a meeting two weeks ago, the council decided to ask Mr Louw not do anything until further notice.

Last week the council decided set up an internal inquiry "allegations" against the secretary, Mr N W Anderson.

Details of when this inquiry will start and who will conduct it will be decided at a meeting of the Policy Committee scheduled for May 11.

At a meeting last night, the Wards Two and Four Civic Association decided to ask Mr Louw to investigate the "disarray" in the administration of the Dias Divisional Council. However, according to informed sources, it is unlikely that Province will intervene unless asked to do so by the council itself.

Asked to comment on the request by the civic association, Mr Anderson said either an internal inquiry or an investigation by the Administrator would suit him very well. "It's the only way the truth will come out," he said.

He was unhappy that in the eyes of the public and of those who did not know the situation, he was thought to be the cause of all the problems in the Dias Council.

"The inquiry will prove otherwise. If I have to sacrifice myself in the short term I don't mind, as long as Dias can solve this problem," he said.

Dr Botha could not be contacted for comment today. He will be on holiday at Sun City until the end of the week.

## an artisan



152  
152  
152

# Deadlock continues at motor plant

E. Post  
4/5/82

Post Reporter

THE deadlock continued at the Volkswagen plant in Uitenhage today when striking workers repeated a demand that 316 retrenched employees be reinstated and that the company go on "short time".

After a two-hour meeting at the plant today, workers left after being told by shop stewards of management's decision not to reinstate those retrenched.

Today is the fifth day on which production has been disrupted since the workers were paid off on April 21.

A company spokesman said today "While we will not re-employ those retrenched, certain possibilities have been suggested and we will consider negotiating on these when the workers return to work".

Workers have said they are prepared to work between 7½ and eight hours a day provided the retrenched employees are reinstated.

Shop stewards will address the more than 5 000 striking workers at the plant tomorrow after discussions with management today.

# 'Jogging can affect fertility'

Post Reporter

JOGGING could cause infertility in women, according to an article in the South African Medical Journal, which also reasserts previous claims of how such activities can interfere with a woman's menstrual cycle.

A new study by an American doctor, Dr C O'Herlihy, claims jogging may affect a woman's fertility by suppressing her ovulation.

He studied two women joggers in their mid-20's

Post Reporter  
SHOULD parents teach a pre-primary schoolchild to read?

This was one of the subjects discussed at a pre-school education symposium held at the Holy Rosary Convent hall last night.

Though many parents felt it was good to teach children to read at an early age, experts disagreed sharply.

They stressed that a child should be taught the fundamentals of successful living, of which reading was merely a part, during his pre-school years.

A pre-school teacher, Mrs Naomi Swiegers, said parents should concern themselves with more important issues. Teaching a child self-esteem and self-motivation were the greatest gifts a parents could give a child.

"Believe in your child's potential and trust him to reach his potential for himself," she said.

Mrs Caroline Miskin, another pre-primary school teacher, said "Between the ages of nine months and four years, a child's ability to absorb material and his desire to learn is unparalleled — a period most crucial to its development.

"During this time the child will reach his potential, a potential that he will establish for life."

Clinical psychologist Mr Chris Hoelson said "Don't teach your child but stimulate his curiosity and then let him show you what he wants to learn.

"Many parents try to

# When a child should begin to read

teach their children what they think they should know. This can lead to frustration in the child and consequently a loss of self-esteem and pathological disorders."

All the speakers emphasised the need for a stimulating environment as crucial for a child's development, stressing caution when teaching a child to read.

"If a child wants to read, then don't stop him," Mrs Miskin said. "Reading does increase the child's brain power and can increase his IQ. But in no way should he be forced. Pre-school training is designed to give children a foundation upon which to build their future, both in the classroom and out of it."

"But if you are going to teach them to read, then do it according to a recognised way," she said, "otherwise complications can arise at school when they are taught to read all over again."

# Jackpot prize climbs to R1 650

Promotions Editor

THE Evening Post-Checkers-Checkers Hypermarket Jackpot has climbed to R1 650 this week after nobody correctly forecast last week's winners at Arlington.

The R50 consolation prize for the first nearest-to-correct entry scrutinised goes to C S R Vermaak, of 40 Marchant Way, Taybank, Port Elizabeth.

Racing is at Arlington again this week, and if you want to win the fabulous R1 650 prize you must predict all the winners of races 3 to 8. The prize will go to the sender of the first correct entry scrutinised.

- The following rules apply:
- Only entry forms carrying the date of the current race will be scrutinised.
  - Entries must be pasted on the back of an envelope or card.
  - Entry is free and you may send in as many entries as you wish, but only the official entry form or a reasonable hand-drawn facsimile is acceptable.
  - Entries must carry the names of the horses and not the numbers.

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salaried Staff

General Workers

Metal and Allied

National Union of

National Union of

S.A. Chemical Wor

South African All

Steel, Engineering

Unobintwini Indu

Weskapsse Plotsto

Non-Metallic Mine

Building, Constru

Glass & Allied Wo

Glass Workers Uni

National Cement F

National Union of

Transport & Gener

Base Metal Indust

Machinery and Equ

Amalgamated Engin

Amalgamated Societ

Black Allied Work

Electrical and All

Electrical and All

Engineering and Al

Iron Moulders Soc

Metal and Allied W

Motor Assembly Com

Motor Industry Emp

Motor Industry Car

Motor Industry Ste

National Union of

National Union of

Radio Television,

S.A. Bollemakers,

S.A. Electrical Wo

S.A. Iron, Steel a

S.A. Tin Workers U

South African All

Steel, Engineering

Transvaal, Radio,

United African Motor and Allied Workers Union

# Deadlock as strikers reject VW offer

Argus Bureau

PORT ELIZABETH — A compromise offer by Volkswagen management failed this morning to win the support of its striking black labour force, who walked out of the premises after a mass meeting leaving the dispute deadlocked

The president of the National Automobile and Allied Workers' Union, Mr Jury Harris, said that early today before shop stewards addressed a mass meeting of workers on strike inside the premises, management had made a new offer

However, the workers insisted on their latest demand of wanting all 316 retrenched workers reinstated and everybody working shorter hours to accommodate them

## PARALYSED

After a two-hour meeting, they walked out leaving the plant still paralysed since Thursday. This was the fifth walk-out after a mass meeting

Mr Harris would not give details of the compromise offer as another meeting between shop stewards and management was due later today

It has been reported, however, that the company has offered to reinstate about 20 of the retrenched workers, providing the rest return to work

The first of four walk-outs at the plant came a fortnight ago when 316 workers were retrenched. The plant has been idle since a walkout on Thursday

The workers first demanded that all retrenched workers with job records be reinstated, that the company should hold discussions on all retrenched workers with bad records and that severance pay be improved

When this was rejected the workers withdrew these demands and adopted their initial stance that all retrenched workers be reinstated and all workers be allowed to work "short time"

At yesterday's meeting they reiterated this stand

The director of industrial relations at Volkswagen, Mr A C Rademeyr, yesterday said the company had already reduced manhours by 30 000 a week

● In Boksburg labour unrest escalated yesterday when 800 workers at Anglo Vaal's National Bolts plant struck over demands for a wage increase

At Scaw Metals in Germiston, where 2 800 strikers were fired last week, the management said more than half the day-shift had been re-employed.

and Welders

Strikers

al Products

South Africa

ARbus 4/5/82  
152/100

# VW won't reinstate. 316: strike resumes

Star 4/5/82

152

with 8/78 and

### Labour Reporter

A strike at the Volkswagen motor assembly plant in Uitenhage has reached deadlock. More than 5 000 workers are refusing to return to work until 316 retrenched colleagues are re-employed, and the company has refused to take the men back.

The workers walked out again yesterday

morning after shop stewards told them Volkswagen would not re-employ the 316 workers.

The men were retrenched late last month and workers staged a stoppage soon afterwards. They returned to their jobs after a promise of negotiations between management and the National Automobile

and Allied Workers Union (Naawu).

Volkswagen's industrial relations officer, Mr Ollie Rademeyer, said yesterday the company had reaffirmed its decision not to reinstate the 316.

A Naawue organiser said workers would meet today but they rejected any offer other than reinstatement of colleagues.

Founded: 1970

Area of Operation: Western Cape

Officials: Secretary: A. Frazer

Address: 201/4 City Centre Corporation Street  
Cape Town 8001  
Telephone: (021) 433658

Report 1980/81  
Fosatu Annual

| Year | Membership |                    |       | Total |
|------|------------|--------------------|-------|-------|
|      | African    | Asian and Coloured | White |       |
| 1980 |            |                    |       | 460   |
| 1979 |            |                    |       | 445   |
| 1978 |            |                    |       | ..    |
| 1977 |            | 30                 | 347   | 377   |
| 1976 |            | 21                 | 201   | 222   |
| 1975 |            | 26                 | 305   | 331   |
| 1974 |            | 28                 | 294   | 322   |
| 1973 |            | 98                 | 320   | 418   |
| 1972 |            |                    |       |       |
| 1971 |            |                    |       |       |
| 1970 |            |                    |       |       |

JEWELLERS AND GOLDSMITHS UNION



Cape Times 4/5/82

# Strikes in dairy and factories

Staff Reporter

STRIKES affected milk deliveries in the Peninsula yesterday, and continued at Parow General Galvanising, as well as at Volkswagen in Uitenhage.

Milk deliveries to 27 000 Peninsula homes were affected as about 500 workers at Van Riebeeck Dairies went out on strike demanding higher wages.

The dairy's marketing manager, Mr M O'Connor, said he hoped the workers would return and deliveries would be back to normal this morning following an offer by the company to backdate a wage increment due in June.

Mr O'Connor said management had at first attempted to deal with the workers *en masse*, but had suggested that the workers elect a committee to discuss the matter.

Late yesterday there was no indication that management had met with worker representatives, but Mr O'Connor said the company had agreed to backdate an increase due in June to April 1.

## Supermarkets

● Checkers supermarkets in the Southern Suburbs were caught off guard by the striking milkmen and managers were forced to make emergency arrangements to buy limited supplies from other dairies.

"As a result of the limited supply, we had to limit each customer to one litre," the manager of one branch said.

## Parow

● Ninety workers at Parow General Galvanising continued a strike yesterday over a demand that their committee be consulted before workers were dismissed.

A spokesperson for the General Workers' Union, which represents the workers, said they had gone out on strike after negotiations over a constitution had broken down last week.

"Workers downed tools after management refused to agree to a clause obliging them to consult

firms where the GWU operated. She said the workers had not yet taken their pay, still considered themselves to be in the employ of the company and would return only if they were all given back their jobs.

## Reasons

She alleged that workers were maltreated, worked under "appalling conditions" and were often fired without reasons being given.

Mr Dodds said the workers had "effectively terminated" their service with the company and the company was only prepared to re-employ them selectively. He denied the union's claim that production was stalled, saying sections of the factory were still operating.

● The Cape Times Correspondent in Port Elizabeth reports that shop stewards and management representatives at Volkswagen's Uitenhage plant will meet early today to discuss the dispute over the retrenchment of 316 workers.

Workers gathered at the plant early yesterday but went home after about two hours when they heard management had reaffirmed its decision not to reinstate the workers.

## Short time rejected

A further demand that the factory go on "short time" was also rejected by management. This is the fourth time production has been halted since the retrenchments on April 21.

In a statement yesterday, Mr A O Rademeyer, Volkswagen's director of industrial relations, said the company had already reduced man-hours and every worker was working five-and-a-half hours less per week. A further reduction in working time with an increase in worker numbers was not practicable.

## 'Later stage'

"The action taken by the company is not only to solve an immediate problem but is also designed to obviate further action

with the workers' committee before making changes in the factory affecting them," the spokesperson said. "This relates primarily to dismissals."

## 'Unacceptable'

Mr I B Dodds, general manager of the company, said they found the clause obliging management to consult with the workers "totally unacceptable".

"What this boils down to is that the workers industrial relations, said might as well run the factory," he said.

But the GWU spokesperson said it was a reasonable demand and was agreed to in all other

involving good workers at a later stage during the downward phase of the economy," said the statement.

Mr J C Harris, president of the National Automobile and Allied Workers' Union (Naawu), confirmed that management was not reopening the retrenchment issue but said there were other matters management wished to discuss.

"Management cannot see any way of bringing all the workers back in bulk, but there are individual cases which they would look into," he said.

'Dispute was triggered by dismissal of low production workers' claim

# 1500 Natal Workers on strike

Mercury  
5/5/82

Mercury Reporter

ABOUT 1500 workers from Progress Knitting Mills at Hammarisdale refused to start work yesterday morning — while the strikes at Volkswagen and General Galvanising in the Cape continued

Progress Knitting Mills' strike follows a short stoppage last week by 28 workers after the dismissal of two of their colleagues for 'low production'

Workers said yesterday they had demanded the reinstatement of the two workers, but when they returned to work on Wednesday they found this had been done but six other workers had been fired

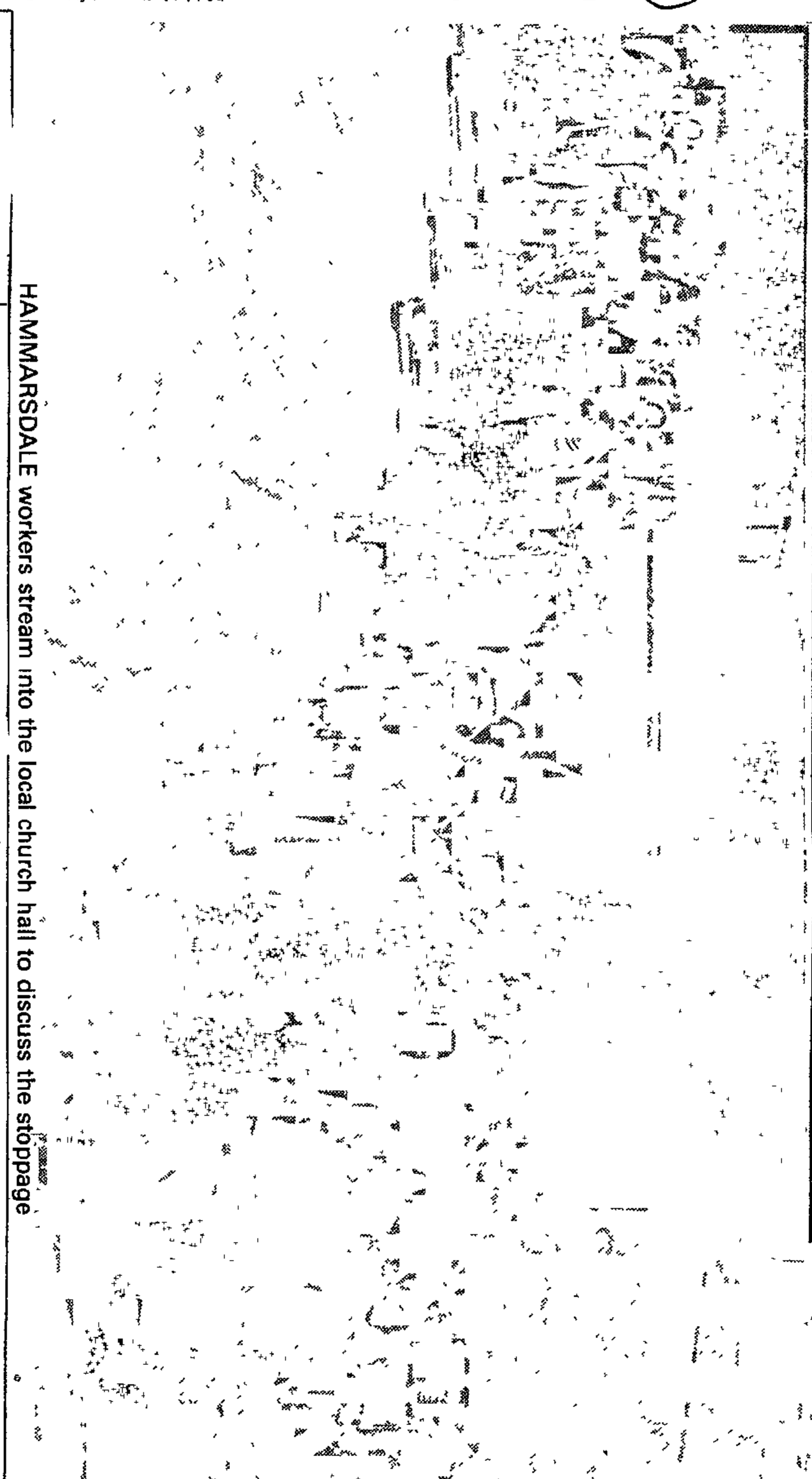
A delegation had been sent to the management on Friday to discuss the workers' dismissal but they had been told that 'the management reserved the right to hire and fire whomever it pleased', workers said

After the delegation had reported back to the workers the police had arrested to arrest two of the delegation, they said

One of the arrested workers was released on Friday but the other, Mr James Nishingla, was kept in custody and appeared before Mr P S M Nel in the Camperdown Magistrate's Court yesterday

Mr Nishingla has been charged with inciting other workers to strike. He was granted bail of R100 but was not asked to plead. The trial has been adjourned until May 18

HAMMARSDALE workers stream into the local church hall to discuss the stoppage



## Too busy

The workers said they had gathered inside the factory gates yesterday but when they had refused to begin work until the six workers were reinstated, management had told them to leave the factory premises

An official of the Fosatu-affiliated National Union of Textile Workers (NUTW), who claim to represent 1 100 of the workers, arranged for the workers to meet at a church hall in the nearby Mpumalanga township

The Mercury was told that Progress's executive-director, Mr P D Jacobson, was 'too busy to comment

The 5 600 striking Volkswagen workers at Uitenhage yesterday reiterated their demands for the reinstatement of 316 retrenched workers and that the company be placed on shorter time

Volkswagen's management said yesterday they would consider 'renegotiating some of the grievances', but only when workers returned to work

At General Galvanising in Parow the situation remained unchanged yesterday after 82 workers downed tools following Thursday's breakdown of negotiations on a workers' committee's constitution

Sowetan 5/5/82

# Edgars' workers down tools

ABOUT eight clothing stores, all of them subsidiaries of the giant Edgars chainstore, were operating on skeleton staff yesterday when black workers joined their 600 colleagues who went on strike on Monday.

This brought the total number of Edgars' workers on strike to about 1 000. The workers, who are members of the Commercial Catering and Allied Workers' Union (Ccawusa), are demanding the recognition of their union and a 50 percent pay rise.

Mr Gavin Barnett, Edgars' public affairs director, yesterday denied that any of their stores were closed. He said all of them were still operating although some of them on a skeleton staff.

Yesterday the workers had convened at Ccawusa's offices in Khotso House where they chanted revolutionary songs while shop stewards addressed them on numerous grievances they said should be settled with management.

A spokesman for Ccawusa said workers at Edgars' administration centre in Edgardale and from various Sales House and Jet Stores branches downed tools after learning of "an intimidating" pamphlet issued to striking workers on Monday.

He said as a result of the pamphlet, the workers had decided to call off a meeting which management had asked to be held yesterday.

The spokesman said Ccawusa had been trying to win recognition from Edgars for the last five years and that, on March 23 this year, a letter was written to management requesting a meeting to be held before April 30.

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION

- Amalgamated Society of Woodworkers
- Amalgamated Engineering Union of South Africa
- Amalgamated Union of Building Trade Workers
- Black Allied Workers Union
- Blankenbrouwerkersakbond
- Building, Construction and Allied Workers Union
- Building Workers Union
- Electrical and Allied Trades Union of South Africa
- Electrical and Allied Workers Union of South Africa
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union of South Africa
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Industrial and Allied Workers
- Port Elizabeth Operative, Plumbers Employees Association
- S.A. Operative Masons' Society
- S.A. Woodworkers
- Steel, Engineering and Allied Workers Union
- S.A. Electrical Workers Association

CONSTRUCTION

- Cape Town Gas Workers Union
- Escom (Cape Western Undertaking) Salaried Staff Association
- Escom Salaried Staff Association
- Escom Workers Association
- General Workers Union
- Johannesburg Municipal Water Works Mechanics Union

ELECTRICITY, GAS AND WATER

- Diamond Cutters Union of South Africa
- Jewelers and Goldsmiths Union
- Optical Workers Union
- S.A. Association of Dental Mechanicians
- S.A. Diamond Workers Union

Other

# No talks until strike ends — Edgars

By Drew Forrest

The strike by between 600 and 700 workers at Edgars Stores in Johannesburg went into its second day yesterday — and the management of the retail giant said it would not negotiate until work resumed.

The strikers at the Edgars warehouse and retail outlets are demanding recognition of the Commercial, Catering and Allied Workers' Union and a 50 percent pay rise.

The public affairs director of Edgars Stores, Mr G G Barnett, has rejected claims by a workers' committee that management had intimidated workers in a circular.

In the strife-torn Reef metal industries, one strike ended yesterday when close to 600 workers at Genrec's Power Steel Construction went back to work.

At the firm's other Wadeville plant, Genpipe, more than 100 workers fired after striking over retrenchments are still rejecting a management offer of selective re-employment.

At Anglo Vaal's National Bolts plant in Boksburg, 800 workers who struck on Monday over pay were still out yesterday. Management said negotiations with the Metal and Allied Workers' Union were continuing.

The slow trickle to work of strikers at Saw Metals in Germiston is continuing.

as an accountant and auditor appropriate committee,

charge of improper conduct to one or of a registered accountant and auditor

of a registered accountant and auditor satisfaction of the Board, ship which are subsequently cancelled in respect of disbursements actually shall not be deemed a breach of his position or consideration for agreeing or has been serving under articles of

poses any restraint whatever on the professional conduct, or enforces, or threatens or at-

n offer either personally or through s for whom he performs work of a can offer. Provided further that a tioned registered accountant and tant and auditor who is engaged in e shall prevent a registered accoun- and in such manner as such society lating, distributing, publishing or may approve, nor shall this rule ty's by-laws, articles of association member of any document, adver- to the preparation, issue, circula- in this rule contained shall prohi- of a type commonly performed by regulars, by offering or paying a re- the accuracy of the estimate,

ings contingent upon future trans- rendered by him to such client.

for or receives from any third the Act and engaged in public n respect of the raising of loans,

in respect of the sale of movable ch is based on a percentage of the ased on the dividends declared or

on, the amount of which is based on basis of the fees which would have

registered accountant and auditor estate of a deceased or insolvent compulsory liquidation of the judi-

is in any way contingent upon the results of such contract. Provided that this rule shall not apply to the

any way with any other person for the purpose of making, fixing or recovering any fee, charge or other makes or fixes, or attempts to make, fix or recover, or enters into an agreement or associates himself in

these rules, consider whether it should exercise any of the powers, duties or functions vested in it by the Act or

unless the accountant and auditor in good faith divulges it to the Board in order that the Board may matian being so divulged, or unless the accountant and auditor is obliged by law so to divulge it, or such client or employer is deceived the executor of his estate) has expressly consented to such infor methods or processes of such client or employer, unless such client or employer (or, in the case where including any information obtained by him as to the business affairs, the trade secrets or the technical which he may have obtained in the course of his professional relations with any client or employer in- divulges to any third party whether orally, in writing or otherwise, any confidential information

- (f) qualified, temporary or permanent
- (g) removal of his name from the regis-
- (d) suspension from practice for a per-
- (c) a fine not exceeding R1 000
- (b) a reprimand,
- (a) A caution,

more of the following punishments (2) An accountant and auditor shall

or which tends to bring the profes- (o) conducts himself in a manner whi-

made by him in connection with th- ed and of which disbursements he rule if an accountant and auditor to the cancellation of such article- clerkship or from any other perso- directly or indirectly stipulates for

(n) attempts to enforce, any such restran- clerk concerned applying after the seeks either before or during the p-

(m) a firm or through a company as eny- continuing nature, either orally or registered accountant and auditor i-

auditor can offer or he may inform- public practice, informing the latt- tant and auditor from sending a let- has so approved. Provided further i-

making such document, advertise- ward or by any other means, prote- a registered accountant and auditor

(j) prohibits a registered accountant, or rules of professional conduct) tismen or oral statement (which i-

tion, distribution, publication or ma- but a registered accountant and audi- a registered accountant and auditor

(k) solicits by personal canvass, by adv- actions in a manner which may lead- permits his name to be used in con-

thing done by him in the course of practice or a person practicing as a party (other than a person registered

(l) except with the consent of his ch- or immovable property or in re- (v) commission paid in respect of

(iv) remuneration paid to a manage- the profits earned by such comp- (iii) fees paid to a director of a cor-

(ii) the income collected by him, been recoverable had the liquida- in respect of the voluntary liqui-

(i) Fees fixed or taxed by the proj- person or person under other it- cial management of any comp,

person or person under other it- cial management of any comp,

person or person under other it- cial management of any comp,

person or person under other it- cial management of any comp,

person or person under other it- cial management of any comp,

# More metal men strike

ROM  
5/5/82 (152)

WORKERS UNION

| Year | Afri |
|------|------|
| 1970 |      |
| 1971 |      |
| 1972 |      |
| 1973 |      |
| 1974 | 3 9  |
| 1975 | 3 9  |
| 1976 | 6 7  |
| 1977 | 7 0  |
| 1978 |      |
| 1979 |      |
| 1980 |      |

**Labour Correspondent**  
**THREE** new metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding.

In Edenvale, a union organiser was arrested at a strike-hit plant for trespass and released after paying a fine.

At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands.

An Anglo Vaal spokesman said management and Fosatu's Metal and Allied Workers Union were attempting to settle the dispute.

The union's general secretary, Mr David Sibabi, said last night management had told the union it would negotiate on workers' demands — but only once strikers returned to work. Talks would begin at 5.30 this morning.

In Brits, Femco plant workers downed tools in protest against retrenchments, according to the union.

In Edenvale, union organiser Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was released after paying a R30 fine.

Mr Makama said yesterday about 200 workers at the plant had struck, demanding that the Metal and Allied Workers Union be recognised.

In Wadeville, strikes at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to the union.

At Scaw Metals, only half the black workers have returned to work, the company said.

At National Spring a spokesman said workers had agreed to return yesterday and that the company would return to full production "as soon as possible".

"Workers acceded to our conditions that only 225 could be taken back and that about 100 would lose their jobs. Mawu also agreed to this," he said.

Mr Sibabi confirmed workers had returned, but said Mawu "would never agree to selective re-hiring". Workers went back "because management was hiring scabs and they decided to carry on fighting inside the plant," he said.

| Membership |       |
|------------|-------|
| White      | Total |
|            |       |
|            |       |
|            |       |
|            |       |
|            | 3 900 |
|            | 3 900 |
|            | 6 700 |
|            | 7 000 |
|            | ..    |
|            | ..    |
|            | 8 400 |

Fosatu Annual Report Nov. 1980/81

Address: 1 Central  
125 Gale  
Durban  
4001

Officials: Secretary

Area of Operation:

Founded: 1973

Registration: Se

Recognition:

Membership: 1981 =

Telephone: (031) 69215

Eastern Cape

Registration, p. 11

- 9) McKennon Chairs
- 10) Alusaf
- 11) Vosa
- 12) Craft Engineering
- 13) Selchain
- 14) Stone Street & Hansen
- 15) Barlows

Other

Diamond Cutters Uni  
Jewellers and Golds  
Optical Workers Uni  
S.A. Association of  
S.A. Diamond Workes

ELECTRICITY, GAS A

Cape Town Gas Work  
Escom (Cape Weste  
Escom Salaried St  
Escom Workers Ass  
General Workers U  
Johannesburg Munic

CONSTRUCTION

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union of South Africa  
Amalgamated Union of Building Trade Workers  
Black Allied Workers Union  
Blankebouwerkersvakbond  
Building, Construction and Allied Workers Union  
Building Workers Union  
Electrical and Allied Trades Union of South Africa  
Electrical and Allied Workers Union of South Africa  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of South Africa  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial and Allied Workers  
Port Elizabeth Operative, Plumbers Employees Association  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Workers Union  
S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union  
Commercial, Catering and Allied Workers Union  
Concession Stores and Allied Trades Assistants Union  
Domestic Workers and Salesladies Association  
Kimberley Shop Assistants, Warehousemen and Clerks Association  
National Union of Commercial, Catering and Allied Workers  
National Union of Distributive Workers  
Pretoriase Vakbond vir die Kleinhandel Vleisbedryf  
Transvaal Retail Meat Trade Employees Union

Catering and Accommodation

Commercial, Catering and Allied Workers Union  
East London Liquor & Catering Trades Employees Union

**VW strike to end tomorrow**

Argus Correspondent  
PORT ELIZABETH —  
The more than 5 000  
workers who have been  
on strike at Volkswagen  
in Uitenhage since last  
Thursday, have decided to  
return to work tomorrow

This was learnt from  
authoritative sources to-  
day after the workers had  
a meeting for more than  
two hours on the company  
premises this morning

It has also been learnt  
that the workers today  
decided to accept manage-  
ment's latest offer to re-  
open negotiations on the  
retrenchment of 316  
workers two weeks ago  
In terms of this, manage-

ment undertook to re-  
assess the position of a  
number of the dismissed  
workers, provided the  
work force took up tools  
again

**UNAVAILABLE**

Shop stewards of the  
National Automobile and  
Allied Workers' Union  
were still in consultation  
with management this  
afternoon and no spokes-  
man for either party was  
available for comment

Until this morning's  
meeting, the workers had  
been demanding the re-  
instatement of all re-  
trenched workers, and  
reduced hours for all to  
allow for this

CALL TIMES 5/5/82

# Strikes hit metal industry

Own Correspondent

**JOHANNESBURG** — New metal industry strikes — in Boksburg, Brits and Edenvale — were reported yesterday, but unrest in the Wadeville area appeared to be subsiding

In Edenvale, a union organizer was arrested at a strike-hit plant for trespass and released after paying an admission of guilt fine

At National Bolts, an Anglo Vaal subsidiary in Boksburg, about 800 workers downed tools in support of wage demands

In Edenvale, Mawu organizer Mr Babakhe Makama was arrested at a strike at Edenvale Electro-Plating. He was held for about an hour and released after paying R30 as an admission of guilt.

In Wadeville, stoppages at Power Steel and National Spring ended yesterday, although Genpipe workers were still on strike, according to Mawu, and only half Scaw Metals' black workers had returned to work, according to the company

A Scaw spokesman said yesterday that about half the 2 000 black workers who struck in support of demands for an immediate 10c pay increase had returned and that "almost all" the 800 coloured workers had returned

Meanwhile, the strike at the Edgars stores distribution centre in Johannesburg spread yesterday as black workers at Sales House, Jet and Edgars' stores downed tools in support of demands for union recognition and a 50 percent wage increase

In Port Elizabeth, a spokesman for Volkswagen said yesterday that the company was prepared to again examine the cases of some of the 316 workers retrenched on April 21, on condition that other plant workers returned to work.

# Milk deliveries back to normal

CAPE TOWN 5/5/82 (152)

Staff Reporter

PENINSULA milk deliveries were back to normal yesterday when about 500 workers from Van Riebeeck Dairies returned to their jobs

The workers stopped work on Monday over a demand for higher pay

Mr M O'Connor, marketing manager of the dairy, said the company had agreed to backdate a pay increase due in June to April 1. He said the company's minimum wage for workers would increase from R175 to R200 a month

"We haven't changed the amount of the increase," he said. "All we have done is to bring the increase forward"

Mr O'Connor claimed that the "problem" was caused by another local dairy which had decided to pay increases to its workers from April

"However, I would like to say it has been a very amiable stoppage and the workers returned peacefully"

But at Parow General Galvanizing, about 90 workers continued their stoppage for the right to be consulted when workers are fired

A spokesperson for the General Workers' Union said the workers had made this demand because of frequent unfair dismissals at the plant. She said the workers were united in their fight to get the dismissed workers re-employed and their demand to be consulted accepted

Mr I B Dodds, the company's general manager, said there had been no new developments. "We are employing new staff and hoping to get some of our fellows back soon," he said



# Work stoppage in Parow —deadlock

ARGUS  
5/5/82

152

THE DEADLOCK between management and 90 workers at Parow Galvanizing General over a clause in the proposed agreement obliging management to consult the workers' committee before dismissing any worker, is continuing.

The General Workers' Union, to which the workers belong, said this was a perfectly reasonable clause which had been agreed to by all firms which recognised the union. The clause was to protect workers against unfair dismissals, said the union.

Mr I B Dodds, a spokesman for management, said yesterday management would not agree to the clause. As far as management was concerned the workers had dismissed themselves by going on strike and would have to re-apply for their jobs. They would be selectively re-employed, he said.

## UNREGISTERED

Mr Dodds said management was not prepared to talk to the General Workers' Union because it is unregistered in terms of the Industrial Conciliation Act. "We recognise the right of workers to belong to the union but we will not talk to any

union which is unregistered," he said.

A spokesman for the General Workers' Union said while registration was an important issue, it was not the cause of the dispute.

"It is meaningless to recognise that workers have a right to belong to the union if they can't exercise that right as they see fit. We are an open legal organisation recognised by managements at a number of major firms, including those in the steel and engineering industry. Many managements and even the Minister of Manpower are indicating they must look at the representivity of unions, rather than at whether they are registered.

## PROOF

"In the case of Parow Galvanizing General, we provided ample proof that we were representative," she said.

The workers have not signed off or collected their pay. They say they will not accept selective re-employment either.

"They remain committed to winning their demand for the setting up of adequate channels through which grievances can be taken up," said a union statement.

**5 000 VW workers down tools again** (152)

Labour Reporter  
 About 5 000 workers at the Volkswagen assembly plant in Uitenhage left the buildings again this morning in protest against the dismissal of 316 of their colleagues last month  
 This was the fifth successive day of lost production  
 The firm has said it is willing to re-examine

some of the retrenchments, but only if the workers return to their jobs  
 The workers have rejected this and called for reinstatement of all 316  
 Today's walk-out followed a meeting between workers, and officials of the National Automobile and Allied Workers' Union

Station

Black Allied Workers Union  
 Commercial, Catering and Allied Workers Union

**Wholesale & Retail Trade**

**WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES**

- S.A. Electrical Workers Association
- Steel, Engineering and Allied Workers Union
- S.A. Woodworkers
- S.A. Operative Masons' Society
- Port Elizabeth Operative, Plumbers Employees Association
- National Union of Engineering, Industrial and Allied Workers
- Metal and Allied Workers Union
- General Workers Union
- Engineering Industrial Workers Union of South Africa
- Engineering and Allied Workers Union
- Electrical and Allied Workers Union of South Africa
- Electrical and Allied Trades Union of South Africa
- Building Workers Union
- Building, Construction and Allied Workers Union
- Blankenbouverkewerkersakbond
- Black Allied Workers Union
- Amalgamated Union of Building Trade Workers
- Amalgamated Engineering Union of South Africa
- Amalgamated Society of Woodworkers

**CONSTRUCTION**

- Johannesburg Municipal Water Mechanics Union
- General Workers Union
- Escom Workers Association
- Escom Salaried Staff Association
- Escom (Cape Western Undertaking) Salaried Staff Association
- Cape Town Gas Workers Union

**ELECTRICITY, GAS AND WATER**

- S.A. Diamond Workers Union
- S.A. Association of Dental Mechanicians
- Optical Workers Union
- Jewellers and Goldsmiths Union
- Diamond Cutters Union of South Africa

**Other**

# Workers to

# stay

# away

**Mercury Reporter**  
WHILE 5 600 striking Volkswagen workers yesterday informed the management that they would return to work today workers from Progress Knitting Mills at Hammarsdale resolved to continue their stoppage

After a meeting with shop stewards on Volkswagen factory premises at Uitenhage yesterday morning workers said they would return to work on condition that grievances surrounding recent retrenchments would be negotiated

Negotiations would centre on discussions on workers the union claimed had been 'unfairly dismissed' and the severance pay received by the retrenched workers, a spokesman for Volkswagen said

The entire black workforce of Volkswagen downed tools on Monday for the fourth time in two

weeks demanding that the factory go on shorter time in order to facilitate the re-instatement of 316 retrenched workers

At Progress according to a notice affixed to the factory's main gate all workers in nine departments in the factory had been discharged because of their involvement in an 'illegal strike'

But about 1 500 workers at a midday meeting in a church hall in the nearby Mpumalanga township rejected the dismissal notice and resolved to continue the stoppage until the management had

re-instated six dismissed workers

The general secretary of the Fosatu-affiliated National Union of Textile Workers, Mr Obed Zuma, accused the management of trying to split the striking workers in an attempt to get them to return to work.

He said the 'discharged' workers, who made up about half the workforce, were from departments closely involved in the stoppage'

A spokesman for the Department of Manpower in Durban said that only a magistrate could determine whether the notice could be considered as a legal dismissal but said as the workers had not returned to work they could be considered as having 'dismissed themselves'

The workers at the Hammarsdale textile factory downed tools on Tuesday following last week's dismissal of six workers and the arrest of a colleague for allegedly inciting workers to strike

152

~~151~~

~~150~~

6/5/87 Mercury

Black Allied Workers Union

Cape Explosives Industrial Workers Union

Chemical and Allied Workers Union

Chemical Workers Industrial Union

Chemical Workers Union

Durban Rubber Industrial Union

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

Federated Mining, Explosives and Chemical Employees Union

Industrial Salariat Staff Association

General Workers Union

Metal and Allied Workers Union

National Union of Engineering, Industrial & Allied Workers

National Union of Motor Assembly & Rubber Workers of South Africa

S.A. Chemical Workers Union

South African Allied Workers Union (SAAWU)

Steel, Engineering and Allied Workers Union

Union of Industrial Workers

Weskapse Plotsstof & Chemiese Operateursvakbond

Non-Metallic Mineral Products

Building, Construction and Allied Workers Union

Glass & Allied Workers Union

Glass Workers Union

National Cement Employees Union

National Union of Brick and Allied Workers

Transport & General Workers Union

Base Metal Industries and Manufacture of Fabricated Metal Products

Machinery and Equipment

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers

Black Allied Workers Union

Electrical and Allied Trade Union of S.A.

Electrical and Allied Workers Union of S.A.

Engineering and Allied Workers Union

Engineering Industrial Workers Union of S.A.

General Workers Union

General Workers Union

Iron Moulders Soci

Metal and Allied

Motor Assembly

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

Motor Industry

The incidents allegedly took place each morning from Monday until yesterday. Some of the workers still made their way to work despite the intimidation, but others went home out of fear, police said.

Several complaints were made at the New Brighton police station by workers who said groups of men had pulled them off trains and buses, or stopped them from boarding trains and buses.

A MAN was arrested outside Aberdare Cables in Port Elizabeth yesterday on charges arising from alleged intimidation of workers at bus stops and railway stations since Monday.

Man is arrested for intimidation

Crime Reporter 6/5/87

152

Africa

ed Workers

of S.A.

Union

lders and Welders

Union

# Sacked workers take case to council

Workers dismissed last month after a strike at the Flekser firm in Wadeville have taken the first step towards Industrial Court action against the company

Thirteen former Flekser employees, all members of the Metal and Allied Workers' Union (Mawu), have referred their case to the industrial council for the metal industries

If the council cannot settle the dispute, the workers' allegations of unfair labour practices at the company will be automatically passed on to the Industrial Court

The dispute involves workers' claims that the initial dismissal of three workers and subsequent dismissal and selective re-employment of the entire 240-strong workforce after a strike, were unfair

It is understood that the workers also alleged the firms refusal to negotiate with a representative union constituted an unfair labour practice

Flekser management said the three were fired after disciplinary action following refusal to work

Thousands of East Rand metal workers have been dismissed in the recent wave of strikes in the area and sources say the case has special importance against this background

Workers Association

ACTION SERVICES

ed Workers' Station

ca

a

152

17

17

6/5/82 Star

Commercial, Catering and East London Liquor & Catering and Accommodation

Transvaal Retail Meat Trade Pretorianse Vakbond vir die National Union of Distributors National Union of Commercial Kimberley Shop Assistants, Domestic Workers and Sales Concession Stores and All. Commercial, Catering and Black Allied Workers Union.

Wholesale & Retail Trade

WHOLESALE & RETAIL TRADE

S.A. Electrical Workers A Steel, Engineering and A S.A. Woodworkers S.A. Operative Masons' So

Port Elizabeth Operative, National Union of Engineers Metal and Allied Workers General Workers Union

Engineering Industrial WC Engineering and Allied WC Electrical and Allied WC

Building Workers Union Building, Construction an Blankenboswerkersvakbond

Black Allied Workers Union Amalgamated Union of Builders Amalgamated Engineering

Amalgamated Society of W

CONSTRUCTION

Johannesburg Municipal W General Workers Union

Escom Workers Association

Escom Salaried Staff Association

Cape Town Gas Workers Union

ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union

S.A. Association of Dental Mechanicians

Optical Workers Union

Jewellers and Goldsmiths Union

Diamond Cutters Union of South Africa

Other



152 6/5/82 EDM

# Edgars strike is still spreading

## Labour Correspondent

THE strike at Edgars' stores continued yesterday and spread to more Sales House and Jet Stores a spokesman for the Commercial, Catering and Allied Workers Union said yesterday — but Edgars denied that the strike had spread

Sales House and Jet are clothing stores catering for black custom

The union spokesman said yesterday that more workers had joined the stoppage and that more stores had been affected. Workers are demanding the recognition of the union, and a 50% wage increase

But Edgars' chief executive, Mr Adrian Bellamy, said that there had been little change in the situation

"A few more workers may have joined the stoppage, but a few have also returned to

work," he said

The union estimates that about 800 workers are on strike, but Edgars put the figure at around 650

Mr Bellamy said last night the company had talked to worker representatives yesterday to try to resolve the issue and would continue its efforts. But it would not negotiate on the recognition and wage issues until work was resumed

The company said that it had been willing before the strike to discuss union recognition and that it had arranged a meeting on this issue with worker representatives several weeks before the stoppage

The union spokesman confirmed that worker representatives had held discussions with management yesterday

But he said that these had been "simply to clarify some points, not to negotiate"

# Volkswagen men return to work

6/5/67  
Post Reporter  
152

**STRIKING** Volkswagen workers returned to work today while shop stewards met management representatives on the issue of 316 retrenched workers

After work stoppages on six days since the retrenchments on April 21, the 5 600 workers at the plant in Uitenhage decided yesterday to return to work on the understanding that management would discuss the retrenchments with worker representatives

The workers also want the terms of severance rules under which the 316 were retrenched to be re-examined

A company spokesman said Volkswagen agreed to discuss the issues raised



# Staff sacked after protest move

Post Reporter

3. Post  
6/5/82

THE entire black workforce of a Port Elizabeth engineering firm, Autopress, was dismissed this week after they walked out in protest against the sacking of a colleague

Management and union claims as to the exact reasons for the 24 workers' dismissal and the day on which they left differed when management and union officials were interviewed today

Autopress's manager, Mr Mike Dibben, said a worker had refused to do "a duty" this week and had been fired

On Wednesday, a group of workers had approached management saying they would leave the factory if the man was not reinstated

Mr Dibben said the workers had been dismissed and their pay packets made up. A new black workforce was employed yesterday

He said he had told Motor and Component Workers Union of SA (Macwusa) organisers he did not see any reason for discussions with the union as all their members were dismissed

A Macwusa official, Mr Thomas Kobese, said today the union had attempted to gain recognition from Autopress for four months

Last Thursday, a worker at the firm, Mr Sezile Phalala, had been dismissed for the faulty operation of a machine. He had also been punched by a foreman, Mr Kobese said

On Tuesday, the dismissed man's brother, Mr Michael Phalala, was also dismissed without reason, Mr Kobese said

Worker representatives approached management to complain about the dismissal and to discuss worker grievances. Workers' grievances included the fact that union dues were still deducted from their pay slips after the entire black workforce had resigned from the Engineering Industrial Workers Union and joined Macwusa, the treatment of workers by foremen and management's refusal to recognise Macwusa

- Sweet Workers Union
- Sweet Workers Industrial Union (Natal)
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Sh
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Indus
- Witwatersrand Brewing Employees Union
- Tobacco
- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Wor
- Rustenburg Tabakwerkersvereniging
- Textiles, Clothing, Leather and Footwear
- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAWU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)
- Tailoring Workers, Dressmaking & Furriers
- Tanning, Footwear and Allied Workers Unio
- Textile Workers Industrial Union
- Textile Workers Union (Transvaal)
- Transvaal Leather and Allied Trades Indus
- Trunk & Box Workers Industrial Union
- Wood & Wood Products, including Furniture
- National Union of Furniture & Allied Work
- Paper, Wood and Allied Workers Union
- South African Allied Workers Union (SAAWU)
- Paper & Paper Products, Printing & Publ
- Amalgamated Engineering Union of South Af
- Media Workers Association of South Africa
- Paper, Wood & Allied Workers Union
- S.A. Boilermakers, Iron & Steelworkers,
- S.A. Electrical Workers Association
- S.A. Society of Journalists
- S.A. Typographical Union
- South African Allied Workers Union (SAAWU)

# Knitting mill workers stay on strike

Mercury Reporter

A STRIKE at Progress Knitting Mills, Hammarsdale involving the entire workforce entered its third day yesterday with no resolution in sight.

And the wave of metal industries' strikes on the Reef continued with stoppages at the Boksburg National Bolts and Femco at Brits, while only half of the workforce of Anglo American's subsidiary Scaw Metals have returned to work after last week's stoppage.

About 1500 workers downed tools at Progress on Tuesday demanding the reinstatement of six workers who had been fired last week.

Mr Obed Zuma, the general secretary of the Fosatu-affiliated National Union of Textile Workers, who claim to represent the majority of the striking workers, said he had approached Progress again yesterday in an attempt to discuss the workers' grievances but had been told the management was 'prepared to negotiate only with the workers, not with the union'.

A special meeting was held yesterday of all the union's Hammarsdale shop stewards and a delegation from the striking workers where the management's refusal to deal with the union was to be discussed.

Progress' executive director, Mr P D Jacobson, was again 'not available' yesterday.

## Demands

In Johannesburg, the general secretary of the Fosatu-affiliated Metal and Allied Workers Union, Mr David Sibabi, said striking workers from the Anglo Vaal subsidiary National Bolts had been locked out yesterday.

About 1000 National Bolts' workers downed tools on Tuesday in support of wage demands.

'The company offered workers an immediate 5c an hour increase plus another 5c to be awarded on June 1 but workers rejected this yesterday and talks have deadlocked'.

Anglo Vaal's chairman Mr David Royston, said they had reinstated their wage offers for an hour yesterday morning but these were rejected by workers again after which they 'advised workers that their jobs had been terminated forthwith'.

At the Brits company Femco, a Mawu spokesman said the company has refused to negotiate with the union after 600 workers downed tools on Tuesday in protest at the management's refusal to reinstate 18 retrenched workers.

## THE STRIKES

# Fears of 'anarchy'

FM 7/5/82

152

H02

Many employers are feeling the effects of a growing sense of assertiveness among black workers in the wave of labour unrest which is hitting various parts of SA

The reasons for the strikes, in which more than 10 000 workers have been involved in the past two weeks, vary. Some have been over demands for pay increases. At Scaw Metals, for example, 4 500 black workers have struck over a demand for an immediate increase, independent of industrial negotiations which are deadlocked. At Edgars, about 700 workers have demanded a 50% pay rise.

Retrenchments have also sparked off some disputes, the most significant one being a strike at Volkswagen, where there were demands for the reinstatement of 316 workers. Conflicts have also arisen over disciplinary procedures adopted by managements. At National Spring, workers downed tools in protest against the sacking of a colleague.

There is no mistaking the grave concern felt by employers — especially those in the troubled East Rand metals industries — where several companies have had to deal with severe labour unrest. One experienced industrial relations practitioner expresses the fear that a state of "incipient anarchy" has developed in the region.

What troubles him and many employers is that much of the unrest has resulted from sudden mass action by workers acting independently of trade unions. This crowd-initiated action is extremely difficult for both managements and unions to control. Instead of having played their rightful negotiating/leadership role, unions have been forced into the role of mediators or messengers.

### Mass meetings

"We need to go beyond a situation in which demands are made through mass meetings of workers," says one industrial relations consultant. Most observers agree that this is probably a painful transition phase in industrial relations. But they also agree that it is not going to be easy for employers and their employees to find a mutually acceptable basis for resolving their differences.

One hopeful sign is that some employers are seemingly becoming less hostile towards the Metal and Allied Workers' Union (Mawu), which has been involved in many strikes and stoppages on the East Rand in the past year. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu refuses to take part in industry-level bargaining over wages and working conditions, preferring plant-level bargaining instead.

Some employers report that Mawu has played a helpful role in resolving recent disputes, where workers struck without consulting the union leadership. There are signs, however, that Mawu is having difficulties in coping with its own rapid growth. Membership of the union's Transvaal branch has risen from 11 000 to about 26 000 in the past year. As a result, it appears that the union lacks a sufficient number of organisers to train shop stewards who play a crucial role in the handling of day-to-day labour issues at plant level.

Argus Correspondent

# Strikes, industrial unrest continue

DURBAN — About 1 500 workers at Progress Knitting Mills in Hammarsdale stayed away from work again today

Yesterday an estimated 1 300 workers voted for continued protest action until their demands for union recognition and reinstatement of dismissed colleagues were met, according to the general secretary of the National Union of Textile Workers, Mr Obed Zuma

The Union which claims a membership of 1 100 of the total work

force, says it has so far tried unsuccessfully to negotiate with management over the dispute

Management was not available for comment

Unrest also continued in the troubled Transvaal metal industry today with 1 000 workers losing their jobs at a Boksburg firm and another 600 claiming to have been locked out of a plant in Brits

About 1 000 workers at the National Bolts plant in Boksburg lost their jobs yesterday after rejecting management's final offer of an interim wage increase

The company's chairman, Mr David Royston, said the workers lost their jobs because they rejected the offer

National Bolts was taking on a new work force today

At the Femco metal plant in Brits, the Metal and Allied Workers' Union claimed management had locked out about 600 workers and refused to talk to the union

Workers conducted another stoppage in the plant yesterday in protest against management's policies on retrenchments

Femco management was not available for comment

At Edgars, management was hopeful the week-long strike by more than 600 black personnel would peter out

Workers at Edgars and the group's Sales House and Jet Stores are seeking recognition of the Commercial Catering and Allied Workers' Union.

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

## AGRICULTURE, FORESTRY AND FISHING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

## MINING AND QUARRYING

- Amalgamated Engineering Union of S.A.
- Amalgamated Union of Building Trade Workers
- Amalgamated Society of Woodworkers of S.A.
- Black Allied Workers Union
- Black Mineworkers Union
- Federated Mining Explosives and Chemical Employees Union
- Iron Moulders Society of S.A.
- Mine Coloured Staff Association of South Africa
- Mine Surface Officials Association of South Africa
- Mine Workers Union
- S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society
- S.A. Electrical Workers Association
- S.A. Engine Drivers, Fitters and Operators Association
- S.A. Technical Officials Association
- Underground Officials Association of S.A.

## MANUFACTURING

### Food & Beverages

- African Food and Canning Workers Union
- Amalgamated Engineering Union of South Africa
- Bakery Employees Industrial Union
- Black Allied Workers Union
- Boland Inmaakwerkersvereniging (Part 1)
- Brewery Employees Union (Cape Peninsula)
- Cadbury In-Company Union
- East London Meat Trade Union
- Food and Canning Workers Union

put said be 182 ches leg not post- 17 will pos- made uary ex ndan- Mr d Mr 6 Mr 3 on to 2 11 82 ill to- y, a tes 26 32 35 41 41 42 43 44 pm see loady

the Western powers — and probably South Africa as well — by surprise

In Nairobi the Kenyan Foreign Minister Mr Robert Ouko said today the phased approach was taking too long

Analysts see little chance that Swapo's alternative proposal of another round table conference will be accepted by the West the Stars Africa News Service adds

It is even less likely to be accepted by South Africa which would probably reiterate that it will not negotiate directly with Swapo and that direct negotiations must be conducted with the internal parties in Namibia

Western observers believe the decision at Dar es Salaam will delay a settlement longer than phasing would

● See Page 19

# No let-up in Transvaal strikes

Star 7/5/82 (52)

Labour Reporter

Unrest continued in the Transvaal metal industry today with 1 000 workers sacked at a Boksburg firm and 600 claiming to have been locked out of a Brits plant

About 1 000 National Bolts workers in Boksburg lost their jobs yesterday afternoon after rejecting management's final interim wage increase offer

The chairman Mr David Rovston, said today that to resume production a new workforce was being taken on this morning

Former employees were welcome to re

turn He would not comment on the wage offer because it was made during confidential discussions with the Metal and Allied Workers' Union (Mawu)

At the Femco metal plant in Brits this morning Mawu claimed

that management had locked out about 600 workers and refused to talk to the union

Workers staged another stoppage yesterday to protest at retrenchment policies

A Mawu spokesman said that when workers returned yesterday ma-

agement had cut of power to the machines, but they stayed until the end of their shift

Femco management was not available for comment

The Edgars management was hopeful that the week-long strike by more than 600 black staff would peter out

Workers at Edgars and the group's House and Jet stores struck for recognition of the Commercial, Catering and Allied Workers' Union

A management notice told workers it was prepared to negotiate the recognition issue once they had returned to work

## Freed — by mistake

Crime Reporter

A housebreaking and theft suspect is on the run after being discharged by mistake yesterday from the cells at the Johannesburg Magistrate's Court

Mr Themba Mngomezulu was arrested for suspected crimes in Boovsens and appeared in court for remand

He was not granted bail but was allowed to leave by mistake and fled on foot. Police are searching for him

## Just a spawn in the name game

Own Correspondent

DURBAN — A frog has caused a row in Natal because of its name

The name is "Buthelezi"

Dr O D Dhlomo, secretary-general of Inkatha, said this was an insult to black people

NO HARM

But Mrs Molly Fourie of Warner Beach, whose husband breeds frogs for long-jumping competitions, said no harm was meant

She denied that her family was responsible for naming the frog

She said "Our casual worker, Mr Ephraim Dlamini, named the frog. It was all very innocent"

"That's dodging the issue," said Dr Dhlomo

"It's extremely unlikely that a black would name a frog after a human, especially royalty"

NOT CUSTOM

Dr Dhlomo said that naming animals after people was certainly not a black custom

"Blacks have too much respect for people to do such a thing," he added

## TV set row leads to Cabinet swops

CANBERRA — Australian Prime Minister Mr Malcolm Fraser reshuffled his Cabinet extensively today after the resignations of two Ministers because of a political scandal over a television set

Business and Consumer Affairs Minister Mr John Moore and

Health Minister Mr Michael Mackellar stepped down last month after it was revealed that Mr Mackellar had brought a colour television set into Australia from Hong Kong without declaring it or paying duty

Mr Moore had responsibility for the Customs

Department, which did not follow up the matter properly

In the reshuffle, Communications Minister Mr Ian Sinclair has been moved to the Ministry of Defence to replace Mr Jim Kilen, who becomes Government Leader in the House of Representatives

The Ministry of Employment has been amalgamated with the Ministry for Industrial Relations, and the Construction Ministry with Transport

The two new Ministers are Mr Jim Carlton and Mr John Hodges, who took the Health and Immigration portfolios

Nine present Ministers changed their responsibilities — Reuter

## 52-km run to help aged

Twenty-four energetic 13-year-olds will be up at the crack of dawn and running tomorrow from Pretoria to Johannesburg to raise money for the aged

The youngsters will complete the 52 km relay in pairs, each doing 4 km in 1 km stages

'We decided to do

something for the Year of the Aged and hope to raise more than R1 000 from sponsors and donations

"This will be given to the Council for the Aged," said Miss Carole Lane (17), a form prefect at Waverley Girls' High School

## Suzmans on visit to Russia

Own Correspondent CAPE TOWN — Mrs Helen Suzman is off to Russia next month

She will accompany her husband, who will attend a cardiac congress in Moscow

The Progressive Federal Party MP for Houghton, Human Rights defender and Nobel Prize nominee will first go to America to pick up her seventh honorary doctorate

Mrs Suzman is looking forward to her trip

to Russia as a tourist "It should be most interesting," she said today, "especially as my father emigrated from that part of the world"

The party will spend about a week in Moscow during which Mrs Suzman hopes to see the ballet and will go to Samarkand, Tashkent and Leningrad

There is also a trip arranged to the Caucasus

A number of South African doctors will be going to the cardiac congress in Moscow

Before going off to Russia, the world-famous MP will go to Denison University, in Ohio, where she will deliver the communique made a doctor of human letters

Mrs Suzman has doctorates from Oxford, Harvard, Wits, Columbia, Smith and Brandeis universities

## Argentina says it downed 2 Harriers

from page 1

troops from the Falklands, according to Britain's Defence Secretary, Mr John Nott

As Britain mourns the loss of 20 officers and men from HMS Sheffield latest opinion polls show a 5 percent drop in support for the Conservative Government and a majority (51 percent) in favour of an immediate ceasefire

The Star's Washington Bureau reports that President Reagan yesterday voiced renewed US support for the British negotiating position in the crisis

SESSION

He told reporters at an informal question-and-answer session at the White House that any ceasefire should be accompanied by Argentina's withdrawal from the islands

The President also dismissed fears that the conflict could escalate into a confrontation between the superpowers

Reflecting the view that the Soviets were too far away from the fighting to become directly involved he

Own Correspondent

JOHANNESBURG — Labour strife intensified on the Reef yesterday as a Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers after they had rejected a management wage offer for the second time, the company's chairman, Mr David Royston, said yesterday.

And at a Brits metal plant, Femco, about 600 workers downed tools for

the third time in three days, charging that the company had breached an undertaking on re-trenchments given in January, the Metal and Allied Workers' Union (Mawu) said.

At Edgars' Jet and Sales House stores in Johannesburg, between 600 and 800 workers demanding a 50 percent wage rise and recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa), continued

their strike yesterday. A spokesman said the company hoped for a "gradual return to work" early next week, but a Ccawusa spokesman said this was "highly unlikely".

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management had agreed, at Mawu's request, to re-offer for one hour a wage offer which had been re-

# 1 000 strikers sacked

*CAPL Times 7/5/82*

*(152)*

jected by workers on Wednesday.

The union says the company offered an immediate 5c-an-hour rise, followed by another 5c-an-hour at the end of the month.

But Mr Royston said workers had rejected this second offer and had been discharged yesterday morning.

The company was planning to recruit replacements today.

5.  
5.  
5.  
5.

# 1 000 strikers sacked at National Bolts

By STEVEN FRIEDMAN  
Labour Correspondent

**THE Boksburg metal plant, National Bolts, dismissed about 1 000 striking workers yesterday.**

The company's chairman, Mr David Royston, said the workers had been fired after rejecting a management wage offer for the second time.

And at the Brits metal plant, Femco, about 600 workers downed tools for the third time in three days, charging that the company had breached an undertaking on retrenchments given in January, the Metal and Allied Workers Union said.

At Edgars' Jet and Sales House stores in Johannesburg, between 600 and 800 workers who want a 50% wage rise and recognition of

the Commercial, Catering and Allied Workers Union (Ccaawusa), continued their strike yesterday.

The company said it was hopeful of a "gradual return to work" early next week, but a union spokesman said this was highly unlikely.

At National Bolts, where workers have struck twice since Monday in support of pay demands, Mr Royston said management agreed, at the union's request, to renew for one hour a wage offer which had been rejected by workers on Wednesday.

The union says the company offered an immediate 5c an hour rise, followed by another 5c an hour at the end of the month.

But Mr Royston said workers had again rejected the offer and had been discharged yesterday morning.

The company was planning to recruit a new work-

force today.

"We want to stress that workers who went on strike are welcome to apply and they will not be victimised," Mr Royston said.

At Femco, union spokesman Mr Rodney Nwamba said workers downed tools again yesterday after striking for two hours on Tuesday and an hour on Wednesday.

"I am trying to talk to management, but they have been avoiding me," he said.

At Edgars, public affairs director Mr Gavin Barnett said Edgars had had two meetings with worker representatives on Wednesday and had now informed union representatives it was prepared to negotiate on pay and union recognition within one day of a return to work.

A union spokesman said workers were determined to continue the stoppage until their demands were met.

# More strikes forecast over councils

152 ~~152~~

**LABOUR unrest will continue in the East Rand's metal and steel industries unless employers ignored the industrial council system.**

This warning was given by Fosatu-affiliate Metal and Allied Workers' Union's regional organiser, Mr Moses Mayekiso, who said employers preferred the councils to plant-bargaining

Thousands of striking workers have rejected the councils as "a waste of time" because more often than not no agreements are reached at in such negotiations

Their stand follows the position taken by inter-union summits — at Cape Town, Hamanskraal and Wilgespruit.

Mr Mayekiso said that during negotiations in most of the industries managements have re-

**By JOSHUA RABOROKO**

fused to talk to union members on wages and said they preferred to discuss this only at the industrial council

The present labour unrest has been contributed to the deadlock reached between employers and management at council level, this impasse could be removed if they agreed to

meet union members at plant-level.

Mr Mayekiso said that at Genpipe about 215 workers are still on strike following the retrenchment of three workers, at Edenvale Electro Plating more than 200 are on strike because management has refused to recognise the union



**VW talks  
on sacked  
workers  
continue**

Argus Bureau

PORT ELIZABETH — Volkswagen management and workers' representatives were still trying today to resolve difficulties remaining in the dispute concerning 316 workers retrenched there last month

The 5 600 workers returned to work yesterday after management agreed to reopen negotiations on the retrenchments

The workers also insisted on further discussions on retrenched workers' severance pay

The president of the National Automobile and Allied Workers' Union, Mr Jury Harris, said the company had promised to give to the union later today a list of 20 people to be reinstated next week, following vacancies arising at the plant

A public relations officer for the company, Mr Bob Kernohan, confirmed that negotiations were continuing but said that to his knowledge no arrangements for any reinstatements had been finalised



STRIKING workers bused en masse to collect wages

# Pay-off

# bid thwarted

*Mercury*  
8/5/82

152

Mercury Reporter  
PROGRESS Knitting Mills management's attempts to pay off about 600 of the striking workers yesterday were thwarted when the dismissed workers refused to sign off or collect their wage packets.

And about 1 000 workers at the Frame Cotton Corporation subsidiary Consolidated Textile Mills, at Jacobs held a sit-in yesterday following dissatisfaction over the introduction of a new shift system according to one of the workers.

The worker who asked not to be named said workers from the spinning department downed tools on Thursday night.

Yesterday they were addressed by management he said but refused to return to work.

Consolidated Textile Mills' management would not confirm the stoppage.

The 1 500 Hammarsdale workers who downed tools on Tuesday demanding the re-instatement of six dismissed workers

travelled en masse from the nearby Mpumalanga township to the factory after deciding to collect their weekly wages.

The Fosatu-affiliated National Union of Textile Workers, who claim to represent 1 100 of the workers, arranged for buses to transport the workers to the factory and informed the police that workers would be congregating at the factory. The police agreed not to interfere.

Management attempted to separate workers from the knitwear division of the factory who were to be paid off from the rest of

Progress workers who would receive their weekly wages.

But the majority of workers from the knitwear division who had been the subject of a notice fixed to the factory gate on Wednesday saying they had been 'discharged' decided not to sign off or collect their wage packets.

The rest of the striking workers who apparently make up about 900 collected their pay and returned to the township. About 20 to 30 of the 'discharged' workers also collected their wages.

Progress management broke four days of silence yesterday when they released a statement confirming the dismissal of the knitwear division but added they 'will consider applications for re-employment to fill vacancies that exist'.

The statement also said that 'as yet no official approach has been made by the workers concerned themselves to state their grievances'.

## Intimidation

At a meeting yesterday workers decided not to elect a worker delegation and instead delegated the union to act as their representative.

Management also claimed 'that a large percentage of workers wish to return to work but are being prevented from doing so through intimidation'.

Other

Diamond Cutters Union of South Africa  
Jewellers and Goldsmiths Union  
Optical Workers Union  
S.A. Association of Dental Technicians  
S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union  
Escom (Cape Western Undertaking) Workers Union  
Escom Salaried Staff Association  
Escom Workers Association  
General Workers Union  
Johannesburg Municipal Waterworks Workers Union

CONSTRUCTION

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union  
Amalgamated Union of Building Workers  
Black Allied Workers Union  
Blankebouwerkersvakbond  
Building, Construction and Allied Trades Workers Union  
Building Workers Union  
Electrical and Allied Trades Workers Union  
Electrical and Allied Workers Union  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering and Allied Workers  
Port Elizabeth Operative, Plasterers and Bricklayers' Society  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Trades Workers Union  
S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND SERVICES

Wholesale & Retail Trade

Black Allied Workers Union  
Commercial, Catering and Allied Trades Workers Union  
Concession Stores and Allied Trades Workers Union  
Domestic Workers and Salesladies Union  
Kimberley Shop Assistants, Waitresses and Salesladies Union  
National Union of Commercial, Catering and Allied Trades Workers  
National Union of Distributive Trades Workers  
Pretoriaanse Vakbond vir die Klei- en Betonwerkers  
Transvaal Retail Meat Trade Workers Union

Catering and Accommodation

Commercial, Catering and Allied Workers Union  
East London Liquor & Catering Trades Employees Union

THE 500 Van Riebeeck delivered to some regular Dairy workers who went on strike on Monday went back to work on Tuesday morning. Later that day a number of housewives, who normally buy milk from other dairies, complained about being given milk bottled in Van Riebeeck bottles.

In Wynberg, families who spoke to us told us that they were given milk bottled in Joyce's Dairy bottles while their friends in Grassy Park were given milk bottled in Van Riebeeck bottles. Joyce's Dairy normally services both areas.

A Union Dairy spokesman, Mr Anderson — he would not give his first name or position at the time — denied that this had happened. He said that Union Dairy was only able to deliver milk bottled in Van Riebeeck bottles because all Union Dairy's milk was usually bottled by Van Riebeeck. However, because of the strike they had not bottled any milk for Union.

Earlier a switchboard operator at Union told Cape Herald that they had delivered milk bottled in both Union Dairy bottles and in Van Riebeeck dairy bottles. She said that because of the "problems" at the Van Riebeeck factory, they had taken their own staff and "grabbed everything they could get at the factory."

One of the workers' demands was that the basic salary be increased from R175 to R200 a month. This was granted. The workers also said that their hours were too long and that their work was dangerous. If they were robbed, they had to pay back the stolen money themselves.

Some of the workers claimed that they were required to work from 1 am to 3 pm on occasion. They say that their foreman is sometimes rude to them and that they hardly ever received overtime pay.

The workers said that if they went to the Transvaal while employed by Van Riebeeck they were paid the basic wage when they returned. "As far as I know this has never happened. When they return they get the same job and the same pay," he said.

**BOTTLED**

**ACCEPTED**

**TRANSKEI**

**TRUCKS**

Rumours Over 'day-old' milk...

*152*

*152*

*C Herald 8/4/82*

"The deliverymen who start work at 1 am do not get back all that late I cannot tell you what time they do get back, but the 150 trucks are sent out between 1 am and 6 am and they usually get back in the order they were sent out."

I must also point out that any job has its dangers, and when they joined the company they were told what was expected of them," he said.

He pointed out that if the workers had any grievances they should take them up with the liaison committee or the "senior bantu staff."

All dairies were delivering milk bottled in their own bottles on Wednesday morning.

8/5/82  
RDM.

# Strike at Edgars is over

**Labour Correspondent**  
**THE** strike by between 600 and 800 black workers at Edgars Stores, which has hit Jet, Sales House and Edgars stores for most of this week, has ended  
 Negotiations between management and the Commercial, Catering and Allied Workers' Union on union recognition and workers' wage demands will begin early next week  
 Edgars said in a statement yesterday "An agreement has been signed between the parties to the effect that the

strike by Edgars' employees has been called off following agreement between the Edgars' shop stewards committee and management  
 "Detailed negotiations on various matters will commence early next week"  
 Edgars' public affairs director, Mr Gavin Barnett, would not elaborate and it is understood the company and the union have agreed to add nothing to the formal statement  
 It appears, however, that there is some form of in-principle agreement between the

two parties  
 Workers downed tools in support of demands for the recognition of the union and a 50% wage rise  
 During the strike, Edgars said it would not negotiate on these demands until workers returned to work. It said it had already agreed to discuss recognition before the strike  
 Ccawusa, however, had insisted that workers would not return until management met their demands and that talks on them would have to take place before a return to work

Natic  
 Paper  
 Soutl  
 Paper  
 Amalc  
 Medit  
 Paper  
 S.A.  
 S.A.  
 S.A.  
 S.A.  
 S.A.  
 Soutl

## Wood & Wood Products, including Furniture

- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAWU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)
- Tailoring Workers, Dressmaking & Furriers Industrial Union
- Tanning, Footwear and Allied Workers Union
- Textile Workers Industrial Union
- Textile Workers Union (Transvaal)
- Transvaal Leather and Allied Trades Industrial Union
- Trunk & Box Workers Industrial Union

## Textiles, Clothing, Leather and Footwear

- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

## Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

# Mawu breakthrough as Defy negotiate

By STEVEN FRIEDMAN  
 Labour Correspondent

DEFY Industries yesterday became the first East Rand metal firm hit by the strike wave of the past few weeks to negotiate a wage increase outside the official industrial council system with the Metal and Allied Workers Union

Defy was yesterday hit by a brief strike over wage demands at its Benoni plant by about 450 workers. This followed a stoppage last week, after which the company agreed to negotiate with Mawu on pay.

A company spokesman said yesterday that had workers agreed to return after talks between management and Mawu. Defy had "made a small adjustment to basic wage rates", he said.

But it was still waiting for the outcome of bargaining at the Metal Industrial Council, he added.

Mawu General Secretary Mr David Sibabi said workers had been awarded a 6c increase on basic rates.

One other employer, Anglo Vaal's National

Bolts, offered workers an increase, but this was rejected. The 1 000 workers were then dismissed on Thursday.

National Bolts chairman Mr David Royston said yesterday the company had begun recruiting a new workforce but that no figures were yet available on how many new workers were hired or on whether strikers had re-applied for jobs.

Mr Sibabi said that all 1 000 strikers were refusing to re-apply for their jobs or to collect their pay and were thus refusing to accept their firing.

Mawu said the 600 strikers at a Brits company, Femco, had been fired. Workers claimed management had not implemented an undertaking to give workers retrenched in January job preference.

The Mail's Durban correspondent reports that the three day-long strike by about 1 500 workers at Progress Knitting Mills in Hammarsdale is continuing.

Workers went to the plant yesterday in buses provided by the National Union of Textile Workers to collect their pay. But all but a handful of the 700 workers in the knitting section refused to collect their money when they discovered they were being paid off.

Other  
 Diamond Cutters Union of South Africa  
 Jewellers and Goldsmiths Union  
 Optical Workers Union  
 S.A. Association of Dental Mechanicians  
 S.A. Diamond Workers Union  
 ELECTRICITY, GAS AND WATER  
 Cape Town Gas Workers Union  
 Escom (Cape Western Undertaking) Salaried Staff Association  
 Escom Salaried Staff Association  
 Escom Workers Association  
 General Workers Union  
 Johannesburg Municipal Water Work Mechanics Union  
 CONSTRUCTION  
 Amalgamated Society of Woodworkers  
 Amalgamated Engineering Union of South Africa  
 Amalgamated Union of Building Trade Workers  
 Black Allied Workers Union  
 Blankebouwerkersvakbond  
 Building, Construction and Allied Workers Union  
 Building Workers Union  
 Elect  
 Engin  
 Engin  
 Engin  
 Metal  
 Nato  
 Port  
 S.A.  
 S.A.  
 S.A.  
 Steel  
 S.A.  
 WHOLE  
 WHOLE

192 8/5/82

# Strike at National Bolts stops, then starts again

Labour Correspondent

THE strike by about 1 000 workers at Boksburg Anglo Vaal subsidiary National Bolts ended yesterday morning — then resumed as workers rejected a management wage offer.

Mr David Royston, National Bolts' chairman, said workers had returned after discussions between the company and Fosatu's Metal and Allied Workers Union in which the company had agreed to negotiate.

Discussions were continuing, and "proposals and counter-proposals" were being made, Mr Royston said. Although the 800 day shift workers had returned, it was not yet clear whether the 200-strong night shift would.

Later, however, MAWU general secretary Mr David Sibabe said workers had resumed their strike after rejecting a wage offer.

The company had offered workers an immediate 5c an hour increase plus another 5c to be awarded on June 1, he said.

In Natal, about 1 500 workers at Progress Knitting Mills, Hammarsdale, have downed tools in support of demands for the reinstatement of six workers.

Meanwhile, there seemed little change in the situation at Scaw Metals, where about half the 2 000 black strikers had returned to work by Tuesday.

At Genrec's Genpipe plant in Wadeville, where 150 strikers were fired but refused to accept a management ruling that they be re-

employed selectively, Genrec managing director Mr Henne Joubert said production was "just about back to normal".

He said some workers had returned and "excess labour" from two other Genrec plants had been transferred to Genpipe, which needed fewer workers than in the past because of a fall-off in work.

Union sources said all but 45 workers had returned to Edenvale Electro-Plating, where they struck in support of union recognition demands.

At Brits company, Femco, where more than 600 workers downed tools on Tuesday in protest at retrenchments, union spokesmen were unavailable. Management officials refused to comment.

Sapa reported yesterday that workers in nine departments at strike-hit Progress Knitting Mills had been sent dismissal notices by management. Workers downed tools on Tuesday in protest.

Mr Obed Zuma, general secretary of Fosatu's National Union of Textile Workers, which claims a membership of 1 100 out of 1 500 workers, said management refused to reply to a letter from him requesting negotiations.

The Natal Chamber of Industries has been asked to mediate.

One worker yesterday appeared in court on charges of allegedly inciting workers to strike. The trial was remanded to May 18.

5 600  
go back  
to work  
at VW

Mail Correspondent

DURBAN — While 5 600 striking Volkswagen workers yesterday told management they would resume work today, workers from Progress Knitting Mills at Hammarsdale decided to continue striking until management met their demands.

After a meeting with shop stewards on Volkswagen factory premises at Uitenhage yesterday morning, workers agreed to return on condition grievances surrounding recent retrenchments — "unfair dismissals" and severance pay for retrenched workers — would be negotiated. The entire black VW workforce downed tools on Monday for the fourth time in two weeks — demanding the factory go on shorter time to make the reinstatement of 316 retrenched workers easier.

Meanwhile, at Progress, a notice on the factory's main gate said all workers in nine factory departments had been dismissed for taking part in an "illegal strike".

But about 1 500 workers rejected the notice at a mid-day church hall meeting in the nearby Mpumalanga township, and resolved to continue to strike until management reinstated six dismissed workers.

The general-secretary of the Fosatu-affiliated National Union of Textile Workers, Mr Obed Zuma, said management was trying to split the strikers.

A spokesman for the Department of Manpower said only a magistrate could determine whether the notice could be considered a legal dismissal. But, he said, as the workers had not resumed work they could be considered to have dismissed themselves.

Progress' executive director, Mr P D Jacobson, was unavailable for comment.



I  
n  
at  
ta-  
nst  
ut,  
ay-

A POLICEMAN and dog confront a man as more than 1 000 strikers are told to disperse. Picture by Ian Bissell

# Dogs used to disperse strikers

Mercury 11/5/82

152

~~152~~

~~152~~

## Mercury Reporter

MORE than 1 000 striking workers, gathered outside Consolidated Textile Mills at Jacobs, were dispersed by police from the Dog Squad yesterday

They had refused to work, in support of about 150 from the mill's spinning department, who have been on strike since last Friday complaining about a cutback in overtime and the introduction of a new shift system which they claim involved a drop in wages

Strikers outside the main gate apparently wanted to speak to management and, according to one worker, the company's personnel manager was pelted with stones when he arrived at work

Police with three dogs arrived at 10 a.m. after workers had been standing around for four hours

Police said last night the strikers had been told to move off the road as they were obstructing traffic intimidating passers-by and other workers and were then told to disperse

When they did not move police with dogs chased them and cleared the area around the mill

Two men, grabbed by dogs and pulled to the ground, were taken to hospital by police treated and discharged, and later charged — the only arrests made during the incident

One worker complained that he used to get R67 a week but had received

only R51,77 in last week's pay packet

The wage drop for women workers, the strikers said was even bigger. One of them said she used to get R53 but last week got only R21

They wanted to know why only three shifts had been marked on their clock cards when four shifts had been worked

The joint managing director of Consolidated Textile Mills Ltd the Frame group's main operating company Mr Selwyn Lurie said those involved in the stoppage on Friday had not reported on shift on Sunday night

He claimed that between 20 and 30 of them had stayed outside the factory all night and had prevented 1 250 day shift workers from entering the factory

At Hammarsdale a strike at Progress Knitting Mills involving about 1 500 workers continued yesterday

The Fosatu affiliated National Union of Textile Workers representing 1 100 of the workers, met Mpumalanga town councillors yesterday to discuss the stoppage which began last Tuesday when workers demanded reinstatement of six dismissed colleagues



A emvaki died after  
 into a bath of acid  
 Several of those who  
 were injured say their ac-  
 cidents were never re-  
 corded and as a result  
 they have not been paid  
 workers' compensation.  
 The workers claim to  
 have suffered broken  
 toes partly as a result of  
 not being supplied with  
 safety boots.  
 Most of the injuries in-  
 volve broken limbs, burns  
 or damage to the eyes  
 from grit. The workers

He conceded that con-  
 ditions at the old factory  
 across the road where  
 half the workers still  
 worked were not up to  
 the same standards — for  
 instance having no fume  
 extractor above the acid  
 baths.

### Unfortunate

The spokesman said  
 "Apart from the very un-  
 fortunate incident in  
 which a worker was  
 killed and which was fully  
 investigated by the fac-  
 tory inspector, there has  
 been no reported broken  
 limbs in the last three  
 years. As for the lung  
 ailments there are only  
 a few cases of TB with no  
 evidence linking this to  
 their employment and  
 one worker having joined  
 the factory with the  
 disease.

He said it was absolute  
 rubbish that managers  
 wore masks while visiting  
 the factory or that acci-  
 dents were not recorded  
 in the injury book. He  
 said all workers were is-  
 sued with protective  
 clothing.

"What is most confusing  
 is why they want their  
 jobs back if they are  
 forced to work in this  
 environment."

A spokesman for the  
 National Occupational  
 Safety Association (Nosa)  
 said he was aware of con-  
 ditions at Parow Galvan-  
 ising but in terms of the  
 Workmen's Compensation  
 Act said he was not al-  
 lowed to divulge details.

### Funeral for Villeneuve

BERTHIERVILLE Can-  
 ada — Funeral services  
 for the 32-year-old racing  
 driver Gilles Villeneuve  
 will be held here  
 tomorrow.

Villeneuve died on  
 Saturday after his Ferrari  
 crashed during a qualify-  
 ing run for the Belgian  
 Grand Prix — Sapa-AP

# No settlement expected in metals dispute

Own Correspondent

ANNAPOLIS —  
 Employers and registered  
 union delegates in the  
 metal industry meet  
 today in a fresh attempt  
 to break the deadlock  
 which has kept the  
 workers — but no settle-  
 ment.

The unions have de-  
 clared a dispute with em-  
 ployers, which means  
 they can hold a legal  
 strike ballot if the dead-  
 lock is not broken by the  
 end of June.

The deadlock — which  
 has delayed a wage agree-  
 ment in the industries —  
 has also led to strikes by  
 black metal workers on  
 the East Rand.

Some sources believe  
 employers represented  
 by the Steel and Engi-  
 neering Industries Feder-  
 ation, may increase their  
 last offer at today's  
 meeting.

But industry sources  
 said yesterday it was like-  
 ly the parties would be  
 deadlocked again. Regis-  
 tered unions met yester-  
 day and decided they  
 were not prepared to ac-  
 cept the present offer.

At the last negotiating  
 meeting, employers  
 offered a 14-22 percent in-  
 crease on minimum  
 wages together with a 25c-  
 an hour guaranteed in-  
 crease for all workers.

Unions rejected this,  
 arguing that the rise in  
 minimum pay would not  
 raise the pay of skilled  
 workers, who earn far  
 above minimum rates.  
 They added that the guar-  
 anteed increase would  
 raise skilled pay by only

between 3 and 6 percent.

They also said the in-  
 crease, which would raise  
 minimum pay for un-  
 skilled black workers to  
 R138 an hour, would not  
 quell growing wage un-  
 rest among blacks.

The unions have de-  
 manded a 20 percent in-  
 crease for artisans and a  
 minimum rate for un-  
 skilled workers of R175  
 an hour.

Employer sources on  
 the East Rand have sug-  
 gested over the past week  
 that Seifsa may be willing  
 to increase its offer in  
 order to achieve a  
 settlement.

There is support for  
 this among some East  
 Rand firms whose work-  
 ers have struck, saying  
 they cannot wait for the  
 council negotiations to  
 end.

But sources yesterday  
 said it was likely Seifsa  
 would refuse to increase  
 its offer.

"I am getting conflicting  
 reports. Heavy-engineer-  
 ing firms seem prepared  
 to give more but light-  
 engineering employers  
 seem determined to stand  
 fast," a unionist said.

"But my latest informa-  
 tion is that there may be  
 no change in the Seifsa  
 offer at the meeting."

An employer source  
 said categorically that  
 Seifsa had decided to re-  
 main firm on its previous  
 offer. He added that em-  
 ployers believed it would  
 be easier to reach agree-  
 ment on black unskilled  
 wages than on artisan  
 pay. "It is the white  
 unions who seem to be  
 the stumbling-block," he  
 claimed.

**Lamps & Shades**

**ONLY EACH R5,35**  
 Beautiful string shades. One size only. Ideal for  
 rooms, bedrooms.

**side lamps** From **R19,95** to **R49,95**  
 Active glass shade lamps or in tasteful fabrics  
 in golds, pinks. All soft shades, greens, blues etc.

**Table lamps** From **R11,95** to **R39,95**  
 Good light for scholars, students or business.

**Living or Table Lamp Shades**  
 From **R6,95** to **R49,95**  
 for all purposes. In plains or lovely florals.  
 • Parow • Claremont Add Tax

**Silverware Special**

## Hotel gun incident: City man, 41, fined

Staff Reporter  
 A BLOUBERGSTRAND  
 man who hit a security  
 guard in the mouth with  
 the butt of a gun after be-  
 ing asked to leave the  
 premises of the Heeren-  
 gracht Hotel on April 17,  
 and who pointed a loaded  
 revolver at a policeman,  
 was convicted in the Mag-  
 istrate's Court yesterday.  
 Jean Louis Pelissier, 41,  
 of Blouberg Heights, was  
 fined R50 (or 25 days) on a  
 charge of common as-  
 sault and R400 (or 6

drawn a gun from his bag  
 and hit him in the mouth  
 with the butt after being  
 requested to leave the  
 premises of the hotel.  
 Constable P M du Toit  
 testified that he had ar-  
 rived at a mobile police  
 caravan on the Grand  
 Parade and had asked Pe-  
 lissier to hand him the  
 bag with the gun.  
 Pelissier then drew the  
 gun and pointed it at Con-  
 stable Du Toit's head.  
 Constable Du Toit said he  
 managed to remove the

F  
 C  
 AT  
 1sts  
 traf  
 mot  
 met  
 offic  
 Pe  
 tre  
 car  
 Gre  
 a tr  
 ly  
 T  
 Cap  
 pari  
 ity,  
 vant  
 had  
 the  
 left  
 of  
 Fest  
 A  
 Har  
 Fa  
 M  
 A  
 bou  
 dri  
 bee  
 bee  
 Not  
 Y  
 pol  
 son  
 bee  
 det  
 wh  
 Nde  
 son  
 A  
 Hos  
 Era  
 Har  
 Jan  
 Bru  
 Spr  
 Ron  
 Car  
 Son  
 unie  
 A  
 mar  
 For  
 yest  
 tien  
 TYO  
 Th

# UK trusts may help in Rowntree strike

152 ~~152~~ ~~152~~ Sowetan 11/5/82

LONDON — The two largest shareholders in the Rowntree Mackintosh confectionery group — the philanthropic Rowntree Trusts — may join the growing protest against the company's bitter and controversial stand over trade unions in South Africa.

The Joseph Rowntree Memorial Trust and Joseph Rowntree Charitable Trust are considering placing their considerable weight behind a motion at today's annual meeting of Rowntree Mackintosh shareholders here, condemning the company's South African subsidiary, Wilson Rowntree

The row, which has lasted for almost 18 months, is centred on Wilson Rowntree's refusal to recognise the black trade union Saawu and reinstate workers sacked during the dis-

pute  
The trusts, which help finance social, educational and pacifist causes, own almost 11 percent of Rowntree Mackintosh shares, worth nearly R54-million

Support for the highly critical shareholders' motion would bring the charitable trusts into their most serious open conflict with the company. The company and the trusts share the same origins and their relationship is unique in British commercial life

The debate will come

## OWN CORRESPONDENT

a month before the Anti-Apartheid Movement begins a week of protest to increase pressure on Rowntree Mackintosh

The protest is timed for June 16-23 to coincide with the anniversary of the Soweto uprisings and will involve pickets outside Rowntree Mackintosh factories and lobbying for support among MPs, trade unions and student groups

The shareholders'

motion urges Rowntree Mackintosh to change its policy and recognise Saawu as a trade union and reinstate employees dismissed last year

Mr Trevor Jepson, secretary of the Rowntree Charitable Trust, said at the weekend "We certainly have sympathy with the concern underlying the theme of the motion" He said the trust was particularly concerned about the fundamental question of freedom of association

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers  
Orange-Vaal General Workers Union  
General and Allied Workers Union

## AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union  
Farmworkers Union  
Food and Canning Workers Union  
National Certified Fishing Officers Association  
Orange-Vaal General Workers Union  
Trawler and Line Fishermen's Union

## MINING AND QUARRYING

Amalgamated Engineering Union of S.A.  
Amalgamated Union of Building Trade Workers  
Amalgamated Society of Woodworkers of S.A.  
Black Allied Workers Union  
Federated Mining Explosives and Chemical Employees Union  
Iron Moulders Society of S.A.  
Mine Coloured Staff Association of South Africa  
Mine Surface Officials Association of South Africa  
S.A. Boltermakers, Iron and Steel Workers Shipbuilders and Welders

# SA Bottling say boycott is having no noticeable effect

## Post Reporter

THERE has been no noticeable effect of a call for its products to be boycotted, according to the managing director of SA Bottling, Mr M D Gutsche

The boycott call was made by the General Workers Union of SA (Gwusa) The National African Federated Chamber of Commerce (Nafcoc) has decided its members should use up present cooldrink stocks before deciding on further action

Gwusa mounted a boycott on May 1 after the company's refusal to rehire 250 workers dismissed

after a strike last year

Grievances included low wages, poor working conditions and a refusal to recognise Gwusa

Mr Gutsche said today that the firm had "not noticed any effect of the boycott yet"

The owner of Kwa-Radebe General Dealers in Kwazakele, Mr E Z Kabane, said an unidentified group of men had ordered his employees to remove all SA Bottling products from fridges on Sunday

"Nafcoc's policy is not to use the boycott weapon, but it is impossible to swim

against the tide of public opinion," Mr Kabane said

Since the beginning of the boycott he had only sold about 10 bottles of SA Bottling products a day He had been ordering "hundreds of cases a week" before, he said

Another trader, Mr C Makwela, of Cab Supermarket in Zwide, said he still stocked SA Bottling products

He said the Port Elizabeth branch of Nafcoc this week decided traders should use up their stocks and then meet to decide on a course of action

South Afr  
S.A. Typog  
S.A. Socie  
S.A. Elect  
S.A. Boile  
Paper, Woc  
Media Worl  
Amalgamate  
B  
Paper & P  
C  
D  
F  
South Afr  
Paper, Woc  
National U  
L  
Wood & Woc  
L  
V  
V  
V  
Trunk & Bo

Transvaal Leather and Allied Trades Industrial Union  
Textile Workers Union (Transvaal)  
Textile Workers Industrial Union  
Tanning, Footwear and Allied Workers Union  
Tailoring Workers, Dressmaking & Furriers Industrial Union  
S.A. Canvas & Ropeworkers Union (Cape)  
S.A. Canvas & Ropeworkers Union  
South African Allied Workers Union (SAAWU)  
National Union of Textile Workers  
National Union of Leather Workers  
National Union of Clothing Workers  
General Workers Union of South Africa  
General Workers Union  
Garment Workers Union (Western Province)  
Garment Workers Union of South Africa  
Garment Workers Industrial Union (Natal)  
Black Allied Workers Union  
African Trunk & Box Workers Union  
African Leather Workers Union (Transvaal)  
African Garment Workers Union (Natal)

## Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging  
National Union of Cigarette & Tobacco Workers  
African Tobacco Workers Union

## Tobacco

Witwatersrand Baking & Confectionery Industrial Union  
Witwatersrand Brewing Employees Union  
Western Province Sweet Workers Union  
S.A. Electrical Workers Association  
S.A. Boltmakers, Iron & Steelworkers, Shipbuilders and Welders  
South African Allied Workers Union (SAAWU)  
Sugar Industry Employees Union  
Sweet Workers Union  
Sweet Workers Industrial Union (Natal)

11/5/87

# Police disperse Natal strikers

## Own Correspondent

DURBAN — More than 1 000 striking workers gathered outside the Frame group's Consolidated Textile Mills at Jacobs, near Durban, were dispersed by police from the Dog Squad yesterday.

The strikers had refused to work in support of about 150 workers from the mill's spinning department who had been on strike since Friday, complaining about a cut-back in overtime and the introduction of a new shift system which, they said, involved a drop in wages.

Strikers outside the main gate wanted to speak to the management and according to one worker, the company's personnel manager was pelted with stones when he arrived at work.

Police with three dogs, arrived at 10am after workers had been standing around for four hours.

## Two arrests

Police said last night that the strikers had been told to move off the road and disperse because they were obstructing traffic intimidating passers-by and other workers.

They did not do so and police with dogs chased them and cleared the area around the mill.

Two men, grabbed by dogs and pulled to the ground, were taken to hospital by police, treated and discharged, and later charged — the only arrests made during the incident.

One worker complained that he used to get R67 a week but had received only R51,77 in last week's pay packet.

The wage drop for women workers, the strikers said, was even bigger. One of them said she used to get R53 but had received only R21 last week.

## Shifts

They wanted to know why only three shifts had been marked on their clock cards when four shifts had been worked.

The joint managing director of Consolidated Textile Mills Ltd. Frame group's main operating company, Mr Selwyn Lurie, said those involved in the stoppage on Friday had not reported on shift on Sunday night.

He claimed that between 20 and 30 of them had stayed outside the factory all night and had prevented 1 250 day shift workers from entering the factory.

At Hammarsdale, a strike at Progress Knitting Mills, involving about 1 500 workers, continued yesterday.

# Deadlock in Parow strike

CAPE TIMES  
11/5/82  
152

By PHILLIP  
VAN NIEKERK

THE strike by 89 metalworkers at Parow General Galvanising has entered its 12th day with no sign of an end to the deadlock with management

The workers are demanding the right to be consulted before dismissals and have also alleged that working conditions in the factory are unsafe

Of the 89 on strike, 14 claim to have suffered injuries at the plant — either by steel falling on them or by being burnt by acid — and another 10 claim to have been treated for lung disease

## Acid death

In 1980 a worker, Mr Sipho Mvemvaki, died after falling into a bath of acid

Several of those who were injured say their accidents were never recorded and, as a result, they have not been paid workmen's compensation. Two workers claim to have suffered broken toes, partly as a result of not being supplied with safety boots

Most of the injuries involve broken limbs, burns or damage to the eyes from grit. The workers

complain about dust in the air as well as fumes from the acid baths, which are open and unprotected

"We work in the dust all day without masks, but when the manager comes to visit us he wears a mask," one of the workers said

A spokesman for the company said the strike had nothing to do with working conditions. "Their allegations are no longer about the initial issue which caused them to leave their jobs," he said. "However, our new factory is the first galvanising factory in South Africa to comply with the Atmospheric Pollution Act and to be approved by the Department of Health"

He conceded that conditions at the old factory across the road, where half the workers still worked were not up to the same standards — for instance, having no fume extractor above the acid baths

## Unfortunate

The spokesman said "Apart from the very unfortunate incident in which a worker was killed and which was fully investigated by the factory inspector, there have been no reported broken limbs in the last three years. As for the lung complaints there are only four cases of TB, with no evidence linking this to their employment and one worker having joined the factory with the disease"

He said it was "absolute rubbish" that managers wore masks while visiting the factory or that accidents were not recorded in the injury book. He said all workers were issued with protective clothing

"What is most confusing is why they want their jobs back if they are forced to work in this environment."

A spokesman for the National Occupational Safety Association (Nosa) said he was aware of conditions at Parow Galvanising but in terms of the Workmen's Compensation Act said he was not allowed to divulge details

SECTORS

ION

St

Unions Union

ed Staff Association

Commercial, Catering and East London Liquor & Ca

Catering and Accommodat

Transvaal Retail Meal

Pretorase Vakbond vir

National Union of Dist

National Union of Comm

Kumberley Shop Assista

Domestic Workers and S

Concession Stores and

Commercial, Catering

Black Allied Workers

Wholesale & Retail Tr

WHOLESALE & RETAIL TR

S.A. Electrical Work

Steel, Engineering at

S.A. Woodworkers

S.A. Operative Mason

Port Elizabeth Operat

National Union of En

Metal and Allied Wor

General Workers Unio

Engineering Industr

Engineering and All

Electrical and Allie

Electrical and Allie

Building Workers Un

Building, Construct

Blankbonwerkervak

Black Allied Worker

Amalgamated Union o

Amalgamated Enginee

Amalgamated Society

## CONSTRUCTION

Johannesburg Muncip

General Workers Unio

Escom Workers Assoc

Escom Salaries Staf

Escom (Cape Western

Cape Town Gas Worke

ELECTRICITY, GAS AN

S.A. Diamond Worker

S.A. Association of

Optical Workers Un

Jewellers and Gold

Diamond Cutters Un

Other



# Strike fever spreads

152

~~1819~~

Industrial Week

By Hugh Router

11/5/82

**VICTIMISATION of workers, threats of violence and the use of improper negotiation channels were the reasons given by the Anglo American Corporation for the continuation of the strikes at their Scaw Metals plant**

During the strikes, which continued for almost two weeks, 2 800 Black workers were fired by Scaw management

Local organiser of the Metal Allied Workers Union, (Mawu) Moses Mayekiso says he was not aware of intimidation but refused to rule out the possibility of threats against workers wishing to return to the plant

to stay away and he did not see any signs of violence

"The recent disputes at Scaw have not been about workers' demands for an extra 10 cents an hour for management have already offered 25 cents an hour increase during industrial negotiations

"The dispute revolved around a demand for an immediate increase independent of industrial negotiations," says Godsell

"It is vital that management and workers agree on an orderly system of wage bargaining. Such a system

will not be created through unauthorised work stoppages and threats of violence," says Godsell

Several other strikers were reported around SA

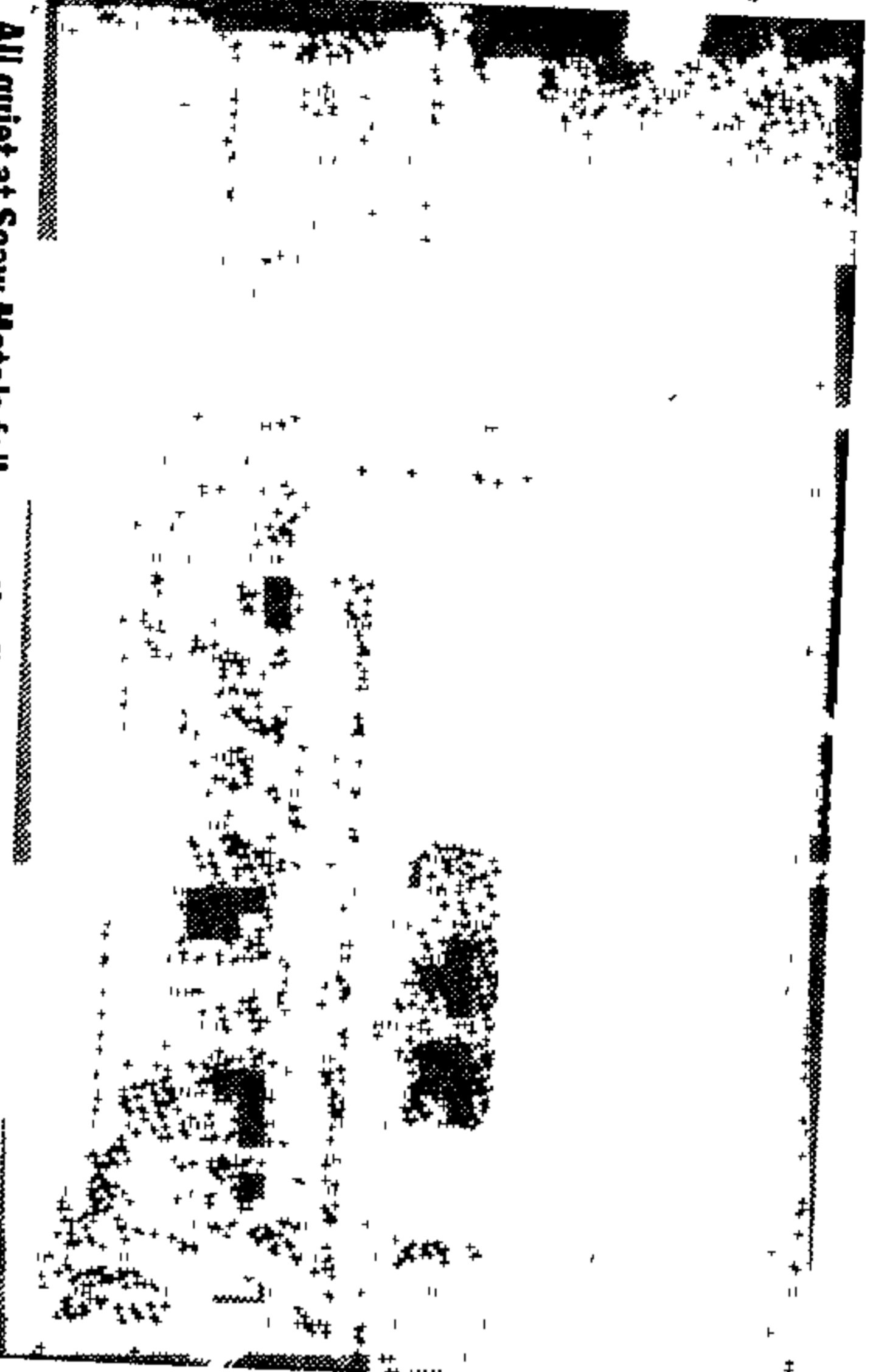
● 1 700 workers downed tools at Haggie Rand's Jupiter plant

● 600 Edgar workers struck over pay and union recognition

● National Springs at Germiston remained idle for almost two weeks when 360 workers downed tools

● Two of Genrec's Wadeville plants ground to a halt after 750 workers went on strike

All quiet at Scaw Metals following the firing of 2 800 workers after they downed tools over a pay dispute.



Sweet Workers Industrial Un  
Sweet Workers Union  
Sugar Industry Employees Un  
South African Allied Worker  
S.A. Boilermakers, Iron & S  
S.A. Electrical Workers Ass  
Western Province Sweet Work  
Witwatersrand Baking & Con  
Witwatersrand Brewing Empl

### Tobacco

African Tobacco Workers Un  
National Union of Cigarette  
Rustenburg Tabakwerkersver

### Textiles, Clothing, Leather

African Garment Workers Un  
African Leather Workers Un  
African Trunk & Box Worker  
Black Allied Workers Union  
Garment Workers Industrial  
Garment Workers Union of S  
Garment Workers Union (Wes  
General Workers Union  
General Workers Union of S  
National Union of Clothing  
National Union of Leather  
National Union of Textile  
South African Allied Worker  
S.A. Canvas & Ropeworkers  
S.A. Canvas & Ropeworkers  
Tailoring Workers, Dressma  
Tanning, Footwear and Alli  
Textile Workers Industrial  
Textile Workers Union (Tra  
Transvaal Leather and Alli  
Trunk & Box Workers Indust

### Wood & Wood Products, incl

National Union of Furniture  
Paper, Wood and Allied Work  
South African Allied Worker

### Paper & Paper Products, P

Amalgamated Engineering Un.  
Media Workers Association c  
Paper, Wood & Allied Worker  
S.A. Boilermakers, Iron &  
S.A. Electrical Workers Ass  
S.A. Society of Journalists  
S.A. Typographical Union  
South African Allied Worker

Strikes and general labour disputes are clearly becoming a rapidly increasing feature of the South African economy.

Indeed, some business leaders say that labour issues are already their biggest single headache.

A sample scan of some of the companies that have been hit by disruptive industrial action of some kind, in recent weeks shows the extent of the problem.

Those involved include Volkswagen, Scaw Metals (controlled by Anglo American), Haggie Rand (controlled by Anglo and Gencor), SA Breweries, Sappi, General Erecton, National Bolts, Edgars and Dely.

The anxieties of many businessmen (and many politicians, too) also run a great deal deeper than simple concern at the immediate effects on a particular firm or even on the short-term economy.

The fear is that South Africa is facing the prospect of steady deterioration of labour relations and the threat of menacingly sharpened conflict in industry.

This is why some businessmen are so alarmed about the likely severity of the economic downswing now under way and the fact that it could well extend at least to the end of 1983.

They are as concerned about the overall socio-political consequences of a general recession as they are about the narrow question of the ability of their particular companies to weather the gathering economic storm.

The social impact of the economic downswing, they say, is only just beginning.

There is certainly now a potential total clash of expectations between (white) management and (black) workers.

Management is generally and understandably looking forward with apprehension to economic prospects.

It is in no mood to grant what it would regard as extravagant wage or other demands.

Workers on the other hand are looking back with determination. They see all the evidence the 1979-81 boom and they are intent on securing a fuller share of it.

# Trade unions: Talk before it's too late

Howard Preece



Economic Spotlight

152  
 ASD  
 ROOM  
 11/5/82

STRIKES AND WORK STOPPAGES IN SOUTH AFRICA, 1970-1981

| Year      | Number of work stoppages | Number of employees concerned |               | Number of man-days lost |               |
|-----------|--------------------------|-------------------------------|---------------|-------------------------|---------------|
|           |                          | All workers                   | Black workers | All workers             | Black workers |
| 1970..... | 76                       | 4 168                         | 3 210         | 4 528                   | *             |
| 1971..... | 89                       | 4 451                         | 4 067         | 3 437                   | *             |
| 1972..... | 71                       | 9 224                         | 8 711         | 14 167                  | *             |
| 1973..... | 370                      | 98 378                        | 90 082        | 229 281                 | *             |
| 1974..... | 384                      | 59 244                        | 57 656        | 98 583                  | 95 327        |
| 1975..... | 274                      | 23 323                        | 22 546        | 18 709                  | 18 275        |
| 1976..... | 245                      | 28 013                        | 26 291        | 59 861                  | 22 014        |
| 1977..... | 90                       | 15 304                        | 14 950        | 15 471                  | 14 987        |
| 1978..... | 106                      | 14 160                        | 13 578        | 10 558                  | 10 164        |
| 1979..... | 101                      | 22 803                        | 15 494        | 67 099                  | 16 515        |
| 1980..... | 207                      | 61 785                        | 56 286        | 174 614                 | 148 192       |
| 1981..... | 342                      | 92 842                        | 84 706        | 226 550                 | 206 225       |

\* Not available

Source: Department of Manpower.

On top of all, of course, is the inevitable surrogate political role of the trade unions by radical blacks who are uncompromisingly bent on fundamental social reform.

Consider the implications of that background.

It has certainly been well established — especially by the official Economic Development Programme (EDP) — that South Africa needs a real growth rate of at least 4% a year just to find jobs for the influx of additional labour onto the market each year.

Growth of over 5% a year would be needed over a sustained period to achieve a substantial reduction in the existing level of unemployment.

The scene thus looks dark.

Unemployment will continue to rise appreciably over the next 18 months at least, breeding social distress.

Management and workers are also — in general terms, there could always be plenty of exceptions — apparently set of collision course.

All that seems to point to a winter of industrial discontent and to an epidemic of strikes.

But I wonder if it will actually work out quite like that, in the near to medium term.

The accompanying table, taken from the statistics supplied by the Department of Manpower, shows the pattern of labour unrest from 1970

I suspect the figures underestimate the number and extent of disputes but that need not bother us here.

What is important is the pattern of disputes.

It is strikingly evident that after the hectic days of 1973 (and 1974 in a lesser way) — when the economy was on the up — labour battles declined remarkably during the recession which started in 1975 and only really ended around mid-1978.

That included 1976 when there the major political disturbances in Soweto occurred.

But this development is not so surprising as it might seem. Statistics from many industrial countries, especially Brit-

an and the United States, indicate that labour overall is much more subdued in bad times than in good.

The reason, of course, is that in bad times most workers are far more fearful of losing their jobs and finding no alternative.

Thus it may very well be that as this economic downswing worsens, quite possibly into genuine recession, that strikes will temporarily decline rather than accelerate.

However, I would not expect any such turning point to come until late this year because I do not expect the full effects of the recession to be felt until then.

What then, though?

The great danger in that event is that many employers and politicians may switch from concern to complacency, to a belief that there is no urgency after all in trying to come to terms with emerging unionism.

That would, I think, be monumentally foolish.

The long-term hope and objective of economic policy must be, the vast majority of businessmen would say, to secure a consistently high rate of economic growth.

There is little chance, however, of achieving that without greatly enhancing the de facto power of black labour, whatever the law might say.

It will mean, as it has in many countries before South Africa, that employers will increasingly come to accept the reality of organised unions and to treat formally with them.

The only important unions, too, will be those that the workers believe to be their own creations (for better or for worse).

Recession cannot be an alternative to that development.

Looking even beyond that is the inevitability, I believe, that a necessary condition for any lasting political settlement within South Africa must be a rearrangement of economic power.

The ideal way of bringing that about is in a growing economy where the pressure is less on taking from the rich than on raising the levels of the vastly greater poor.

Trade unions must surely play a key role in any such evolution. Dialogue today might perhaps avert tragedy tomorrow.

| Membership | Relations with other races |           |         | Year |
|------------|----------------------------|-----------|---------|------|
|            | White                      | Asian and | African |      |
| Total      |                            |           |         |      |

JEWELLERS AND GOLDSMITHS UNION



152

12/5/82

# Strikers turn down return-to-work appeal

Mercury Reporter

**STRIKING** workers from the Frame group's main operating company, Consolidated Textile Mills, at Jacobs, refused to return to work yesterday after they had been urged to do so by the joint managing director of the company, Mr Selwyn Lurie.

More than 1 000 workers downed tools on Monday in support of 150 spinning department workers who have been on strike since Friday last week after a dispute over a cut-back in overtime.

## Gathered

Workers complained the cutback meant a substantial drop in their wages.

They again had gathered outside the mill's main gate early yesterday morning and had been informed they would be addressed later by the management.

At 10 a m Mr Lurie explained to striking workers that the reduction of overtime, which had affected only the spinning department, had been due to the economic downturn which had forced the mill to cut back production.

Because the mill spins yarn not only for this company but for other factories as well and which no longer require this yarn we have had to cut back.

He said the cutback involved a drop in overtime from 56 hours to 48 hours, 'something we did not like doing but the company was forced to'.

'The workers concerned will naturally get less pay because they are working fewer hours. We should have cut down production to ordinary or straight time but because we have a high regard for our workers we have continued to give some overtime,' Mr Lurie told workers.

## Pay

He said the management fully appreciated that the majority of the workers wanted to return to work because they had been unaffected.

He told the striking workers that if everyone returned to work immediately they would not lose pay for both Monday and yesterday.

After Mr Lurie's speech the workers continued to mill around the gates.

Police kept a low profile yesterday except for the presence of plainclothes policemen from the detective branch.

Police said yesterday plainclothes policemen had arrested a worker whom they claimed had been pointed out to them as an intimidator.

Workers had crowded around the police van and in the confusion, he had managed to escape.

Two other workers were arrested after workers had dispersed.

CONSOLIDATED Textile Mills' joint managing director Selwyn Lurie urges strikers to return to work.



had  
ear  
hey

en  
of  
he

an  
an  
e  
id  
in  
i

n  
d  
st  
d  
n  
n

c  
s  
t  
l

i  
i

**Progress**  
*(152) (108)*  
**workers in**  
*Mercury*  
**bid to meet**  
*2/5/82*  
**managers**

**Mercury Reporter**  
WORKERS from Progress Knitting Mills at Hammarsdale yesterday decided to go to the factory early today in a bid to talk to management following its continued refusal to negotiate with the National Union of Textile Workers (NUTW) — according to union sources

The general secretary of the Fosatu-affiliated NUTW Mr Obed Zuma said they had made another attempt yesterday to contact the management to resolve the dispute, but had been turned down

The management last week said they would negotiate only with the workers themselves, but the workers have thus far supported the union as their representative

Fosatu has sent Progress a telegram saying they regard the stoppage as a major recognition dispute

Progress management remained unavailable yesterday

# Strike of textile workers goes on

1974 affiliated to TLU other unions formed F  
 affiliated by 1977/78 and with  
 Star

### Labour Staff

The strike by more than 1000 Durban textile workers went into its second day yesterday with workers demanding better wages and working conditions

Registration: Yes  
 Founded: 1939

The stoppage at Consolidated Textile Mills, part of the Frame group, started last Friday when 150 workers in the spinning section called for their wages to be adjusted and for a new shift system.

Area of Operation:  
 Officials: Secretar  
 Address: 201/4 City Corporation  
 Cape Town 8001

Telephone: (021) 433658

### JOINED

On Monday they were joined by about 1000 other workers who supported their demands

Police stood by to disperse the workers although no incidents were reported yesterday

Management claims that most of the workers are being prevented from returning to work by some of the strikers

### DISMISSED

The Star's Pretoria Bureau reports that 14 of 69 workers at a motor spares firm who went on strike on Monday have been dismissed

The strike started after some workers, who had demanded payment of an attendance bonus, were dismissed

The general manager of Jaqmar Motor Spares, Mr J Joubert, said the workers had been given a wage increase to cover the previous bonus and those who were fired were the ringleaders of the strike

|      |         |
|------|---------|
| 1980 |         |
| 1979 |         |
| 1978 |         |
| 1977 |         |
| 1976 |         |
| 1975 |         |
| 1974 |         |
| 1973 |         |
| 1972 |         |
| 1971 |         |
| 1970 |         |
| Year | African |

|       |       |   |
|-------|-------|---|
| 460   |       |   |
| 445   |       |   |
| ..    |       |   |
| 377   | 347   | * |
| 222   | 201   | * |
| 331   | 305   | * |
| 322   | 294   | * |
| 418   | 320   | * |
|       |       |   |
|       |       |   |
|       |       |   |
|       |       |   |
| Total | White |   |

Report Fosatu Annual 1980/81

NOIN

JEWELL

# Strikers go back to work

**Mercury Reporter**  
IN A dramatic turn-about in the week-old strike at Progress Knitting Mills at Hammarsdale yesterday, about 1 500 workers decided to return to work today.

This followed meetings between Department of Manpower officials and the National Union of Textile Workers (NUTW), union sources said late yesterday.

The workers downed tools on Tuesday last week and had demanded the reinstatement of six workers who had been dismissed after a brief stoppage by one department in the factory the week before. Mr Obed Zuma, the general secretary of the

Fosatu-affiliated NUTW, said a meeting between the union and Progress management had been set up by the Department of Manpower at which there was a 'distinct possibility' of settling the dispute.

The department proposed that all the workers return to work today barring the six dismissed workers, an issue which would be discussed at a meeting to be held on Monday in Pietermaritzburg, he said.

### Prevented

Earlier in the day workers had gathered outside the mill's main gate at Hammarsdale in a bid to speak to the management.

A number of workers attempting to enter the mill were prevented from doing so by striking workers.

Also when a departmental manager, Mr F de Blanche, went to the aid of one of the workers, a tussle ensued and stones were thrown.

Progress management said in a statement released earlier in the day.

'When one of management went out to speak to the workers, stones were thrown causing minor damage to the company's property.'

Police said yesterday they were investigating 'one or two' incidents of intimidation, assault and stone-throwing.

Pamphlets had been fixed to Progress's main gate and had been distributed in the nearby township saying 'the company has not had any meetings or talks with the NUTW and they will not meet or talk with the NUTW about this strike.'

### Warned

It said the workers had 'never been dismissed' and were free to return to work and the discharged knitwear workers could re-apply for their jobs.

Neither the Department of Manpower nor Progress management could be contacted late yesterday.

IN SHE goes . . . no, she doesn't — a tussle between a Progress department manager, Mr F de Blanche, and striking workers with a woman who wants to work.



# Striking textile workers report returning for duty

Mercury Reporter

IT WAS work as usual yesterday for about 1500 Progress Knitting Mills' workers at Hammarsdale and more than 1000 Consolidated Textile Mills' workers at Jacobs following strikes at both factories this week.

The Progress strike began just over a week ago when workers downed tools following the dismissal of six colleagues and the arrest of one worker for allegedly inciting workers to strike.

Workers decided to return to work after Department of Manpower officials had held meetings with both parties, and had arranged a further meeting for next Monday between Progress management and the union to discuss the issue of the six dismissed workers and their future relationship.

Progress Management also agreed to reinstate all the workers except the six, pending Monday's meeting, according to union sources.

## Warning

NUTW's general secretary, Mr Obed Zuma, said yesterday the union viewed the settlement as 'a great achievement' and hoped the meeting would 'pave the way for a good and sound future relationship'.

At Consolidated Textile Mills the scene at the main gates early yesterday was very different from the daily gatherings this week of more than 1000 striking workers, as the mills' day shift went back to work.

Their return follows the joint managing director of Consolidated Textile Mills, Mr Selwyn Lurie's warning to workers that if they had not returned to work by their normal shift's starting time today they will be considered to have automatically terminated their services.

The strike by the entire black workforce at Consolidated Textile Mills started on Monday when workers downed tools in support of 150 spinning workers who had been on strike since Friday last week after a cut back in overtime.

# Cargo workers get the boot

14/5/82 Sowetan 152



**NINETY-FIVE WORKERS** at Cargo Carriers in Booyens were fired yesterday after they went on strike in protest against a white supervisor who allegedly called them "kaffirs", and sometimes assaulted them.

**By SAM MABE**

The workers who include truck drivers and truck loaders, had downed tools and demanded that their supervisor, Mr Chris Zevenster, be transferred to another branch before they could resume work

They were also demanding that another supervisor, a Mr Curvin who has been sent to an Elandsfontein branch, be brought back because he was the only person under whom they were prepared to work

One driver, who asked not to be named, said "What we found intolerable is that labourers working with us are fired at the slightest provocation. There is at least one worker fired almost every day here

"And nobody dare complain. Our supervisor is rude. He insults us, calls us kaffirs and at

times assaults us. We downed tools because we had had enough," the driver said

Mr Zevenster denied he assaulted or called workers kaffirs. He confirmed workers all had been fired for refusing to work after they were given an ultimatum

He said "These workers don't want me here because they say I am too strict, which is true. I am here to see to it that everything is done properly

"I have insisted that they keep their trucks clean and report any faults like brakes, lights and so on, but some don't and hate to be taken to task for that

"Some come to work late. We are contracted by the City Council, and get fined R50 if trucks arrive late when they are supposed to report

every morning," said Mr Zevenster

Mr R Carter, Cargo Carriers' district manager, said workers fired themselves by not resuming work at the time he asked them to. He was willing to negotiate with the workers on anything "but we don't deal with people who are on strike"

The workers said they had been asked to report this morning to fetch their pay

**FIRED: Mr Zevenster.**

- Textiles, Clothing, Leather and
- African Garment Workers Union (N)
- African Leather Workers Union (T)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union
- Garment Workers Union of South
- Garment Workers Union (Western)
- General Workers Union
- General Workers Union of South

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boltermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union
- Tobacco
- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

# Gwusa boycotts Coke

THE Transvaal branch of the General Workers Union of South Africa (Gwusa), will launch their official boycott of Coco-Cola products at a meeting scheduled to be held at the Mamelodi Community Centre on Wednesday May 19. 1978

Gwusa's Transvaal Secretary, Mr Donsie Khumalo, yesterday said the boycott effected on May 1 in the Eastern Cape, followed the company's refusal to recognise the union and the dismissal of 250 workers at the South African Bottling Company in Port Elizabeth last October

At the meeting, scheduled to start at 6 pm, a boycott committee will be elected to gain support from local traders and members of the public, said Mr Khumalo, who stressed that "anyone who wishes to join in the boycott can do so"

Listed by 1977/78 and with

1974 affiliated to TUC other unions formed FO

Registration: Yes

Founded: 1939

Area of Operation: Wes

Officials: Secretary:

8001

Cape Town

Corporation

Address: 201/4 City C

Telephone: (021) 433658

Report 1980/81 Fosatu Annual

| Year | Membership |                    |       | Total |
|------|------------|--------------------|-------|-------|
|      | African    | Asian and Coloured | White |       |
| 1980 |            |                    |       | 460   |
| 1979 |            |                    |       | 445   |
| 1978 |            |                    |       | ..    |
| 1977 |            | 347                |       | 377   |
| 1976 |            | 201                |       | 222   |
| 1975 |            | 305                |       | 331   |
| 1974 |            | 28                 | 294   | 322   |
| 1973 |            | 98                 | 320   | 418   |
| 1972 |            |                    |       |       |
| 1971 |            |                    |       |       |
| 1970 |            |                    |       |       |

\$ \* \* \* \* \*

**4 000 end strikes in Natal**

DURBAN — Two strikes in Natal, involving a total of 4 000 workers ended yesterday

At Consolidated Textile Mills in Jacobs Durban, most of the day shift were back at work by mid-morning after an ultimatum by management for them to resume duties or face dismissal

The other shifts are expected to follow suit ending the strike by 2 500 em-

ployees which began on Monday

The 1 500 employees at Progress Knitting Mills at Hammarsdale returned to work yesterday after downing tools on Tuesday last week. A report from the mill yesterday morning said the situation had returned to normal after the dispute during which there were alleged incidents of intimidation, as well as stone-throwing

— Sapa

ION

Black Allied Workers  
Commercial, Catering  
Concession Stores and  
Domestic Workers and  
Kumbarley Shop Assn  
National Union of C  
National Union of D  
Pretorise Vakbond  
Transvaal Retail  
Catering and Accom  
Commercial, Catering  
East London Liquor

Wholesale & Retail Trade

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union of South Africa  
Amalgamated Union of Building Trade Workers  
Black Allied Workers Union  
Blankenbouverkersvakbond  
Building, Construction and Allied Workers Union  
Building Workers Union  
Electrical and Allied Trades Union of South Africa  
Electrical and Allied Workers Union of South Africa  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of South Africa  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial and Allied Workers  
Port Elizabeth Operative, Plumbers Employees Association  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Workers Union  
S.A. Electrical Workers Association

CONSTRUCTION

Cape Town Gas Workers Union  
Escom (Cape Western Undertaking) Salaried Staff Association  
Escom Salaried Staff Association  
Escom Workers Association  
General Workers Union  
Johannesburg Municipal Water Work Mechanics Union

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa  
Jewellers and Goldsmiths Union  
Optical Workers Union  
S.A. Association of Dental Mechanicians  
S.A. Diamond Workers Union

Other



POLICE presence at strikes was sure to inflame the situation, Prof Roux van der Merwe, who holds the Volkswagen chair of industrial relations at the University of Port Elizabeth, said yesterday.

'Management should involve the police in a labour dispute only when there is a clear danger to person or property,' he added.

His warning comes in the wake of this week's action at a strike at the Frame Group's main operating company, Consolidated Textile Mills, where policemen with three dogs dispersed more than 1 000 workers.

The joint managing director of Consolidated Textile Mills, Mr Selwyn Lurie, said yesterday he had not called in the police

The District Commandant of Durban South, Col L Avenant, would neither confirm nor deny that they had been called

### Voluntary

Prof van der Merwe, who advises a number of large companies in the Port Elizabeth and Uitenhage area, said 'To call in the police is bad industrial relations

'Industrial relations is a voluntary activity which takes place within the framework of the law and has nothing to do with the police

'Employers should be very cautious about involving the police and if they feel it necessary to call them in, employers must be absolutely sure that there is a definite danger to person or property,' he said

The head of the University of Stellenbosch's industrial relations department, Prof Blackie Swart, supporting Prof van der Merwe, said: 'If there is no direct or immediate danger to lives, the police should maintain a low profile.'

He added that the same should be applied to the Department of Manpower, which should leave the settling of a dispute to the two parties concerned

The head of media liaison for the police, Col Chris Coetzee, said that for the police to get involved in a labour dispute it had to be brought to their notice that a law had been broken

Col Coetzee confirmed that in most cases it was management who called in the police, so 'if they tried to solve the dispute themselves then the police would not get involved'

# Professor says keep police out of strikes

152  
Mercury Reporter 15/5/82

1  
a  
3  
a  
c  
s  
C  
M  
tl  
e  
c  
b  
h  
1

Refuse men  
down tools

Mercury  
1958  
Mercury Reporter

ABOUT 120 Pinetown municipality refuse and road workers downed tools yesterday demanding an immediate wage increase, but the majority had returned to work by noon, according to the deputy Town Clerk, Mr Andrew Ferguson

He said the Pinetown Town Council had approved a 10 percent across the board wage increase which would come into effect on August 1 but yesterday the workers had demanded they be paid this increase immediately

'I explained to the workers that I was powerless to grant them the increase immediately but said I would raise the matter with the Town Council,' Mr Ferguson said.

**Trade**

192 (18/5/82)

**unionists**  
**advised 'to sit**  
**and talk it out'**

**African Affairs Correspondent**  
ULUNDI—It would be disastrous for the KwaZulu Government to encourage the Zulu people to engage in work stoppages, the Minister of the Interior for the region, Dr Frank

Mdlalose, said yesterday. Delivering his policy speech in the KwaZulu Legislative Assembly, Dr Mdlalose said a strike should not be accepted as the only solution to industrial disputes, as some trade unionists appeared to think.

He said strikes could have far reaching effects on both the industries and the workers and should be resorted to only after serious contemplation and consultation.

Dr Mdlalose said he had always persuaded trade unionists to sit down with managements and negotiate solutions to their problems. This approach had proved to be very successful, he pointed out.

He maintained there had been a 'few unfortunate incidents' such as the strike at Richards Bay Minerals last year.

However, in spite of stoppages such as these, his department was always willing to help any trade unions with problems they experienced in their negotiations with management, the minister said.

He said protests to the Department of Co-operation and Development had been met with 'stone-deaf ears and icy cold faces'.

R26-a-week

workers

152

down

18/5/64

tools

Staw  
18/5/64

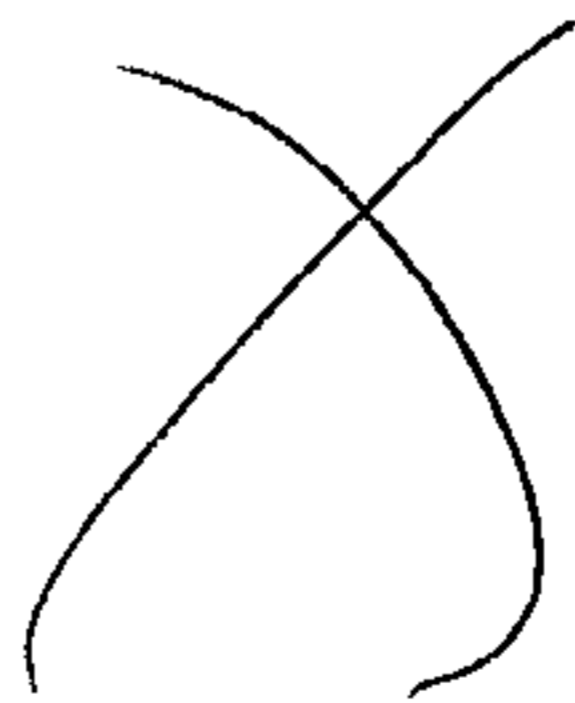
Wage demands yesterday caused a strike at Republic Brushware, a small factory in Nancefield.

A staff source said about 40 workers downed tools over low wages, and because some new recruits were paid more than employees of long service.

The source claimed that women workers were paid as little as R20 a week, and that the plant was hit by another stoppage on the issue of wages in January this year.

A company spokesman denied the claims. "Our average wage is R26 a week and some workers earn more than R45," he said.

"The trouble appears to have been caused by merit increases of 15 percent awarded to some of the workers last week."



Pinetown  
Mercury  
municipal  
workers get  
10 pc rise

Mercury Reporter

THE finance committee of the Pinetown Town Council yesterday reaffirmed the council's decision to give municipal workers only a 10 percent wage increase from August 1 in spite of being faced with worker discontent

Their decision follows Monday's brief stoppage by about 120 refuse and road workers who it is understood had demanded an immediate wage increase

The workers returned to work after the Deputy Town Clerk, Mr Andrew Ferguson, had agreed to raise the matter with the council

The dissatisfaction, though, is not confined to black workers — all heads of Pinetown municipal departments asked the finance committee to reconsider the employees' request for an increase of about 16 percent

Mr Jock Bruce, the chairman of the finance committee, said they had all agreed that the wages of the lower grade of workers needed to be increased, but had decided to wait until the new increases came into effect in August before looking into these wages

### Not enough

After yesterday's meeting, Pinetown's Town Clerk, Mr Bill Green, advised a large group of workers who had raised the wage grievance of their decision

The local chairman of the South African Association of Municipal Employees, Mr Clive Turner, said the staff considered the 10 percent increase passed by the council earlier this year as not enough to cover even the cost of living

He said the council had made its decision after the staff advisory committee, of four council members and four staff members, had agreed to a 15 percent across-the-board increase

Their rejection of the advisory committee's decision was extremely bad industrial relations, Mr Turner said

He added that the association would be taking legal advice on the matter before making any further moves.

Mr Turner said that unfortunately black municipal workers had no recognised union to negotiate for them, but the association would submit pay demands to the council on behalf of everyone.

1.4. The Establishment of New Universities (Continued):

(b) The expansion of university education in Britain and Europe has in recent years taken place through the creation of new universities. The creation of a new campus by an existing university would bring with it the possibility of the loss of vigorous renewal since the new institution in the form of a satellite campus will tend to be a reproduction of the parent university.

(c) In view of the possibilities for renewal that present themselves, it may from time to time be in the national interest to start a new university completely from scratch. While the advantages of the college-idea and separate campuses are realized, the above aspect should not be lost sight of.

1.5. Restrictions on Numbers:

(a) The Commission's figure of 10 000 students as the ideal population size for a university is not motivated. Nevertheless it would seem that a good number of universities have set this figure as the maximum number of students for their existing campuses.

(b) Some universities have geographical restrictions and insufficient infra-structure which place a natural limit on the number of students. The "idling" of 10 000. The circumstances.

(c) It seems that groups of a department at personnel numbers and disappears. Mr Les Kettleas, regional secretary for the National Automobile and Allied Workers' Union, said workers had walked out when they heard about the dismissal of the shop steward, identified as Mr D Kondile

● Volkswagen production suffered from several work stoppages and walk-outs last month following the retrenchment of 316 workers

(b) Some universities have geographical restrictions and insufficient infra-structure which place a natural limit on the number of students. The "idling" of 10 000. The circumstances.

and residence facilities) and expansion beyond the figure of 10 000. The "idling" of 10 000. The circumstances.

experience problems when its becomes difficult between staff in smaller productivity and

problems in an expanding would appear to be a solution to the ac

Long Term, and the

Inter-University Planning

Establishment of Mechan

As the Van Wyk de constitute a highl. the function of the university, recommend and A.C.U. (U.A.C.) body and the C.U.P. views of the univer

3 500 in VW plant walk-out

Own Correspondent  
 PORT ELIZABETH — The dismissal of a shop steward at Volkswagen yesterday led to 3 500 workers walking out in protest and resulted in the company sending a further 3 500 workers home — virtually bringing the whole plant to a standstill

A spokesman for Volkswagen said last night that the 3 500 workers would be back at work today and added that sections of the plant still worked a full day yesterday

Mr Les Kettleas, regional secretary for the National Automobile and Allied Workers' Union, said workers had walked out when they heard about the dismissal of the shop steward, identified as Mr D Kondile

● Volkswagen production suffered from several work stoppages and walk-outs last month following the retrenchment of 316 workers

(a) As the Van Wyk de constitute a highl. the function of the university, recommend and A.C.U. (U.A.C.) body and the C.U.P. views of the univer

Establishment of Mechan

problems in an expanding would appear to be a solution to the ac

experience problems when its becomes difficult between staff in smaller productivity and

Long Term, and the

Inter-University Planning

As the Van Wyk de constitute a highl. the function of the university, recommend and A.C.U. (U.A.C.) body and the C.U.P. views of the univer

(152) (152) (152) 2004 19/5/82

# Assocom call on strikes

## Labour Correspondent

THE Association of Chambers of Commerce (Assocom) says the right of workers to strike should be recognised by the Government and that all laws which make it a crime to strike should be scrapped

The same should apply, it says to lock-outs by employers and it should be left to management and workers only to agree on when strikes or lock-outs may occur

This call is contained in Assocom's submissions to the Government's National Manpower Commission which were released yesterday. The NMC is investigating key aspects of the country's official labour system.

Assocom also suggests that all labour laws should be 'enabling' (voluntary) only and that no labour law should be introduced which does not

have the support of both employers and workers

Referring to legal penalties for striking, Assocom says "It is appreciated that no right (to strike or lock-out) exists in South African law at present and such activities should be decriminalised"

This it says would enable management and workers to negotiate conditions under which strikes or lock-outs can occur

Such agreements should spell out some "regulatory measure before strikes or lock-outs can be accepted"

In its submissions on bargaining, Assocom notes that established unions have tended to bargain with employers at industry level. This meant they were usually 'organisationally weak' on the factory floor.

But emergent, mainly black, unions had sought to

concentrate on the shop floor "where they are particularly strong and well organised"

This meant that two bargaining systems were emerging and that the future development of bargaining would be from the bottom up.

However, Assocom did not believe the industrial council system 'is necessarily breaking up or doomed'

Although it believed that industry-wide negotiations should predominate, the two levels of bargaining should "complement" each other "and neither should be seen as a substitute for the other"

"It cannot be stressed sufficiently strongly that the views of Assocom are that legislation must be purely enabling and that no law must be introduced with regard to labour legislation unless it has the support of both parties"

# Nampak workers strike

152  
Sowetan  
19/5/82  
By SELLO  
RABOTHATA

WORKERS at two companies in the Johannesburg area went on strike this week after making wage demands from management. In another incident, 95 other workers were fired after demanding the transfer of a white supervisor.

At Nampak Polyfoil, near Nancefield, over 200 workers downed tools after demanding a wage increase. The workers demanded a general increase of 85 percent.

A statement issued by Nampak management confirmed that no workers arrived at the factory on Monday and that the company was prepared to discuss the situation with the workers, but so far none of the workers has come forward to discuss the issue.

On Monday morning, 30 workers were also reported to have downed tools at Republic Brushware in Robertsham. A worker spokesman said they were demanding a wage increase. She claimed some of them were presently earning about R19 a week. A company spokesman,

Mr D J Febba, yesterday told The SOWETAN that none of the workers had been involved in any stoppage.

About 95 workers employed by Cargo Carriers, in Booyens, were dismissed after they had demanded that their supervisor be transferred to another plant. The workers had downed tools alleging that the supervisor called them "kaffirs" and sometimes assaulted them. The supervisor, Mr Chris Zevenster, denied he assaulted or called workers "kaffirs". He con-

Meanwhile about 500 000 metal workers of all races will receive wage increases of at least 30 cents an hour in terms of an industrial council agreement between unions and employers

Minimum pay rates have been raised by between 16 percent for the top category of skilled workers and 26,5 percent for the lowest paid unskilled workers. The minimum rate in the industry will now become R1.43 an hour.



# Refuse workers unite over wages

WHITE workers at Pinetown Municipality, also dissatisfied with the 10 percent pay rise offered by the council, are solidly behind their black colleagues' pay demands which led to a strike of about 120 refuse workers on Monday.

At the same time the heads of all Pinetown Municipal Departments have asked the council's finance committee for an almost 16 percent increase.

Yesterday all the strikers were back at work, awaiting the result of a finance committee meeting when their demands for an immediate pay rise would be discussed.

However both black and white staff said they held out very little hope for an immediate increase.

General discontent with the council's across-the-board 10 percent offer, which staff say will not even cover the cost of living, will probably lead to arbitration, the local chairman of the South African Association of Municipal Employees, Mr Clive Turner, said yesterday.

He said the council

## Sowetan Correspondent

had already rejected Same's request for an across-the-board pay rise of 15 percent from May 1 or 18 percent from August 1, with adjustments every six months.

Mr Turner said unfortunately the only recognised labour union which could negotiate with council was white, but the pay demands would be submitted on behalf of everyone.

Same, he said, could not support the concept of a strike but it would submit pay demands on behalf of black and Indian staff.

# U'hage motor plant has to close again

By SANDRA SMITH

THE Volkswagen motor plant in Uitenhage today closed down most of its operations for the third time this week when about 500 workers in the paint shop stopped work in protest against the dismissal of a shop steward

VW's manager of public affairs, Mr Ruben Els, said shop stewards met with the workers today. Afterwards management was informed the 500 would return to work on Monday.

As a result of the stoppage VW was forced to close sectors dependent on the paint shop. About 3 500 workers were sent home.

Management had not been asked to reinstate the shop steward, Mr D Kondile, Mr Els said.

The plant was scheduled to have closed tomorrow, Ascension Day, and Friday and to have reopened on Monday.

On Monday and yesterday assembly line workers joined their colleagues in the paint shop in refusing to work.

Assembly line workers returned to work today but were sent home.

There were several work stoppages at VW last month after the retrenchment of 316 workers. Management agreed last week immediately to immediately re-employ 20 of those retrenched.

After negotiation on the conditions of their return it was decided that 45 would be reinstated, 20 immediately and 25 when vacancies became available.

The Falklands are within range of Argentine Mirage 111s operating out of Comodoro Rivadavia and equipped with fixed or jettisonable external fuel-tanks

But several factors can turn a theoretical capability into a practical disability

● If the auxiliary tanks are non-jettisonable, they cause extra drag, which increases fuel-consumption

● If they are detachable, they will be jettisoned when contact is made in order to gain manoeuvrability. In this

contain are lost.

● Fuel consumption increases dramatically if the pilot switches from economical cruise-rate to combat or attack speeds

Local military observers are not sure why Argentina should want to use Comodoro Rivadavia instead of Rio Gallegos or Tierra del Fuego

Very little is known about these facilities and it has been suggested that neither has enough runway to handle high-speed fighters, particularly the one at Tier-

It has also been suggested that RAF Vulcans have bombed the two facilities as they did Port Stanley and damaged the runways so badly they cannot be used by sophisticated aircraft

However, neither the Argentines nor the British have mentioned such raids, and it is thought the only reason why the Galtieri government would fail to mention such attacks would be to hide the embarrassment of admitting British aircraft had struck the Argentine mainland for the first time

In the meantime, as oper-

continue to escalate, the confrontation remains essentially a matter of who controls the air

According to British spokesmen, the Argentines have now lost about 30 aircraft, including six Pucara counter-insurgency aircraft and several Skyvan light transports destroyed by commando raiders and a Mirage shot down by accident by defenders of the Port Stanley airfield

The British admit the loss of some helicopters and at least three Harrier jump-jets — some by enemy action and others in accidents

## My doctor 'oke pledge' wed lover

Reporter

Dr Emdin's former lover, Supreme Court Justice Gollom, said that she had vain at a Magistrate's Court for more hours for her name up for their

claim Gollom, said this on four occasions for Leslie Emdin had broken a marriage after made her

Dr Emdin is suing Dr Gollom for R7 000 for breach of promise. Emdin has denied he was the father of any child and contested evidence of pregnancy. Gollom said Dr Emdin first reacted to her pregnancy in mid-1980 by telling her and telling her that he hated

When Gollom telephoned Emdin at work to tell her that she was going about the preg-

## Case: Company dated

Reporter

Dr Emdin's former lover, Supreme Court Justice Gollom, said that she had vain at a Magistrate's Court for more hours for her name up for their

nancy, using abusive language and suggesting abortion

Dr Emdin had eventually suggested they get married. She had accepted, thinking the marriage would work, but he had phoned back saying they would have to live in different rooms because he hated her. She had turned down the marriage offer, not wishing to get married under those conditions

The next time a marriage was agreed on, Dr Emdin had phoned an hour-and-a-half before the time to say he had an emergency and had to postpone the wedding for a week. The following week, Miss Gollom had waited at the Magistrate's Court for more than two hours for Dr Emdin to appear.

### Wedding conditions

Later, Dr Emdin's attorneys had sent a letter to Miss Gollom setting out the conditions for a wedding, the aim of which would be to legitimize the child. According to the conditions, rejected by Miss Gollom, the parties to the marriage would have no intention of living together

Miss Gollom described to the court how in April 1981 she had delivered an "object", which she had flushed down the toilet with the help of newspapers and a toilet brush, at the flat of a friend

The experience had left her angry and desperate and she had changed jobs because of embarrassment with the public, eventually stopping work completely because she "could not pull herself together". Bleeding had continued for some time after the abortion

Miss Gollom said she would be prepared to submit to a breast biopsy



A group of workers who were prevented from entering the gates of the Dorman Long Swan Hunter factory in Bellville yesterday. Eighty-five workers were fired on Monday afternoon but regained their jobs yesterday after discussions between management and the General Workers' Union.

## Dorman Long dispute: Settlement reached

By PHILLIP VAN NIEKERK

ABOUT 85 workers from the Dorman Long Swan Hunter factory in Bellville will be back at their jobs today following a settlement between management and the General Workers' Union (GWU).

The workers were all dismissed on Monday afternoon after they had failed to attend a meeting called by the works manager

Yesterday morning the workers reported for work as usual, but were prevented from entering the factory gates. According to representatives of the GWU, they were joined by others from within the factory

Members of the workers' committee which has *de facto* recognition from the company, said the workers had not attended the meeting because they had been informed of it by the "boss boys". According to an agreement with the company, they said, the committee should have been consulted

This followed a similar meeting last week which a large number of workers did not attend. The committee members said the workers did not want "boss boy messages" as they had a committee which represented them and provided a means of communication with management

After a meeting between management, the GWU and the workers' committee yesterday the company agreed to reinstate the 85 workers and pay them all for the days work they missed

In a statement last night a spokesman for the company said: "Pursuant to disciplinary action taken against 85 em-

ployees out of a complement of 500, discussions were held

"Arising out of these discussions the issue has been amicably settled and these employees will be returning to their work tomorrow. The company denies that a lock-out occurred as has been suggested in certain press reports"

A union representative said she was pleased the dispute had been amicably settled

## Bid to end mine wage dispute

JOHANNESBURG — The Minister of Manpower, Mr Fanie Botha, has appointed an official conciliation board in an attempt to settle the pay dispute between white mine unions and the Chamber of Mines

This means that the two parties will have to return to the negotiating table while the conciliation board is in operation. If the board fails to end the dispute, unions may call a legal strike ballot

Unions on the mines, represented by the Council of Mining Unions (CMU), declared a dispute with the Chamber after rejecting its offer of a five percent increase for white workers. The unions want a 15 percent rise

DARE we hope in fact "good", last night so everybody at South Africa elsewhere in Da stop feeling so get on with th interesting do that seem to ha set up for the ne

Certainly, the hanger will not be pelling as who

There appear no hope for the South African of piring to his or house after last Special Edition special journal: Greenblo's laughter at the programme what he thought lution to the prob pretty devastat

It was the bul etics which took ing for being for most of the crisis. Firstly, foreseeing the and secondly, for ulating the nu loans during th times and saving the bad

If we were de about the white crisis, what the programmes on and black house evoke is fright

The first episod Beste Jare, based film Breaking A closely to the script, with Sh sidy taking the young cycling he Stohler

Having been ed" on two lev the big screen to sion and from Afrikaans, the fear appears to have lost its charm

NEILL H

TV 2 and

THE time-consu boring conversat between Fezile Wc and Terrence Ng presenters of last History of Mus gramme, will unifol ly leave us with a of great relief exhausting pro comes to an end

It is not that th of yesterday is lea taining than that present, but th once again robbers of w it coul been an evening vating music from years

By the way, th the culprit Fezile with a burning between his fingers he hardly smoked?

On the credit si ever the proficien versatility of Charl net, the highest-pa leader of the 30s, soprano saxophone instrument he made it sound

# Worker 'lock out' settled

(152)

Labour Reporter

THE dispute at the Dorman Long Swan Hunter factory in Bellville where more than 100 workers were reported locked out yesterday, has been amicably settled, according to both the General Workers Union to which the workers belong and the management of the company.

ARGUS 19/5/82

A spokesman for management said 85 employees out of a total complement of 500 had had disciplinary action taken against them.

A spokesman for the GWU said the union considered the disciplinary action to be a lockout but agreed that the matter had been amicably settled.

# 500 down tools again at VW

CAPL TIMES 20/5/82

(107) (17) Own Correspondent (152) (792)

PORT ELIZABETH — Five hundred paint shop workers at the Volkswagen plant in Uitenhage downed tools for the second consecutive day yesterday in protest over the dismissal of a shop steward Mr D Kondile

And for the second day a further 3500 workers in other sections of the plant had to be sent home because they were unable to continue work while the paint shop was out of action

The striking workers agreed yesterday to return to work on Monday while management agreed to open negotiations with them on their return

Mr Ruben Els Volkswagen's manager of public affairs, said Mr Kondile had been dismissed for a breach of the disciplinary code

The regional director of the National Automobile and Allied Workers Union, Mr Les Kettleidas, said last night the striking workers viewed Mr Kondile's firing as an attack on the union

An agreement described by Mr Els as "satisfactory to both sides" had been reached in the dispute over Volkswagen's retrenchment of 316 workers which resulted in several work stoppages last month

# Unionists say strikes should be a last resort

152  
21/5/82  
Mercury

Mercury Reporter

WORKERS went on strike only in the face of an absolutely uncompromising management Natal trade unionists said yesterday

They were responding to KwaZulu Minister for the Interior Dr Frank Mdlalose's policy speech in the Legislative Assembly earlier this week in which he said that 'a strike should not be accepted as the only solution to industrial disputes as some trade unionists appeared to think

Dr Mdlalose also said strikes could have far reaching effects on both industries and workers and should be resorted to only after serious contemplation and consultation

A northern Natal organiser for Fosatu who asked not to be named, said that any astute unionist knew that strikes should be used as a last measure because of the possibility of people losing their jobs

Strikes only happen when management refuses to have anything to do with workers or, as was the case with last month's strike at Mandini, when management calls in the police

The strike at Mandini was sparked off by a dispute between workers and management at Sappi's Tugela mill, but they were supported by thousands of workers from the nearby border industrial area of Isithebe

She said it was quite evident in the dispute at Sappi that worker representatives had tried to negotiate with management in order to avoid a strike but this had failed

In the face of complete intransigence, it then be-

comes difficult to contain worker militancy

The function of a trade union is to find negotiating channels and not to encourage wildcat strikes the organiser said

Mr Magwaza Maphalala the national organiser for the National Federation of Workers who was involved in what Dr Mdlalose called an unfortunate incident (the Richards Bay Minerals strike last year) said the union discouraged workers from taking strike action

'Workers do not blindly go on strike but do so only when they get no response from management,' he said

A Durban trade union organiser who preferred to remain anonymous pointed out that 'the workers know the price of strikes because they were the ones to bear the brunt of it so they were unlikely to go on strike without just cause

He added though that it would be foolish to take away a worker's right to strike because it was the only weapon he had

## Blind meeting

# Stewards recognised

## Mercury Reporter

PROGRESS Knitting Mills the subject of a week-long strike by its entire workforce which ended last week, has agreed to recognise National Union of Textile Workers' shop stewards according to union sources

About 1 500 workers at the Hammarsdale factory downed tools on May 3 following management's dismissal of six workers and the arrest of one worker for allegedly inciting workers to strike

NUTW's general secretary, Mr Obed Zuma, said yesterday that after meetings on Monday and Wednesday this week, management had agreed to recognise the union's shop stewards who will be elected by workers on June 4

The union's Hammarsdale organiser visited the factory yesterday to assess the number of shop stewards needed and on Thursday next week workers will be putting forward nominations, Mr Zuma said

He said that management had reinstated also the arrested worker, Mr James Ntshingla, after the charges against him had been dropped

Mr Zuma added that once the shop stewards had been elected, management had agreed to discuss with them the issue of the six dismissed workers

Progress' executive director, Mr P D Jacobson, said he had no comment to make on the agreement because it was 'a private matter'

# City milkmen strike again for higher wages

CAPE TOWN 22/5/82 152

PENINSULA milk deliveries were disrupted yesterday as several hundred Van Riebeeck Dairies workers went on strike for higher wages for the second time in three weeks

Late yesterday management and worker representatives were negotiating and it was still not clear whether there would be deliveries to the affected areas today

Mr Lloyd Whitfield, managing director of Van Riebeeck Dairies, said earlier he did not know why his workers were striking. He said they "just failed to turn up"

Three weeks ago, almost the entire black workforce at the dairy went on strike demanding pay increases. They returned after the company offered to backdate an in-

By PHILLIP VAN NIEKERK

crease due in June. However, workers said yesterday they were not satisfied with the increases and would not return until their demands had been met

Deliveries to supermarkets and some homes were normal yesterday but there were no deliveries to large parts of the northern and southern suburbs. Cafe owners had to collect their supplies from the depots

Meanwhile the Kensington Traders Association has issued a statement supporting the workers in their demand for higher wages. Mr A Khan, chairman of the association, said it was disgusting that the Dairy

Board sponsored Springbok rugby while the families of dairymen starved

● In Worcester a strike by 14 workers at the local branch of Ackermans was resolved on Wednesday

The workers - mostly cashiers and sales staff - walked out in sympathy with a pregnant saleswoman who was refused a guarantee that she would get her job back after she had taken leave to have her baby

Mr Don Finley, the industrial relations manager for the Edgars group, said the whole dispute had been due to a misunderstanding. He said the company would make every endeavour to re-employ the saleslady on her return to work, but it was not company policy to give such a written undertaking



MONDAY, MAY 24, 1982

# VW workers call off plant strike

PRODUCTION returned to normal at the Volkswagen motor plant in Uitenhage today after it was forced to halt most of its operations from Monday to Wednesday last week when about 500 workers went on strike.

The workers, from the paintshop, first downed tools on Thursday, May 13, demanding the re-instatement of a shop steward, Mr D Kondile, who was dismissed for "a breach of the disciplinary code"

On Monday, Volkswagen sent home about 3 500 workers as sectors dependent on the paintshop had to be closed.

After a meeting with shop stewards on Wednesday, workers decided to return to work today. They decided that officials of the National Automobile and Allied Workers Union (Naawu) would negotiate with management on Mr Kondile's re-instatement.

A union spokesman said today workers had taken up their positions and full-time Naawu officials would arrange to meet with VW management representatives to discuss the issue

VW's manager of public affairs, Mr Ruben Els, said no approach for a meeting to discuss Mr Kondile's dismissal had yet been made by the union

VW experienced several work stoppages last month after 316 workers were retrenched.

152  
1982  
E. Post  
24/5/82  
Post Reporter

- 9) McKennon Chairs
- 0) Alusaf
- 1) Vosa
- 2) Craft Engineering
- 3) Selchain
- 1) Stone Street & Hansen
- 1) Barlows

11

3

(031) 69215

Address: 1 Central Court

Membership

Recogniti

Registrat

Founded:

Area of

Official

Fosatu Annual Report Nov. 1980/81

| Year | Membership |                    |       | Total |
|------|------------|--------------------|-------|-------|
|      | African    | Asian and Coloured | White |       |
| 1980 |            |                    |       | 8 400 |
| 1979 |            |                    |       | ..    |
| 1978 |            |                    |       | ..    |
| 1977 | 7 000      |                    |       | 7 000 |
| 1976 | 6 700      |                    |       | 6 700 |
| 1975 | 3 900      |                    |       | 3 900 |
| 1974 | 3 900      |                    |       | 3 900 |
| 1973 |            |                    |       |       |
| 1972 |            |                    |       |       |
| 1971 |            |                    |       |       |
| 1970 |            |                    |       |       |

METAL AND ALLIED WORKERS UNION

TWENTY-FOUR workers at Suburban Window Cleaning in Lansdowne who went on strike last week have vowed not to return unless their wages are increased

The window cleaners, who are paid R40 a week, are demanding R50

A spokesman for the workers said that although they were receiving R5 above the stipulated minimum, they were unable to cope with the cost of living

The manager of the company, Mr Raymond

ARGUS 24/4/82  
**Cleaners**  
152  
**strike for**  
**more pay**

Long, said today he could not afford to pay the workers what they were asking

"I told them that they should continue to work

and then we could reach a reasonable compromise, but they refused"

He said he was now employing 20 women window cleaners to do the men's work.

The women will be paid R35 This wage is R8 more than the minimum stipulated for women employees, but R5 less than the men were getting

Mr Long said the men could return if they wished, but he could not pay them more than R40

The workers are not represented by a union

Pretoria  
Operative Baker  
National Union  
National Union  
National Union  
National Union  
National Union  
Natal Sugar Inc  
Natal Baking In  
General Workers  
General Workers  
Food, Beverage  
Food and Canna  
East London Mea  
Cady In-camp

Brewery Employees Union (Cape Peninsula)  
Boland Immaakwerkersvereniging (Paarl)  
Black Allied Workers Union  
Bakery Employees Industrial Union  
Amalgamated Engineering Union of South Africa  
African Food and Canning Workers Union  
Food & Beverages

MANUFACTURING

Underground Officials Association of S.A.  
S.A. Technical Officials Association  
S.A. Engine Drivers, Firemen and Operators Association  
S.A. Electrical Workers Association  
S.A. Boltemakers, Iron and Steel Workers Shipbuilders and Welders Society  
Mine Workers Union  
Mine Surface Officials Association of South Africa  
Mine Coloured Staff Association of South Africa  
Iron Moulders Society of S.A.  
Federated Mining Explosives and Chemical Employees Union  
Black Mineworkers Union  
Black Allied Workers Union  
Amalgamated Society of Woodworkers of S.A.  
Amalgamated Union of Building Trade Workers  
Amalgamated Engineering Union of S.A.

MINING AND QUARRYING

Trawler and Line Fishermen's Union  
Orange-Vaal General Workers Union  
National Certified Fishing Officers Association  
Food and Canning Workers Union  
Farmworkers Union  
Black Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

National Federation of Workers  
Orange-Vaal General Workers Union  
General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Parliamentary Staff

SOUTH AFRICA must guard against regarding every strike as a "national crisis," warns Dr Hennie Reynders, chairman of the National Manpower Commission.

In a review of the commission's activities for last year, Dr Reynders said a strike was a normal feature of the bargaining process in a free market system.

In the commission's annual report it was noted that there had been a sharp increase in strikes and work stoppages — nearly all of which were "illegal"

The number of strikes increased last year from 207 to 342 involving nearly 93 000 workers with the loss of 226 554 man-hours

Most strikes occurred in the manufacturing industry with 48 percent being over pay issues.

# Strike warning

41645  
25-15/82  
152

About 91,2 percent of the strikers were blacks.

Dr Reynders said the increase in strikes was in a "certain sense" to be expected in view of the growth of trade unions and their membership, the inexperience of parties in negotiations and the constant pressure on real living standards because of inflation.

The commission was investigating the "strike phenomenon" in an attempt, among other things, to discover the deep-seated reasons for strikes

Dr Reynders said there were "still too many employers who handle relations with their employees on what may be called a haphazard basis"

There was also a great need for employee organisations versed in the field of labour relations, particularly the complexities of collective bargaining

The report also pointed out that registered trade unions were receiving greater acceptance from blacks. During the year 11 new blacks unions and 15 mixed unions were

registered, bringing the total number of unions to 200

The total union membership was 1 050 000 against the 808 000 of the previous year

There was also an estimated 100 000 membership of unregistered unions.

The new unions were showing a different trend from older unions in negotiating. The new unions showed a preference for negotiating at local level against the trend of the older unions to negotiate at national level

Dr Reynders warned employers that they should not reject overtures at local level, or even those outside the legal system.

All communications should be kept open and unnecessary obstructions removed to develop an orderly system of labour relations

The statistical data submitted to the Commission and the report published in England on "University Teaching Methods" show that the median of the time spent by students in all faculties on private study is 22,3 hours a week in that country. The Commission suggests that broadly speaking, a student of average ability should be able to pass and do fairly well if he is able to spend about 24 hours a week on independent study. In the Commission's opinion, the programme of formal teaching should be drawn up with this in mind. The Commission wishes to point out that, with the rapid expansion of knowledge in many fields, there may well be a risk of overloading the curricula for some courses. All the curricula should be revised at frequent intervals and reappraised so that they can be kept up to date and within the student's capacity. All this should be based on the programme of formal teaching for the usual academic year of 28 to 29 weeks and on the need to allow a reasonable amount of time for independent study. In the pure and applied sciences it is customary for students to attend one practical three-hour (afternoon) class a week in each course for which practical work is prescribed. In the case of a first-year student who has enrolled for four such courses, therefore, the practical classes amount to twelve hours a week and may constitute half the total length of the formal instruction he receives. The Commission accepts the submission that laboratory work is an essential part of practical scientific training, but it should be ancillary to theoretical instruction. The Commission suggests that consideration should be given to the possibility of reducing practical laboratory work in connection with certain pure and applied sciences, or of replacing part of the experimental work, now done by the students individually, by the demonstration of laboratory techniques by means of closed-circuit television. However, the student ultimately has to do the work himself. At one of the universities in England, successful use is made of closed-circuit television in the Department of Physics for the demonstration of laboratory

23.1

15-2

# E Cape worst hit by 1981 strike rise

Political Staff

**HOUSE OF ASSEMBLY** — South African industry was hit by more strikes last year than ever before, with most strikes reported in the Eastern Cape.

The National Manpower Commission's annual report, released yesterday, reveals that there were 342 strikes between January and December, 1981, compared with 207 the previous year.

The commission labels nearly all the strikes last year as illegal.

The report states that 29,5 percent of the strikes (101), were in the Eastern Cape. The area with the second highest number of strikes was the Pretoria-Witwatersrand-Vereeniging area where 94 strikes, or 27,5 percent

of the total number occurred.

The Eastern Cape also lost the highest number of man-days where strikes resulted in 79 712 man-days lost. In the Vaal triangle area 43 280 man-days were lost.

The report says that although the increase in strikes appears "fairly sharp at first glance", a comparison with other countries shows that the effect strikes had on the country's production as a whole was still smaller than in most of the developed industrial countries.

"In view of the fact that the Republic is still at the beginning of a new labour dispensation, it is to be expected that disruption, including disruption by strikes, will occur during the period of re-adjustment

"Despite the increase in the number of strikes, there is no reason for unnecessary alarm."

Nearly 93 000 workers were involved in strike action last year, resulting in the loss of 226 554 man-hours.

"The most important reason for strikes was dissatisfaction with wages. In about 48 percent of cases this was cited as the reason or one of the reasons for action."

"The controversial pension question was given as the reason in no fewer than 15 percent of strikes."

Dr Henne Reynders, chairman of the commission, says that the increase in the number of strikes and work stoppages was not unexpected. "In a sense it was to be expected

because of the larger number of trade unions and the growth of membership, especially among black workers, with the attendant increase in activity and the fact that many of the participating parties are still relatively inexperienced in the processes of collective bargaining.

"In addition there was constant pressure on real living standards owing to inflation."

"What I want to say is that we must guard against regarding every strike as virtually a national crisis. A strike is a normal feature of the bargaining process that takes place in a free market."

He says that if strikes do not occur it may indicate that employers have

acquired too dominant a position. Too many strikes, on the other hand, may reflect excessive domination by labour.

The commission was undertaking a study of the strike phenomenon in an attempt to discover the reasons for strikes.

"If the Republic's position is compared with that of other countries, it is found that despite the increase in strikes, the situation is not really as bad as often alleged."

"For example, not as many man-days are lost per 1 000 workers per annum as in developed countries such as the United Kingdom and the United States."

| Membership   | 1980 | 1981 | %   | 1980 | 1981 | %   | 1980 | 1981 | %   |
|--------------|------|------|-----|------|------|-----|------|------|-----|
| White        | 320  | 294  | 305 | 201  | 347  | 377 | 445  | 460  | 460 |
| and Coloured | 418  | 322  | 331 | 222  | 377  | 377 | 445  | 460  | 460 |
| Total        | 738  | 616  | 636 | 423  | 724  | 754 | 890  | 920  | 920 |

Report 1980/81  
Fosatu Annual

Telephone: (021) 433658

disaffiliated by 1977/78 and with 79

COLDSMITHS UNION

Sweet Workers Industrial Union (Natal)  
 Sweet Workers Union  
 Sugar Industry Employees Union  
 South African Allied Workers Union (SAAWU)  
 S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders  
 S.A. Electrical Workers Association  
 Western Province Sweet Workers Union  
 Witwatersrand Baking & Confectionery Industrial Union  
 Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union  
 National Union of Cigarette & Tobacco Workers  
 Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)  
 African Leather Workers Union (Transvaal)  
 African Trunk & Box Workers Union  
 Black Allied Workers Union  
 Garment Workers Industrial Union (Natal)  
 Garment Workers Union of South Africa  
 Garment Workers Union (Western Province)  
 General Workers Union  
 General Workers Union of South Africa  
 National Union of Clothing Workers  
 National Union of Leather Workers  
 National Union of Textile Workers  
 South African Allied Workers Union (SAAWU)  
 S.A. Canvas & Ropeworkers Union  
 S.A. Canvas & Ropeworkers Union (Cape)  
 Tailoring Workers, Dressmaking & Furriers Industrial Union  
 Tanning, Footwear and Allied Workers Union  
 Textile Workers Industrial Union  
 Textile Workers Union (Transvaal)  
 Transvaal Leather and Allied  
 Trunk & Box Workers Industrial  
 Wood & Wood Products, including

National Union of Furniture  
 Paper, Wood and Allied Workers  
 South African Allied Workers

Paper & Paper Products, Printing

Amalgamated Engineering Union  
 Media Workers Association of  
 Paper, Wood & Allied Workers  
 S.A. Boilermakers, Iron &  
 S.A. Electrical Workers Ass  
 S.A. Society of Journalists  
 S.A. Typographical Union  
 South African Allied Workers

**Milkmen**  
*1986 Times 25/2/82*  
**end strike**  
 Staff Reporter

PENSINSI LA milk deliveries were back to normal yesterday as striking Van Riebeeck Dairies workers returned to their jobs.  
 The workers went on strike on Friday and Saturday demanding the dismissal of a colleague, according to the managing director of the dairy Mr Lloyd Whitfield.

Mr Whitfield said the Transkei consul general, Mr B Sidwaba who had helped settle the dispute was at the dairy yesterday morning.

"Everything is back to normal now," said Mr Whitfield. "And we have reached a satisfactory resolution to the dispute."

Welders & Welders

S.A.

Union

should investigate the desirability of reorganising the academic year with  
That, apart from  
Recommendation 21

# Management 'also to blame for strikes'

26/5/82 Mercury Reporter *Mercury*

A PROFESSOR of industrial psychology has blamed the inexperience of trade unionists and management for last year's record number of strikes reported by the National Manpower Commission

The National Manpower Commission's annual report revealed that there were 342 strikes in 1981, the highest figure in South Africa's history

Prof P Theron, the recently retired head of the psychology department at the University of Natal in Pietermaritzburg, said an increasing number of strikes should be expected because black workers, who had never had any say in their working conditions before, were now using their newly acquired power

Workers and unionists must be educated into realising that striking is the last resort in settling industrial disputes, but management is largely at fault because they too are inexperienced when it comes to negotiating. Management are used to having their word accepted as law, but they will have to accept the bargaining power their workforce has now realised they have

teaching methods for  
with its weaknesses  
by tutorials,  
parts and written  
own time; and that  
judiciously.

this be noted.

integrating all guidance, counselling  
single service organisation.

Overall noting that the University

er the desirability of establishing  
with careers and employment for graduates  
ty, and that universities should con-  
municate in this connection.

The Committee recommended that while being broadly sympathetic to the concept, the University reserve to itself the manner in which the recommendation may be implemented. The Committee also noted that the effectiveness of this Recommendation will depend upon the extent to which Recommendations 21 and 22 are implemented.

Comment.

That information and guidance on university methods of study provided by means of manuals or general lectures during the orientation period for first-year students should be supplemented by tutorials or small group discussions.

Recommendation 17.

The Committee recommended support for the need for the proposed services to be carried out but that the University request that the precise method of implementation be left flexible.

Comment.

accessible to students with personality problems; that he should serve as liaison officer between the students and the administration; and that, in general, he should help to promote a healthy spirit on the campus.

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers  
Orange-Vaal General Workers Union  
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boltermakers

S.A. Electrical

S.A. Engine Driv

S.A. Technical C

Underground Offi

MANUFACTURING

Food & Beverages

African Food and

Amalgamated Engi

Bakery Employees

Black Allied Wor

Boland Inmakwer

Brewery Employe

Cadbury In-Compa

East London Meat

Food and Cannin

Food, Beverage &

General Workers

Natal Baking Indu

Natal Sugar Indus

National Milling

National Union of

National Union of

National Union of

Operative Bakers,

Pretorise Bakerywe

*D. Dispatch (152)*  
**Strikes normal**  
*26/5/82*  
**says unionist** *(B/S)*

DURBAN — A professor of industrial psychology has blamed the inexperience of both trade unionists and management for last year's record number of strikes reported by the National Manpower Commission

And a leading conservative white trade unionist, Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa and a member of the National Manpower Commission, said yesterday that strikes should be accepted as a normal way of life in industrial society

The National Manpower Commission's annual report, released on Monday, revealed that there were 342 strikes in 1981, the highest figure yet in South Africa's history

Prof P Theron, the recently retired head of the psychology department at Pietermaritzburg's University of Natal, said an increasing number of strikes should

be expected because black workers, who had never had any say in their working conditions before, were now using their newly acquired power

"Workers and unionists must be educated into realising that striking is the last resort in settling industrial disputes, but at the same time management is largely at fault because they, too, are inexperienced when it comes to negotiating. Managements in South Africa are used to having their word accepted as law"

Prof Theron said industrial problems were often aggravated because inexperienced managers were too quick to call in the police when they had a dispute on their hands

Mr Grobbelaar said he was not surprised that the number of strikes had escalated

"It is possible that the number of strikes will increase this year as well," he said — DDC

and Welders Society

yses

s-  
r-  
t-  
s-  
1-  
n-  
c-  
at

†Indicates translated version

For written reply  
 152 Hansard Strikes 27/5/82  
 Q 601, 911 - 912  
 625 Dr A L Boraine asked the Minister of Manpower

1974 affiliated for other unions for

(a) How many workers in each race group were involved in strikes in 1980

27 MAY 1982 912

and 1981 respectively, and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of strikes in each such year

The MINISTER OF MANPOWER

(a) 1980  
 Whites Nil  
 Coloureds 4 239  
 Asians 224  
 Blacks 186 22

1981 (021) 433658

1981  
 Whites Nil  
 Coloureds 4 271  
 Asians 1 583  
 Blacks 75 078

(b) 1980  
 Whites Nil  
 Coloureds 208 802  
 Asians 2 849  
 Blacks 590 080 1

1981  
 Whites Nil  
 Coloureds 66 908 99  
 Asians 41 129  
 Blacks 1 595 414

Note The apparent inconsistency between the figures of the man-hours lost by Coloureds during 1980 and 1981 whilst the number of workers involved were more or less the same is primarily owing to the drawn out strikes during 1980 at certain undertakings in the Port Elizabeth/Uitenhage area

1980/81 Report Fosatu Annual

| Year | Membership |                    |       | Fosatu Annual Report 1980/81 |
|------|------------|--------------------|-------|------------------------------|
|      | African    | Asian and Coloured | White |                              |
| 1980 |            |                    |       | 460                          |
| 1979 |            |                    |       | 445                          |
| 1978 |            |                    |       | ..                           |
| 1977 |            |                    |       | 377                          |
| 1976 |            |                    |       | 222                          |
| 1975 |            |                    |       | 331                          |
| 1974 |            |                    |       | 322                          |
| 1973 |            |                    |       | 418                          |
| 1972 |            |                    |       |                              |
| 1971 |            |                    |       |                              |
| 1970 |            |                    |       |                              |
|      | Total      |                    |       |                              |

Registration: Yes  
 Founded: 1939  
 Area of Operation:  
 Officials: Secret  
 8001  
 Cape Town  
 Corporate  
 Address: 201/4 C



679  
 d disaffiliated by 1977/78 and with

and 1981, respectively, and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of strikes in each such year?

The MINISTER OF MANPOWER

(a) 1980  
 Whites Nil  
 Coloureds 4 239  
 Asians 224  
 Blacks 42 981

1981  
 Whites Nil  
 Coloureds 4 271  
 Asians 1 583  
 Blacks 75 078

(b) 1980  
 Whites Nil  
 Coloureds 204 802  
 Asians 2 849  
 Blacks 1 080 065

1981  
 Whites Nil  
 Coloureds 908 99  
 Asians 41 129  
 Blacks 114 195 1

Note The apparent inconsistency between the figures of the man-hours lost by Coloureds during 1980 and 1981, whilst the number of workers involved were more or less the same is primarily owing to the drawn out strikes during 1980 at certain undertakings in the Port Elizabeth/Uitenhage area

Telephone: (021) 433658

1980/81  
 Report  
 Fosatu Annual

| Year | Membership |                    |       |       |
|------|------------|--------------------|-------|-------|
|      | African    | Asian and Coloured | White | Total |
| 1970 |            |                    |       |       |
| 1971 |            |                    |       |       |
| 1972 |            |                    |       |       |
| 1973 |            |                    |       |       |
| 1974 |            |                    |       |       |
| 1975 |            |                    |       |       |
| 1976 |            |                    |       |       |
| 1977 |            |                    |       |       |
| 1978 |            |                    |       |       |
| 1979 |            |                    |       |       |
| 1980 |            |                    |       | 460   |
| 1981 |            |                    |       |       |

THURSDAY, 27 MAY 1982

†Indicates translated version

For written reply

152 Hansard Strikes 27/5/82  
 Q 61, 911 - 912  
 625 Dr A L Boraine asked the Minister of Manpower

(a) How many workers in each race group were involved in strikes in 1980

# Striking staff, <sup>ARGU?</sup> store, <sup>1/6/82</sup> <sup>152</sup> in talks

Labour Reporter

THE management of Metro Cash and Carry said today they would negotiate with 23 striking workers at their Worcester store

The workers have been on strike since Friday after complaining about varying increases given to them last week. They are demanding an overall 65 percent increase on their old wage.

The general manager of Metro Cash and Carry, Mr D Morack, said "We are not dismissing anybody. We are negotiating."

## INCREASES

Miss Dulcie Hartwell, secretary of the National Union of Commercial, Catering and Allied Workers (NUCCAW) to which the workers belong, said the workers had received increases from R5 to R15.

"However, the workers felt this was not enough as living costs have increased tremendously."

She confirmed that negotiations were taking place and that no workers were being dismissed.

The chairman of the Kensington Traders' Association, which represents 120 traders who buy from Metro Cash and Carry, Mr A Khan, said he was glad management was prepared to negotiate with the workers. "We cannot support companies which simply fire the workers," he said.

# 40 vegetable packers strike

152  
Sowetan 2/6/82  
FO  
L277

BY SAM MABE

ABOUT 40 workers at a vegetable packaging company in Krugersdorp went on strike this week following their management's alleged refusal to give them wage increases and to recognise their trade union.

The workers, all members of the Hotel Liquor Catering and Allied Workers Union of SA, have not reported for duty since Monday.

The union's national organiser, Mr Oscar Malgas, yesterday told The SOWETAN that officials of his union informed management at Successpark of the workers' grievances on April 30.

He said the workers

demanding

- Wage increment
- annual leave pay
- overtime pay
- sick leave
- non-intimidation and relief from threats against workers and
- recognition of their union.

He said negotiations had been held by management and his union officials on the workers' grievances and that management had earlier promised to give the workers what they had demanded.

As time went on it became clear to the workers that management was not interested in doing anything about the grievances we listed. This became clear when Mr J C Klaasen threatened to assault and chased away a union official who was talking to workers at the firm, said Mr Malgas.

When contacted for comment yesterday, Mr Klaasen told The SOWETAN through his secretary that he was unavailable to speak to the Press.

The secretary, however, denied that, among others, the workers downed tools because of dissatisfaction with their pay. She said there was no worker at Successpark who was underpaid.

'Everything that the workers demanded was given to them. We are in fact surprised that they did not come to work on Monday and Tuesday. Our lawyer was here last week and he spoke to them.'

'Up to Friday, when they knocked off everything was still okay and we do not know why they decided not to come to work this week,' she said.

(152) 4/11

# Strikers dismissed themselves

Own Correspondent

**EAST LONDON** — About 150 employees of Bundy Tubing Company in King William's Town have been dismissed after striking for five days for a wage increase.

A company spokesman said most of the employees refused to work demanding the minimum hourly rate be increased to R2. Management refused to negotiate on the issue before the workers returned to work.

"The workers left the factory and did not return last week thereby dismissing themselves," the spokesman said.

He said about six of the employees earned the minimum rate of R120 an hour but refused to say what others were earning.

The company had begun interviewing former employees to fill the vacancies, he said.

See "Holidays in the Bush — a safari exhibition currently showing at the Rondebosch, Carlton Centre

## TOMORROW

A travel exhibition highlighting winter sports is on at Sandton City, Rivonia Road, Sandton. There is a practice ski pad and expert instructors will show you how to ski. You can also win two tickets to Geneva in a competition at the exhibition.

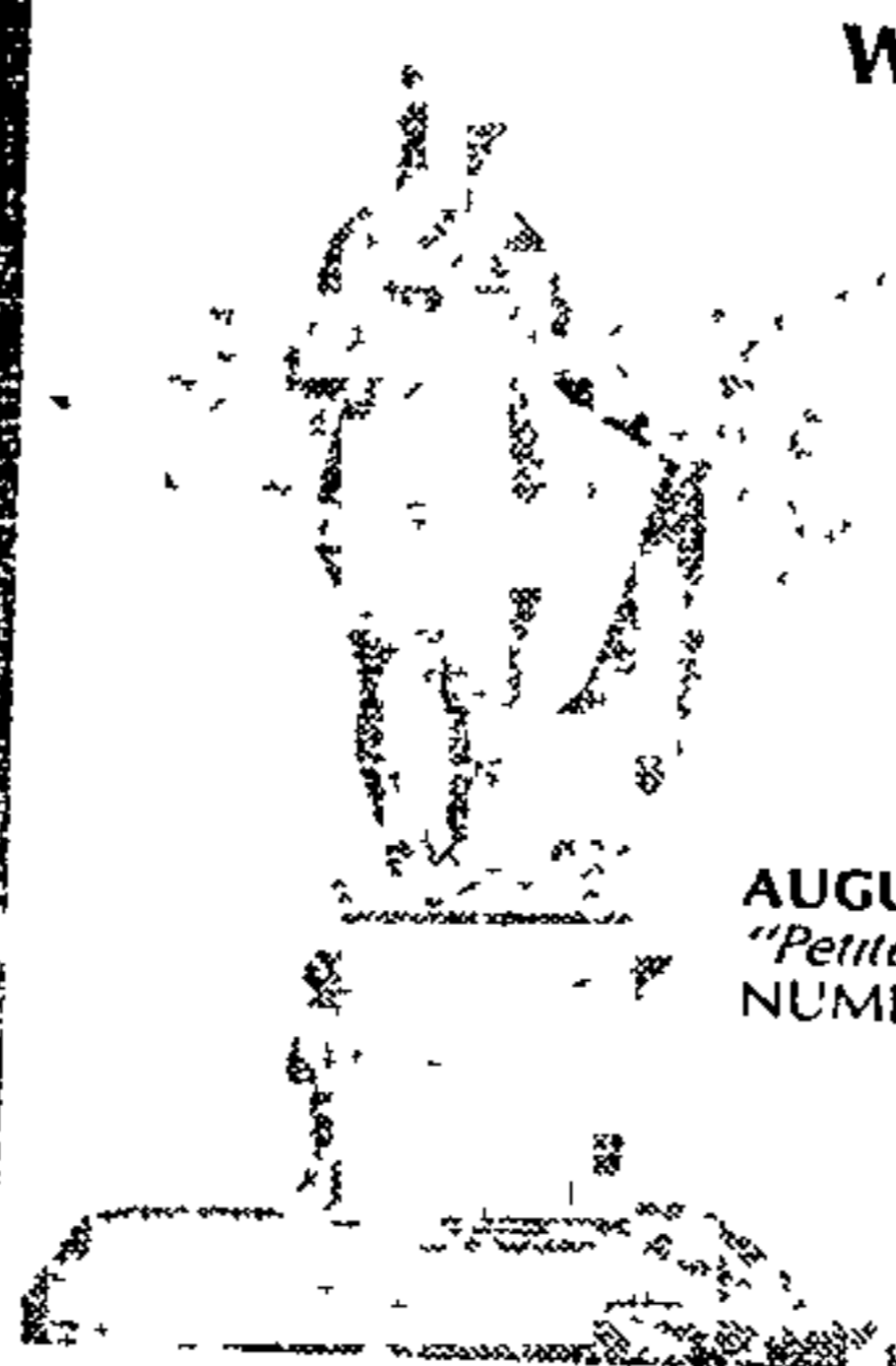
The Planetarium, Yale Road, Braamfontein presents a sky programme "Star Bound," tonight at 8 pm. Adults R2 and children R1. Tickets are available at Computicket. Inquiries: 28-3040.

The Everard Road Gallery presents original paintings by South African and overseas artists at the Standard and General Insurance Building, Harrison and Marshall streets, Johannesburg.

The Bensusan Museum of Photography with a library reputed to be one of the world's best is open today from 9 am to 1 pm and 2 to 5 pm.

## HIGHLY IMPORTANT ART AUCTION

WEDNESDAY  
2nd JUNE  
8 pm



AUGUSTE RENOIR  
"Petite Venus de Boule"  
NUMBER 90

### SOUTH AFRICAN ART:

Frans Oerder, J H Pierneef, Gwelo Goodman, J E A Volschenk, Hugo Naude, Irma Stern, Maurice van Essche, Robert Broadley, Tinus de Jongh, Richard Cheales, Gordon Vorster, Clement Serneels, Ephraim Ngatane, Otto Klar, Roworth, Irma Stern, Mel Brigg, W H Coetzee, Jan Walsby, C J

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union

Farmworkers Union

Food and Canning Workers Union

National Certified Fishing Officers Association

Orange-Vaal General Workers Union

Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and

Amalgamated Engl

Bakery Employees

Black Allied Wor

Boland Inmakwe

Brewery Employe

Cadbury In-comp

East London Meat

Food and Canning

Food, Beverage &

General Workers

General Workers

Natal Baking Ind

Natal Sugar Ind

National Milling

National Union o

National Union o

National Union o

Operative Bakers

Pretorilase Bakery

Employees

# 150 sacked over strike for R2 an hour

Argus Bureau

EAST LONDON — One hundred and fifty employees of Bundy Tubing Company in King William's Town have been dismissed after striking for five days for a wage increase

A company spokesman said most demanded that the minimum hourly rate be increased to R2

Management refused to negotiate before the workers returned to work

"The workers left the factory and did not return last week, thereby dismissing themselves," the spokesman said

Six of the employees earned the minimum rate of R1,20 an hour

The spokesman said the company was interviewing ex-employees to fill the vacancies

Asked if the company would re-hire all those dismissed, the spokesman said "We are looking at ex-employees"

(pe)

ARGUS 2/6/82 (152)

**Strike by 23 workers ends**

*CAPE TOWN 2/6/87*

**Staff Reporter**

A STRIKE by 23 workers at Metro Cash and Carry in Worcester ended yesterday, according to the Cape general manager of the company, Mr D Morack.

Mr Morack said the workers, who went on strike on Friday afternoon, had agreed to return to work while officials of the National Union of Commercial, Catering and Allied Workers (Nuccaw) negotiated with management.

"We discussed a few minor things, but it's all settled now," he said.

Miss Dulcie Hartwell, general secretary of Nuccaw, said the workers had gone on strike over "several issues", including wages.

"The workers were given increases in May. Some got much less than others and others got nothing at all. There were no explanations given."

Miss Hartwell said part of the problem was that the wage determination for the industry in Worcester was lower than in other Boland towns and no increases had been laid down in the latest determinations.

This is the second recent strike at a national chain store in Worcester. Workers at the local branch of Ackermans went on strike two weeks ago over the alleged dismissal of a pregnant saleswoman.

This dispute was resolved following negotiations between management and Nuccaw.

Workers Association

Wholesale & Retail Services

Workers Association

Commercial, Catering and Allied Workers Union  
 Pretoria  
 National Union  
 National Union  
 Kimberley Shop  
 Domestic Worker  
 Concession Store  
 Commercial, Catering and Allied Workers Union  
 Wholesale & Retail  
 Wholesale & Retail  
 S.A. Electrical  
 Steel, Engineering  
 S.A. Woodwork  
 S.A. Operative  
 Port Elizabeth  
 National Union  
 Metal and Allied

General Workers Union  
 Engineering Industrial Workers Union of South Africa  
 Engineering and Allied Workers Union  
 Electrical and Allied Workers Union of South Africa  
 Electrical and Allied Trades Union of South Africa  
 Building Workers Union  
 Building, Construction and Allied Workers Union  
 Blanketweavers' Union  
 Black Allied Workers Union  
 Amalgamated Union of Building Trade Workers  
 Amalgamated Engineering Union of South Africa  
 Amalgamated Society of Woodworkers

CONSTRUCTION

Johannesburg Municipal Water Works Mechanics Union  
 General Workers Union  
 Escom Workers Association  
 Escom Salaried Staff Association  
 Escom (Cape Western Undertaking) Salaried Staff Association  
 Cape Town Gas Workers Union

ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union  
 S.A. Association of Dental Mechanicians  
 Optical Workers Union  
 Jewellers and Goldsmiths Union  
 Diamond Cutters Union of South Africa

Other

# Strike shuts VW plant

ARGUS 3/6/82  
Argus Bureau

PORT ELIZABETH — Volkswagen motor plant in Uitenhage closed down most operations yesterday and today after 500 workers went on strike as a result of management's refusal to reinstate a dismissed shop steward

The firm shut down most operations for three days last month when the paintshop workers went on strike after the shop steward, Mr D Kondile was fired

Since their unsuccessful negotiations on the issue have been held between shop stewards and Volkswagen management

VW's public affairs manager, Mr Ruben Els, said a meeting between the managing director, Mr Peter Searle, and shop stewards scheduled to take place today, was cancelled "in view of the paintshop workers' refusal to work"

He said the company had reiterated it was pre-

pared to discuss the matter once the workers had returned to work VW was prepared to re-employ Mr Kondile as a "normal worker"

The general secretary of the National Automobile and Allied Workers Union, Mr Freddy Sauls, said today shop stewards met the 500 workers yesterday

They reported that a  
(Contd on Page 3, col 7)

ARGUS 3/6/82  
**Plant shut**

(Continued from Page 1)

deadlock had been reached

At the meeting, Mr Sauls said, a manager from the plant had come in and told the workers they had two minutes to return to work or he would close down the plant

The workers then walked out and VW sent home 3 600 workers in the section dependent on the paintshop

Shop stewards had decided "as a result of management's intransigence" to hand the matter over to the union's officials, Mr Sauls said

# Visit to PE

ODETTE SCROOBY, 18, Miss South Africa, paid her first official visit to Port Elizabeth today

She is on a promotional tour for a motor firm and will also attend the inaugural ceremonies of the Port Elizabeth Technikon Old Students gatherings today and tomorrow.

Miss Scrooby, a bubbly brunette, provided a pleasant contrast to the bleak airport terminal when she arrived

Asked if the excitement of being Miss South Africa had worn off yet, she answered with a smile and a glint in her eye: "No, not at all I'm loving every minute of it"

The new Miss South Africa is no stranger to beauty contests and claimed titles before winning the Miss South Africa contest.

She has given up modelling for a while to meet her many obligations as Miss South Africa. She has obligations to her sponsors and as an ambassador for South Africa

She laughed off the idea that beauty contests were cattle shows.

"It's nonsense," she said "If that is so, then so are beaches where women wear skimpy costumes. Anyway, with the money involved, it's a way of getting ahead"

She plans to continue modelling after she has completed her year as Miss South Africa

amour to the HF  
e by Jack Cooper

## ial Bill ack in orrow

...for discussion  
... It is understood  
... Bill retains in-  
... many of its main  
... provisions, including the  
... reserve period and es-  
... commitment  
... ne legislators had  
... ally intended to in-  
... e coloured and Indian  
... and white women in  
... call-up, but this was

...ing the second read-  
... debate, Government  
... kesmen emphasised  
... the Bill was intended  
... y to assist contin-  
... y planning

...osition spokesmen  
... ued of the possible ef-  
... on the economy of the  
... tion and attacked the  
... as likely to contribute  
... the image of South

# Almost total shutdown at U'hage plant

By SANDRA SMITH

THERE was an almost total shutdown at the Volkswagen motor plant in Uitenhage yesterday and today, after 500 workers went on strike as a result of management's refusal to reinstate a dismissed paint shop steward

The firm closed down most of its operations for three days last month when the paint shop workers went on strike after the shop steward, Mr D Kondile, was fired

Since then, unsuccessful negotiations on the issue have been held between shop stewards and VW's management

VW's public affairs manager Mr Ruben Els said a meeting between the managing director, Mr Peter Searle and shop stewards was scheduled to take place but was cancelled "in view of the paint shop workers' refusal to work"

He said the company had reiterated that it was prepared to discuss the matter further, once the workers had returned to work. VW was prepared to re-employ Mr Kondile as a "normal worker"

The general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddy Sauls, said today shop stewards met the 500 workers yesterday

They reported that a deadlock had been reached

At the meeting, Mr Sauls said, a manager from the plant had come in and told the workers they had two minutes to return to work or he would close down the plant

The workers then walked out and VW sent home 3 600 workers in the sections dependent on the paint shop

Shop stewards had decided "as a result of management's intransigence", to hand the matter over to Naawu officials, Mr Sauls said

# Far more jobless in E Cape

Post Reporter

STATISTICS released by the Department of Manpower Utilisation show that 3 508 coloureds Asiatics and whites were registered as unemployed in the Eastern Cape in May

The figures represent an almost 40% increase in the registered unemployment figure for last May when 2 573 people were out of work

JOBs were found for... Of those who still did not have jobs this year, 1 568 were coloured men and 788 coloured women

In May last year 950 coloured men registered as unemployed after jobs were found for 190

In Port Elizabeth there were 2 590 unemployed and in Uitenhage 714 in May this year. The figure for Port Elizabeth was 1 975 for May last year

In the country areas 122 white women registered as unemployed and 232 in Port Elizabeth

# CHECKERS

South Africa's biggest supermarket chain. Just up your street.

## Ford to work 4-day week

Post Reporter

THE Ford Motor Company has announced that its three plants in Port Elizabeth will work a four-day week for the next three weeks

According to a spokesman for Ford, the Neave, Cortina and truck plants will begin the new working schedules from Monday

The move will affect about 5 000 workers

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr Les Kettleidas, said the union found the

# Maggi Soups

assorted

# 29c

per pkt

# Ricoffy

# Handy Andy



152 Star 3/6/82  
**No jobs for 32 stayaway workers**

**West Rand Bureau**  
Thirty-two unskilled workers who had not turned up for work at a vegetable packing firm in Krugersdorp since Monday had discharged themselves, the firm's chairman Mr J C Claassens, said yesterday.  
The workers had

failed to report for work after six workers were dismissed on Friday he said.  
"As far as we are concerned they have discharged themselves by not coming to work, he added.  
Mr Claassens said one of the dismissed workers had demanded

a wage increase — after receiving a rise two weeks before.  
The other five were not considered satisfactory workers and always had petty grievances, he said.  
The workers had received more than the wage laid down by law

for unskilled workers, Mr Claassens said.  
The production manager Mr A Ladeira, said the firm was coping with a skeleton staff of 16 workers.  
The minimum wage for an unskilled worker is R25.60 a week. No worker at the firm was paid less than R28.

152 *D. Dispatch 3/6/82*  
**10 strikers rehired**

**KING WILLIAM'S TOWN**—Employees dismissed from Bundy Tubing Company, here after a four-day work stoppage last week are being interviewed by management after reapplying for their job

A company spokesman declined to say how many of the 150 dismissed workers who were demanding higher wages had been reinstated

However, out of the dismissed workers only 10 had regained their jobs although the majority had reapplied. He said none of the eight worker representatives had been reinstated

The company spokesman would not comment on this and declined to elaborate beyond a statement confirming the stoppage and worker dismissals released on Tuesday — DDR

National Union of Furniture  
 Paper, Wood and Allied Work  
 South African Allied Work  
 Paper & Paper Products, P  
 Amalgamated Engineering Ur  
 Media Workers Association  
 Paper, Wood & Allied Work  
 S.A. Boilermakers, Iron &  
 S.A. Electrical Workers As  
 S.A. Society of Journalist  
 S.A. Typographical Union  
 South African Allied Work

**Wood & Wood Products, including Furniture**

African Garment Workers Union (Natal)  
 African Leather Workers Union (Transvaal)  
 African Trunk & Box Workers Union  
 Black Allied Workers Union  
 Garment Workers Industrial Union (Natal)  
 Garment Workers Union of South Africa  
 Garment Workers Union (Western Province)  
 General Workers Union  
 General Workers Union of South Africa  
 National Union of Clothing Workers  
 National Union of Leather Workers  
 National Union of Textile Workers  
 South African Allied Workers Union (SAAWU)  
 S.A. Canvas & Ropeworkers Union  
 S.A. Canvas & Ropeworkers Union (Cape)  
 Tailoring Workers, Dressmaking & Furriers Industrial Union  
 Tanning, Footwear and Allied Workers Union  
 Textile Workers Industrial Union  
 Textile Workers Union (Transvaal)  
 Transvaal Leather and Allied Trades Industrial Union  
 Trunk & Box Workers Industrial Union

**Textiles, Clothing, Leather and Footwear**

African Tobacco Workers Union  
 National Union of Cigarette & Tobacco Workers  
 Rustenbury Tabakwerkersvereniging

**Tobacco**

Sweet Workers Industrial Union (Natal)  
 Sweet Workers Union  
 Sugar Industry Employees Union  
 South African Allied Workers Union (SAAWU)  
 S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders  
 S.A. Electrical Workers Association  
 Western Province Sweet Workers Union  
 Witwatersrand Baking & Confectionery Industrial Union  
 Witwatersrand Brewing Employees Union

# Workers 'quoted Horwood's address'

4/6/81  
Mercury  
152

## Mercury Reporter

ABOUT 800 workers from Romatex group's Van Dyck Carpet factory at Reunion downed tools yesterday in support of their demand for the immediate refund of their pension money

Workers on Wednesday raised their demand and many of them stopped work but yesterday morning they were joined by almost the entire workforce

Van Dyck management felt that the issue had been sparked off by the Minister of Finance, Mr Owen Horwood's address at the annual meeting of

the Association of Pension and Provident Funds in Durban recently where he told delegates that plans for pension fund legislation had not been dropped

'Workers had quoted Mr Horwood's address which had been reported in a local black newspaper,' a spokesman said

The Pension Preservation Bill had been proposed last year but following a wave of pension strikes countrywide and appeals from organised commerce and industry for the Bill to be

shelved, the Government dropped the Bill

Workers yesterday told the Mercury 'We are afraid that the Government will take away our money and then only give it to us bit by bit when we are 65 years old'

'We would rather we had the money to put in the bank so that we can get the interest,' workers added

Worker representatives and the branch secretary of the South African Allied Workers' Union (Saawu), Mr Isaac Ngcobo spoke to management about the workers' grievances

They later addressed workers telling them that a meeting had been arranged for June 17 to discuss the pension issue. But, they said, workers must return to work by today

The management spokesman confirmed that a meeting of the entire group had been arranged for June 17 but this had been done before the present stoppage

OWS  
e Street & Hansen  
hain  
t Engineering  
at  
anon Chairs

their positions in  
range to meet with VW management  
discuss the issue  
VW's manager of public affairs, Mr  
approach for a meeting to discuss Mr  
had yet been made by the union  
VW experienced several work stoppages  
after 316 workers were retrenched

(031) 69215

Report NOV.  
1980/81  
Fosatu Annual

| Membership |                    |       |       | Year |
|------------|--------------------|-------|-------|------|
| African    | Asian and Coloured | White | Total |      |
|            |                    |       | 8 400 | 1980 |
|            |                    |       | ..    | 1979 |
|            |                    |       | ..    | 1978 |
| 7 000      |                    |       | 7 000 | 1977 |
| 6 700      |                    |       | 6 700 | 1976 |
| 3 900      |                    |       | 3 900 | 1975 |
| 3 900      |                    |       | 3 900 | 1974 |
|            |                    |       |       | 1973 |
|            |                    |       |       | 1972 |
|            |                    |       |       | 1971 |
|            |                    |       |       | 1970 |

METAL AND ALLIED WORKERS UNION

ARGUS 4/6/82  
 VW plant  
 at standstill

lders & Welders

Argus Bureau

PORT ELIZABETH —

The giant Volkswagen plant in Uitenhage was at a standstill for the second successive day today when a strike by 500 paintshop workers forced the company to send home about 3 600 workers from other affected areas

The area secretary for the National Automobile and Allied Workers' Union (NAAWU) whose workers are involved in the action Mr Makava Sam, said the workers had decided to go back to work on Monday morning, but would only work if a dismissed shop steward had been fully reinstated

South African Allied Workers  
 S.A. Typographical Union  
 S.A. Society of Journalists  
 S.A. Electrical Workers Assn  
 S.A. Bollemakers, Iron & S  
 Paper, Wood & Allied Workers  
 Media Workers Association of  
 Amalgamated Engineering Union

Paper & Paper Products, Print

South African Allied Workers  
 Paper, Wood and Allied Workers

National Union of Furniture

Wood & Wood Products, include

Trunk & Box Workers Industrial

Transvaal Leather and Allied

Textile Workers Union (Transv

Textile Workers Industrial U

Tanning, Footwear and Allied Workers Union

Tailoring Workers, Dressmaking & Furriers Industrial Union

S.A. Canvas & Ropeworkers Union (Cape)

S.A. Canvas & Ropeworkers Union

South African Allied Workers Union (SAAWU)

National Union of Textile Workers

National Union of Leather Workers

National Union of Clothing Workers

General Workers Union of South Africa

General Workers Union

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

Garment Workers Industrial Union (Natal)

Black Allied Workers Union

African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)

African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging

National Union of Cigarette & Tobacco Workers

African Tobacco Workers Union

Tobacco

Witwatersrand Brewing Employees Union

Witwatersrand Baking & Confectionery Industrial Union

Western Province Sweet Workers Union

S.A. Electrical Workers Association

S.A. Bollemakers, Iron & Steelworkers, Shipbuilders and Welders

South African Allied Workers Union (SAAWU)

Sugar Industry Employees Union

Sweet Workers Union

Sweet Workers Industrial Union (Natal)

Sowetan 4/6/82

# Union men threatened

152

~~139~~

~~124~~

TWO members of the Hotel, Liquor, Catering and Allied Workers' Union of SA have claimed that a white official of Success Pack Company in Krugersdorp threatened to assault them when they tried to negotiate on behalf of about 40 strikers at the plant.

The union's president, Mr Hamilton Makedama, told **The SOWETAN** yesterday that the two unionists were forced to leave the

premises of the company when officials refused to talk to them

The two members, Mr Oscar Malgas, national organiser, and Mr Sydwell Magam, education secretary, had gone to the plant to negotiate on behalf of the workers who had demanded higher wages and recognition of the union.

Mr Makedama said that a Mr Claassen had told him that all the workers had been sacked and refused to talk further with regarding their positions.

The unionists were then told to leave the premises, but they insisted that they represented the workers. They were then threatened with assault.

Mr J C Claassen, chairman of the company, said that he had no knowledge of the union members being threatened.

Welders & Welders

150 Sigma workers down tools  
5/6/82  
COM

Labour Correspondent

ABOUT 150 workers in the parts and accessories department at the Sigma motor plant near Pretoria downed tools yesterday in protest against the dismissal of a union shop steward

A spokesman for Sigma said yesterday the workers had been suspended for a day and management hoped they would return on Monday

He said the dispute had not spread to other Sigma workers and had not affected the plant's assembly line

Spokesmen for the National Automobile and Allied Workers' Union, which is recognised by Sigma, could not be reached for comment yesterday

The Sigma spokesman said the dispute was sparked by the dismissal of Mr Johannes Mokgari, who is also a shop steward

S.A.

Union

Industrial Union

Amalgamated Engineering Union  
Media Workers Association of S  
Paper, Wood & Allied Workers U  
S.A. Boilermakers, Iron & Ste  
S.A. Electrical Workers Associ  
S.A. Society of Journalists  
S.A. Typographical Union  
South African Allied Workers U

Paper & Paper Products, Print

National Union of Furniture &  
Paper, Wood and Allied Workers  
South African Allied Workers U

Wood & Wood Products, Includi

Trunk & Box Workers Industr

Transvaal Leather and Allied I

Textile Workers Union (Transv

Textile Workers Industrial Un

Tanning, Footwear and Allied I

Tailoring Workers, Dressmaking & Fur

S.A. Canvas & Ropeworkers Union

S.A. Canvas & Ropeworkers Union

South African Allied Workers Union (SAAWU)

National Union of Textile Workers

National Union of Leather Workers

National Union of Clothing Workers

General Workers Union of South Africa

General Workers Union

Garment Workers Union (Western Province)

Garment Workers Union of South Africa

Garment Workers Industrial Union (Natal)

Black Allied Workers Union

African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)

African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

African Tobacco Workers Union  
National Union of Cigarette & Tobacco Workers  
Rustenburg Tabakwerkersvereniging

Tobacco

Sweet Workers Industrial Union (Natal)  
Sweet Workers Union  
Sugar Industry Employees Union  
South African Allied Workers Union (SAAWU)  
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders  
S.A. Electrical Workers Association  
Western Province Sweet Workers Union  
Witwatersrand Baking & Confectionery Industrial Union  
Witwatersrand Brewing Employees Union

# WORKERS BACK, BUT UNHAPPY

C. Herald 5/6/82

152

THE 23 workers who returned to work on Wednesday morning after going on strike on Friday at Metro Wholesale Distributors in Worcester are unhappy with negotiations with their management thus far.

The workers met with management on Tuesday at 2 pm. The meeting lasted five-and-a-half hours and ended after dark.

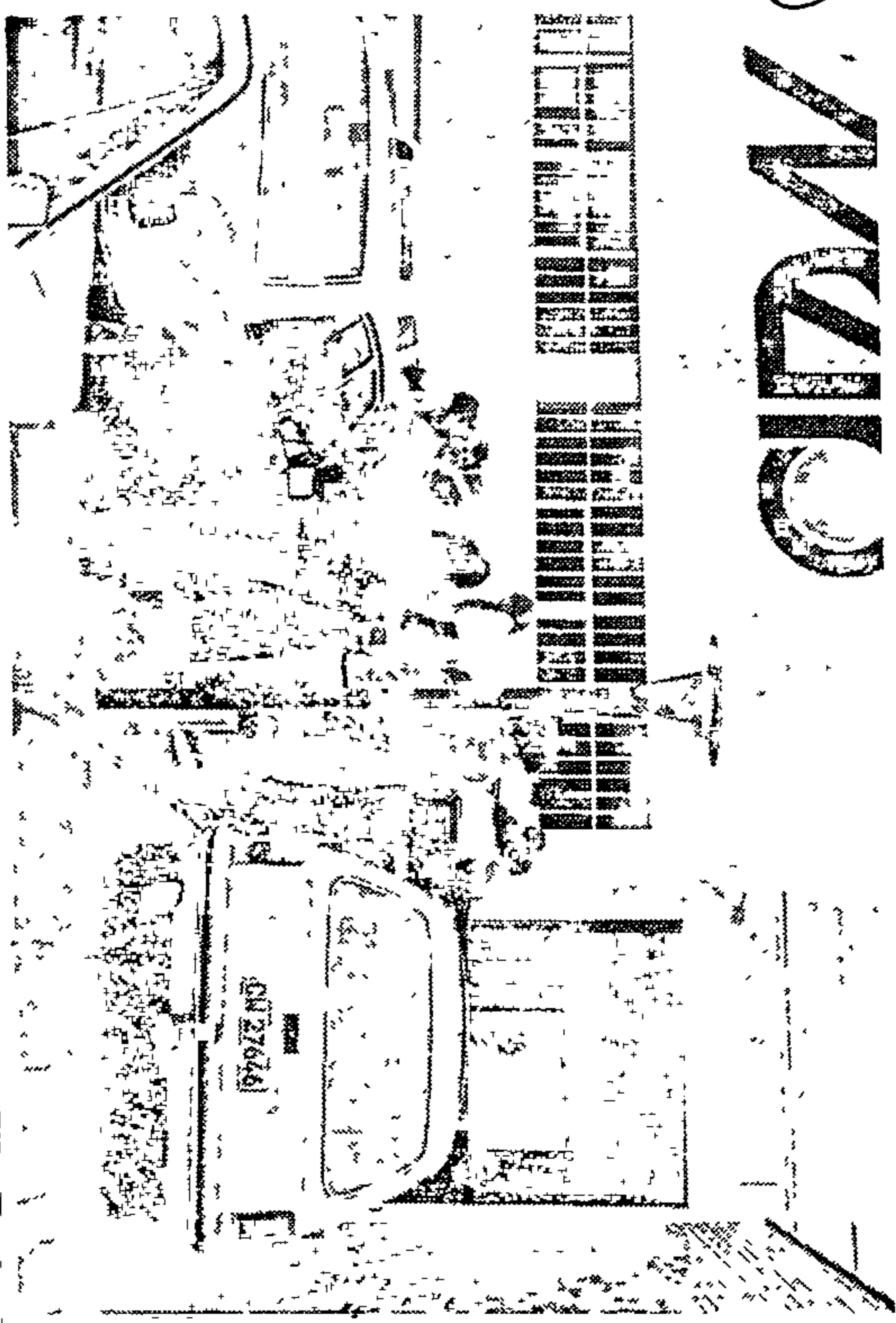
The negotiations were a precondition of the workers for returning to work. Management had none initially refused to negotiate. On Friday some of the workers received bigger increases than others while yet others received none. This sparked off the strike. The demands, and management's replies are as follows.

## REVIEW

- A 65 percent wage increase Management at Metro Worcester could not agree to this and would have to forward the demand to the board of directors of the company when they meet in September to review wages.
- Recognition of a workers' (Nuccaw) committee. As it was Metro's policy to recognise only liaison committees, the demand would have to be put to the Metro board of directors. A reply would be forthcoming within a month.
- Rudeness on the part of middle management. The workers have received an apology and an assurance that there would not be a recurrence.
- Strike pay. Management agreed to pay the workers for the time they were on strike. There will be no dismissals or victimisation of strikers.
- Medical costs. Management agreed to pay all medical and transport costs to a worker who had broken an arm while on duty.

## REPLY

The workers were particularly upset at the reply to their wage demand. "We see no reason why we should wait till September" one of the workers said.



● BELOW: The workers at the Metro wholesale distributors in Worcester have ended their strike and our picture shows some of them preparing to pass through the company gates on Tuesday afternoon to start marathon negotiations on the workers' demands.

**Return  
to work  
at VW  
& Post  
held up**

*Naawu 152*  
*Naawu 7/6/82*

**Post Reporter**

**STRIKING** paint shop workers at the Volkswagen plant in Uitenhage were unable to resume work today when the company sent home 3 600 other workers because those in the paint shop did not take up their posts at the normal time

The 550 paint shop workers went on strike three days last week when management refused to reinstate a dismissed shop steward after lengthy negotiations

As a result VW sent home 3 600 workers in the body shop and final assembly sections

Today the paint shop workers decided at a meeting to resume work at 9am, but were unable to do so because other workers had been sent home, resulting in an almost total shut-down at the plant

They have decided to return to work tomorrow, and shop stewards will attempt to arrange a meeting between officials of the National Automobile and Allied Workers Union (Naawu) and VW's managing director, Mr Peter Searle

VW has said Mr Searle would not meet Naawu officials unless the paint shop workers returned



# Paint shop workers back on job

152

VW

Post Reporter *E Post* 8/6/82

151

**STRIKING** paint shop workers at the Volkswagen plant in Uitenhage returned to work today pending the outcome of a meeting between union officials and management on the reinstatement of a dismissed shop steward

The 550 workers went on strike on three days last week when management refused to reinstate the shop steward, Mr D Kondile, except as a normal worker

Production was brought to a near standstill when VW sent home 3 600 work-

ers in sections dependent on the paint shop  
Yesterday the paint shop workers decided after a meeting to return to work at 9am, but were unable to do so as 3 600 workers had already been sent home

They returned today to await the outcome of a meeting between VW's managing director, Mr Peter Searle, and officials of the National Automobile and Allied Workers Union (Naawu)

After today's talks, a VW spokesman said negotiations would continue, probably this week

150 1400A 1300 RDPH 2/6/82  
**Talks to resume today in VW paint shop strike**

By STEVEN FRIEDMAN  
Labour Correspondent

A STRIKE in the paint shop at Volkswagen's giant Uitenhage plant, which stopped the assembly line for four days — and for the fourth time this year — is to end today

Although only the 500 paint shop workers took part, the assembly line cannot operate without the paint shop and the strike meant that Volkswagen had to send more than 3 000 other workers home

About 3 600 workers have been off work since Wednesday

The strike is a sequel to one last month, in which paint shop workers downed tools in protest against the dismissal of a shop steward of the National Union of Automobile and Allied Workers. Workers returned pending further negotiations

A spokesman for Volkswagen said yesterday management had decided after talks that the dismissal was justified. But it had decided to take back the dismissed man on condition he was no longer a shop steward

This decision was taken because it was "a compromise between our view and that of the workers"

But workers had rejected it and downed tools last Wednesday

Volkswagen's managing director, Mr Peter Searle, had agreed to meet a Naawu and worker delegation yesterday, but only if shop workers returned

"But they did not and the meeting was

therefore cancelled. We are not prepared to negotiate while workers are on strike," the spokesman said

However, later yesterday workers agreed to return to work and will meet Mr Searle and other members of top management today to discuss the issue

A Naawu spokesman, Mr Les Kettleidas, said workers had agreed to return "only because this is the only way we can resume negotiations — this does not mean they accept the decision"

He said the union "completely rejects" management's decision to allow the worker to return as long as he ceased to be a shop steward

"This is totally unacceptable. He was elected to that position by his fellow-workers and they are the only ones who can decide whether he ceases to be a shop steward. It has nothing to do with management"

The union had investigated the dismissal and believed there were no grounds for dismissing the steward, he said

● The strike by about 150 parts and accessories department workers at the Sigma plant in Pretoria — also over the dismissal of a Naawu shop steward — ended yesterday after the dismissed man was reinstated

A company spokesman said Sigma had undertaken a review of the firing and found that "reasonable doubt" existed as to whether the worker had refused to obey an order

ARGW 8/6/82  
Back to  
work at  
VW plant

Argus Bureau .

PORT ELIZABETH —  
Production was back to normal at the Volkswagen plant in Uitenhage, following severe disruptions since last Wednesday.

The public affairs manager of Volkswagen, Mr Ruben Els, said today that 550 paint shop workers, who had paralysed production for three successive work days by their strike, returned to work at the usual time today.

On the days concerned, management sent home about 3 600 other workers in affected departments

Representatives of the National Automobile and Allied Workers Union (NAAWU) were to meet today with top management, including the managing director, Mr Peter Searle, about the dispute

Sowetan  
8/6/67

# Worker back strike ends

By Monk Nkomo  
MR JOHANNES Mukhari, a shop steward at Sigma Motor Corporation in Pretoria, whose sacking last Thursday led to a strike by about 150 workers, has been reinstated.

In a statement released yesterday, a company spokesman said although there was evidence that Mr Mukhari had on several occasions threatened to contravene company regulations he had now been given "the benefit of the doubt" and has been reinstated without loss of pay or benefits.

The 150 workers who refused to return to work on Friday and were temporarily suspended would however, forfeit a day's earnings in accordance to the company's "stated policy of no work no pay", the spokesman added.

"Sigma's management conducted a review of the situation which gave rise to the refusal to work by 150 employees in our division last Friday in order to maintain the full documentation necessary before a final decision was taken on the termination of the services of Mr Mukhari," said the spokesman. "This was a unilateral review in which we established that reasonable doubts exist whether the shop stewards actually refused to obey a lawful instruction," he continued.

The company's spokesman yesterday said that the work force was back to normal and the matter had been resolved.

## LABOUR NEWS

# Strike by 400 hits container service

By STEVEN FRIEDMAN  
and AMRIT MANGA

ABOUT 400 black truck drivers at SA Transport Services's City Deep container depot went on strike yesterday, disrupting deliveries of containerised goods to central Johannesburg

Workers sources said about 670 drivers had joined the stoppage, but a spokesman for SATS (formerly SA Railways) put the figure at around 400

The spokesman said the stoppage was caused by an incident when an official at the depot disciplined one of the drivers

The workers objected to this and downed tools

He said container deliveries to the city would "inevitably be delayed" but added that SATS had assigned other workers to temporarily load trains

"Fortunately, the trains are still moving," he said

Late yesterday afternoon, SATS manage-

ment and workers were locked in negotiations which had begun in the morning

The workers do not belong to a trade union and it is not yet clear which worker representatives are taking part in the talks

Workers at the depot said the strike had been prompted because workers were dissatisfied with one of their supervisors

Attempts to speak to SATS management at the depot were unsuccessful "There is nothing happening here", an official said He later referred the Rand Daily Mail to another official, who was not available

The SATS spokesman said management had reacted by deciding to hold an inquiry into the incident "We obviously want to establish whether the supervisor was right to take the action he did," the spokesman added

He said this approach had "the full support of worker representatives at the depot"

The spokesman said talks were continuing with worker representatives

"It is nothing serious. It simply revolves around this one issue and workers have not made any other demands," he added

## Workers assured: No pension freeze plan

Labour Correspondent

THE Government is not planning to "freeze" workers' pension money

This assurance was given yesterday by the Registrar of Financial Institutions, Mr Naas van Staden

"No legislation is contemplated which will interfere with the right of any worker who is a member of a pension fund to withdraw their money when they leave their jobs", Mr Van Staden said

"I cannot make it more categorical than that"

Last year, a pension Bill which proposed the "freezing" of employees' pension contributions was dropped after nation-wide strikes by black workers

Mr Van Staden was reacting to reports of a sharp increase in labour unrest and threatened strike action by Natal black workers on the pension issue

The workers have been reacting to a speech made by the Minister of Finance, Mr Owen Horwood, in Durban

Mr Horwood said then that he had given instructions for fresh pension legislation, incorporating some of the provisions of the Pensions Bill

which was dropped last year, to be drawn up

But he implied the Government was not planning to reintroduce the "freezing" clause

However, the speech led to a strike at a Durban plant and threatened unrest in the Natal paper and textile industries, when workers demanded the refund of their pension money, fearing that the "freezing" clause was to be reintroduced

According to unionists, workers were also upset at a reference by Mr Horwood to the fact that 53% of pension money must be invested in Government securities

However, Mr Van Staden said yesterday the Minister had been referring only to a plan to allow workers to open "frozen" savings accounts at banks, building societies and post offices, which would be subject to the same tax concessions as pension contributions

"We are offering workers an opportunity -- on a purely voluntary basis -- to accumulate money which they can use in their old age. Absolutely no one will be forced to make use of these accounts," he said

## Strike ends, but dispute lingers on

Labour Correspondent

THE strike by 500 paint shop workers at Volkswagen's Uitenhage plant which brought the assembly line to a standstill for four days ended yesterday

But negotiations between Fosatu's National Automobile and Allied Workers Union and top Volkswagen management had not resolved the issues last night

The strike was sparked by the dismissal of a NAAWU shop steward After a strike on the issue last month the company agreed to re-employ the worker on condition he no longer served as a union shop steward

NAAWU members rejected this and downed tools again

Yesterday management and NAAWU representatives met to negotiate on the issue

A company spokesman said yesterday the talks had not resolved the dispute and that a further meeting was planned soon

A NAAWU spokesman Mr Les Kettle said talks were "extremely delicate at this stage"

er's Initials:

van Eksaminator:

OWN

D

mination Paper):



aan één kant van h k mag op die agterthaar die eksaminator a n aanmerking neem

n hulle name op alle n eksamenvraag ver-

f of aantekeninge van eksamenkamer h e nie elike kennisgewing las ee te bring

om 'n ander kandidaat r kandidaat te verkry, of aantekeninge in sy stel homself bloot aan ere stappe as wat die

r die Universiteit ver- mer weggeneem word

hierdie eksamenskrif

**Sugar** 192  
**mill**  
**workers**  
*Mercury*  
**on strike**

9/16/82  
Mercury Reporter

THE entire black work force at the Umfolozi sugar mill has stopped work over the dismissal of two colleagues, the mill's general manager, Mr I Bales-Smith, said yesterday

The work stoppage, which involves nearly 1 000 mill workers, relates to the dismissal of a worker last month and a dismissal last year

Mr Bales-Smith said the men had been dismissed for 'contravening the mill's disciplinary procedure'.

He added that only 14 hours' production time had been lost since the beginning of the stoppage, and that the mill was now being run by the white staff.

According to Mr Bales-Smith the men on Monday's 10 pm shift would not start work, and subsequent shifts joined the stoppage. He said he believed a certain amount of intimidation was taking place

Regarding the dismissal of the two workers, Mr Bales-Smith said he had met the secretary of the National Union of Sugar Manufacturers' and Refining Employees, Mr Selby Nsibande, on Monday afternoon about the dismissals

'I have since held meetings with union officials and believe that the workers will be going back to their shifts soon,' he said

*Mercury 10/6/82*  
**Umfolozi sugar mill**  
*152*  
**workers return to work**

**Mercury Reporter**  
**STRIKING** workers from the Umfolozi sugar mill had returned to work by yesterday, according to the mill's general manager, Mr I Bales-Smith

The entire black workforce of about 1 000 had downed tools on Monday night but, Mr Bales-Smith said they started to return to work on Tuesday night

Mr Bales-Smith said the stoppage related to the dismissal of two workers, — one was dismissed last month and the other last year — for 'contravening the mill's disciplinary code'.

He said the workers had returned to work 'because they now understood the

company's grievance code'.

The general secretary of the National Union of Sugar Manufacturers and Refining Employees, Mr Selby Nsibande, said the two men's dismissal had been irrelevant to the stoppage but warned that if any more men were dismissed there would be stoppages again

Mr Nsibande said a white employee had been dismissed on Tuesday for 'assaulting' a black worker but Mr Bales-Smith denied he had been dismissed

'The employee was suspended for certain actions which were distasteful to the black members of staff He later resigned,' Mr Bales-Smith said

# Strike forces union in

By MZIKAYISE

EDOM

MORE than 700 workers at the Dunlop factory near Benoni yesterday morning refused to begin working after the management had allegedly refused to recognise their union.

Day shift workers refused to start work at 7am and were later joined by the night shift staff in the company's canteen, where they had grouped. The workers said they would only go back to work on condition that management agreed to recognise their union, the Chemical Workers Industrial Union, which is affiliated to Fosatu.

Two months ago the union had applied to the company's management for recognition and, after the management had failed to recognise the union yesterday, workers decided to go on strike.

The workers claimed that they had contacted the management many times over this issue, but every time they had received no positive answer.

Later yesterday, union representatives met with management and the workers only decided to go back to work at about 11am, after management had promised to recognise their union, on condition that the union had at least 50 percent membership of the workers employed by the company.

A spokesman for the union said yesterday they had applied to Dunlop management about two months ago for recognition but they were only informed last week that their application for recognition had been rejected on the ground that the union did not have majority membership in the firm.

The spokesman said "Management's stand not to recognise the union later resulted in yesterday's strike. The management had demanded that at least we should have a membership of 375 workers at the firm before our union could be recognised. This, the union has done, and after yesterday's meeting management agreed to recognise the union."



Star 10/12/82 (152) 784

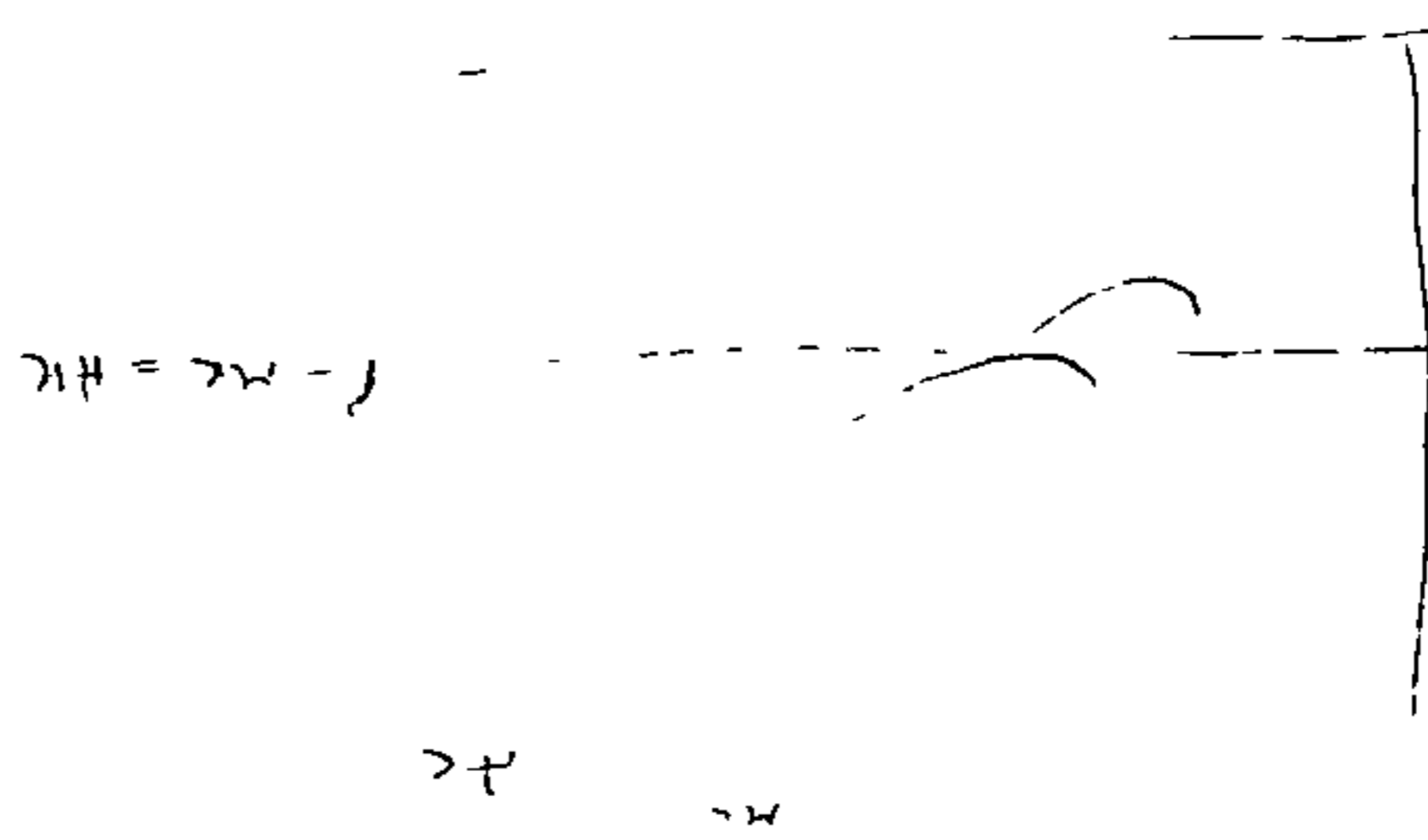
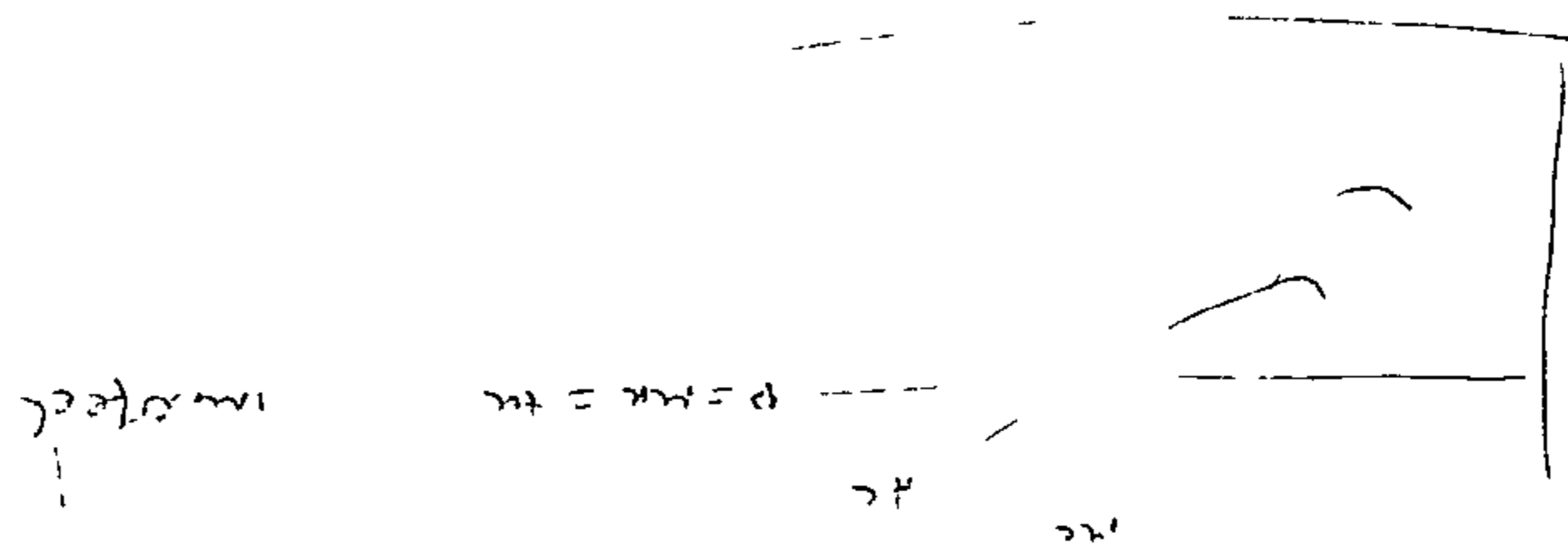
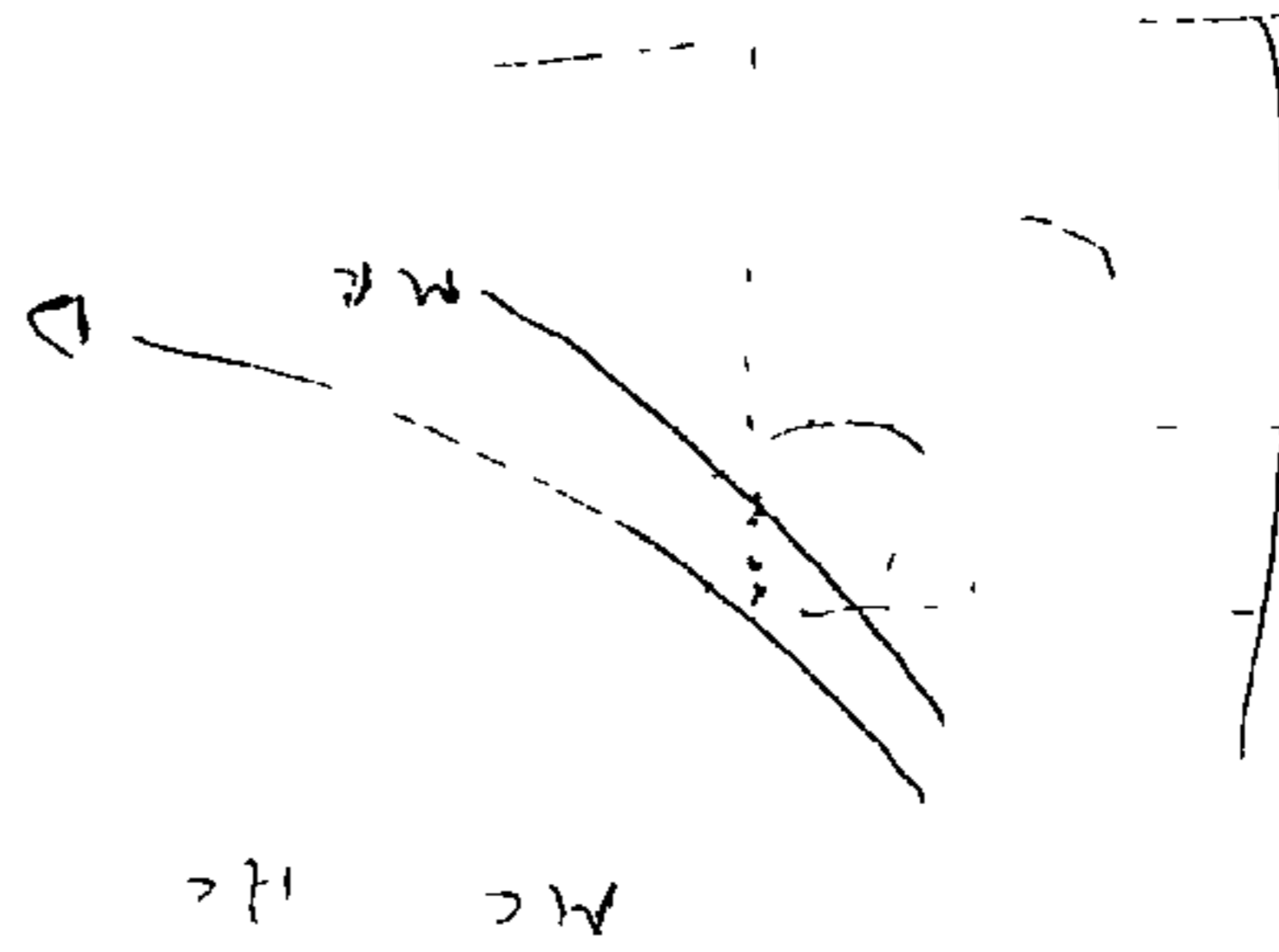
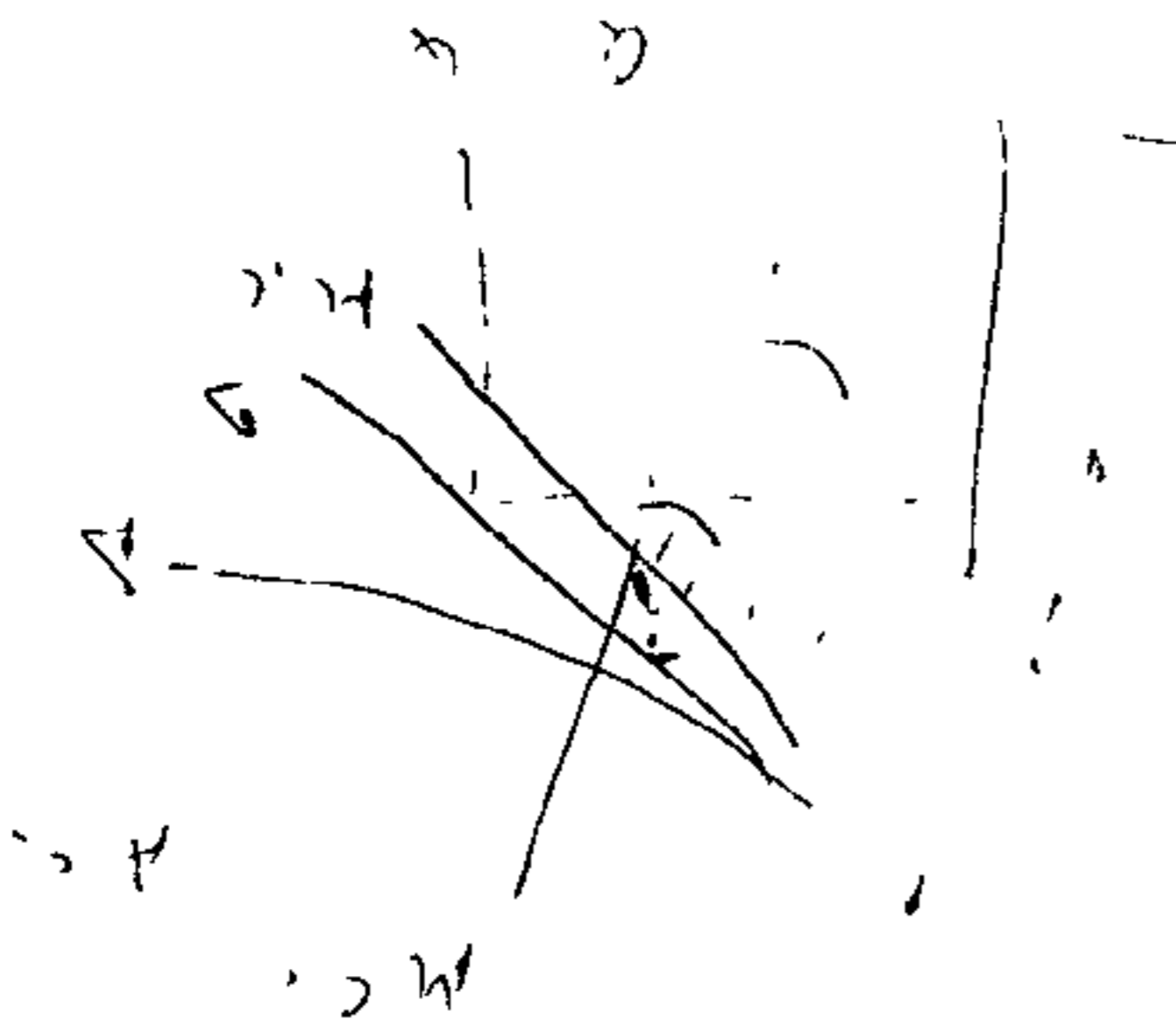
# Food workers strike

More than 600 workers at the Irvin and Johnson food processing plant in Springs went on strike this morning over wage demands

The company had been involved in wage negotiations with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement with the firm

Union officials were at the plant discussing the company's wage offers with striking workers today

A company spokesman said because of economic problems Irvin and Johnson could not meet worker wage demands but had offered an 18 percent increase which workers had rejected



# Workers know little of pensions, says study

Staff Reporter

BLACK workers are badly informed about their pension rights according to a Human Sciences Research Council investigation

Mr Kobus Slabbert, of the council's Institute for Manpower Research, conducted a study into attitudes to pension schemes among black workers in New Brighton and Zwijede townships in Port Elizabeth

He found that the workers were badly informed about the safeguarding of their pension contributions and knew little about the procedure of paying pensions

The study was based on a suspicion that a number of strikes last year were caused by a misunderstanding of the controversial Preservation of Pensions Interest Bill. The bill was scrapped

CAK Times 10/6/82

There are also reports of a fresh wave of worker unrest over pensions in Natal following a speech by the Minister of Finance, Mr Owen Horwood, in which he said the Registrar of Financial Institutions had been instructed to draft new pensions legislation "as soon as possible"

According to the study — which excluded contract workers and unemployed people — the majority of workers interviewed (83 percent) had pension contributions deducted from their wages

Of these, 45,7 percent said their deductions had never been explained to them, though most (78 percent) understood what was involved

However, one out of five was not sure whether he would re-

ceive an amount of money every month after his retirement and almost 40 percent were not sure they would get their contributions back if they resigned

Many thought that if they died before their retirement their dependants would not benefit from the fund

According to Mr Slabbert this was an "alarming" state of affairs, if one considered that the test group had a relatively high standard of education and the majority did skilled or semi-skilled work

Summing up, he said "The investigation stresses once again how important it is that workers as a group should be properly informed about all aspects of remuneration, deductions of money and conditions of service"

300 152

RDM (152)  
10/6/82

# Fears rise over strike threat

By STEVEN FRIEDMAN  
Labour Correspondent

FEARS of a legal strike by white mine workers over pay demands have heightened sharply and a strike is now a real possibility, union and management sources in the industry said yesterday.

The fears have heightened after well-attended miners' meetings in Witbank and Carletonville rejected the latest Chamber of Mines pay offer of 8% and called for strike action.

The calls have come from members of all white mine unions, not only the Mine Workers' Union, whose members struck in 1979.

Last month, unions representing white mine workers — the Council of Mining Unions — declared a dispute with the Chamber of Mines after rejecting its 5% pay offer. At an official conciliation board called to settle the dispute, the Chamber raised its offer to 8% and another meeting is scheduled on June 24.

If the dispute remains unresolved 30 days after the conciliation board was appointed, mine unions may call a legal strike ballot.

Yesterday management and union sources, while agreeing that the dispute could still be settled — even after a strike ballot was called — expressed fears that “things may be different this time”.

And a management source said employers feared that a strike by miners “could take on an ugly racial tinge — miners could decide that we are offering them a small increase in order to give blacks a big one”. This, he added, was not correct.

A senior CMU source said yesterday the two meetings had been “the best attended for years” and added “I have never seen such worker anger. They are determined to strike unless we get a 15% increase”.

A management source said that some mining houses took the threat of a strike “very seriously”.

“We know that there has been a lot of rhetoric followed by no action in previous years, but this time we fear they may mean business,” he added.

This possibility, was, he said, “extremely worrying”.

2160  
9  
240

6161  
18180  
1010  
95  
202

19800  
1100  
95  
220

# 300 rail workers fired over stoppages

Labour Reporter

About 300 railway workers at Johannesburg's Kazerne yards lost their jobs on Wednesday after being involved in several work stoppages.

And at the Irvin & Johnson food processing plant in Springs yesterday, more than 600 striking workers agreed to return to work when the company agreed to mediate the dispute with the union.

A South African Transport Service's spokesman confirmed that 300 workers at the Kazerne sheds lost their jobs as the result of a dispute over working hours.

The workers involved had conducted a number of stoppages and their employment was terminated in terms of their contract, he said.

But the men were eligible to reapply for work on Monday and their applications would be considered, the spokesman said.

There are about 1800 shed workers at the yards.

The I & J strike saw more than 600 workers stop work yesterday morning over wage demands.

Talks were held with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement at the plant, and workers returned to their jobs in the afternoon.

Under the dispute procedure between I & J and the union, a mediator will be appointed soon to examine worker demands.

The Reckitt and Colman group, a British-owned company, has announced it will retrench about 200 workers in South Africa because of a "redirection in business".

The Car Distributors Plant in East London has also announced its intention to retrench 28 workers. The decision was reached in conjunction with the National Automobile and Allied Workers' Union.

the area

made by Bishop Tutu

# 600 workers down tools

By MZIKAYISE EDOM

MORE than 600 workers at Irvin and Johnson in Springs yesterday morning downed tools in demand for higher wages

50  
Jowe fan 11/6/82

Since the beginning of the week representatives of the Food and Beverage Workers' Union of South Africa which is affiliated to the Council of Unions of South Africa (Cusa), has been negotiating with the company's management on this issue. So far there has been a deadlock.

Workers and the union are demanding an immediate wage increase of 79 percent for the workers on the lower grade and 58 percent for workers on the higher grade. Meanwhile, the company is offering an average 18 percent wage increase

for every worker. This offer the workers have rejected.

Yesterday things came to a standstill at the factory when 625 workers refused to start work until their demands were met. It was only after management had promised to review their offer of an 18 percent wage increase that the workers agreed to go back to work later in the day.

**City**  
 FUNERAL DIRECTORS  
 Phone  
 852-1913/  
 852-4802 day  
 and night  
 "Our experience  
 is no longer  
 a secret  
 COPYRIGHT



THE THEM BISA  
 EDOM  
 BY MZIKAYISE

branch of the Inkatha Movement hopes to meet the Minister of Co-operation and Development, Dr Piet Koorhof, next month in a bid to have the R1 rent increase, which was introduced in April, scrapped.

Rent in the area was increased by R1 on April 1 by the Thembisa Community Council. Announcing the increase, Mr L E Nhlapo, the deputy chairman of the Thembisa Council

Bid to scrap rent hike  
 to Soweto  
 11/6/82

would be a "repeated scenario" of the early Gandhian defiance campaign.

He shrugged off a question as to how he would overcome the Riotous Assemblies Act and a recent "one-man" bill with regard to solitary demonstrators with a simple comment "I did say initially that the march was going to be a defiance campaign."

"However, it's certainly going to be an absolutely peaceful one", Mr Daya added.

Mr Daya pointed out that the Ahimsa Movement believed in "man-one-vote". The march in December

ideas  
 "Besides, Gandhi had enunciated that each and every member of the then Indian Congress should adopt the simplest of lifestyles. Not only am I doing that by putting my beautiful house up for sale, but I'm also becoming wary of being infatuated by the western lifestyle and technology."

Mr Daya pointed out that the Ahimsa Movement believed in "man-one-vote". The march in December

# For sale Best march

Saturday, June 12, 1982

CAPL Times 12/6/82 ★ ~~152~~ 152

# Govt pension fund proposal

THE government is not proceeding with legislation for preservation of pension fund benefits in any form, though there is a possibility of a voluntary scheme involving frozen savings accounts

This emerged yesterday from a statement by the Financial Mail in which it corrects aspects of an article on the preservation of pension fund benefits in this week's issue

The article suggested that the government was proceeding with preservation legislation in limited form. This suggestion was based upon a misinterpretation of a speech made by the Minister of Finance, Mr Owen

Horwood, in Durban on May 18 to the annual conference of the Association of Pension and Provident Funds

The statement said the Financial Mail had been advised that the government was not proceeding with preservation legislation in any form. The possibility of a voluntary concept of frozen savings accounts at the Post Office, banks and building societies was being investigated

The Financial Mail would publish an article on the government's decision not to proceed with pension preservation laws in any form in its next issue, the statement said

# SA 'becoming vulnerable to labour unrest'

Cape Times 14/6/82

~~135~~ 152

Own Correspondent

PRETORIA — South Africa's economy is becoming increasingly more dependent on black labour, and more vulnerable to labour unrest, according to economists.

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, had agreed, and emphasizes that the danger was the misuse for political purposes of a situation where blacks were becoming massively more dominant in the labour field.

Dr Scheepers and the economic sources were commenting on the latest employment figures issued in Pretoria last week by the central statistical services.

## 72 percent

These show that at the end of last year 72 percent of the country's total labour force was either black, coloured or Asian. The actual figures total 4 898 163, of whom 1 355 390 are white and 2 774 624 black.

Then, in the six major work categories — mining, manufacturing, construction, electricity transport and communications — 78,7 percent were either black, coloured or Asian.

The total labour force in the six categories was 3 047 579, of whom 648 605 were white and 2 398 974 black.

According to the statistics, the monthly average white wage at the end of last year — R1 042 — was more than four times greater than the average black wage of R257.

Dr Scheepers said the potential for labour unrest in South Africa was considerable.

This was clearly illustrated by the large number of work stoppages already this year.

black labour be encouraged to organize either in terms of industrial council agreements or in other ways, and that there was a clear and responsible understanding of what was at stake if the strike threat spread.

"They must be made to appreciate they cannot get everything overnight. Their expectations must be trimmed back to mesh with what is possible in terms of prevailing circumstances."

Unless this was done, overblown expectations could keep the economy in a constant state of uneasiness, if not unrest, Dr Scheepers said.

(19) <sup>RDH</sup>  
**Wage dispute disrupts drink deliveries**

By STEVEN FRIEDMAN  
and AMRIT MANGA

15/6/82  
ABOUT 200 drivers disrupted deliveries from two Witwatersrand Coca-Cola plants yesterday when they stopped work in support of wage demands

By late afternoon negotiations were still in progress and no trucks went out from the two plants affected, the Benrose factory and the depot at Lea Glen, Florida, said Coca-Cola's corporate development manager Mr Hennie Viljoen

But Mr Viljoen added the disruption in deliveries was "not significant" because "we have our usual seasonal drop in demand for our products — demand for soft drinks always drops around

winter"

Workers gathered outside the company's Benrose factory yesterday said they reported for duty and sent six representatives, who had been elected at a weekend meeting, to negotiate a wage increase

They said they wanted their monthly pay increased from R450 to R680. Management was offering R520. Drivers were refusing to start work until their demand was met, they said

Drivers' assistants were sent home by 10am because all deliveries were stopped while the representatives negotiated with management

The drivers assembled in the sales

room of the plant while negotiations continued

Mr Viljoen said the stoppage occurred during the company's annual pay negotiations with the workforce

"We have no union at the plants and we have annual discussions with the drivers. These are always held at this time of the year

"It is not a strike. The talks are still continuing and negotiations have not been broken off. The workers appear to have stopped to wait for the outcome of the talks," he said

By late afternoon yesterday the talks were still in progress and no trucks had left to make deliveries, Mr Viljoen said



# Banana to open Parliament today

HARARE — Zimbabwe's President, the Rev Canaan Banana, will open the third post-independent session of Parliament in the capital today

This parliamentary session will be the first since the political turmoil earlier this year which resulted in the sacking of Mr Joshua Nkomo and three of his senior Patriotic Front (Zapu) officials from Mr Robert Mugabe's cabinet

It will also be the first

time that white parliamentary ranks have been divided since Zimbabwe's independence more than two years ago

The Republican Front (RF) Party of former Rhodesian premier, Mr Ian Smith, will now be on an equal footing with the nine white independent parliamentarians, who deserted the RF a few months ago

Two RF parliamentarians are expected to miss this session. One of them Mr Dennis Walker, will probably lose his seat — DDC

# Rhodes professor has winning game

GRAHAMSTOWN — A computer science professor at Rhodes University has won a world-wide competition on the design of new electronic games

Professor Alan Sartori-Angus said the game — Cosmic Conquest — was the result of nearly two years' refinement of his original concept of a game he designed for his students

The competition was run by the American computer magazine, Byte, and Professor Sartori-Angus won a prize of \$500 for submitting the winning entry. There were hundreds of other entries from all over the world

Professor Sartori-Angus said that his game differed from the usual run of video electronic games in that it involved planning and strategy

"Video games only depend on one's reflexes, speed of hand and eye," he said. "With Cosmic Conquest one has to play against the computer in conquering planets, which can help you to conquer other planets by being taxed to provide legions and space-ships

"However planets can also revolt if over-taxed and there is always the computer who is also conquering planets who must be considered before each decision

"However time does not stand still and if one deliberates too long the computer, which is constantly on the move, will have you surrounded before you can blink a light emitting diode"

Professor Sartori-Angus holds the copyright to the game and is confident that video game manufacturers will take an interest in it

Cosmic Conquest was designed to be fought on an Apple computer, so there are none of the flashing lights and realistic sound effects of video games. However these could easily be simulated if the game is adapted for video use — DDC

*2000*  
Pensions:  
*152*  
firm to  
*D. Rishworth*  
canvass  
*15/6/82*  
workers

DURBAN — The Romatex group is to canvass employees on how best to provide for their benefits in the future

The dissatisfaction over draft pension legislation which manifested itself among employees throughout much of the industrial and commercial sector in November 1981, led the group to call for worker representation on a committee to investigate the dissatisfaction among its own employees

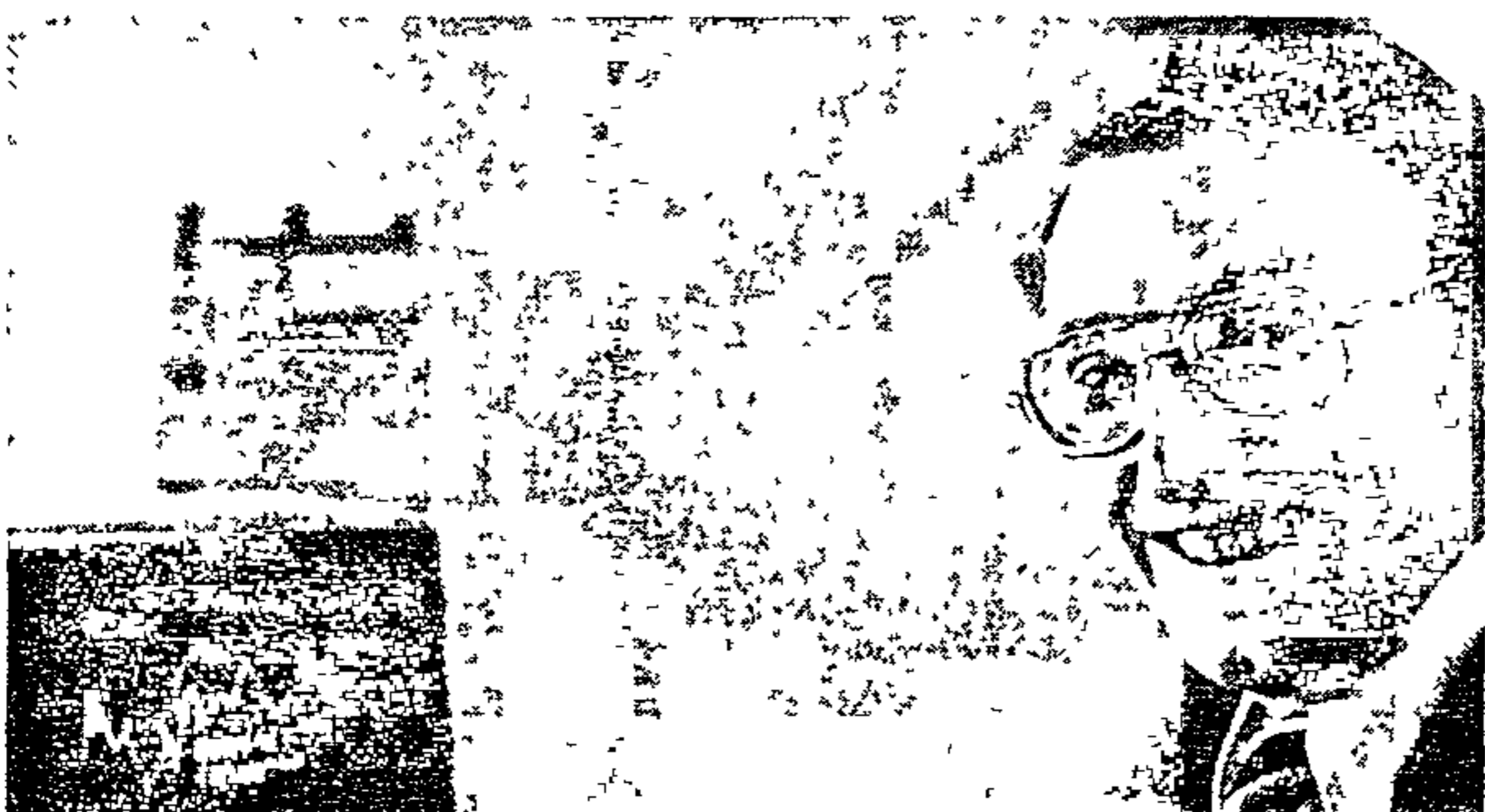
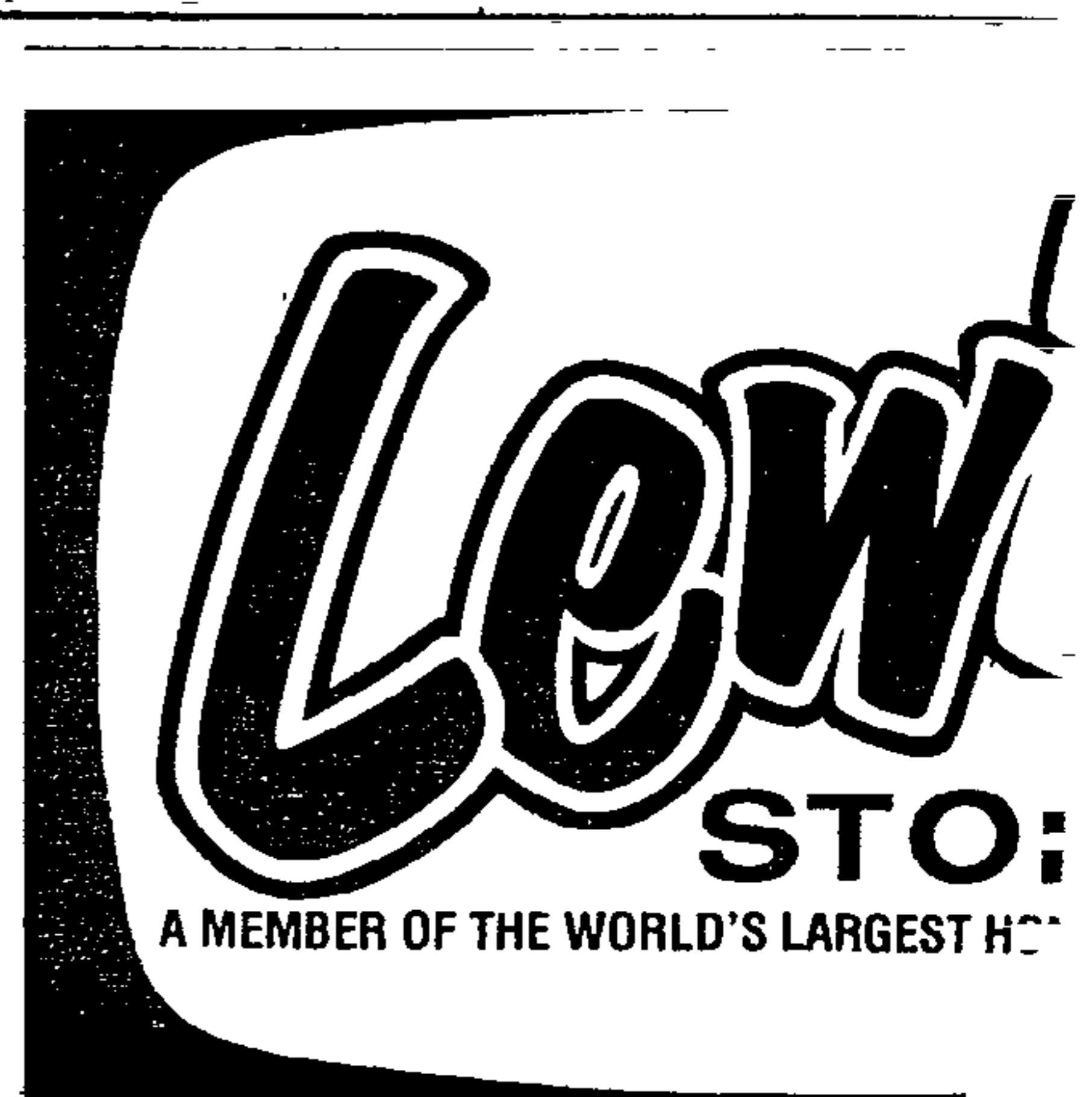
Each division of the group was asked to elect employee representatives to the committee and the first of a series of meetings to seek a workable and acceptable system will be held this week

"We are approaching these meetings with no preconceived ideas of what our employees requirements are

"We are told that our current pension fund is a good one but if it is not what our employees want, we have to be flexible enough to change it or to produce, within reason, an alternative which will give our staff what they feel they need," according to Mr Harold Bruce, group industrial relations director

The group has a pension fund which all permanent employees are required to join

"If there is significant dissatisfaction with our present pension fund, then we want employees to tell us what improvements they need or what alternatives they would find acceptable," Mr Bruce said in a statement — SAPA



Richards

Bay

dockers

down

tools

152  
RAM.  
16/6/82

Mail Correspondent -

DURBAN — Between 400 and 500 workers downed tools at the Richards Bay Coal Terminal's loading facility yesterday afternoon in support of their demand for the immediate refunding of their pension fund contributions

According to a spokesman for the Fosatu-affiliated Transport and General Workers' Union, which claims to represent about 400 of the workers, reports of the address by the Minister of Finance, Mr Owen Horwood to the Association of Pension and Provident Fund's annual meeting sparked off the pension unrest

In his address Mr Horwood said plans for the Pension Bill had not been dropped. It was later reported, however, that Mr Horwood had said the clause on the "freezing" of pensions was not being revived

According to Mr Mike Dunn, managing director of the company, about 400 workers downed tools after management had refused their demands for the refunding of their pension fund contributions. Employees had been told membership of the fund was a condition of service, he said

He added that the stoppage had been orderly, and that operations were being fully maintained by "existing staff"

The spokesman for the Transport and General Workers' Union said however that operations were at a standstill because the company's total black workforce of 500 workers was involved in the stoppage

He said workers insisted they were not on strike but only staging a work stoppage until management had reviewed their decision

152 182  
 takes fizz  
 from row

Labour Correspondent.

DELIVERIES of Coca-Cola from two of the company's plants were disrupted again yesterday by a drivers' work stoppage — but a new wage agreement has settled the dispute and deliveries will resume today

About 200 drivers from the company's Benrose factory and depot at Lea Glen, Florida, downed tools on Monday in support of wage demands. The stoppage coincided with annual wage talks between the company and drivers

Drivers remained off work as negotiations between management and drivers' representatives continued

Coca-Cola's corporate development manager, Mr. Hennie Viljoen, said yesterday that Monday's talks had failed to settle the dispute but a wage agreement had been concluded at 11am yesterday and drivers had agreed to return to work

Drivers, however, had not returned yesterday, he said

"Our deliveries begin in the early morning and end around lunch time. By the time the dispute was settled there was insufficient time to enable drivers to make their daily deliveries," he said.

Deliveries would take place as normal today, Mr. Viljoen added

**Richards Bay**  
**coal workers**  
**down tools**

*192*  
*Mercury*  
*16/6/62*  
Mercury Reporter

BETWEEN 400 and 500 workers downed tools at the Richards Bay Coal Terminal Co Ltd's loading facility yesterday afternoon in support of their demand for the immediate refunding of their pension fund contributions

According to a spokesman for the Fosatu-affiliated Transport and General Workers' Union, which claims to represent about 400 of the workers, reports of Minister of Finance Owen Horwood's address to the Association of Pension and Provident Fund's annual meeting sparked off the pension unrest

In his address Mr Horwood said that plans for the

relating to the freezing of pensions was not being revived

According to Mr Mike Dunn, managing director of the company, about 400 workers downed tools after the management had refused their demands for the refunding of their pension fund contributions

'The management has reiterated to its black employees that membership of the company's integrated fund is a condition of service for all employees,' he said

He added that the stoppage had been orderly, and that operations were being fully maintained by 'existing staff'

The spokesman for the Transport and General Workers' Union said, however, that operations were at a standstill because the company's total black workforce of 500 was involved.

He said that workers claimed they were not on strike but only staging a work stoppage until the management had reviewed their decision

DDM (152) (186) (61) (144)  
16/6/82 (150)

# A sticky week for the sweet makers

London Bureau

LONDON — An attempt to sabotage the sale of Rowntree-Mackintosh products is to be made by the British Anti-Apartheid Movement, which claims it has the backing of the leaders of the Labour Party, the Liberal Party and the Trades Union Congress

"The company is to be the target for a week of action," said the movement. Shoppers will be handed leaflets urging them to "think before you eat" Rowntree-Mackintosh products

"We are taking this unprecedented action because of the persistent refusal of Rowntree-Mackintosh to reinstate 470 black workers sacked by their 100% owned South African subsidiary or to recognise their union"

"We have tried every reasonable course of action, now

we are going to the consumers. We have chosen to launch this campaign on June 16 — the sixth anniversary of the Soweto massacre — to remind people of what apartheid means in practice"

Demos are planned outside Rowntree-Mackintosh factories in York, Leicester, Norwich and Glasgow

A broadsheet to be distributed includes on its front page a message from the TUC leader, Mr Len Murray, claiming that Rowntree-Mackintosh is "running away from its obligations" and saying British unions will put pressure on the firm

A message from Mr Michael Foot, says the Labour Party is taking up the matter with the company. Mr David Steel, the Liberal leader, is quoted as saying "I wish you every success in bringing additional international pressure to bear on Rowntree-Mackintosh"

ARGUS 17/6/62  
**2 000 strikers given ultimatum**

~~152~~ 152  
Argus Correspondent  
DURBAN — More than 2 000 striking workers at two factories at Richard's Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow

be considered to have terminated their services  
A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers downed tools this week demanding a refund of

their pension contributions  
Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1,36 an hour. Workers have asked for a minimum of R2 an hour.

In a notice, management told more than 1 700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would

Riot <sup>152</sup>

police <sup>152</sup>

disperse <sup>3000</sup>

Mercury  
Alusaf

7/6/82  
workers

**Mercury Reporter**

ABOUT 1 700 workers were dispersed by riot police early yesterday at the Richards Bay Alusaf plant when they stopped work in support of wage and pension demands

Alusaf's managing director, Mr D E J van Vuuren, said they had been discussing certain issues with the workers' committee over the past few months and their major problem had been the metal industries' pension fund, administered by Seifsa

The Seifsa fund sparked off a number of the pension strikes last year which had continued even after the proposed Pension Preservation Bill had been dropped because the fund had its own preservation clause

Mr van Vuuren said he had explained to the committee that the preservation clause no longer existed and that a member's contribution would be paid out six months after he left the company

**Increase**

The workers' committee suggested that their pension money be withdrawn from the Seifsa fund and insisted they be allowed to join the Alusaf pension fund, he said

He said they had also discussed wage increases, which, following the Metal Industries' Industrial Council agreement, would be a general increase of 30c an hour — putting the minimum wage up to R1,36

Workers had not accepted this and had demanded that their wages be put up to a minimum of R2 an hour, he added

The entire black workforce had staged a sit-in at the company premises, demanding that they be given a guarantee that their pension money would be transferred to the company's fund and that the management discuss their wage demand.

Mr van Vuuren said he had tried to explain the company's position to them and then gave them half an hour to think it over and either return to work or go home

'When they refused to disperse I had no choice but to call in the police,' he said

**Workers still out**

**Mercury Reporter**

STRIKING workers from Richards Bay Coal Terminal yesterday continued their stoppage in demand for the immediate repayment of their pension money

The managing director of the company, Mr Mike Dunn, said yesterday about 455 workers had 'discharged themselves' by walking off the plant on Tuesday

However, he said he had given them 'certain conditions' under which they could be re-employed

Unnecessary curfew

Non Paid

Franchising of State Enterprises

Franchising of Price System - Wholesalers

Efficient & Equitable - Reform

Allocation of Resources

17/6/82 Sowetan

# Striking workers injured in clashes

EIGHT workers from the Alusaf factory in Richards Bay were taken to hospital following clashes with police at the plant last night, an official of the Fosatu-affiliated Metal and Allied Workers' Union said yesterday.

The official, who described the condition of two of the workers as 'critical' said the incident followed police attempts to disperse about 1 000 striking workers

"Soon after the management gave the striking workers an ultimatum to return to work in five minutes police moved in with dogs and tear gas to disperse them. In the ensuing clash a number of workers were injured," the official said

A senior police spokesman confirmed that police were called in to disperse the striking workers



*(Handwritten scribble)*  
**mor**

He said only one person had died when the rockfall occurred yesterday morning at about 6.20. He said nobody had been trapped underground and those injured had probably been sent to a mine hospital.

**Treason trial brought forward**

THE trial date for three alleged members of the banned African National Congress on charges of high treason relating to attacks in Soweto and Pretoria has been brought forward to July 5.

Mr Thelle Simon Mogoerane, Mr Jerry Semano Mosadi and Mr Marcus Thabo Motaung appeared in the Pretoria Supreme Court on June 1, but their case was postponed to August 2 to allow Mr Motaung to prepare his defence.

The hearing has been brought forward by the judge-president, Mr W J Boshoff, the defence team and the State prosecutor.

The charges are related to attacks on Capital Park Power Station and the Wonderboom-poort Police Station in Pretoria, and Moroka and Orlando.



American actor Sidney Poitier stars in the new movie *Virgil Tibbs* as a homicide expert who becomes the target of racial prejudice. Poitier was born the last of seven children of a poor farmer in the Bahamas. At the age of 16 he went to Miami and then to New York totally unprepared for life in a big city. Through hard work and perseverance Sidney emerged as the first black actor to break through the racism of Hollywood and set the pace for many of the black actors to follow. He has appeared in many memorable films such as *Blackboard Jungle*, *To Sir With Love* and *Guess Who's Coming To Dinner* and he directed the comedy film *Stir Crazy*.

*(Handwritten: 152, 300, Sowe fun, 18/6/82)*  
**Putco drivers strike**

MORE than 200 Putco drivers at the Edenvale depot yesterday staged a sit-in strike because of new regulations that will affect their work as from Monday, a spokesman for the drivers said.

The drivers' grievances are

- They will now have to make their wives pay for whatever journeys they undertake in Putco buses,
- cripples will also have to pay for travelling in these buses,
- old people should no longer receive special favours of being dropped off where they ask drivers to drop them, and
- drivers will now be responsible for lost tickets — one driver is reported to have been fired for this reason recently

Putco spokesman Mr Pat Rogers yesterday told *The SOWETAN* there was no sit-in strike at the depot but that drivers were presently at a meeting. Buses had been running as usual, the spokesman said.

**Cops confirm detention**

*(Handwritten: 117, 329, 104, 139)*  
POLICE confirmed yesterday that Mr Siphwe Isaac Thusi, one of the 250 arrested at the Joseph Mavi memorial service last Sunday — possibly the only person still being held — is being held under Section 22 of the General Law Amendment Act.

*(Handwritten: E Post 18/6/82)*  
Police finally confirmed this after telling *The SOWETAN* in a telex message on Monday that they were unable to confirm if Mr Thusi was being held. They said on Monday only one man was still in detention but refused to release his name, and that all other people arrested during the Sunday service had been released.

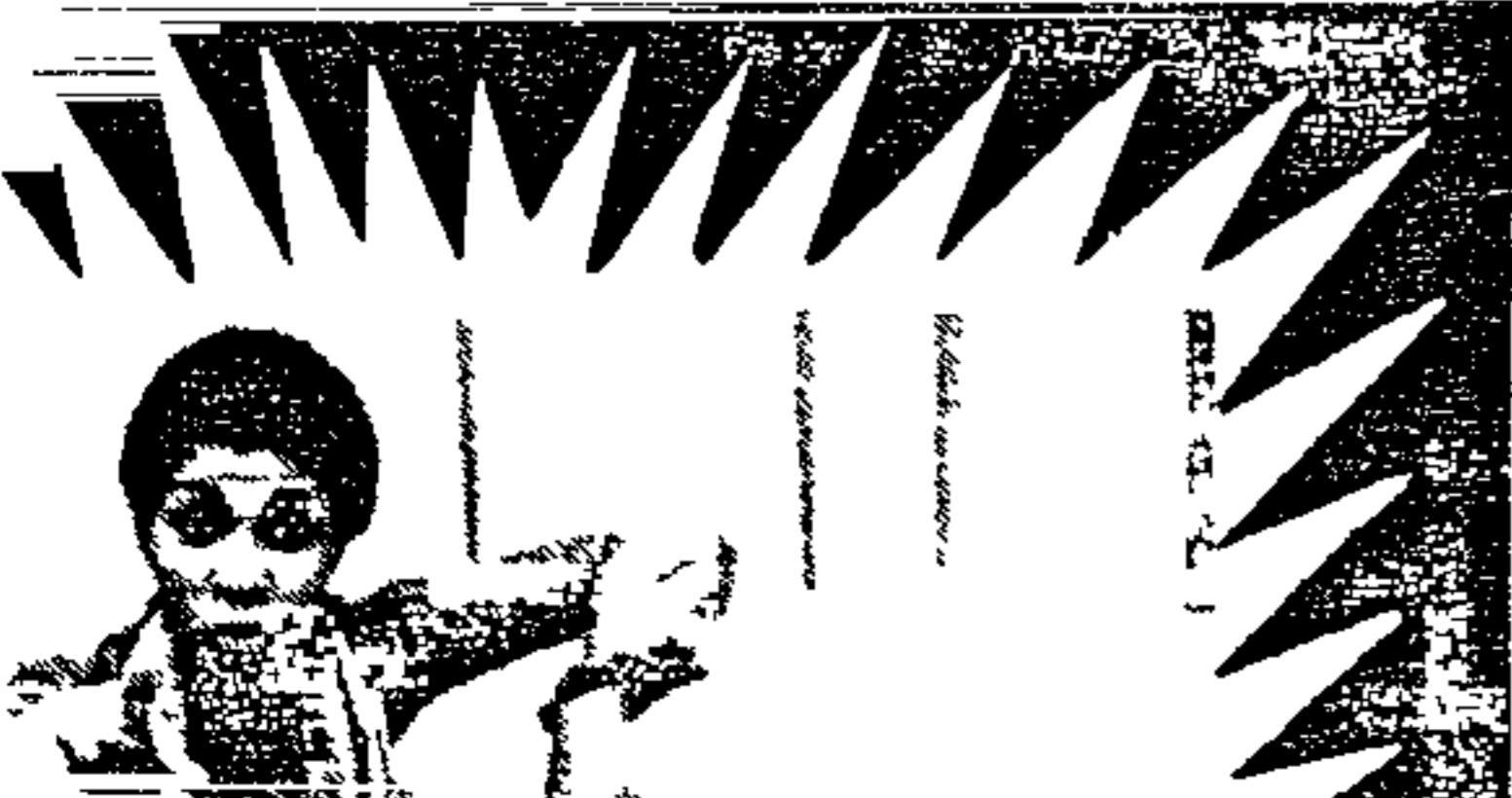
In a fresh telex reply message yesterday police said Mr Thusi was being held under Section 22 of Act 62 of

1966. This security legislation allows for one to be held for 14 days incommunicado.

Police said they could not confirm the detention of Mr Siphwe Kubeke and Mr Tsepo Selebi, also believed to have been detained.

Mr Thusi was among the people arrested by police at the Dube YWCA during a memorial service for dead trade unionist Mr Joseph Mavi and ANC member Mr Petros Nzima and his wife, Julia, who died in a car bomb explosion in Swaziland last weekend.

Police action during the service was later condemned by several



# Damaging strike looms



Much more will be at stake than wage rates when the 22 000 white miners represented by the Council of Mining Unions (CMU) hold their strike ballot next week. The future structure of

labour relations in SA's gold and coal mines could be determined by that trial of strength between mining employers and white miners.

The immediate *casus belli* is a deadlock in wage negotiations. The eight unions affiliated to the CMU decided on a strike ballot after employers rejected their demand for a 15% pay hike. Employers, represented by the Chamber of Mines, proposed a 9% increase at a conciliation board hearing last week — well up on the 3% offered earlier this year.

CMU chairman Arrie Paulus predicts an overwhelming vote in favour of a strike — and recent union mass meetings indicate that miners feel strongly about the pay issue. Their work is more arduous and dangerous than that in other industries where substantial increases have been granted.

However, there are broader issues which have led to the pay talks taking place in a troubled atmosphere. In the background are efforts, prompted by government, to reform the way in which labour relations have traditionally been conducted on the mines. Conservative elements within the

CMU are extremely hostile towards proposed changes.

Statutory job reservation and other practices which ensure the job security of white miners — and halt black advancement — originated in the bloody Rand revolt of 1922. Sixty years have passed, but the issue remains emotionally charged. The Mineworkers' Union (MWU), which is led by Paulus, has, for example, threatened to strike if black workers are granted blasting certificates.

In October last year, government accepted the Wiehahn Commission recommendation to eliminate job reservation in the mining industry. An important proviso was that there should be adequate measures to allay white workers' fears for their job security. Government instructed employers and the white unions to reach accord on this within a reasonable period.

Talks to pave the way for a serious discussion on dismantling discriminatory practices have been held. Although most of the unions favour scrapping the job barriers, the MWU, which represents more than half of the CMU's numerical strength, has been putting up a tough rearguard action. The pace of the talks has been slow and there appears to be the prospect of lengthy filibustering. Meanwhile, the MWU, through its newspaper, has maintained a stridently bellicose attitude towards reform.

Paulus and leaders of the artisan unions in the CMU insist that it is only pay — and not reform — that is the issue in the cur-

rent dispute. However, some observers say that many rank and file union members are not drawing such a distinction. They feel that a backdown on the pay issue may be seen by employers as a sign of weakness.

Some employers claim that the uncharacteristic militancy displayed by some artisan leaders stems not only from the pressures they feel from their members over the pay issue, but also from their fears of losing members to the MWU. They deny this — but they cannot, for example, draw much comfort from a letter which appeared in a recent edition of the MWU newspaper. It came from 45 artisans at a colliery, who claimed to be members of several unions. They expressed fears about the future of whites in the mining industry and asked to become members of the MWU. "We do not want any longer to be members of unions who, without consulting us, take very important resolutions and undertakings without consultation to sell out their members in favour of the blacks," they said.

Some employers believe Paulus has been spoiling for a fight since the abortive MWU strike in 1979. They claim he wants to restore prestige which was lost in that debacle and is trying to build a powerful alliance of white workers on an issue where not only the MWU, but the entire CMU, takes on the employers.

Some unionists, on the other hand, insist that employers have been seeking a confrontation. They claim that within the Chamber there are hardliners who believe the low current demand for gold provides an ideal opportunity to break the power of the MWU.

There may be truth in both of these viewpoints. But where some on both sides of the fence do agree is that the outcome of the dispute will probably have a profound effect on how and when the reform initiatives are introduced. If the employers cave in, the chances are that the negotiations to end job reservation will become even more protracted. If, however, the unions are defeated — and their funds depleted by a lengthy strike — employers will be in a far stronger position to press for prompt reform.

It is, of course, still possible for a compromise to be reached. Ike van der Watt, general secretary of the SA Boilermakers Society, expresses the hope that further negotiations will take place after the strike ballot. The CMU continues to offer the alternative of arbitration to the Chamber. Employers however, reject arbitration because they believe that it has a poor history in SA, with arbitrators frequently plumping for a figure midway between what the two parties have demanded. "The fact of the matter is that with the gold price as low as



CMU's Paulus ... expects an overwhelming vote

Pensions remain a focus for worker grievances — in spite of assurances that government is not going ahead with its proposed Pension Preservation Bill. In Natal, pension issues have been at the centre of four major work stoppages in recent weeks.

Richards Bay seems to be the area most severely hit. According to some estimates there are as many as 3 000 workers from Alusaf, Richards Bay Coal Terminal (RBCT) and a number of construction com-

panies still on strike.

Mike Dunn, MD of RBCT confirmed to the FM that workers at his plant were the first to go out. The issue, once again, was pensions. Workers wanted their funds withdrawn from the Transvaal Coal Owners Association Pension Fund and lodged in a private pension fund. The work stoppage spread to the nearby Alusaf plant where management and workers were engaged in mid-year wage negotiations.

Alusaf MD, Danie van Vuuren, says the wage talks were rapidly superseded by the pension issue as the major grievance. Workers requested an immediate withdrawal of their contributions from the Siefsa-run company pension fund — a request which Van Vuuren says management had no legal authority to grant. Workers at construction sites belonging to the two companies walked off their jobs in sympathy. At the time of going to press most of the construction workers were back but the majority of workers at Alusaf and RBCT were still out on strike.

Last year — at the height of the Pension Preservation Bill controversy, there was a total of 62 strikes in Natal. Even after government agreed to shelve its draft Pensions Bill, strikes in the Province showed no sign of abating. There have been 27 strikes in Natal so far this year — many of them relating to pensions. The main sectors affected are the steel, paper, textile and sugar industries.

Fosatu organiser, Pat Horn, says that while workers seem satisfied that government has dropped its pension preservation plans, the controversy caused them to examine their pension funds more closely and this has given rise to a host of new grievances. "Pension fund trustees, who have negotiated on several issues, seem to be missing the main point — that is that the people here in Natal don't seem to want a pension fund. They would rather have the money now and use it for the education of their children."

Horn is convinced the issue will remain a source of discontent unless companies re-

negotiate pension fund rules. Some options, she says, could be voluntary or non-contributory pension funds, savings schemes, lowering the retirement age or allowing workers to borrow against their pension funds.

Roland Freakes, the executive director of the Natal Chamber of Industries, says there is no doubt that looked at from a pure economic point of view pension preservation is desirable. Employers, he says, should be more understanding and spend more time educating workers about the advantages of saving for their retirement.

~~134~~ ~~138~~ 152  
22 000  
Stan  
for strike  
2/7/82  
Paulus

**Labour Reporter**

Nearly 22 000 white miners would vote 'yes' in the strike ballot being held next week, Council of Mining Union chairman Mr Arrie Paulus warned today

Speaking after an executive meeting he said more than 90 percent of the members of the eight white unions would support a "yes" vote

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent them voting

Mr Paulus said mine managements had threatened that if there was a strike, all the strikers would be dismissed. Some would be taken back selectively

Mr Paulus said that if one worker was not taken back in such a situation, the strike would go on

The Chamber of Mines stated that managements might have drawn workers' attention to the consequences of a strike, but it was wrong to say they were threatened.



# White miners to vote in strike ballot

ARGUS 2/7/82  
152  
152

**Argus Correspondent**

JOHANNESBURG — Nearly 22 000 white miners will vote "yes" in a strike ballot being held next week, warned mining leader, Mr Arrie Paulus, today.

Mr Paulus, chairman of the 22 000-member Council of Mining Unions delivered this warning after a meeting of the council's executive in Johannesburg

He said that more than 90 percent of the members of the eight white-member unions would support a "yes" vote

But he accused mine managements and the Chamber of Mines of intimidating mineworkers and even trying to prevent workers from voting

Workers were told of the consequences of supporting a strike and voting as they would lose their jobs and other benefits

## 'THREAT'

Mr Paulus said that mine managements had threatened that in the event of a strike, all the strikers would be dismissed and that some would be taken back selectively

But he warned that if one worker was not taken back if that situation developed the strike would go on

The Chamber of Mines has stated that managements may have drawn workers' attention to the consequences of a strike but it was wrong to say that miners were threatened

# to king John

# 13 500 mine workers are still on strike

By ANTON HARBER and STAN HLOPE

MANAGERS at West Driefontein mine, Carletonville, were last night waiting tensely to see if their 13 500 workers would return to duty after 24 hours of stayaways and unrest.

Spokesmen for two other mines hit yesterday by stoppages — Stilfontein and Buffelsfontein mines — said all had returned to normal by late afternoon

Violence broke out at these three mines when thousands of workers downed tools on Thursday night shortly after hearing of their annual pay increases

At Gold Fields' West Driefontein mine security guards with batons, shields, gas masks and dogs, patrolled the compounds last night.

The chief compound manager, Mr D Philips, said he was hoping workers would return for the 10pm shift

Workers from one of the mine's hostels returned to duty yesterday morning, but 7 000 stayed out and conducted talks with management

A mine spokesman said yesterday that the workers had been warned that their contracts would be terminated if they did not return for the night shift

At Gencor's Buffelsfontein mine, near Orkney, an unknown number of workers

also refused to go underground on Thursday night

A mine spokesman said 75 ringleaders were detained

The rest had been told that "if they were not prepared to accept the wages offered to them, they should seek employment elsewhere where the pay is better

By yesterday afternoon the mine was quiet again

At Gencor's Stilfontein mine production resumed after 224 miners were dismissed The others returned to work yesterday morning

Spokesmen for all three mines said "ringleaders" and "intimidators" had persuaded the miners to stay out of work

Labour Correspondent STEVEN FRIEDMAN reports that a spokesman for the Gold Fields group said yesterday that the "general dissatisfaction with this week's wage increase" appeared to be the chief cause of Thursday night's rioting at West Driefontein gold mine

However, management at the mine had told workers that the wage increase was "not negotiable" and that they could either accept their increases or leave their jobs "Not one has opted to leave," the spokesman said

The Chamber of Mines this week announced increases in starting pay rates of 11% for surface and 12% for underground workers The increase was the lowest for several years



2-hour battle against defending champion John

Picture: Courtesy SABC-TV

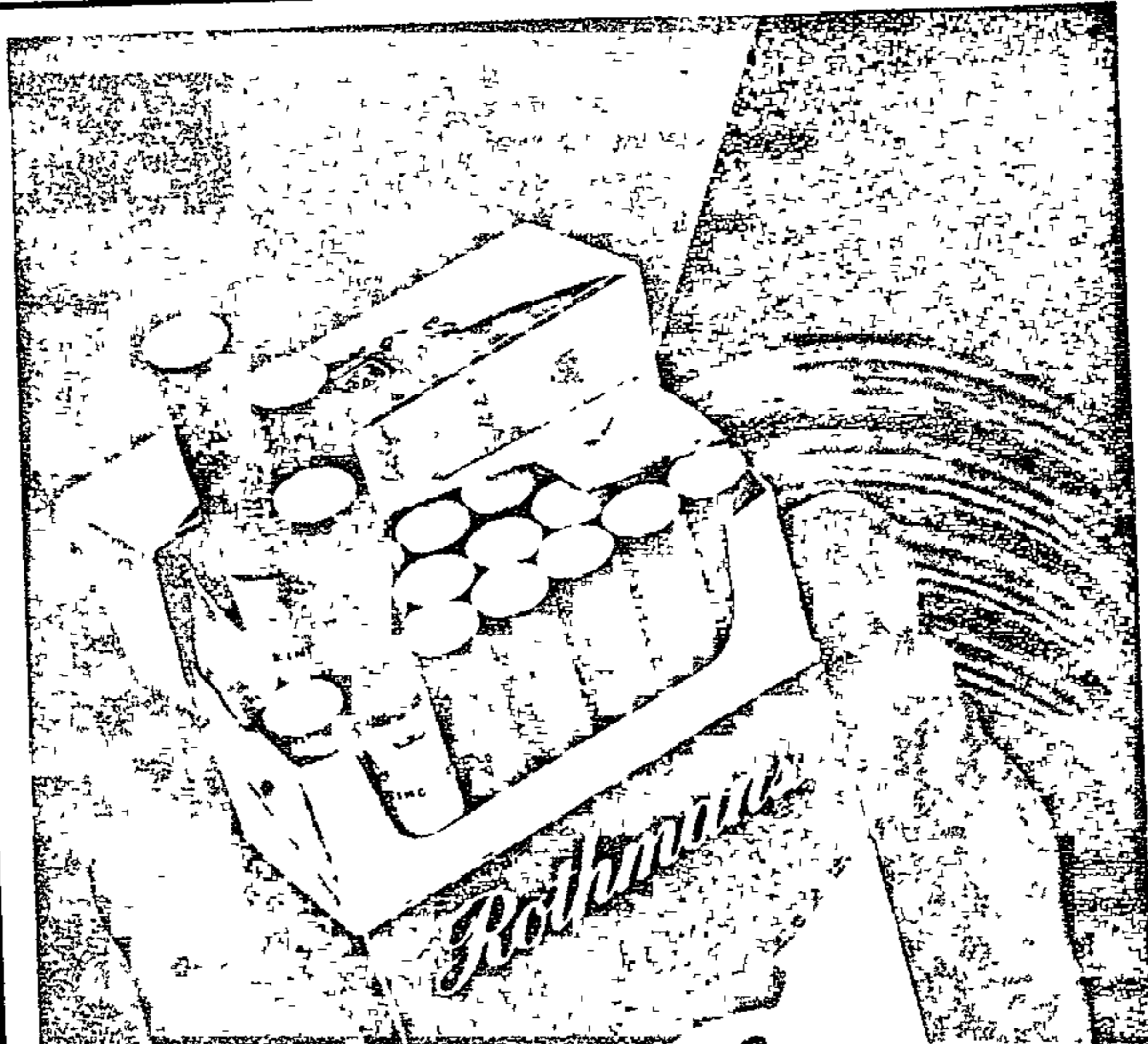
## Mother and child buried as wall falls

Mail Reporter

APAGEVIEW mother and her young child narrowly escaped death yesterday after a wall from the block of flats being demolished next door crashed through the kitchen and buried them

Furious Pageview community leaders blamed the Johannesburg municipality and the Department of Community Development who, they claimed, had ignored safety by-laws requiring the erection of a barricade around any building being demolished

Mrs Fatima Khairon was pre-



# Strikers go back

Mercury Reporter

STRIKING Richards Bay Coal Terminal workers have decided to return to work following negotiations between worker representatives and the company.

But the other pensions strike in the area at Alusaf continued with little progress having been made towards a settlement.

Meanwhile, at the Mtunzini Magistrate's Court 12 workers — including two Alusaf shop stewards — appeared on charges relating to the alleged intimidation of workers. Their trial will continue on Monday.



Workers <sup>192</sup>  
stage two <sup>197</sup>  
wage strikes <sup>371.82</sup>

Labour Reporter <sup>193</sup>

Two disputes over wages — one in Durban and another in Alberton — broke out this week, with workers disputing management moves to alter systems of payments.

At the David Whitehead textile plant in Durban, which is part of the Tongaat group, more than 2 000 workers staged a strike on Thursday in protest against a management decision to incorporate a living-out allowance with their basic wage.

Many workers, however, did return to work yesterday.

At Cobra Ceramics in Alrode, Alberton, about 200 workers went on strike on Wednesday after they had disputed a company decision to add wage increases on to their bonus rates and not on the basic wages.

152 148A ROM 3/7/82

# Workers reject final pay offer

**Mail Correspondent**

**DURBAN** — About 900 workers from Tongaat group's David Whitehead factory have decided not to return to work as "management refuse to budge", union sources said yesterday.

Striking workers, who downed tools after a dispute over the inclusion of a housing allowance into the proposed wage increase, were told on Thursday unless they returned to work by yesterday "they will be regarded as no longer in the employ of David Whitehead".

In a notice given yesterday to officials of the Fosatu-affiliated National Union of Textile Workers, the chairman of the Tongaat Textile division, Mr Richard Payn, said the company had made its last wage offer and there-

fore workers ought to return to work.

Early yesterday workers outside the company's premises were dispersed by security guards with four dogs.

The workers regathered and watched as police vans patrolled the road and as buses bringing workers were escorted into the company premises.

Mr Ron Phillips, from Tongaat's public relations department, said 525 workers out of 900 who should be working had gone to work yesterday.

A union spokesman yesterday disputed this saying that only about 300 workers had entered the factory premises.

The striking workers held a meeting in a local hall and decided that "as management refuse to budge, they

also refuse to budge", a union spokesman said.

C  
d

OT  
sha  
doll  
inv  
vinc  
ern  
Bud,  
econ  
sis u  
Tl  
whic  
agai  
yea  
cen  
ver  
Ca  
Sap

192  
HAR Mercury  
Workers  
stay out

Mercury Reporter

ABOUT 900 workers from Tongaat group's David Whitehead factory have decided not to return to work as 'management refuse to budge', union sources said yesterday

Striking workers, who downed tools after a dispute over the inclusion of a housing allowance into the proposed wage increase, were informed on Thursday that unless they returned to work on Friday 'they will be regarded as no longer in the employ of David Whitehead'

The striking workers held a meeting in a local hall and decided that 'as management refuse to budge, they also refuse to budge' a union spokesman said

152 (251) (251) (251)

# Doctor: ruling could hurt jobless

**JOHANNESBURG** — A ruling against two doctors by the disciplinary committee of the Medical and Dental Council will cause suffering to thousands of jobless black patients and their families.

This was claimed here yesterday by an East Rand practitioner at the hearing of Dr J Nell and Dr S J Gous.

Both doctors were accused of disgraceful and improper conduct by contravening the medical practitioners' code of conduct.

Unemployment funds payable by the Department of Manpower Utilisation to blacks who had been without work because of illness would either be delayed or not paid at all because of the outcome of the hearing, the practitioner, Dr Peter Urbani, told the committee.

"Thousands of people are waiting for the outcome of this hearing", Dr Urbani said.

Dr Gous, a senior medical officer of the Transvaal Provincial Administration, and Dr Nell, an East Rand practitioner, were found guilty of contravening a Council code which prescribes the filling in of doctors' certificates.

Dr Gous was found guilty on the alternative charge of improper conduct and cautioned. The committee is to recommend to the council that Dr Nell be suspended as a practitioner for three months.

Dr Nell was found guilty on both charges. He twice provided medical certificates to three black workers who had been fired after an illegal strike on the East Rand in 1980. Dr Nell had found that all three suffered from the same disease.

Dr Gous signed a certificate as a locum tenens for a patient of the medical partnership he was working for, accepting the diagnosis of and treatment by senior doctors to corroborate the word of the patient.

Dr Urbani, who gave evidence in mitigation of sentence, said doctors "all over the country" were breaking rule 17 (a) of the code of conduct to expedite payments by the Department of Manpower Utilisation to thousands of hungry black families.

According to the code, doctors have to fill in "as informed by the patient" on all medical certificates of illness where they have not personally attended to the patient.

Both doctors had failed to do this. Certificates filled in this way were, however, rejected by the Department of Manpower Utilisation which caused long delays in payment of unemployment benefits to workers who had been off sick, Dr Urbani said.

Dr Urbani told the disciplinary committee that he was prepared to break rule 17 of the code himself if it was "in the interest of my patient".

He later told a reporter that he believed there were about 5 000 families in Kwa-Thema on the East Rand alone who were waiting for unemployment insurance payments — DDC

B  
IN  
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

| (1)                 | Internal | External |
|---------------------|----------|----------|
|                     | (2)      | (3)      |
| 8                   |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

11) 12)

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

4 Do not write in the left hand margin

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**

# New riots flare on West Rand mine

7/7  
8/7  
7/7  
152  
Star

5/7/82

By Tony Davis and Mike Cohen

New rioting broke out early today at the Gold Fields Kloof Gold Mine, near Westonaria, and about 12 000 miners refused to go underground and began stoning cars and buildings.

A spokesman for Gold Fields said "intimidators" last night prevented workers from going on shift and mine security restricted workers to two hostels

On the morning shift miners were again intimidated and confined to their hostels but they burned a hostel barber shop and stoned windows before breaking out of the buildings

Miners were reported to have run around shouting "Mali! Mali!" (Money! Money!)

About 200 to 300 miners had gathered at the front of the hostels carrying stones and sticks, the spokesman said

Mine security personnel dispersed the mob and used tear smoke. They were trying to "isolate intimidators"

A police spokesman said a detachment of the Police Reaction Unit was sent to the mine to help mine police and security officials.

The Kloof mine unrest follows a weekend of rioting at several Transvaal gold mines

It is believed the cause of the unrest was the introduction of wage increases amounting to about 12 percent

● At Gold Fields West Driefontein mine, thousands of miners refused to go underground and subsequent rioting over two days resulted in four deaths

● Three men died at the Gencor Grootvlei Gold Mine, near Springs, after rioting started on Friday evening

● Unrest at the Gencor Buffelsfontein and Stilfontein Gold Mines was quelled by mine police and South African Police

● There were reports of intimidation at Gold Fields East Driefontein mine last night but the situation was described today as quiet

# Striking Coke men face sack

152  
~~152~~

Sowetan  
5/7/82

THE threat of dismissal hangs over 200 striking Johannesburg-area Coca-Cola workers if they do not return to work today.

After the workers walked off the job Friday in support of a pay demand, a company spokesman said they had been given until this morning to "reconsider their position"

- The spokesman said the stoppages occurred among loading workers at the Benrose factory, the Reef bottling site and a depot near Florida

The company had published the new pay scales to be implemented in August, which stated the third increase the workers would be getting this year

However, the unskilled loading workers were demanding a salary 60 percent higher than the company's offer, the spokesman said — Sapa

# Black miners bussed out of tense mines

By ANTON HARBER

MORE than 1 300 miners were bussed back to the homelands over the weekend after two days of unrest on Rand mines had claimed seven lives

Last night mine police kept a close watch at the three tense mines — West Driefontein, Grootvlei and Buffelsfontein — but no further incidents were reported

At Gold Fields' West Driefontein mine, near Carletonville, dozens of heavily armed police combed the five compounds. Rooms were searched for weapons and workers entering the area were frisked

Mr J J Moller, public relations officer for Gold Fields, said they were hopeful that the unrest had ended

The mine manager, Mr C Watson, said they had terminated the contracts of 240 workers on Saturday and had told the others to return to work or leave the mine

He said more than 800 had chosen to leave and a total of 1 083 had been bussed back to the homelands

Mr Watson said Friday's night of violence started when 4 000 men in one of the compounds refused to go to work and gathered at the compound gate chanting

Mine police had told the men to disperse to their rooms and to send a delegation to speak to the manager. When they failed to do so, teargas was used to disperse them, Mr Watson said

Police with dogs and shields had then marched through the compound in a show of force, he said. The unrest had continued in No 2 compound until about 11pm

Early on Saturday morning, violence flared again

when workers in the No 5 compound refused to go to work

Two men were shot dead, one was found in a hostel with fatal head wounds and a fourth was stabbed to death

Seven miners, one of them seriously injured, were admitted to the Leslie Williams mine hospital

During the unrest the miners broke many windows and set two buildings alight, but the fires were extinguished quickly

Yesterday, mine officials threw a cordon around the area, allowing the Press in only under escort to photograph certain areas. A foreign television crew was prevented from filming the mine

Grootvlei Mine, in Springs, was quiet last night after three workers had been shot dead on Friday night. Over 300 workers had chosen to leave rather than return to work, according to the PRO Mr D J Ackerman

'As for tomorrow I don't know what will happen but we are hopeful that things will return to normal,' he said

He said all was quiet at Buffelsfontein

Violence flared on the three mines shortly after an announcement on Thursday that pay was to increase by 12%. Mine officials have confirmed that the unrest was related to dissatisfaction with the increase

Mr Watson of West Driefontein said they would have no trouble replacing the miners who had left, but it would take time to teach them the necessary skills. He said the mine would operate normally until the men were replaced

oks, notes, pieces of paper or other material brought into the examination room unless latees are so instructed

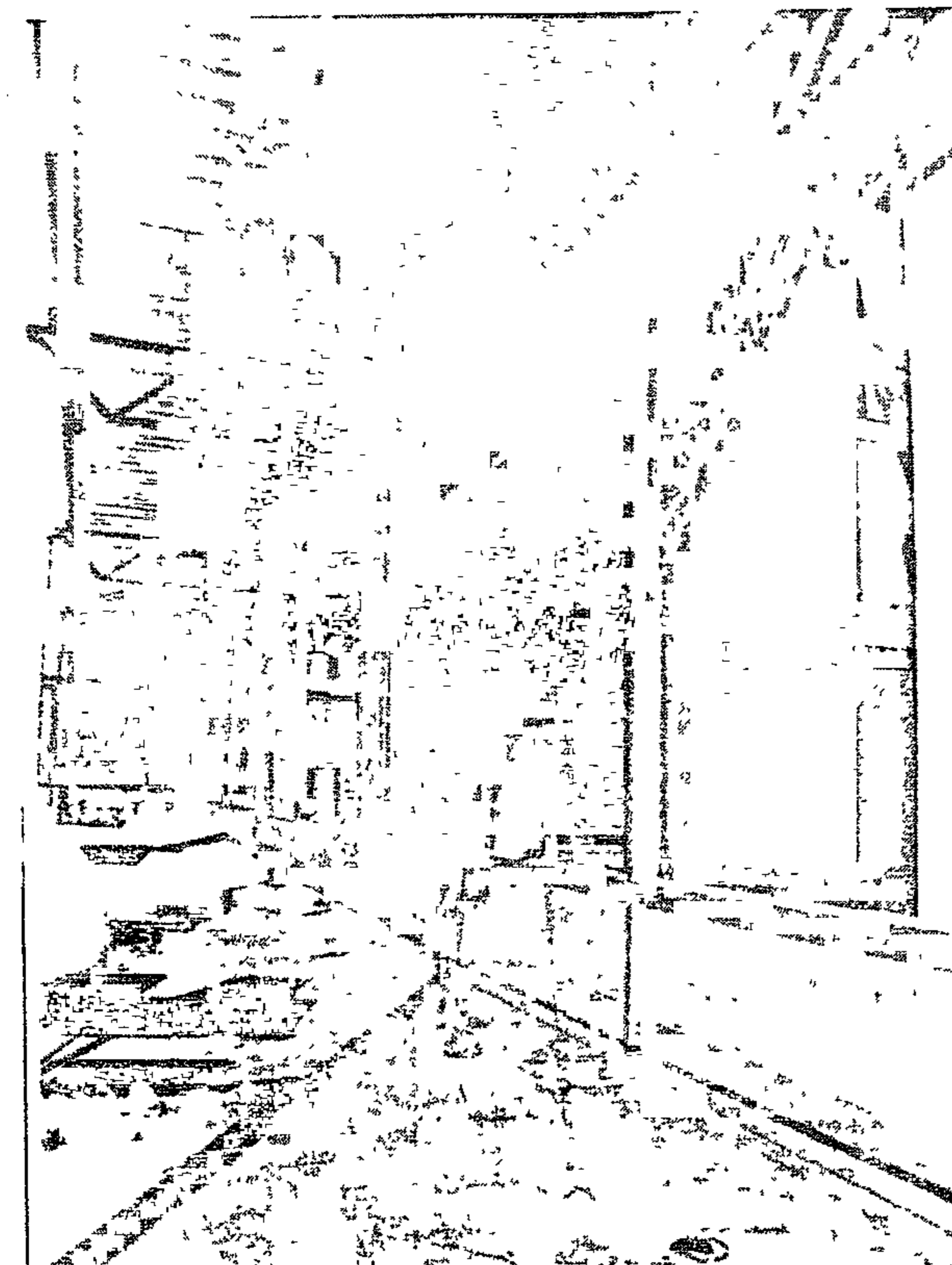
latees are not to communicate with other latees or with any person except the invigilator. If a page of an answer book is to be torn out

answer books must be handed to the commissioner or to an invigilator before leaving the exam-

ination and to possible exclusion from



No 5 shaft, where violence flared on Saturday morning. A Mail photograph contained a heavy presence in the compound



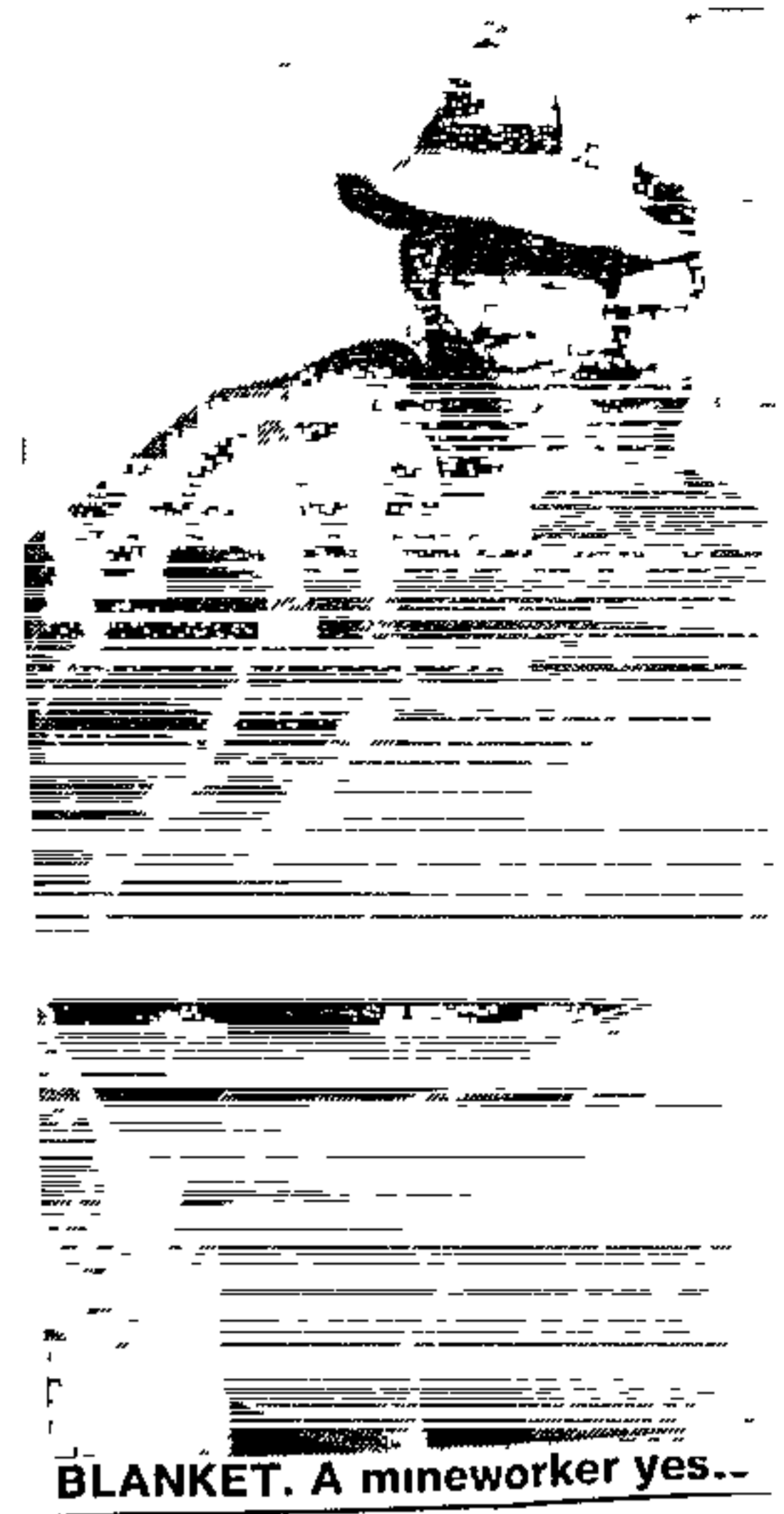
Broken windows mark the scene of unrest that flared at the West Driefontein Mine. This concession store was badly damaged by stoning on Friday night.

Workers take to the veld in fear of more violence

# MINERS

# FLEE

215  
215  
204  
152  
Sowetan  
6/7/82



BLANKET. A mineworker yes..



NO WORK: Mineworkers cooling it off.

**HUNDREDS** of miners at the Kloof Gold Mine took to the veld yesterday in fear of staying inside the hostels, where there were reported incidents of violence.

Riot Squad police are also believed to be assisting mine police as rioting continues at the compound, with workers refusing to go underground. Mineworkers injured in the violence were said to have been ferried to the Leslie Williams mine hospital

A police spokesman said a detachment of the "police reactions unit" was dispatched to the mine to assist mine police and seconded officials

Official reports from the mine state that mine security staff were trying to confine the miners to a specific area of the mine. A spokesman said most of the 12 000 miners were, in some way, involved in the unrest

## Money

Trouble started at the Kloof mine on Sunday when miners were reported to have run about yelling "Mali, mali," (Money, money). The PRO for the mine, Mr J J Moller, said intimidators had prevented workers from going on shift and that the mine security staff then restricted workers to two hostels

Yesterday, at about 5 30am, "intimidators" again tried to prevent the workers going on the morning shift. The workers were then confined to their hostels but managed to burn down a hostel barber shop and stoned windows, before breaking out of the building. At about 9am the miners set fire to the rear end of a hostel and armed themselves with various weapons, including pangas and



yesterday that a youth, bopane, near Pretoria, no age given, from Malise children in all the health authorities were



# Hostel burnt

Sowetan

211 273 204 (152) 6/7/82

## From Page 1

underground. By late afternoon the atmosphere was tense with the police maintaining their presence.

At the East Driefontein mine there was also intimidation on Sunday night but the problem has now been solved.

A spokesman for Gencor Mines said the situation at Grootvlei, where three people were killed and 11 injured, was now under control. The same applied at the

Buffelsfontein and Stilfontein mines where rioting was also quelled by mine police and the South African Police.

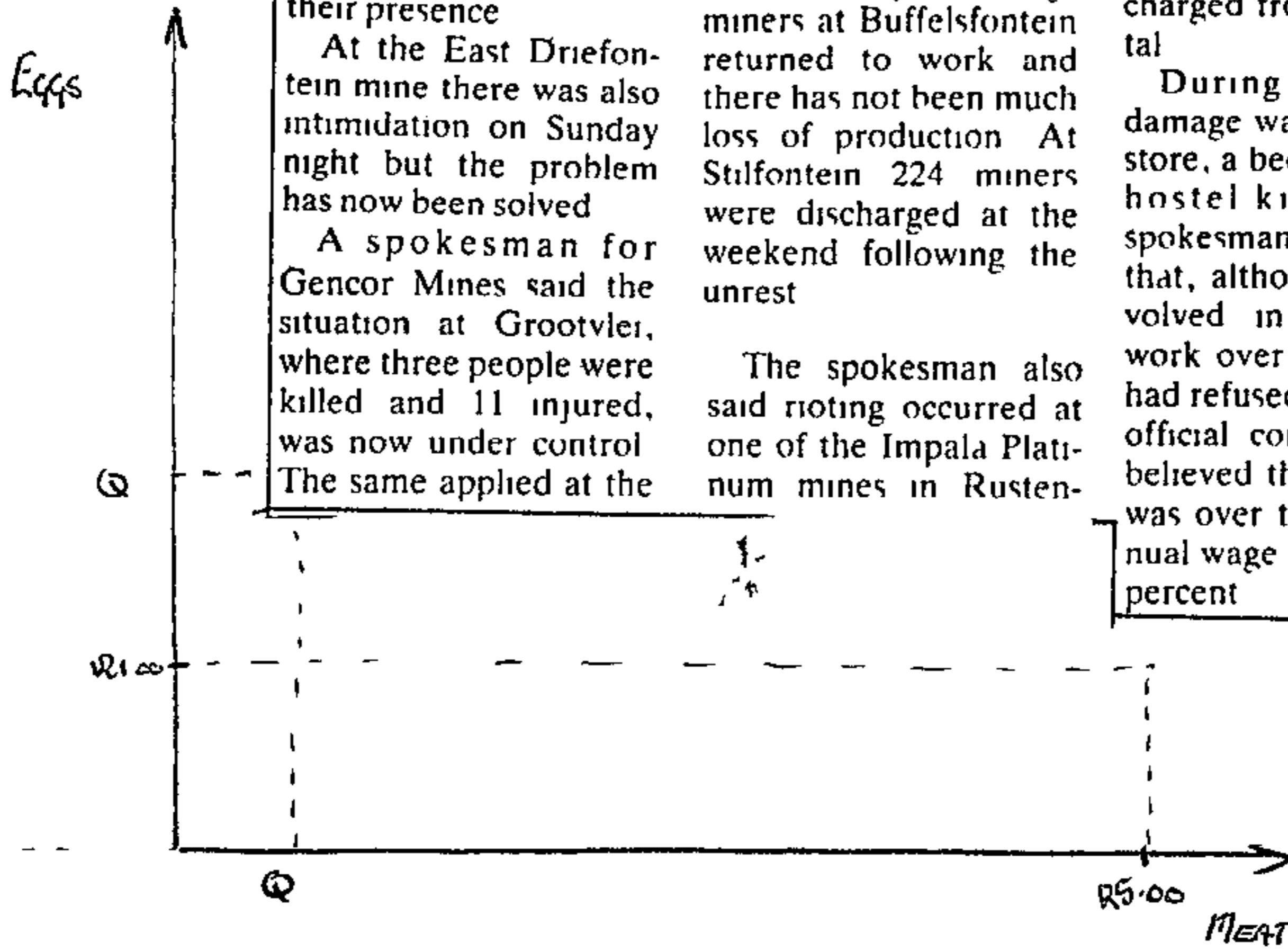
Yesterday morning, miners at Buffelsfontein returned to work and there has not been much loss of production. At Stilfontein 224 miners were discharged at the weekend following the unrest.

The spokesman also said rioting occurred at one of the Impala Platinum mines in Rusten-

burg on Saturday. He said 50 people from the Bafokeng North mine hostel were injured and had to receive treatment but were later discharged from the hospital.

During the rioting damage was caused to a store, a beerhall and the hostel kitchen. The spokesman said further that, although those involved in refusing to work over the weekend had refused to make any official complaint, it is believed their grievance was over the recent annual wage increase of 12 percent.

SECTION  
QUESTIONS



Taking as our example products meat and eggs we can see the following. Eggs are on the market at a ridiculous price of R1.00 per dozen. Meat is R5.00 a kilo. People are hard enough to buy the meat as it is so, a drop in the price of eggs will not make any difference at all, but a fall in the meat price will cause people to buy more meat and more eggs will be left over money.

Now using products A and B we can take a further example. A and B are nearly the same in price. Price of A falls a little, demand may rise for A but not for B.

If A was a product such as baseball bats and B was ping-pong sets and it was the middle of winter the price of the bats will cause nothing to happen to the demand.

(15d) (18d) SOWETAN 6/7/82

# Strike continues

SALARY negotiations between the Coca Cola management and workers' representatives at the Benrose plant reached a deadlock yesterday, despite the company's threat to dismiss the striking workers if they had not returned to work by yesterday morning

A spokesman for the company, Mr H Viljoen yesterday told The SOWETAN that another round of talks was to be held this morning

According to Mr Viljoen, the wage dispute

started last Wednesday, when about 500 truck helpers decided to down tools. He also said that this was the third increase the company had offered the truck helpers this year. The increase amounted to an aggregate of 34 percent, which was equal to R1 98 per hour. However, the workers were not satisfied with this, and were demanding a R60 increase.

"The R60 increase is 60 percent more than what the company is offering," he said.

# Minister in bid to avert miners' strike

Own Correspondent

JOHANNESBURG — The Minister of Mineral and Energy Affairs Mr F W de Klerk has intervened personally in an attempt to avert a strike by white mine workers.

The Chamber of Mines yesterday also made a new offer to mining unions which is likely to lead to a postponement of the unions' planned strike ballot.

Union sources said last night that the Council of Mining Unions (CMU) and the Chamber of Mines had met yesterday and that the Chamber had made unions a new offer. They said the meeting was a "direct result" of Mr De Klerk's intervention.

The unions' executives would meet this morning to decide whether to postpone the ballot to allow time for the new offer to be taken back to their members, the sources added.

The CMU planned a strike ballot for tomorrow after rejecting a nine percent wage offer from the Chamber. At meetings around the country, union men demanded a 15 percent increase.

The calling of the ballot has raised fears of a strike by white mine workers which could seriously hit gold and coal production.

It was learned yesterday that in a telex message sent last week, Mr De Klerk urged both the Chamber of Mines and the CMU to "rethink" their dispute "in the

national interest and "given the challenges facing the economy".

Mr De Klerk last night confirmed that he had sent the telex. He had also twice "been in contact with both sides". On both occasions he had contacted the CMU and Chamber of Mines simultaneously and his messages to them had been identically worded, he said.

Mr De Klerk declined to comment on the content of the messages.

A Chamber spokesman confirmed that the telex had been received.

"We have taken note of it," he added.

Yesterday the two sides met at Chamber headquarters to try to settle the dispute. Union sources said the minister's telex had prompted the meeting.

## New offer

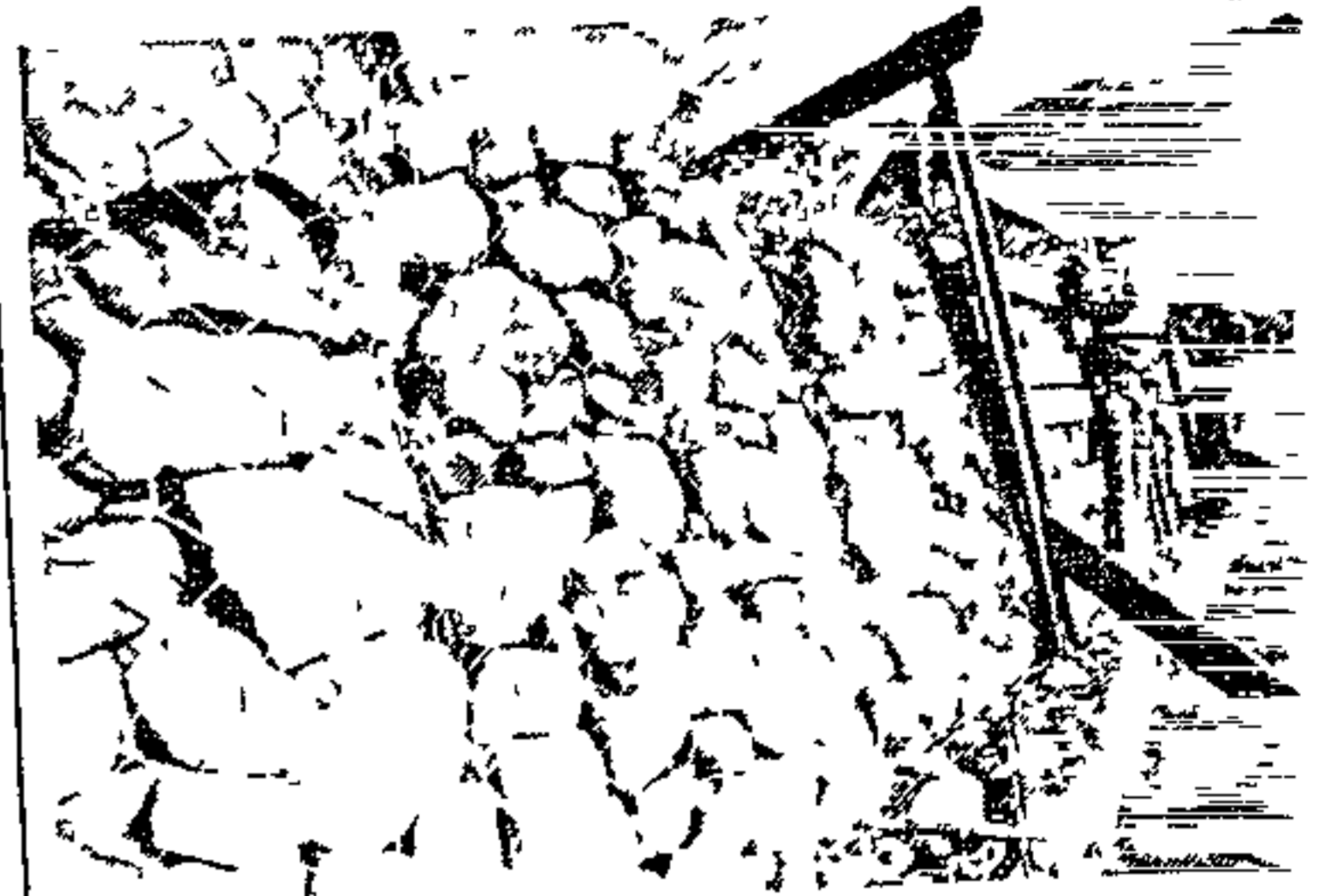
At the meeting the Chamber made a new offer which would be discussed by union executives this morning, the sources said.

"The likeliest outcome is that the council will decide to postpone the ballot to give all unions the opportunity to take the offer back to their members," a CMU member said.

He declined to say what the new offer was or whether he believed union men were likely to accept it.

Observers believe, however, that prospects for a settlement have improved significantly as a result of the meeting.

# Stone-filled w



The wall in the new nursery extension Kirstenbosch Gardens, made from rows of wire baskets filled with stones.



Eleven Cape Town schoolchildren arrive with money for National Santa Year. The school is escorted by the Johannesburg Traffic Department. In the back row (from left) Jeanette Wayne Holt, 15, and Shaun Esson, 14,

6/7/82  
152 211 213 ROM

# Six miners hurt as police use teargas

By CHRIS OLCKERS  
and ANTON HARBER

SIX West Rand mineworkers were slightly injured when riot police and mine guards used teargas to disperse 9 000 striking miners at Kloof Mine, near Westonaria, yesterday

Later police offered protection to workers who felt they were being intimidated and who were prepared to go underground

The miners had refused to go underground on Friday evening and again yesterday morning, a mine spokesman said. He met hostel orderlies at 5.15 last night to deliver an ultimatum to the miners to work or else face being fired

Workers milled around the mine's two compounds, closely watched by heavily armed police

A police spokesman said they were watching the situation closely after being asked

for assistance by the mine

A number of the miners told reporters they were unhappy with the 12% wage increase announced last Thursday

At other mines hit last week by rioting it was reported that all had returned to normal. Officials have begun the task of clearing up the damage done during the unrest, which cost seven lives

Police called to help local security guards shot dead six miners at the Grootvlei and West Driefontein mines early Saturday. Another miner was found stabbed to death. Nearly 500 mineworkers were dismissed and about 800 others left for their homelands following the unrest

Spokesmen for the Gencor and Gold Fields companies said work at East and West Driefontein, Stilfontein, Grootvlei and Buffelsfontein mines was back to normal

# Teargas, rubber bullets used to quell pay riots

6/7/87

~~213~~

~~214~~

~~215~~

Sfan 152

By Tony Davis  
and Mike Cohen

The South African Police used teargas and rubber bullets to quell rioting mine workers at the Kloof Gold Mine near Westonaria yesterday.

The Divisional Commissioner of Police on the West Rand, Brigadier J C Coetzee, said today police opened fire last night as unrest on mine property erupted.

He said no serious damage was caused by the miners and no injuries were reported. "But there must have been people hit by the bullets," he added.

Mine security police also used teargas early yesterday to counter unrest at the two hos-

tels. The SAP were later called in to assist.

A spokesman for Gold Fields said all was quiet at the mine today and there had been no further reports of unrest at the West Driefontein Mine, where there was extensive rioting at the weekend. Four miners died during the unrest in the Western Transvaal.

At Gencor's Grootvlei mine, near Springs, three miners died during unrest at the weekend.

The unrest is understood to be related to the introduction of a rise of 12 percent for black miners.

Police used teargas and several arrests were made as a result of wage riots at the

Danhauser collieries in Natal yesterday. Rioting workers destroyed two beer halls, a restaurant, communication equipment and a tractor.

Two of the Gencor group's platinum mines near Rustenburg have also been hit by wage riots.

About 2 000 miners at Impala's Bafokeng North hostel refused to go underground on Saturday and later destroyed mine property. Bophuthatswana police used teargas to disperse the rioters and about 50 miners were injured and treated at hospital.

At Impala's Wildebeest South hostel yesterday miners also rioted and teargas was used by Bophuthatswana police.

# Coal miners

# on rampage

Mercury 6/7/82

(52) (24) Mercury Reporter (213) (215) (260)

THE entire black workforce from three Dannhauser collieries went on the rampage yesterday, burning down a beer hall and partly destroying another

The miners stopped work early yesterday at the Durban Navigation Collieries, broke into one of the mines' beer halls and set it alight

They are believed to have then broken down the walls and doors of a second beer hall with the help of a bulldozer. It is believed buses were stoned and compound windows broken

A Dannhauser resident, who asked not to be named, said he had watched one of the miners set fire to the tractor which delivers food to the compounds by throwing a match into the petrol tank

He said the rioting miners had also burned 'a fair amount' of the grazing lands around the mines

A police spokesman confirmed that a beer hall had been burned down and that a beer hall and offices in another compound had been damaged

He added that a communication centre building at the collieries also had been set alight

The spokesman said police reinforcements had been called in from Newcastle in a bid to contain the riot and by late last night 'they had everything under control'

No one had been injured during the rioting, according to the police

The miners had downed tools 'because they were not satisfied with the 12 percent increase announced recently by the Chamber of Mines,' a senior police officer said

162) ~~180~~ NAM 7/7/82  
**Coke strike leaves  
sweet tooth flat**

**Labour Correspondent**  
SUPPLIES of Coca-Cola to Witwatersrand areas have been disrupted for the past week by a strike at three Coke depots over wage demands

It is understood that, as a result of the strike, some outlets have been without supplies for the past few days

But the company's corporate development manager, Mr Hennie Viljoen, said that most strikers had returned yesterday and that deliveries were "almost back to normal"

There had been no deliveries from last Wednesday to Monday at the three plants, Mr Viljoen said

The company was hit by a drivers' strike at two of the depots some weeks ago

Mr Viljoen said the latest stoppage had begun last week when the company an-

nounced new pay scales for truck helpers — unskilled workers who assist with deliveries — which are scheduled to come into effect on August 1

The company has awarded these workers a 10% rise, Mr Viljoen said, but "this is the third raise they have received this year — compounded, it means that we have raised their pay by 34% during the year"

The helpers had been unhappy with this amount and had downed tools, demanding a 60% rise, he said. They had later been joined by workers in the company's yards.

Mr Viljoen said the company had been carrying on "a constant process of consultation and negotiation" with the workers since the stoppage began.

"But we have made our position clear to them"

Stoppage  
negotiation

# Chamber, miners settle pay dispute

Cape Times 2/7/82

(152) Own Correspondent

JOHANNESBURG — The Chamber of Mines and the Council of Mining Unions yesterday agreed on a 12 percent pay increase for union men on gold and coal mines, thus averting at the eleventh hour a planned CMU strike ballot and the threat of a damaging strike by white mine workers.

The settlement was reached after dramatic last minute meetings between the two sides and came less than a day before the ballot was due to begin.

It was announced to waiting newsmen at the Chamber's Johannesburg headquarters yesterday as smiling CMU and Chamber delegations emerged from a meeting at which the compromise was finally hammered out.

The agreed figure is halfway between the 9 percent the Chamber had said was the maximum it could afford to pay and the 15 percent the 22 000 union men had demanded.

## 'Could have been catastrophic'

A joint statement by the CMU and Chamber said the settlement had averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry in particular.

The increase would come into effect from the July pay month, the statement added.

The statement also said the CMU had called off the strike ballot. The unions will report back to members on the terms of the agreement.

The agreement came after the Minister of Mineral and Energy Affairs, Mr F W de Klerk, had appealed to both parties to settle their differences and after talks initiated by the Chamber.

But it is understood that settlement moves were under way before Mr De Klerk's intervention.



182 152  
Coca-Cola  
flows as  
Star 7/7/82  
strike ends

Labour Reporter

Trucks at three Coca-Cola depots started rolling again yesterday following a strike by employees over wage demands

Drivers and loaders at the Benrose, Edenvale and Florida depots staged stoppages late last week after demanding higher wage increases

Coca-Cola management met worker representatives last week and again on Monday before employees returned to their jobs

A company spokesman said deliveries had been disrupted, particularly in the Benrose area but were now returning to normal

OBJECTED

A wage strike by about 2 000 workers at the David Whitehead textile factory in Durban ended with workers returning to their jobs on Monday

Workers had objected to the Tongaat subsidiary's decision to incorporate a living-out allowance with the basic wage

The secretary of the National Union of Textile Workers, Mr Obed Zuma, said management had not re-engaged more than 50 workers many of them union shop stewards, on Monday

The company had given workers a return-to-work deadline on the Monday and had interviewed them afterwards

But if the contract charges are changed, it may be agreed to return to work. However, required will be 12 p. 12.

Mercury  
7/7/82  
Colliery strikes petering out  
243 152 241 260 243

**Mercury Reporters**

THE strike which led to violence at the Durban Navigation Collieries near Dannhauser on Monday is 'petering out', according to Mr H C Jerung, Iscor's public relations officer

It was reported on Monday that mine workers had gone on the rampage, burning down a beer hall and partly damaging other mine buildings

Mr Jerung said that although there had not been a big turn out for the morning shift, 'the vast majority' of the afternoon shift had returned to work

There had been no more violence or damage to property and no arrests had been made he said He added that just over 200 workers had been involved in Monday's strike

No damage to any mine buildings was visible from public roads around the mine yesterday and mine officials refused to allow a Mercury reporter into the area

Riot police who patrolled the mine continuously for 36 hours after the riots broke on Monday retired yesterday evening leaving only a small task force to keep a low profile watch in the area, Lt-Col R Robinson District Commandant for the Dundee area said last night

Meanwhile life in the small town of Dannhauser barely 6 km from the mine is quiet No bottle stores have been allowed to open since the riots started and alcohol is only available from licensed hotels a bottlestore owner said

Many white mine workers who arrived at work for yesterday morning's shift were sent home when it became apparent that their black colleagues would not be working

~~190~~ Sappi ~~190~~  
pension  
fund rules  
amended  
Mercury 7/7/82

Mercury Reporter  
PULP and paper giant, Sappi, employing a black labour force of 14 000, has made significant changes to the company's pension rules following a year of negotiations with worker representatives

Negotiations have been on the go since workers at Sappi's Tugela mill downed tools during last year's wave of strikes sparked off by the proposed Pensions Preservation Bill

In the light of the discussions, the trustees of the fund have recently agreed to amend the rules in order to accommodate some of the grievances raised by Sappi workers

The trustees raised the interest rates on members' contributions from 4 percent to 6 percent compound interest, the retirement age has been changed from 65 to 55 and a funeral benefit has been introduced which pays out R500 to the widow

The company also agreed to make it possible for workers to get education and housing loans

Addressing the problem of a three- to six-month delay in getting tax clearance before pension moneys can be paid out, the company agreed to pay a maximum of R600 to a worker immediately on leaving the company which would then be deducted from his pension money when cleared

But, a union source said, a major worker request that the fund be made voluntary was refused by the company

# Three die as miners go on the rampage

Star 7/1/82

23  
24  
152  
204

When you see a roll of their rioting

By Tony Davis, Mike Cohen and Trevor Jones

Violence flared again last night at Klout Gold Mine near Westonaria. So far three miners have died and at least 25 have been injured. Extensive damage has been done to property.

The South African Police were called in when mine security officials could not quell unrest at workers' hostels.

Fights had broken out in rooms between miners who wanted to go on night shift and those who wanted to strike.

Miners later broke through a fence at the back of the hostel. They stoned cars and destroyed extensions to a new building.

They dispersed into hills nearby when the police arrived, but later returned and damaged a concession store, parts of a dance arena and a bus stop.

## Motorcycles

A spokesman for police headquarters in



A spokesman for police headquarters in Pretoria said today that compound windows were broken, the mine store plundered, a vehicle damaged, rooms burnt out and 50 mine motorcycles destroyed.

One miner died from injuries when he fell from a roof during the unrest. Two miners were found dead from head injuries received during the fights among miners, a police spokesman said.

Police gathered about 1,500 miners on a soccer field and told them that those who wished to return to their homes could do so.

But later this morning more than 2,000 of them were refusing to move from the field and return to their compounds.

Police were still standing by.

**Blankets**

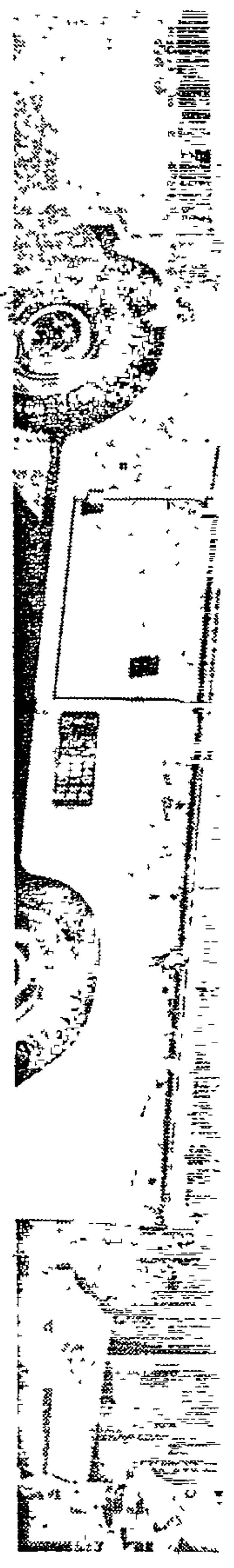
The miners, most of them clutching blankets round their shoulders, sat apprehensively as police watched them.

Some had fled into the veld at the height of the violence, but returned in the morning. Others were rounded up by the police.

On a hill overlooking the field, dozens of men looked down on the scene.

In the No 7 and No 8 compounds, where the fiercest rioting took place, the ground was littered with piles of stones and precast concrete — which had been broken up into throwing size.

The Divisional Commissioner of Police for To Page 3, Col 5



Members of the Police Reaction Unit rounded up about 1,500 workers from the veld around the hostels and ordered them to sit on a soccer field. Then mine officials checked who wanted to go back to their homes.

# Unarmed officer is hero of mine showdown

West Rand Bureau

The District Commandant of Krugersdorp has earned praise for fearlessly facing 1,800 black mineworkers alone and using diplomacy to defuse an explosive situation at the Ventersput goldmine yesterday.

Colonel M.C. "Finsie" Heunis arrived at the mine with a force of about 50 men but ordered the unit to stay out of sight, said a police spokesman.

An attempt was being made to arrest about 80 black mineworkers among the 1,800 who were alleged to be intimidating the rest in an attempt to make them stop work.

The spokesman said this had been difficult because the 80 mingled with the rest. Many were armed with sticks and some with axes.

Workers were in a threatening mood. Colonel Heunis, unarmed, walked up to the

1,800 and said, 'You are adults not children, just as I am an adult not a child.'

I am unable to discuss your grievances with all 1,800 of you. You must realise this.

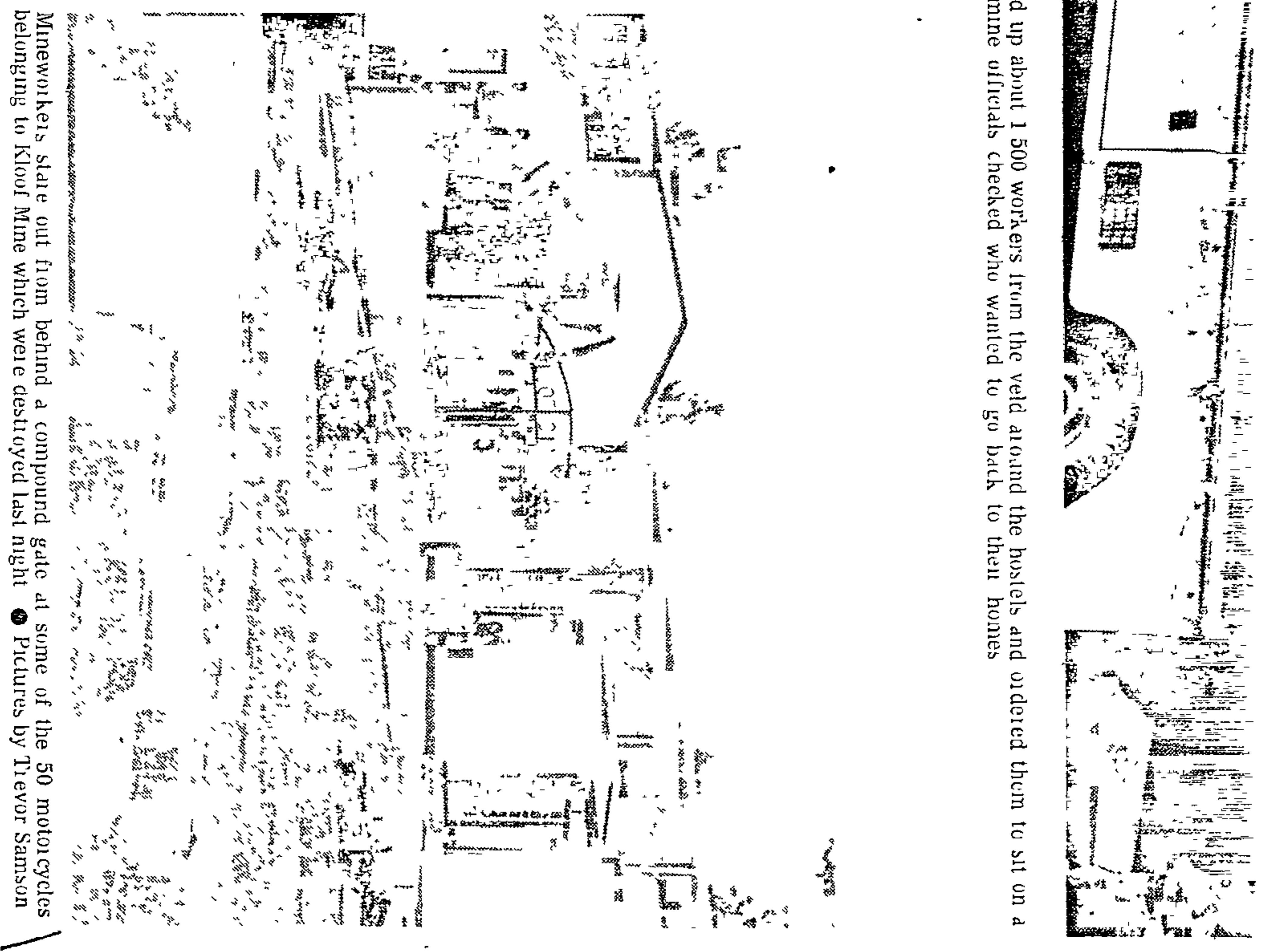
Please therefore choose a committee to represent all of you, and the committee and I and mine officials will go into your grievances and try to satisfy you.

**COMMITTEE**

The police spokesman said the mineworkers appeared impressed and agreed to disperse and elect a committee.

Shortly afterwards all was back to normal and a new team of black workers went underground.

A senior mine security officer praised Colonel Heunis for his "courage" as did his fellow officer at the West Rand Division today.



Mineworkers stare out from behind a compound gate at some of the 50 motorcycles belonging to Kloof Mine which were destroyed last night. Pictures by Trevor Samson.

(213) (211) (152) (209)

# Death as miners go on rampage

Star 7/7/82

## ► Rampage

the West Rand, Brigadier J C Coetzee, said 58 men had been arrested and would be charged with public violence. Some could also face charges of malicious damage to property.

"The wage question may have been the initial cause of the unrest, but last night Zulu, Xhosa and Sotho men joined forces against Malawians and Shangaans," said Brigadier Coetzee.

Trouble was also reported this morning at Venterpost Gold Mine, but a spokesman said most of the workers eventually went underground.

At the beginning of this month, the Chamber of Mines issued new pay scales for black miners — averaging a minimum 12 percent.

Mining houses such as Gold Fields and Gencor did not publish

their increases but Anglo American said its rises averaged 16 percent.

The difference in the two increases is seen to have caused jealousy among miners at the various mines.

Thirteen miners from Kloof were convicted yesterday on charges of public violence and fined R30, or 30 days by a Westonia magistrate.

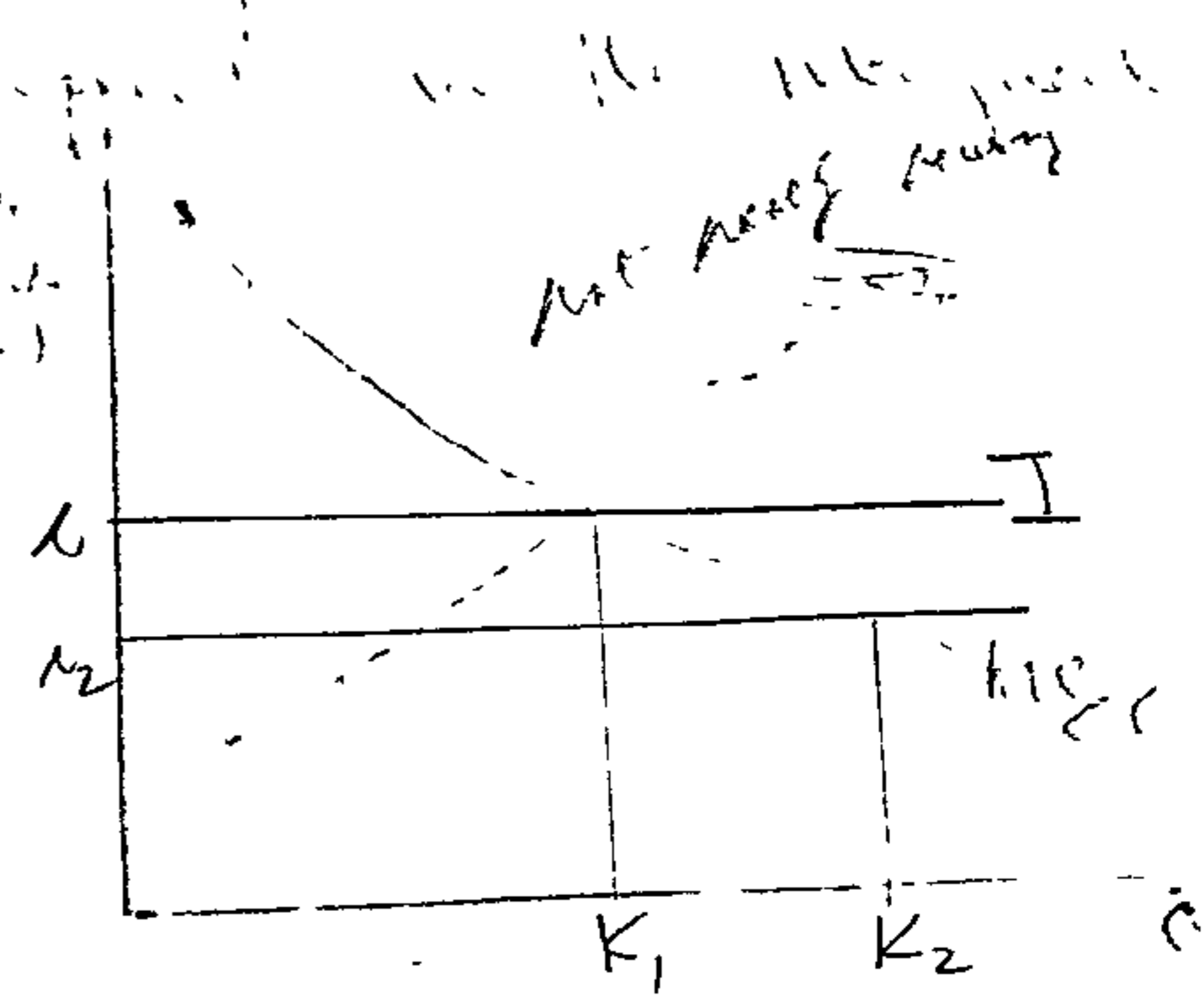
They were charged with attempting to prevent colleagues going underground by stoning them, and damaging mine property.

The mines chief security officer, Mr J Boschhoff, said a large group of miners armed with sticks and stones attacked a smaller group and hindered them from going on shift.

The Star's Africa News Service reports from Maseru that about 200 to 300 Basotho miners have returned home.

*permanent?*

*average value... for... of... (K) on... returns... the... higher... the... will... get...*



*the... will... get...*

# Hundreds

157  
211  
215  
250  
Mercury  
8/17/80

## of miners

## quit jobs

Mercury Reporter 80

MORE than 800 black mineworkers have 'dismissed themselves' from the Durban Navigational Collieries at Dannhauser following the violent strike which took place earlier this week, according to a senior spokesman for Iscor in Pretoria

The spokesman said that the men had been given the option to return to work or leave, and so far 830 had chosen to leave

Police were still at the mine yesterday although no more violent incidents were reported

The spokesman said that damage to mine property had 'been minimal' About 30 hours of production time had been lost

# What's behind the death and riots on the mines

RDM

8/17/82

152

271

243

FOR the past week, black labour unrest has swept the mines on a scale not seen since the mid-70s

The unrest has hit eight mines, involved nearly 30 000 workers and claimed at least ten lives. The unrest, it seems, is a direct result of worker dissatisfaction with the annual black wage increase on the mines — the lowest in several years.

Except for one flare-up in Natal, the unrest has only affected mines belonging to two of the six mining houses, Gold Fields and Gencor.

Usually, nobody knows for sure why mine riots happen. The Press is denied access to unrest-hit mines. And mine managements also often don't know, because there are no bargaining channels between black mine workers and employers.

Only recently did some mines begin introducing liaison committees for black workers, and the fact that union organisers are not allowed access to migrant miners without mine permission makes unionisation very difficult.

Gencor industrial relations chief Mr Naas Steenkamp says that anyone who attempts to pinpoint an exact cause for the unrest would be "arrogant".

Both he and Gold Fields' executive director Mr Colin Fenton say it usually takes several weeks before managements can even begin to theorise about the possible causes. "The last time we had unrest we never found out at all," says Mr Fenton.

There are those, of course, who attribute any wave of mine unrest to planned "agitation" by some unnamed "political" group.

While any striking workforce consists of the leaders and the led, this theory fails to explain why the "agitators" have been at work at Gold Fields and Gencor mines but not at others in the same area.

And Mr Fenton says at least one Gold Fields flare-up was "straight tribal".

Labour Correspondent STEVEN FRIEDMAN examines the wave of unrest among black mineworkers.

But two factors stand out in the present unrest. The first is that it is largely restricted to only two mining houses and the second that they follow almost immediately on the implementation of this year's black wage increase.

White mine union men on some of the affected mines suggest that differentials between increases given to different groups of miners on the Goldfields and Gencor mines sparked the unrest.

Certainly, in the past, black workers have compared their wages to those of colleagues and have reacted angrily when they discover a difference.

But Mr Steenkamp replies that, at two of the affected Gencor mines — Buffelsfontein and Stilfontein — there were no differentials "between different groups of miners in the same job category".

And a Goldfields spokesman suggested differentials would be unlikely to cause unrest on the scale witnessed in the past week.

But what does seem too much of a coincidence to some mining men is that the rioting follows the announcement by the mines of an increase in starting rates of 12 percent for underground and 11 percent for surface workers.

This figure has raised eyebrows. Not only because it is considerably lower than in previous years, but because for the first time in a decade, some black workers will be getting less in percentage terms than white miners, who won a 12 percent increase this week.

For the past 10 years, the mines have given blacks more in percentage terms than whites in an attempt to narrow the industry's wage gap.

Chamber industrial relations adviser Mr Johan Lie-

benberg denies that this policy has now been reversed. He says the announced figure applies only to about 12 percent of mine jobs and that most black mine workers will get "slightly more" than whites in percentage terms.

Nevertheless, the announced increase tends to set the wage pattern on many mines and the gap is likely to be narrower than it has ever been.

But perhaps the starkest point is that this year's announced increase actually works out to less in money terms than last year's Workers — particularly those lower down the pay scale — will be able to notice immediately that they are getting less.

But why only Gold Fields and Gencor? Well, not all mining houses are paying the Chamber's announced rates — even as a starting wage.

Anglo American took the unprecedented step of revealing it was paying more from the bottom up. Its average rise is around 16 percent, which will ensure workers get no less in money terms than last year, as, apparently, will Rand Mines.

Gold Fields and Gencor wouldn't say what they were paying, but mining house sources indicated that Anglo, Rand Mines and JCI were paying well above the Chamber figure and that the other three weren't — particularly in the lowest grades. Anglo Vaal said specifically it was paying the Chamber rate.

Gold Fields particularly has a reputation for paying whites and blacks less than other mine houses.

Mr Steenkamp says that, to compare what the houses are paying, one would have to look at the way the rise was distributed across each job grade — which could reveal that "lower payers" are paying more in some categories than "higher payers".

Mr Fenton adds that Gold

Fields' image stems from a "different philosophy" to some other houses. It does pay less at the bottom, but its rates at the upper end compare favourably with other houses, he says.

But other mining sources suggest that the real issue in determining the cause of unrest is pay at the bottom and that the likeliest assumption is that the low increase sparked the trouble.

Was the unrest sparked when workers at the two groups compared their pay with higher rates at other houses? "I doubt it," says Mr Fenton. "The unrest began before our workers would have known what others were getting".

He also questions the theory that miners compared their increase to last year's. "How many people would remember what happened a year ago?" he says.

But any hard-and-fast explanations for why unrest occurs at some times and mines and not others is impossible until black workers have bargaining and communication channels so that grievances can be easily identified.

No black mine union with sizeable support has emerged for over three decades and black wages are set unilaterally by the mines.

And, while some industrial employers do involve worker committees in wage talks until a union comes along, some mines do not even have committees yet. Some mines who do suggest that to consult committees on pay would invite unrest by introducing sharp wage differentials between mines.

Mr Liebenberg insists that it is not the mine's fault that no union has emerged. Mine employers do not encourage or seek to retard the growth of black unions and the one such union which has asked for access to mine workers has been granted it, he says.

But the fact remains that no black union can gain access to workers legally without Chamber permission and that most mines lag far behind manufacturing in encouraging black workers to articulate grievances.



(701/513) (152) (24) (12781)  
RDM 8/7/82

# 2 000 workers sent home after three die in mine fighting

By CHRIS OLCKERS

MORE than 2 000 workers at Kloof Gold Mine near Westonaria were sent home after three miners died and about 25 were injured in faction fights at the mine on Tuesday night

The men's deaths have brought to 10 the number of workers killed in a week of rioting and strikes which have rocked the mining industry

Fourteen of the injured were admitted to the Libanon Mine Hospital. A police spokesman said there could be more bodies in the veld near the compound

A police spokesman in Pretoria said the Divisional Commissioner of Police in the West Rand, Brigadier J C Coetzee, addressed more than 2 000 miners on a soccer field and asked them about their grievances

After this the miners refused to disperse or to return

to their compounds, the spokesman said

A spokesman for Goldfields — who own the mine — said the 2 000 workers were being "processed" by the mine management

He said he was unable at this stage to supply a breakdown of the number of miners dismissed and the number returning home voluntarily

At Venterspost Gold Mine — where police said a senior officer defused an explosive situation on Monday — and at West Driefontein and East Driefontein mines the situations were "practically" back to normal, the mine spokesman said

Fighting erupted between tribal factions at Kloof on Tuesday night when militants tried to prevent other miners from going underground, a mine spokesman said

The workers went on the rampage, causing extensive damage as they stoned cars, set fires and destroyed at least 50 small motorcycles

Police were called to help mine security officials control the crowd

But scores of workers broke through a fence at the back of the compound and sought refuge outside. About 58 were later arrested

The mine spokesman said miners had been told their wage scales were not negotiable and they could quit if they were dissatisfied with recent increases. Wages are thought to be the major cause of the unrest.

The Chamber of Mines has issued new pay scales for black miners, with increases averaging 12%, which came into effect on July 1

Anglo American announced increases of its own, averaging 16%, and workers of other mining companies are believed to be upset about the difference

Buses were last night standing by to take home those who wanted to leave. Police remained at the mine in force in case of further unrest

Star  
Reports (207)  
(152) (243)  
of mine (207)  
8/7/82  
strike call

By Tony Davis and  
Mike Cohen

Posters calling for a strike at the Durban Deep gold mine, Roodepoort, are being distributed among black miners, according to a senior police spokesman.

Brigadier J C Coetzee, Divisional Commissioner of Police on the West Rand, said today the matter had been reported by mine management today.

But a spokesman for the Rand Mines group which owns the mine discounted the posters and said there was no tension at the mine nor any sign of an organised strike.

Other mines were said to be quiet last night as more than 2 000 miners from the Kloof Mine near Westonaria were taken back to homelands.

Brigadier Coetzee, and spokesmen for the Gold Fields and Gencor mining houses, said early today there had been no further reports of unrest.

A week of rioting in the Western Transvaal and on the West Rand left at least 10 dead and scores injured.

Thousands of miners have been dismissed or have voluntarily left the mine for the homelands as a result of the riots which have been linked to wage demands.

Last night at the Kloof Mine police supervised the removal of miners to buses headed for the homelands or Johannesburg-bound trains.

● See Page 25

# Workers decide to end strike

152  
~~151~~  
~~150~~

Mercury  
9/7/82

## Mercury Reporter

ALUSAF workers yesterday decided to end their three-week pension strike and go back to work, union sources said

The strike began on July 16 when about 1 700 workers from this Richards Bay factory downed tools demanding the transfer of their pension money from the metal industries' pension fund to a private fund.

Negotiations between the company and worker representatives reopened on Wednesday in a bid to settle the dispute

According to a memorandum discussed at Wednesday's meeting the company was prepared to re-employ the striking workers due to their 'experience and the considerable skills acquired'

But, Alusaf would only re-employ workers where their positions were still available and it would not consider those 'guilty of

serious misconduct or criminal activity' since starting the strike

A Fosatu spokesman said management had agreed to give priority to those workers who they were not able to re-employ when vacancies became available

'They also undertook to continue investigations into the metal industries' pension fund in order to find a mutually acceptable pension fund,' he said

The spokesman said it would appear that about 500 workers from the 1 000 who are still on strike would be immediately re-employed

A union source said the workers after a stormy five-hour meeting had decided to return to work but would continue to pursue their demand for the transfer of their pension money

He said they had decided to go and collect their wage packets today and would begin to fill in applications for re-employment on Monday

Alusaf managing director, Mr R A Barbour, could not be contacted last night.

nt  
to-  
ia  
e-  
in  
st  
id  
of  
e  
r  
l-  
o  
d  
l,  
n  
r  
g  
e  
s  
1

I. ... kid

9/7/82  
150 24 213 209 Stew  
**Week of unrest at  
mines has ended**

**Labour Reporter**

The week-long unrest on mines in the Western Transvaal and on the West Rand appears to have ended.

Police and mine spokesmen said today they had no reports of any unrest and black miners were going underground.

The rioting resulted in 10 reported deaths, thousands of miners being sent back to the

homelands and mine property damaged.

Wage increases have been cited as a primary cause for the unrest.

The International Confederation of Free Trade Unions, based in Brussels, this week announced support for the miners' strike "in pursuit of justified wage demands and in protest against inhuman conditions on the mines".



# 300 go on strike

*1972*  
*1972*  
*1972*  
*South Africa*

## APE TOWN 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

All answer books

|           |
|-----------|
| Number of |
| Number of |

Surname

First Name(s)

Date

Degree/Diploma you are registering for

Subject (to be copied)

Paper No (to be copied)

**BUSINESS** at the Pick 'n Pay Hypermarket in Norwood, Johannesburg, was nearly brought to a standstill yesterday when about 300 workers downed tools over dissatisfaction with their half-yearly wage increases

The workers, most of them members of the Commercial, Catering and Allied Workers Union of SA (Ccawusa), are demanding a R20 across-the-board increase in rejection of the R1 and R5 raise they were given last week

After a meeting between management and Ccawusa's officials ended in a deadlock yesterday afternoon, the workers resolved that they would not return to work until their demands were met

Mr R de Wet, Hypermarket's personnel director, told The SOWETAN that staff members in the food section of the store had been the first to express dissatisfaction with the increases they had been given and that yesterday morning all black workers had decided to down tools

"They want to be given a blanket increase, whereas we gave an increase to people who deserved it. We have been speaking to staff representatives and union representatives for most of the day and we will continue talking again today

### NOTE CAR

- 1 Enter a number of the question
- 2 Blue cards answerable for underlined which pencil may also be used
- 3 Names must be printed on each separate (e.g. graph paper) where sheets additional examination book(s) are used
- 4 Do not write in the left hand margin

Examination Paper)

Examination Paper)

column number of

for written on programs

"None of them is going to lose pay for not having worked yesterday and all of them are still in our employ. All we need to do now is to ensure that they start working while we carry on with negotiations," said Mr De Wet

White customers had to push their own shopping trolleys to their cars and staff from other branches of Hypermarket had been summoned to offer a hand in the running of day-to-day business

At a meeting held after the deadlock was

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
|                     |          |          |
|                     | 15       | 15       |
|                     |          |          |
| 35                  | 10 1/2   | 11       |
|                     |          |          |
| 16                  | 4 1/2    | 4 1/2    |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

$$65 + 35 = 100$$

50%

P/III

pieces of paper or other materials brought into the examination room are so instructed

do not communicate with other candidates with any person except the invigilator

reached with management the workers took certain resolutions about close to 10 workers who were still working while every other black worker was on strike

out the coming leaving the

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



Workers at the Norwood Hypermarket in Johannesburg wait anxiously while management and officials from the Commercial Catering and Allied Workers' Union sit at the negotiating table over the wage increase dissatisfaction among black employees

Managerial staff were called out of their offices to gather trolleys in the crowded parking lot, operate tills and pack customers' groceries when a strike by the entire black staff of the Norwood Hypermarket in Norwood, Johannesburg, caused a serious staff shortage in the store

## Hypermarket staff continue their strike

Mail Reporter

THE entire black staff employed at the Pick 'n Pay Hypermarket in Norwood, Johannesburg, downed tools on Thursday because of dissatisfaction with wage increases

About 300 workers gathered in the parking lot at 9.30am and waited for Commercial, Catering and Allied Workers' Union officials to arrive for negotiations with management. They are demanding a R20 across-the-board wage increase

Workers said they were dissatisfied with their present R1 and R5 wage increases because they could not cope with the rising living costs and had also been hard hit by bus fare increases

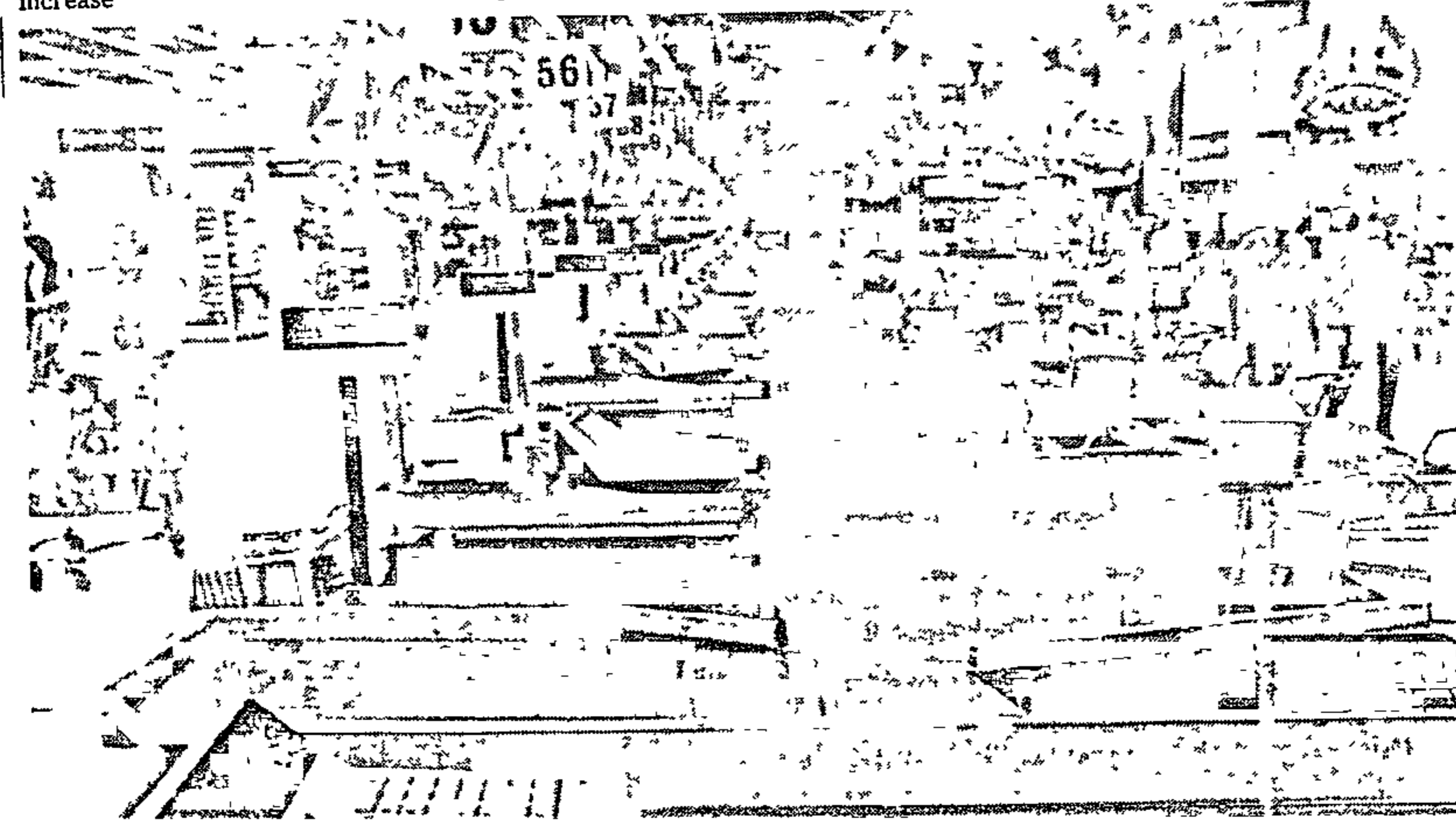
They said the store works committee had done nothing for them with regard to their grievances

Staff from other Pick 'n Pay stores had to be called in to alleviate the staff shortage caused by the strike as tills were left empty and there were few people on the floor to serve customers

The general manager Mr Aubrey Zelinski said the staff shortage had been eased by the large number of schoolchildren who had applied for holiday jobs

He said the staff were given two increases per year based on merit and the cost of living. He said he was quite prepared to discuss the problems with each member of staff

Negotiations are continuing between union officials and management, but the staff said they would only return to work once their demands had been met



1977/2  
C Times  
No bus City  
workers strike

S  
in  
ot  
re  
c-  
n-  
er  
r,  
id  
us  
a  
s-  
at  
l-  
is  
ll  
th  
ty  
as  
d  
a  
oy  
-  
it  
as  
le  
n-  
re  
ry  
te  
c-  
ll  
n-  
ty,  
oll  
en  
ne  
of

Staff Reporter

A GROUP of British artisans working for Murray and Stewart went on strike this week in protest against the company failing to provide them with transport to work.

The 22 joiners refused to report for work yesterday and on Thursday after the company-supplied bus which usually takes them from Sea Point to their jobs in Parow broke down and they had to use public transport.

However, by yesterday afternoon they had elected a committee to negotiate with management and said they would return to work on Monday as an "act of good faith".

A spokesman for the group said the problems with the bus were the latest in a line of promises the company had broken since they started working here three months ago after being recruited in Britain on contract.

Swimming pool

"They showed us beautiful pictures of the hotel we were going to stay in, with swimming pool and all, but it wasn't anything like the place we were moved into.

"They said we could approach them with our problems, but they're just not willing to listen to us.

"The company won't give us our return tickets

back and we feel like prisoners in South Africa. Now, since we never reported for work they've threatened to cut back on our wages.

"We're not used to being treated this way and we're sending letters to our MPs in the UK to get them to raise the matter in Parliament."

Mr G R Knutsen, managing director of Murray and Roberts Building, said that since the bus had broken down it had not been possible to provide transport in the interim. However, the company had spoken to the bus company and they would supply transport again on Monday.

Wages pledge

"I believe a foreman threatened to reduce their wages when they failed to turn up, but this has never been our intention and the incentive scheme for the men will not alter."

Mr Knutsen said only a very small percentage of the staff were involved in the dispute and it would be wrong to take it out of context.

"We don't go to the trouble of recruiting people in the UK only to mess them around."

The men would be entitled to get their return tickets back when their contracts expired in November, he added.

**Tough** (152)  
**line** (148) (192)  
**likely** (170A)  
**at wage**  
**talks** S. Post  
13/7/82

By SANDRA SMITH

SOME of the toughest wage bargaining in motor manufacturing history is expected to take place when the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape resumes talks in Port Elizabeth tomorrow

The employers on the council — Ford, General Motors and Volkswagen — have taken a firm line on union demands for a minimum hourly wage of R3,50 and severance pay on the basis of one month's wages for each completed year

The motor companies have offered a minimum of R2,15 an hour and a severance agreement providing 25 days' pay after 15 to 20 years

The unions involved in negotiations are the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu), a Fosatu affiliate

After five meetings last week at which the employers' stand was discussed, about 10 000 workers delivered an ultimatum that their demands be met or else factories would "suffer the consequences"

A similar situation arose during negotiations in 1980 when workers demanded a R2 an hour minimum, which was met by an initial offer of R1,40 escalating to R2 over 18 months

A three-week work stoppage at Volkswagen in Uitenhage took place during negotiations. Settlement at R1,45 an hour starting minimum was reached

During these talks the employers accepted the principle of a "living wage" as opposed to the previously accepted poverty datum line as a goal for black minimum wages





**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

|       |                                                                                                                                                                                                                                                                 |                             |          |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------|
| All c | <b>Hypermarket strike</b> (152)                                                                                                                                                                                                                                 | Internal                    | External |
|       |                                                                                                                                                                                                                                                                 | (2)                         | (3)      |
| Nu    | Sowetan 13/7/82 (112) (31)                                                                                                                                                                                                                                      | 65                          |          |
| Nu    | <b>off after negotiations</b>                                                                                                                                                                                                                                   |                             |          |
| Surn  | THE STRIKE by 400 workers at the Norwood Hypermarket ended at the weekend after management promised to review the wages of those who had been given low mid-year increases.                                                                                     |                             |          |
| First | Hypermarket's personnel director, Mr R de Wet, said the workers would be paid in full for the two days during which they had not worked. He also said all workers' grievances would be looked into and a solution might be reached before the end of this week. |                             |          |
| Date  | 78                                                                                                                                                                                                                                                              |                             |          |
| Degr  | er which                                                                                                                                                                                                                                                        |                             |          |
| you a | Sc) B. Comm                                                                                                                                                                                                                                                     |                             |          |
| Subj  | conomics II                                                                                                                                                                                                                                                     |                             |          |
| (to   | ing on the Examination Paper)                                                                                                                                                                                                                                   |                             |          |
| Paper | II                                                                                                                                                                                                                                                              |                             |          |
| (to   | ng on the Examination Paper)                                                                                                                                                                                                                                    | Exami-<br>ners'<br>Initials |          |

**NOTE CAREFULLY**

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

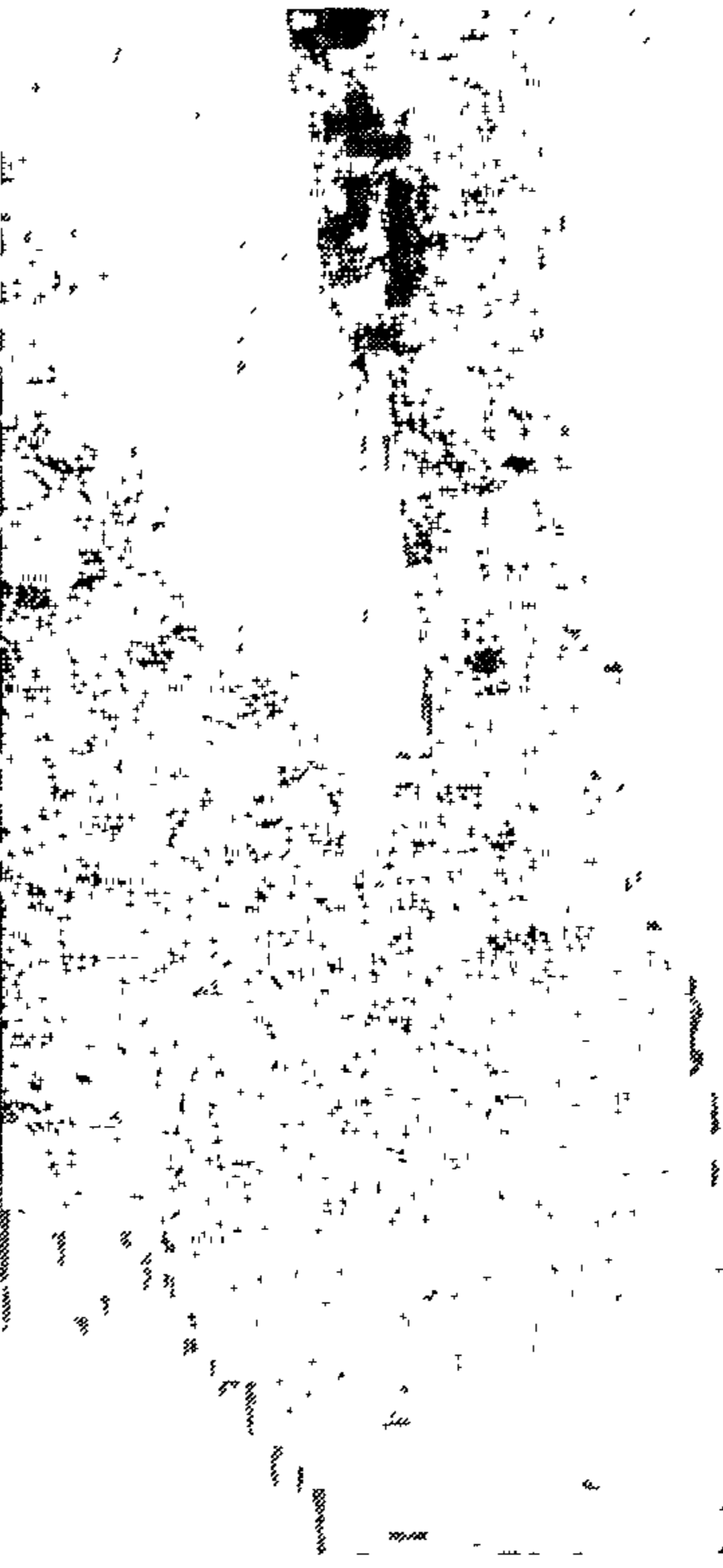
**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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**

# TROUBLE AHEAD WARN UNION LEADERS

Miners wait anxiously after the recent disturbances at Kloof Gold Mine to hear if they are to be dismissed or re-employed.  
 Picture courtesy of The Citizen



*Industrial Week*

13/7/82  
 By Lynn Carlisle

152  
 134

IN THE WAKE of this month's labour unrest deep concern has been expressed by leading unionists who anticipate that employers will offer "unrealistic" pay increases, sparking off even worse trouble.

While assuring Industrial Week of their desire for co-operation to keep businesses successful — particularly as the first signs of recessionary layoffs occur — unionists representing about 80% of all union members warn that pay rise uncertainties could lead to shut-downs this year.

Industrialists should sensitive employer practices", the unionists deny they want their bread buttered on both sides, at a time when the recession any bite will eat away company profits.

"If employer organisations are honest, put all their cards on the table and say 'we can only afford this much' we will co operate

"However it is vital that industrialists continue their training programmes throughout the recession so that there is not another skilled worker shortage when the upturn begins," says Dr Scheepers

A more genuine effort by all to fight inflation is needed — but tightening is always the

Price discrimination is a phenomenon of monopolies

than of the market to do

are in cases there is

of a price

it = change of demand for the do.

Backed by leaders of several other "mixed" and all-White umbrella unions over expected "in-

**Beware**  
 "Employers should beware of offering low increases as these will cause haggling, disputes and strikes which will lead to lower productivity throughout the long economic downturn," says Dr Anna Scheepers, president of the 404 000 strong Tucsa.

Something which never occurred during the long recession in the 1970s

Dr Scheepers adds that in the Transvaal queues of out of work machinists from the clothing industry are beginning to appear

**Begging**  
 After visiting the Richards Bay area last week he observed that long queues of Zulus were "literally begging" for employment

"But they should not pick the ticks off our backs, otherwise they will waste everyone's time," says a senior spokesman from the 120 000-strong all-White SA Confederation of Labour

"We cannot lower our standards if we get pushed around we will hit back hard

**Unreasonable**  
 Another influential unionist has appealed to employers not to make "unreasonable" pay offers in spite of the downswing, and to come forward early with clear proposals

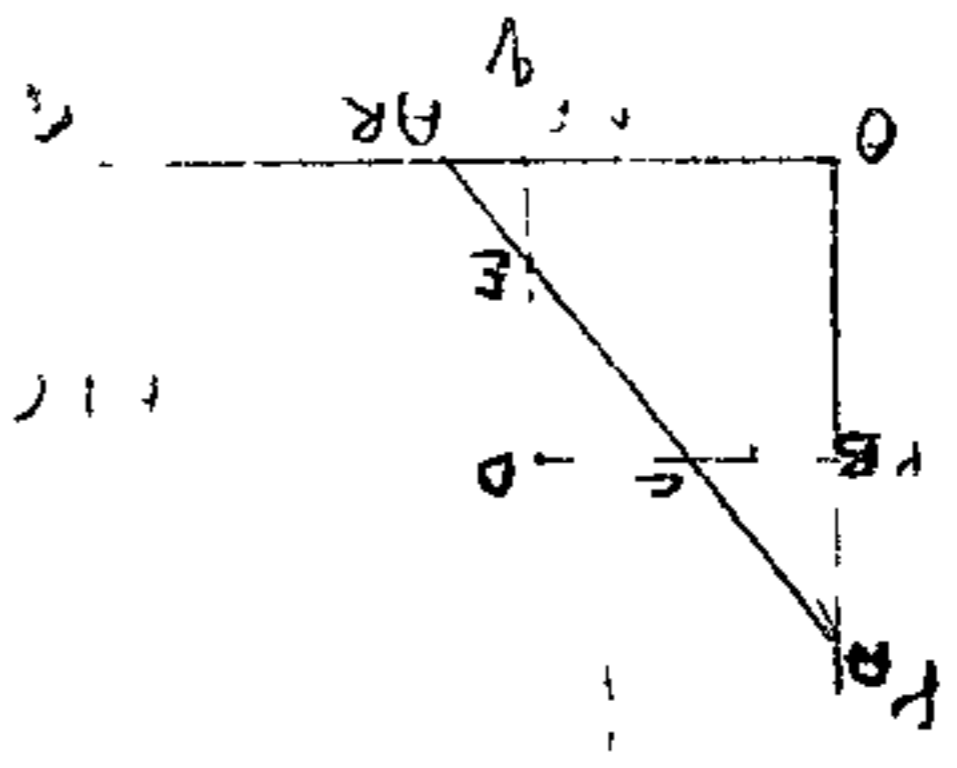
er and consumer - now that unemployment is expected to increase, she says

"If food prices continue to go up and people get hungry we will see far more strikes, riots and lootings," warns Dr Scheepers

Hence ... as on down the line until the buyers of goods - pay only for the goods.

It is also possible by price discrimination to produce a good that otherwise would have been omitted its normal production

As long as  $\Delta ABC > \Delta CDE$  (note the diagonal length) it will pay the firm by raising price the discrimination to produce the good. If consumers in the good, its total cost it will



total revenue falls below this is because the extra

Strikers  
13/7/82  
ask to  
Mercury  
go back

**Mercury Reporter**

THE striking Alusaf workers yesterday applied for re-employment, bringing to an end more than three weeks of labour unrest in the Richards Bay area.

At one stage about 4 000 workers were involved in the unrest which was sparked off by strikes at Alusaf and Richards Bay Coal Terminal.

During the unrest En-seleni and Esikhawini townships have been continually patrolled by Riot Squad police and a number of workers have been arrested under the new intimidation Act.

Alusaf's managing director, Mr R A Barbour, said 'in a couple of days' the factory should be back to full production.

# Director flies in for talks on Uitenhage strike

14/7/82  
E. Post  
152

Post Reporter

THE manpower resources director of the Motorvia organisation, Mr J P S Gouws, flew from the Transvaal today to meet union representatives of the company's 160 striking workers in Uitenhage

His discussions this afternoon will be with representatives of the Transport and General Workers Union, a Fosatu affiliate

The dispute at Motorvia began when workers complained that coloured women were receiving higher wages than men, most of whom are blacks

The women received R60 a week whereas men in the highest category got R53. As a result of this, the entire workforce at Motorvia went on strike on Monday

Most of the women resumed work late yesterday morning, but all of the men were still on strike today, pending the outcome of this afternoon's talks

~~Textile~~  
JUDW  
14/7/83  
workers on strike

Mail Correspondent

DURBAN — About 1 000 workers from Dano Textile industries at Hammarsdale downed tools in support of their demand for the re-instatement of a fellow worker, union sources said yesterday

A spokesman for the Fosatu-affiliated National Union of Textile Workers (NUTW) said a loom tuner was dismissed on Friday after a disagreement with a factory manager

Hearing of this, Friday's day shift stopped work and the night shift did not turn up

He said workers had decided to continue the strike and had issued two demands — the re-instatement of the dismissed worker and the recognition of NUTW

Dano Textile management were not prepared to comment when contacted yesterday

# Tools downed after dismissal

*Mercury* 14/7/82  
**Mercury Reporter**  
ABOUT 1000 workers from Dano Textile industries at Hammarsdale have downed tools in support of their demand for the reinstatement of a fellow worker, union sources said yesterday

A spokesman for the Fosatu-affiliated National Union of Textile Workers said a loom tuner had been dismissed on Friday following a disagreement with a factory manager

Hearing of this, Friday's day shift stopped work half an hour before they were due to clock off and the night shift did not come on shift, the spokesman said

The workers claimed they were told by personnel officers to return on

Monday to discuss the matter, he added

But when workers gathered on Monday at the factory gates they were told unless they returned to work by 9 a.m. they would be considered to have dismissed themselves, the spokesman said

He said workers had then decided to continue the strike and in a subsequent meeting had issued two demands — the reinstatement of the dismissed worker and the recognition of the union

The spokesman said the NUTW had approached Dano Textiles for recognition on Monday and company management had agreed to meet a union delegation on Friday

'We asked them if the

meeting could be brought forward due to the urgency of discussing the strike but the company said the workers had already dismissed themselves,' he said

Dano Textile management were not prepared to comment when contacted yesterday

~~1977~~  
152  
~~1977~~

# 25 men return after strike

ABOUE 25 truck drivers who were on strike over night-shift allowances at Auto Carriers in Kaalfontein have returned to work after management agreed to their demands, a company spokesman said

According to one of the drivers they had downed tools after the new manager had decided to do away with their night-shift allowances. They claimed the company had always paid out the allowances and that the new manager's system was unacceptable.

The company's spokesman said the manager had decided to send one of the drivers to Durban on Tuesday evening and there had been a misunderstanding as to the pay the driver would receive as allowance. The drivers had called for a meeting with management to discuss the issue which was ultimately solved to everybody's satisfaction.

He also said the manager had not been entirely at fault as he had only recently been transferred to the Kaalfontein branch.

Another meeting between the two parties at which other issues will be discussed is to be held soon.



# 10 000 DOWN TOOLS

ARGUS 15/7/82 (1507) (152)

Argus Bureau  
**PORT ELIZABETH** — Production stopped today at the three Eastern Cape motor manufacturing giants — Ford, General Motors and Volkswagen — when nearly 10 000 workers downed tools in support of demands for higher wages.

At Ford's truck plant and the Neave plant 1 650 workers walked out at about 9 am after being addressed by representatives of the National

Automobile and Allied Workers' Union (NAAWU)

Union sources claimed that "many workers at the Struandale plant where the Cortina range is assembled also walked out

At the Volkswagen plant in Uitenhage the assembly line stopped rolling briefly as more than 4 000 workers gathered at the premises to decide whether they too would strike

According to a VW spokesman, the men returned to work after an hour and the situation is back to normal. The management was still awaiting contact with union shop stewards who addressed the meeting

First reports from the General Motors plant in Kempston Road said workers streamed from the factory at 10 30 am. Riot police stood by

There were no reports of any incidents

A spokesman for NAAWU Mr Les Kettledas, said the union had reports of 4 000 workers leaving GM

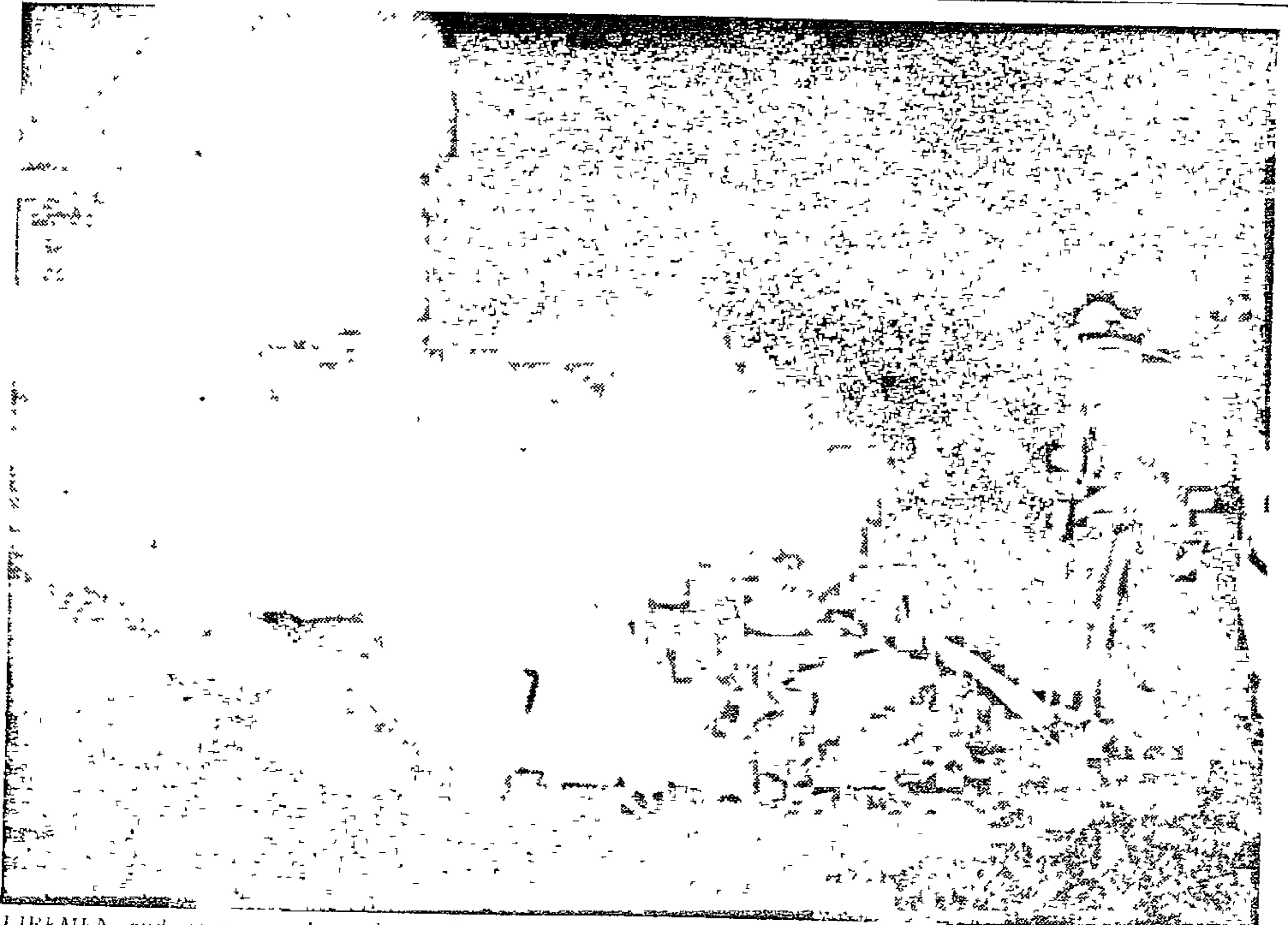
Today's development came after a deadlock yesterday in negotiations at the sitting of the Industrial Council for the motor industry in the Eastern Cape

The general secretary of NAAWU, Mr Freddy Sauls, said the employers had not been prepared

to budge" from a proposed increase in minimum wages from R2 to R2 15 an hour. NAAWU has demanded a minimum of R3 50 an hour

The employers would not accede to other demands including a proposal that workers receive severance pay of one month's wages for every year worked

Industrial Council negotiations will resume on Monday



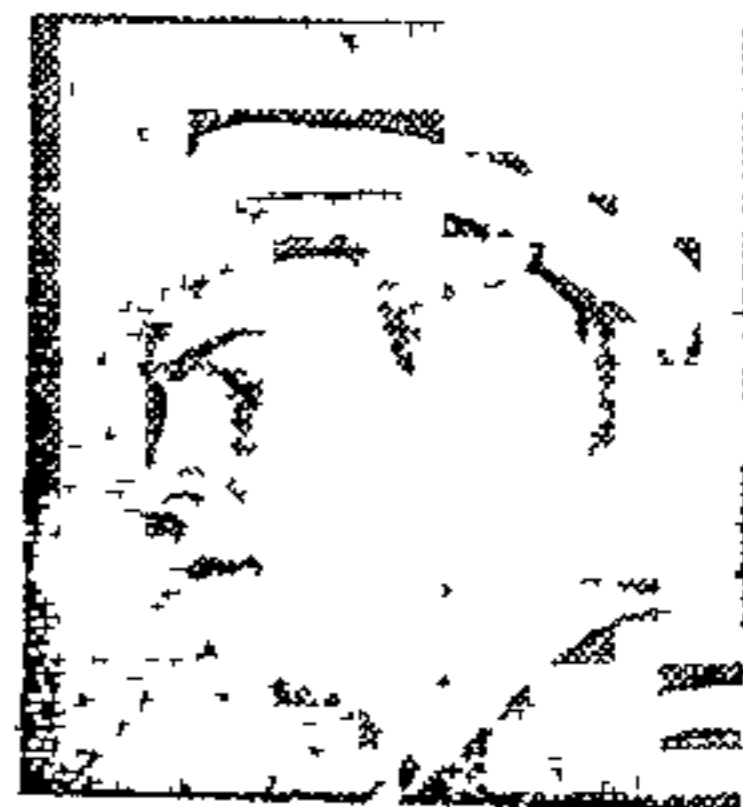
**FIREMEN** and rescue workers douse flames and search the wreckage of the SAAF Merlin executive aircraft and a Piper Navajo that collided above Pretoria last night. Thirteen people, including three senior Defence Force officers, were killed



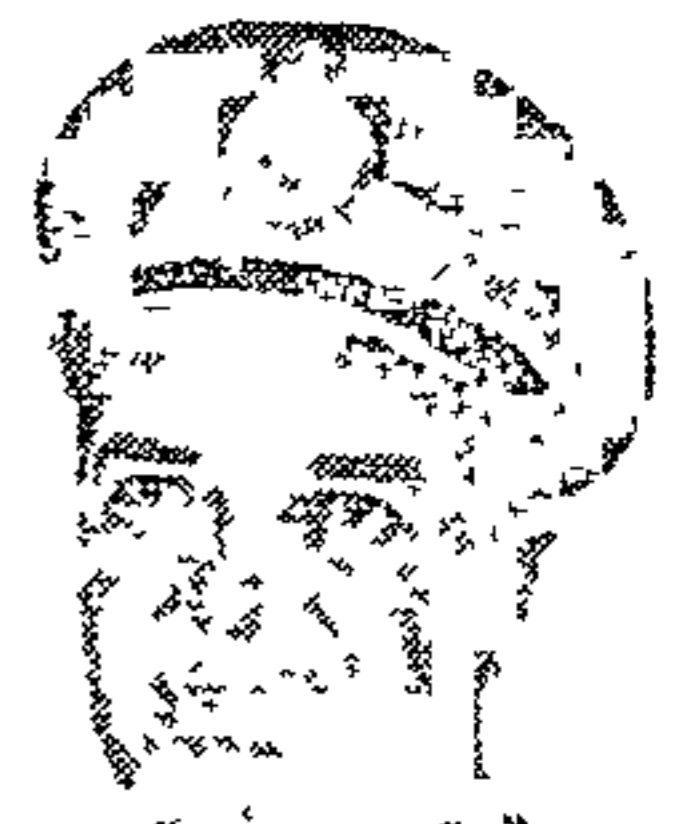
**SERGEANT A Niemand.**



**MRS Jeanette de Villiers, widow of the SAAF pilot, with their 10-month-old baby, Elaine**



**CAPTAIN J I T de Villiers, pilot of the SAAF Merlin**



**MAJOR - General D J van Niekerk**

**City man Footman was walking novel**

# Textile workers stay out

Mail Correspondent

DURBAN — About 1 000 Dano Textile workers yesterday decided not to return to work until after Friday's meeting between their union and the company.

The workers downed tools last week after the dismissal of a colleague. They have demanded his re-instatement and recognition of the National Union of Textile Workers (NUTW).

According to a NUTW spokesman the company agreed to meet a union delegation on Friday to discuss the issue of recognition. But it is not known whether the company would agree to discuss the worker's dismissal.

NUTW says Dano Textile issued an ultimatum on Monday stating that if workers did not return to work they would be considered to have dismissed themselves.

The strikers said yesterday they refused to accept dismissal by the company and decided not to collect their pay packets.

Dano Textile would not comment on the strike yesterday.

# End strike or be sacked

By STANLEY UYS  
London Bureau

LONDON — All Britain's striking train drivers will be sacked next Tuesday and the entire 17 430km rail network, with 17 000 trains, closed down on Wednesday if the 11-day strike is not abandoned by then.

Transport Secretary Mr David Howell yesterday described the situation as a 'disaster' but the British Government is backing British Rail to the hilt in its tough action.

Unless the Aslef union's strike collapses now under the impact of British Rail's shock tactics, a head-on collision not only between Aslef and BR but also between militant sections of the trade union movement and the Thatcher government is almost certain.

Aslef's 2 000 drivers on the London Underground have set the pace by announcing that if Aslef drivers are sacked they, too, will go on strike, paralysing all rail transport in the capital.

Some militant union members have been waiting for just this opportunity to "have a go" at Mrs Thatcher. They believe they might be able to bring down the Thatcher government in the way militant miners brought down the last Conservative go under Mr Edward 1974.

But Mrs Thatcher is confident that the mood of the country they have over-

"Falklands factor" surge of patriotism strike feeling in the

Few people, she really want another bout of industrial content" which helped down the Labour government in 1979.

The government the majority of 11 500 000 trade including many Aslef

# Fire blamed on Swapo

WINDHOEK — Swapo terrorists were believed to be responsible for a fire on Tuesday that razed a shop near Onayena in Owambo, northern SWA, an Owambo Administration spokesman said yesterday.

He said the tracks of about 20 terrorists were found leading away from the gutted building.

A follow-up operation was launched by the security forces — Sapa

# Worrall confirms

Political Reporter

DR DENIS Worrall confirmed yesterday that there had been differences of opinion between him and the Minister of Internal Affairs, Mr Chris Heunis — but only on "very unimportant" issues.

Dr Worrall has been replaced as chairman of the President's Council (PC) constitutional committee and appointed ambassador to Australia.

It has been widely speculated that the move followed clashes between him and Mr Heunis on matters involving constitutional change.

Mr Heunis has been appointed Minis-

ter of C will be reform.

Dr Worrall yesterday had with Mr Heunis when two strong-will

He said for Mr Heunis, the Botha, or Cabinet w. pointment

He confir

## HI-FI AMPLIFIERS

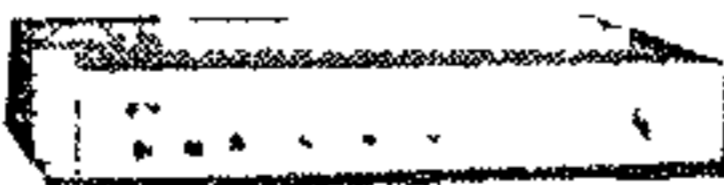
AT

# BELOW WHOLESALE

SORRY! NO MAIL ORDERS

### WE IMPORT DIRECT

32 Watt and 32 Watt RMS SLIMLINE "JAPANESE" HI FI AMPLIFIER



- Scratch and rumble Filter/mike mixing
- 2 Year Guarantee

**R 109<sup>95</sup>**



PHILIPS DOLBY DECK at a never to be repeated price. Also Kenwood, Hitachi, Sony at below wholesale sale.

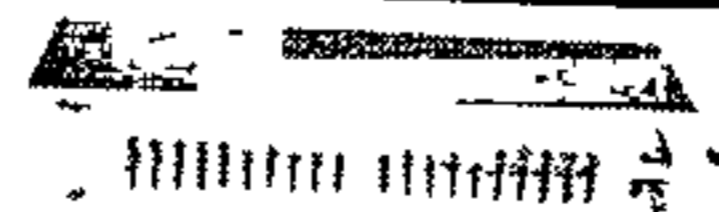
**R 109<sup>95</sup>**

COMPLETE MIX & MATCH HI-FI SYSTEM Consisting of



SCOTT BELT DRIVE TURNTABLE • Magnetic Cartridge

**R 109<sup>95</sup>**



20 CHANNEL HI-FI AMPLIFIER EQUALIZER Improves your Hi-Fi to a True Hi-Fi

**R 129<sup>95</sup>**

JUST ARRIVED — Full range of Hi-Fi equalizers with spectrum analyzers at below wholesale prices

# National Party split a 'threat' to the volk

CAPE TOWN — The political split in Afrikanerdom earlier this year was, for the Afrikaner a disaster worse than the present economic recession, Professor G G Cillie, chairman of the Afrikaanse Federasie van Kultuurverenigings (FAK) said yesterday.

Speaking at the annual meeting of the FAK, Prof Cillie said the political division threatened the continued existence of the Afrikaner volk.

"At a time when the onslaughts on our culture and on our nation increase in intensity, we can ill afford to be divided on real or supposed principles," he said.

Prof Cillie said the FAK could make a contribution to restore the lost unity.

"The FAK must contribute its part to ensure that the

current Afrikaner ences do not develop surmountable perferences. They must for our people from t-

Turning to the Afrikaans language, the topic of sion at this year's Prof Cillie announced the FAK would retain on coloured members.

"From educated and circles the suggestion made that we must try the coloured people for kaans by membership FAK.

"The executive the matter and decided they could not recon such a suggestion at stage. We would never like to help if there are oured people who want ganise their Afrikaans tural activities" — Sapa

**NOW OPEN IN JOHANNESBURG**  
**BIDDULPHS REMOVAL**  
**FOR: FURNITURE REMOVAL**  
**COMMERCIAL TRANSPORT**  
**SHIPPING & INSURANCE**

Established for over 50 years

# Car plants

# hit by

# walk-outs

152 ~~11/10/82~~ ~~11/12/82~~ E. Post 15/7/82  
Post Reporters

**PRODUCTION** stopped today at most plants of the three local motor manufacturers — Ford, General Motors and Volkswagen — when thousands of workers downed tools in support of demands for higher wages.

Paper No

(to be copied from the heading on the Exam)

### NOTE CAREFULLY

- 1 Enter at the top of each page and in column of the block on this cover the number question you are answering
- 2 Blue or black ink must be used for answers. The use of a ball point pen is acceptable. Red or green ink may be used for underlining, emphasis or for diagrams which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional examination book(s) are used
- 4 Do not write in the left hand margin

Any dishonesty will render the candidate

More than 6 000 workers are said to be involved and at least one plant will not resume production until next week

At VW in Uitenhage, about 4 000 workers met for an hour, returned to work briefly and were then sent home by the firm's management

A spokesman said the plant would remain closed until further notice. He said management would negotiate its reopening with the union

Talks with union shop stewards were scheduled for later today

At Ford's truck plant at Deal Party and at its Neave plant a total of about 1 650 workers walked out this morning after being addressed by representatives of the National Automobile and Allied Workers' Union (Naawu), bringing production to a halt

A Ford spokesman said about 200 of the 1 250 workers at the Struandale plant, where the Cortina range is assembled, also walked out but production continued

A Naawu spokesman said between 250 and 300 workers at the engine plant in Struandale had also walked out

At the General Motors plant in Kempston Road workers streamed from the factory at 10am. Naawu's regional secretary, Mr Les Kettleidas, said the union believed the entire work force of 4 000 was involved

Today's developments followed a deadlock yesterday in negotiations at a sitting of the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape

The general secretary of Naawu, Mr Freddy Sauls, said today the employers had not been prepared to budge from a proposed increase in minimum wages from R2 to R2,15

Naawu has demanded a minimum of R3,50 an hour

The employers would also not accede to the other demands including a proposal that workers receive severance pay of one month's wages for every year worked

The Industrial Council negotiations will resume on Monday



15/7/82  
**Workers strike at motor plants** *Stan* 152

Own Correspondent

PORT ELIZABETH — Thousands of workers of two Ford Motor Company plants in Port Elizabeth and at the Volkswagen plant in Uitenhage downed tools today after unsuccessful attempts by their union to obtain higher wages for them.

Early reports indicate that workers at the three plants involved in the current wage talks arrived at work this morning but the atmosphere was described as "very tense".

Shortly before 9 am workers started to down tools.

Initially workers at the Ford truck plant refused to work and gathered in the yard. Then workers at the Neave assembly plant followed suit.

A spokesman for Volkswagen said today that the plant was idle and that the black labour force of more than 4 000 had downed tools and were having a mass meeting on the plant premises.

★ ★ ★

Talks between the General Workers' Union of SA and the SA Bottling Company in Port Elizabeth have broken down and the union has again threatened boycott action against the Coca-Cola subsidiary Gwusa. Gwusa denied the reinstatement of 250 workers dismissed during a dispute last October.

★ ★ ★

The Chamber of Mines is expected to hold talks with the SA Technical and the Underground officials associations tomorrow on

adjustments to wage increases after other mining unions won a 12 percent hike last week.

★ ★ ★

Workers at the Triomf fertiliser plant in Richards Bay yesterday conducted a work stoppage in protest against the breakdown in wage talks.

★ ★ ★

About 160 workers at the Motorvia plant in Uitenhage went on strike on Monday over demands for wage parity with recently employed female workers.

Drivers returned to work pending the outcome of talks between management and officials of the Transport and General Workers' Union planned for next week.

★ ★ ★

A Johannesburg business machine firm W H Davis, was hit by a dispute yesterday and employee sources claimed management dismissed 50 workers. Company officials refused to comment.

workers went in their thousands today to collect their wages for the week. No incidents were reported.

Mr Jury Harris president of the National Automobile and Allied Workers' Union (NAAWU), whose members went on strike simultaneously at Ford General Motors and Volkswagen yesterday, said there was little likelihood of the workers returning to work before Tuesday.

They were now waiting for a continuation of the deadlocked wage talks on Monday between unions and the three companies through the Industrial Council for the Eastern Cape motor industry

### Minimum

The workers had gone on strike spontaneously on hearing that the second round of wage talks on Wednesday had ended in deadlock — with the managements not prepared to budge from their minimum wage offer of R2,15 an hour. The workers are demanding R3,50

The workers had warned after a series of report-back meetings last week that the employers would have to "face the repercussions" if they did not agree to the demand

Mr Harris said the union would not meet the workers before Monday.

### Confident

The union would try to persuade workers to modify their demand. He was confident they would accept a deal similar to the one at the 1980 wage talks when their demand was met over a period of 18 months

"They want a guarantee, and not necessarily the full R3,50 immediately," he said

The director of public relations at Ford, Mr Dunbar Bucknall, said the forced closure of the company's assembly and truck plants at Neave Township had paralysed production at the two Struandale plants where most of the workers, who belonged to the Motor Assembly and Component Workers' Union, were not on strike

### Kept busy

He said the four Ford plants had close "interaction" and that about 2 500 workers at the two Struandale plants were being kept busy although there was no production. These plants would also be closed later today

A strike by about 250 workers mostly at the Struandale Cortina plant paint shop and at the adjacent truck plant had contributed to this development

Mr Bucknall said more than 3 000 workers at Ford were on strike — 100 at

### ARGUS BUREAU

the engine plant, 250 at the Cortina plant, about 2 500 at the Neave assembly plant and 150 at the truck plant

At Volkswagen's plant in Uitenhage, more than 5 000 were on strike and another 1 000 had been sent home because of the forced closure

Virtually all the employees on strike in Port Elizabeth are coloured and most of those in Uitenhage are Africans

At General Motors, 2 000 workers downed tools yesterday and the situation was described as "fluid" today. The company would not comment, but it was reported that workers there were collecting their pay while the plant was being closed

Management spokesman at Ford and Volkswagen have warned that if the companies acceded to the workers' demand for a minimum wage of R3,50 an hour, Eastern Cape products would be priced out of the national motor market

PORT ELIZABETH. — Production at two more motor industry plants has come to a standstill because of the strike by more than 10 000 workers employed by the three companies in the Eastern Cape, bringing the total number of workers affected to about 13 000 at six plants

# 13 000 now idle in big motor strikes

ARGUS 16/7/82

2/11/84

15-2

1982

# Hospital staff strike

**MORE** than 100 general workers at the Kenridge Hospital in Parktown, Johannesburg, yesterday downed tools in protest against what they termed "junk" food

had decided not to work until something was done about their grievance. They stopped working at lunch-time after they discovered that the meat given to them was a mixture of chicken throats and

A workers' spokesman yesterday said they

turkey

16/7/77

152 ~~98~~ ~~177~~ Sowetan

# Port Elizabeth

# Close in car strike

CAPL Times 16/7/82

152

Own Correspondent

JOHANNESBURG. — Three Eastern Cape car assembly plants closed down yesterday when at least 10 000 workers stopped work in the biggest strike to hit motor manufacturers in the area.

## Firms would be 'ruined'

Own Correspondent

PORT ELIZABETH — The three motor manufacturing companies in Port Elizabeth and Uitenhage would collapse if striking workers' demands for a R3 50 an hour minimum wage were met, spokesmen for two of the companies said yesterday.

Faced with the demand for a 75 percent increase of the minimum wage Volkswagen and Ford are looking at a combined annual increase in their wage bills of about R50-million.

Executives at Ford and Volkswagen agree that the average price of a new car would increase by between R800 and R1 000 if the minimum wage of R3.50 were implemented.

Mr Fred Ferreira, industrial relations manager at Ford, said simply "Motor manufacturers in the Eastern Cape would cease to exist."

It is estimated that the total shutdown at Ford is costing the company R2.4-million a day — the value of the 300 vehicles it usually produces in one day.

Mr Ferreira said that based on a 43¼-hour week, an unskilled worker earning R3.50 an hour would take home R658 43.

"In this category we have sweepers and cleaners who are trained in one day to do their jobs. In this category we have workers whose jobs it is to lash cars to trucks.

"And this is the kind of salary which we pay to newly-graduated engineers. The demand is just crazy."

Two other car assembly plants in the region are expected to close down by noon today.

The Volkswagen plant in Uitenhage has been closed down till further notice after workers went on strike yesterday.

Two of Ford's four plants have also been closed. According to an informed source this will lead to the closure of the other two plants from noon today.

The strikers are members of Fosatu's National Automobile and Allied Workers' Union (Naawu) which said yesterday that 15 000 workers were on strike — 7 000 at Volkswagen and 4 000 each at Ford and GM.

But Volkswagen yesterday put the figure at 5 500 Ford at around 3 000 and GM at between 1 800 and 2 000.

No end to the strike is likely until Monday when the industry's industrial council meets to discuss a deadlocked wage dispute between employers and the union.

The strike follows demands by Naawu at council negotiations that minimum pay be raised from R2 to R3.50 an hour — its biggest-ever demand. Employers replied with their lowest offer for some years — a R2.15 minimum.

### 'Flat rejection'

Naawu organizer Mr Les Kettleidas said that at meetings held last week, 10 000 workers rejected this. But at a meeting of the council on Wednesday, employers stuck to their offer "despite workers' flat rejection" and another meeting was scheduled for Monday.

When Naawu shop stewards reported back to members that employers were sticking to R2.15 the workers decided to down tools, Mr Kettleidas said.

Almost all the strikers are Naawu members — workers, belonging to the rival Motor Assembly and Components Workers' Union did not join the stoppage. Some white-collar workers are also taking part.

A Volkswagen spokesman Mr Rubin Els said workers had met shop stewards yesterday morning and began drifting back to work. But they then decided against returning and began another meeting. The company then closed the plant and is seeking further talks with the union on a reopening date.

### Approach for talks

Mr Kettleidas said the company had approached him for talks on reopening the plant but said he refused. "The only thing union officials can discuss now is wages — but there may be talks with shop stewards on reopening."

At Ford most workers at the Cortina and engine plants are Macwusa members and the plants remained in operation. But Ford's other plants closed.

The company's industrial relations director Mr Fred Ferreira said all plants would be closed today and on Monday morning.

Ford would wait for the outcome of Monday's industrial council meeting.

GM issued a statement saying that 1 800-2 000 workers had walked out yesterday. The company employs nearly 5 000 workers.

The statement referred to the fact that the current wage agreement expires only at the end of the month and that industrial council wage talks are scheduled for Monday.

"We cannot therefore comprehend the action of employees in downing tools at the present time because it is unusual for this to happen while wage negotiations are still in progress," it said — Own Correspondent-Sapa.

● Strikers face loss of jobs, page 16



Strike (152)

cripples (172)

car (182)

plants (16/11/82)

Some of the 10 500 motion assembly workers in the Eastern Cape who stopped work yesterday returned to their jobs today. But the industry is still in the grip of a crippling wage strike.

A spokesman for General Motors in Port Elizabeth where 2 000 workers left their jobs, said they had returned today but anything could happen.

At Volkswagen in Uitenhage, where about 5 500 workers were sent home yesterday, 3 600 workers arrived at the factory today and were paid their fortnightly wages. However the work stoppage is still on.

#### STOPPAGE

More than 3 000 workers on strike yesterday at Ford, Port Elizabeth.

The workers, who are represented by the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu), have called for increases in the hourly minimum wage from R2 to R3,50 and increases to R4 for semi-skilled workers and R4,50 for skilled workers.

The management negotiating team — representing Ford, GM and VW — are understood to have offered a minimum hourly R2,15 and special severance pay rates.

#### EFFECTS

The president of Naawu, Mr Jury Harris, said there was little likelihood of the workers returning to work before Tuesday.

Mr Harris said no meeting with workers was planned before Monday by the union as it would not serve any object.

He said the union would try to persuade workers to lower their demand, and he was confident they would accept a deal similar to that of the staggered 1980 wage talks.

Meanwhile, heads at Ford and Volkswagen have warned that if they granted the workers' demand for a R3,50 an hour minimum wage, it would cost the two companies an extra R80 million a year and push up the price of locally produced cars by up to R600.

Ford's Cortina and engine operations would be shut down from noon today because their operations were affected.



# News EXTRA

## Sacked

Sowetan 16/7/82  
152

ABOUT 158 out of a workforce of 750 workers employed by Consolidated Wire Industries were sacked yesterday, following a two-day work stoppage at the company's plant in Vanderbijlpark.

In a statement, the company said that the plant had had a partial work stoppage on Wednesday. It was reported that about 300 workers reported for work but failed to go to their work stations.

### Demands

The workers had made certain demands on the management, who stated that they were not prepared to discuss these items until workers returned to work.

The same workers did not report for work on Thursday after being advised the previous day that by not reporting for work they would be dismissing themselves.

## Priest

AN INQUEST hearing into the death in detention of Mr Isaac Tshifwa Muofhe, of Venda, which opened at the Sibasa Magistrate's Court at the beginning of this week, will resume on Monday next week.

Mr Muofhe, a Lutheran Church lay preacher, died two days after being detained in connection with last August's guerilla attack on the Sibasa Police Station in which two policemen were killed and a third seriously wounded.

The court heard how Mr Muofhe had tried to jump off a moving bakkie while on his way to show police certain places related to the police-station attack.

A post-mortem report showed that he had died of loss of blood and widespread bruising.

He had also suffered scalp, arm, leg and kidney injuries, as well as severe bruising of the scrotum.

**PAY talks at Industrial Council level would only resume once the strikes at Ford, General Motors and Volkswagen ended, the chairman of the Eastern Cape Automobile Manufacturing Employers' Association, Mr Rod Ironside, said today.**

Mr Ironside, who is the acting chief executive of General Motors, said the employers represented on the Industrial Council for the Motor Manufacturing Industry for the Eastern Cape would not negotiate under duress.

He stressed that the motor manufacturing industry was a big contributor to the Eastern Cape economy as well as to the national economy. Employers in the industry had acted responsibly and could make claims to have contributed to the social and economic upliftment of the area. He said the current work stoppage was "out of keeping with the spirit in which negotiations had been conducted in the past".

"It must be realised that the economic situation is getting tighter," he said.

Demands which the employers had identified as unproductive were a reduction in working hours, a no-retrenchment approach, and a demand for total funding of the supplementary lay-off benefit fund.

Mr Ironside said the present strike was "technically illegal" in terms of the existing Industrial Council agreement.

"The employers are not prepared to negotiate under duress," he said. "We are prepared to observe Industrial Council requirements and expect the employee parties to do the same."

The negative effects of the strike were that large numbers of employees who did not share the views of "one of the employee parties" were unable to work.

Mr Ironside added "The entire local economy is going to suffer. There is going to be hardship — in my view, something which is completely avoidable."

There would be a further loss of working time because restarting work schedules could not be done all at once. Considerable unnecessary expense was involved.

The wage demands could lead to employers considering further mechanisation and the less use of human resources.

Mr Ironside concluded "I am appealing for reason and understanding in the circumstances beyond the immediate perception of individuals. The jobs of at least 25,000 people in the automobile industry in the Eastern Cape will be affected to some degree by the strike action."

Commenting on the strikes, Mr Max Hoppe, secretary of the labour affairs committee of the Midland Chamber of Commerce, said today it was in the interests of the strikers to return to work as soon as possible.

The strike action was "most regrettable" especially when there was large scale unemployment in the area and the economic cycle was on the downswing.

On the one hand, the Government's Decentralisation Board was trying to stimulate growth in the Port Elizabeth-Uitenhage complex, while, on the other, the action of the strikers would have a negative effect on the economy of the region.

↓ with  
↓ Savings

→ ↑ NI

→ ↑ NI

—

W → ↓ NI

W → ↑ NI

# Modified pay demands by car union

ARGUS 16/782

~~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~~

e  
d  
g

Argus Bureau

PORT ELIZABETH — The National Automobile and Allied Workers Union (NAAWU) presented modified pay demands at this week's meeting of the Industrial Council for the motor industry in the Eastern Cape

Union officials indicated that the modified demands were for an initial increase in minimum hourly wages of 25 percent. Originally a 75 percent increase in minimum wages, from R2 an hour to R3.50 was sought

At Wednesday's Industrial Council meeting, which ended in deadlock, the NAAWU delegation suggested that workers in grade one receive R2.50 an hour

## SPIRIT

This would be increased to a minimum of R2.75 after six months, R3 after a year and R3.25 after 18 months

The union's general secretary, Mr Fred Sauls, said "There was a complete lack of any negotiating spirit at the Industrial Council meeting and the employers were not prepared to discuss a move from the offer of R2.15 an hour minimum"

"The employer representatives' attitude makes us believe either that these individuals cannot make the decisions or that this is a strategy to force the workers into a strike situation. They may see this as a way to force division among the workers and destroy the union."

After a report back to workers yesterday on the negotiations by shop

stewards at Ford General Motors and Volkswagen all hourly paid employees at two Ford plants and a number at two of the company's other plants and workers at General Motors and Volkswagen walked out

In an interview yesterday NAAWU officials said the aim in initially demanding R3.50 an hour was not to keep wages abreast of inflation but to improve the workers' standards of living

## BACKLOG

A member of the NAAWU negotiating team, Mr Brian Fredericks, said it was pointless to talk of a downturn in the economy in the context of wage negotiations

"We believe there is a backlog of low wages among workers in South Africa which has to be rectified"

Mr Sauls said the union did not believe increased mechanisation — widely predicted in the face of wage demands — would necessarily lead to unemployment

"To pay the high rates would push management into accepting their responsibility for ensuring better production quality and efficiency — and not laying the blame for low productivity on the workers," he said

Referring to the possibility of the wage demands leading to retrenchments he said the union thought "a solution could be found to this kind of problem through negotiations conducted in a spirit of goodwill on both sides"

# Black union won't back East Cape motor strike

~~151~~  
152  
~~153~~  
154

By SANDRA SMITH

17/7/82

THE mainly black Motor Assembly and Component Workers Union of SA (Macwusa) announced today it would not support the strike by workers in the Eastern Cape motor manufacturing industry — a move which will further split the emergmg, mainly black trade union movement

The Ford Volkswagen and General Motors plants were brought to a standstill this week when more than 10 000 workers went on strike after a breakdown in negotiations at the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape

The National Automobile and Allied Workers Union (Naawu), which is mainly a coloured union, presented modified wage demands calling for a system whereby Grade 1 workers would receive a minimum wage of R2 50 an hour, increasing by 25c an hour every six months

The employers on the council refused to budge from an offer of an increase in minimum hourly wages from R2 to R2,15 and the next day workers at General Motors and two Ford plants went out on strike VW closed its Uitenhage plant and Ford its two remaining plants yesterday

A split in the emerging trade union movement became apparent at a "summit" meeting in Port Elizabeth this month where two camps emerged — Naawu, a Federation of South African Trade Unions (Fosatu) affiliate belonging to one, and Macwusa leading the other

Macwusa's decision not to join the Naawu strike is expected to further widen the rift between the groups, and could hamper Macwusa's call for other unions to join their boycott of SA Bottling products

Macwusa's organising secretary, Mr Government Zini, said yesterday the decision not to support the strike by Naawu members was taken at a general workers' meeting

There were four reasons for the decision

- Naawu was involved on an industrial council which was rejected by Macwusa as "an apartheid vehicle and part of the Government's registration system"
- Macwusa members were involved in a strike last year at GM, VW and Ford and "received no support from Naawu, which shared membership with Macwusa at these plants"
- Despite a national call for a 30-minute work stoppage in all factories after the death in detention of Dr Neil Aggett, Naawu requested a five-minute stoppage at Ford
- Naawu did not support a strike by Macwusa members at Feltex last month

Mr Zini said Macwusa would negotiate wage increases with the motor companies individually



# Nelspruit is hit by a strike

## PE TOWN ANSWER BOOK

UE  
E  
17/1/82

EVERY CANDIDATE MUST enter column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

All answer books

|                 |
|-----------------|
| Number of books |
| Number of this  |

**Labour Correspondent**  
**NELSPRUIT** this week became the newest area to be hit by labour unrest as about 400 workers at major metal firm Delta Manganese downed tools in protest at retrenchments.

Worker demands to withdraw from the metal industries pension fund played a key role in the dispute.

Many workers at the plant are members of the National Union of Sugar Refining and Manufacturing Employees a Natal-based union which has branched out to the metal industries.

The company's managing director, Mr L J Carter said yesterday that the dispute had ended.

He said workers gathered outside the plant on Thursday and refused to start work. However he said they returned yesterday and "we have been interviewing them all to ensure this does not happen again". He said production was normal.

Mr Carter said the strike was sparked by the retrenchment of 45 workers who lost their jobs because of a cut-back in plant operations.

But he confirmed Delta had been holding "extensive discussions" with workers on a demand that their pension money be refunded. The metal industries' pension fund does not allow workers to withdraw their money from the fund until six months after they leave the metal industries.

"We were sympathetic to this and asked the fund for an exemption enabling us to refund the money. But this was refused," he said.

On the wage issue Mr Carter said Delta had a "house agreement" which meant it did not have to pay the same rates as those in the industries' wage agreement.

Workers at OK Bazaars' KwaMashu branch downed tools yesterday and won the reinstatement of retrenched colleagues. A Commercial, Catering and Allied Workers Union spokesman announced

Surname

First Name (s)

Date

Degree/Diploma/  
you are registered

Subject  
(to be copied from)

Paper No  
(to be copied from)

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
|                     | 65       |          |
| 5                   | 59       |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

**NOTE CAREFULLY**

- Enter at the top of the block of question you are answering
- Blue or black answers. The use of 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
- Do not write in the left hand margin

**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**

# Strikes: All plants close

CAPE TIMES 17/7/82 (62) (63) (40A) (152) (192)

BY PHILLIP VAN NIEKERK

**ALL MOTOR assembly plants in Port Elizabeth and Uitenhage were closed until further notice yesterday, as the strike by more than 10 000 workers over wage demands brought production to a standstill.**

Spokesmen for the three companies — Ford, General Motors and Volkswagen — said they would not resume industrial council wage negotiations, due for Monday, until the dispute had been resolved.

The workers downed tools on Thursday after shop-stewards of the National Automobile and Allied Workers' Union (Naawu) had reported back from the industrial council talks that the companies were only prepared to offer a minimum rate of R2 15 an hour.

While at least 10 000 workers went on strike, another 3 000, many of them members of the Motor Assembly and Component Workers' Union (Macwusa), have been affected by the halt in production.

### Leyland not hit

The strike is restricted to the Port Elizabeth-Uitenhage area. Leyland, the only major motor manufacturer in the Western Cape, where Naawu is also organized, do not fall under an industrial council and there are no wage negotiations in progress.

Mr Rod Ironsides, the acting chief executive of General Motors and chairman of the Eastern Province Automobile Manufacturers' Association, said the strike had created a "de facto dispute" which had to be resolved before negotiations could continue. Employers were "not prepared to negotiate under duress".

It was "deeply regretted that one party to the industrial council has seen fit to take arbitrary action while negotiations are in progress and despite strong appeals by employers for responsible action".

### Out of touch

Mr Fred Sauls, general secretary of Naawu, said the employers had not conducted the talks in a spirit of compromise. They were out of touch with the feelings of their workers and had been shocked at the extent of spontaneous worker reaction.

"We offered a compromise deal, starting with a R2 50 an hour minimum now and rising over 18 months to R3 25. They refused to offer more than R2 15 an hour — only 5c more than their first offer in April.

"The workers got fed up when they heard this, because they felt management was just playing

To page 2

CAPE TIMES 17/7/82  
A From page 1

around, and not really negotiating". Naawu is to meet workers before Monday's meeting to decide what action to take.

### 'Exploitation'

The Macwusa organizing secretary, Mr Government Zini, said Macwusa workers had decided not to support Naawu, an affiliate of the Federation of South African Trade Unions (Fosatu), in the strike. Macwusa members who are mainly at the Ford Cortina engine plant and General Motors, reported for work yesterday.

Mr Zini said they could not support a strike which was involved with the industrial council "which we totally reject as an apartheid vehicle geared to place management in a better position to exploit workers".

Mr Zini also listed the failure of Naawu to support Macwusa in several other strikes and their "half-hearted" action over the half-hour work stoppage called after the death in detention of trade unionist Dr Neil Aggett.



# Mine unions get wage increase

Own Correspondent  
JOHANNESBURG —  
Three unions representing about 33 000 mine officials yesterday reached agreement with the Chamber of Mines on an average 13 percent pay increase. Minimum pay

rates will rise by 12 percent.

One of the associations, the Mine Surface Officials Association, had declared a dispute with the Chamber after rejecting a nine percent pay offer as 'incomplete because it

did not cover all MSOA members.

The MSOA general secretary, Mr Robert Botha, said in a statement yesterday that the union would now begin talks on other issues which had formed part of its dispute.

These included the refusal by employers to allow the MSOA to negotiate the best possible conditions for its members, the vagueness of the original nine percent offer and the failure by employers to consult the MSOA on changes in job patterns.

"If no solution is found soon the dispute regarding these aspects will be reinstated," he said.

The other two unions, the Underground Officials' Association and SA Technical Officials Association, had earlier accepted a Chamber offer which raised minimum pay rates by nine percent.

But they approached the Chamber for new pay increases after the Council of Mining Unions representing 22 000 mine workers had accepted a 12 percent wage increase.

## Effective date

Their revised increases will come into effect from the June pay month but the MSOA's will come into effect from July because it refused the first offer.

Mr Botha said the fact that his members would miss a month of their increase was a 'petty penalization' of the MSOA for rejecting the first offer.

He said that in spite of this the MSOA 'has come out the winners in the dispute.'

'We carried the can for the others and proved that positive action works.'

A Chamber statement yesterday said officials' minimum salaries would be raised by 12 percent but that guaranteed actual salaries would rise on average by 13 percent.

The general secretary of the UOA, Mr Doc Coertze, said the offer his union originally accepted had led to rises of between nine and 14 percent in his 14 000 members' actual pay because mines had also granted officials merit increases.

The new increase would lead to rises of up to 18 percent for some officials.



Mercury 17/7/82

**Stoppage at OK ends**

152

108

**Mercury Reporter**

THE short work stoppage by more than 100 workers at the Kwa Mashu branch of the OK Bazaars this week has resulted in the reinstatement of two workers

The store's personnel officer has been removed, according to a spokesman for the Commercial Caterers' and Allied Workers' Union.

Nearly the entire workforce at the OK Bazaars Kwa Mashu stopped work on Wednesday morning because of the retrenchment of two of their colleagues and complaints about the activities of the store's personnel officer, the spokesman said

After the store manager had failed to persuade the staff to return, they met one of the OK's senior

men and presented their grievances to him

'At 1 p m it was agreed by management that the two retrenched workers should be reinstated and that the personnel officer would "be removed", although it is not clear whether he was dismissed or transferred to another branch,' the spokesman said

The OK's staff all returned to work on Wednesday afternoon

The Kwa Mashu branch manager, Mr Boet Smith, confirmed yesterday that the stoppage had taken place but said he could give no details and referred the Mercury to the senior man involved, Mr Mike Burrows.

Mr Burrows could not be contacted last night.

W/E  
17/7/82  
152  
153  
154

# MOTOR PLANTS FACING CLOSURE

Weekend Argus Bureau

PORT ELIZABETH. — The Eastern Cape motor industry is facing "indefinite closure," possible collapse and the loss of millions of rands as the deadlocked wage dispute continues in the face of intransigence on both sides

The heads of the Ford and Volkswagen plants have said that agreement to the R3,50 an hour wage demand would cost them an extra R80-million a year. This would bring about the collapse of their companies.

The Ford company has stated that it is losing R2,4-million a day during the strike

Meanwhile, union leaders left the Eastern Cape late yesterday for urgent talks in Johannesburg with the Federation of South African Trade Unions (Fosatu), umbrella body of the National Automobile and Allied Workers' Union (Naawu)

It is expected that discussion of the motor plant strike and the R3,50 an hour wage demand will dominate the Johannesburg meeting.

It has become clear that the three employer companies will be taking a hard line, and Naawu will be hard-pressed to moderate the wage demands of the workers

## "NO DURESS"

The chairman of the Eastern Province Automobile Manufacturers Association, Mr Rod Ironside, said in a statement yesterday that the employers "refuse to negotiate under duress"

He said in an interview today that employers were providing a "unified response to extravagant demands"

Meanwhile, it has been learnt that about 2,500 Ford workers and about half of General Motors' work force of 4,000 and more than 1,000 Volkswagen workers, who are not on strike, will probably be idle because of the forced factory closures next week.

# Fosatu fires at motor firms

Mail Reporter

EMPLOYERS in the motor industry were trying to break the National Automobile and Allied Workers Union (NAAWU), the Federation of South African Trade Unions charged yesterday

After meeting at the weekend in Johannesburg the central committee of Fosatu said it supported NAAWU demands for a "living wage" and better working conditions

In a statement released yesterday the committee said "We wish to condemn the Eastern Cape motor employers for offering the pittance they have despite record sales for the past two years

"The June car sales report of an all time record make a mockery of the 7,5% increase offered by employers

"This does not even compensate for the increase in the cost of living"

Fosatu condemned the "intransigent attitude" of the employers

Non-unionised firms had given large wage increases while in all unionised companies management had firmly resisted demands made by the unions, the statement said

"We are also aware that employers are using the Press and opportunist unions such as MACWUSA to break the struggle"

Fosatu wished to congratulate NAAWU on the courageous and far-sighted way it led the battle for higher wages, shorter hours and a better standard of living for all workers in South Africa

The central committee was aware those workers were entering a critical and dangerous phase of their struggle, and urged them to be perceptive in tactics so they could emerge with a stronger union

Fosatu delegates would take up the issue with their unions, the statement said

# Report on strike was misleading

Sowetan 19/7/82 (152)

THE Transport General Manager of Auto Carriers in Kaalfontein says a report on a strike by truck drivers at his company was misleading.

The manager Mr A C Turrell, said there had been a dispute at the factory on Tuesday over supplies scheduled for Durban. The drivers, who were only eight, then had a meeting with the manager and liaison committee officer at which the dispute was resolved.

Mr Turrell further said the company pays its employees night-shift allowances and it has an open door policy for all its workers to voice their grievances. He did not say what the dispute with the drivers was all about. The manager concerned was a new

one, recently from Bloemfontein, but he cannot change the company's policy.

The report, carried yesterday, stated that 25 drivers at the company had gone on strike after the new manager had decided to do away with night-shift allowances. The drivers had been dissatisfied with the new manager's system after one of them had been assigned to Durban and had a problem on the allowance issue.

## BLACKS CAN NOW BE TRAINED AS DRAUGHTSMEN

By taking our unique 16-month Home Study Course in Draughting

### LEOS ENGINEERING COLLEGE

3rd Floor, Shakespeare House,  
114 Commissioner Street, JHB  
Telephone 834-1357

S 770



U  
E

# Fosatu backs striking Cape car workers

Staff Reporter

THE Federation of South African Trade Unions (Fosatu) has come out in support of car industry workers who are striking in the Eastern Cape

In a statement issued yesterday, the Fosatu central committee said it backed the demands of the National Automobile and Allied Workers' Union (Naawu) for a "living wage and better working conditions"

"We wish to condemn Eastern Cape motor employers for offering the pittance they have despite record sales for the past two years. The June car sales report of an all-time record makes a mockery of the 7 1/2 percent increase offered by employers

"This does not even compensate for the increase in the cost of living. Fosatu condemns the intransigent attitude of the employers. We are clear that employers in the motor industry are co-ordinating on a national basis and that there is

now a concerted effort to check and even break the union on a national basis

"Non-unionized firms have been given large increases, while in all unionized companies management have firmly resisted demands made by the unions. We are also aware that employers are using the press and opportunist unions to break the struggle

"Fosatu wishes to congratulate its motor affiliate on the courageous and far-sighted way it has led the battle for higher wages, shorter hours and a better standard of living for all workers in South Africa"

The committee said it was aware that the dispute was entering "a critical and dangerous phase" and asked the workers to be "far-sighted" so that they could emerge with strength

It added that delegates from the meeting would take up the issue with their respective unions, shop steward councils and shop floor committees

2 ✓ Q 1.

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

All answer boxes

|                     |
|---------------------|
| Number of boxes     |
| Number of questions |

Surname

First Name (s)

Date

Degree/Diploma you are registered for

Subject (to be copied)

Paper No (to be copied from the heading on the Examination Paper)

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 1                   | 54       |          |
| 2                   | 52       |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

### NOTE CAREFULLY

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used

### WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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

# Strike deadlock unlikely to be broken at the talks today

1972  
24/6/72  
19/7/82

● From Page 1

record sales for the past two years".

The record car sales made a mockery of the 7.5% increase offered by employers and did not compensate for the increase in the cost of living, the resolution said

It was clear the employers were co-ordinating on a national basis in a concerted effort to check and even break the union, it said

Workers in non-unionised firms had been given large increases, while demands in all unionised companies had been "firmly resisted" by management

Meanwhile, the three strike-hit Eastern Cape motor companies are losing between R2 million and R3 million a day in lost pro-

duction

A Ford spokesman said today the company was suffering a production loss of about R3 million a day. Both striking and non-striking workers were not being paid. Their loss in income amounts to about R150 000 a day

A Volkswagen spokesman said his firm was losing about R2 million a day in sales turnover. The actual loss to workers in wages and benefits such as overtime pay was about R165 000 a day

General Motors was unable to estimate its losses. The firm has a smaller production capacity than the other two and the daily loss is expected to average out at between R1 million and R2 million



# Strike issues unlikely to be resolved

19/7/82 152 3006  
S. Post 1004

Post Reporters

THE deadlock in the Industrial Council for the Motor Manufacturing Industry, which has led to a crippling strike by more than 10 000 Eastern Cape motor workers, is unlikely to be resolved at today's council sitting

The employers on the council — Ford, General Motors and Volkswagen — have said pay talks can only resume once the strikes end. They say they will not negotiate "under duress"

National Automobile and Allied Workers Union (Naawu) representatives on the council have said they have a mandate to discuss pay and working conditions — not a return to work

This would have to be negotiated by the companies with their shop stewards

The strike started in two Ford motor plants and at GM and VW last week when shop stewards told workers that employers would not budge from their offer of an increase in minimum wages of 7,5% to R2,15 an hour

Naawu has demanded an increase for Grade 1 workers from R2 an hour to R2,50, increasing by 25c every six months. The three plants closed their doors on Friday until a return to

work could be negotiated with the union, industry spokesmen said

A meeting of workers' committees from the three companies today criticised the managements for closing the plants and adopting an "inflexible stance" in wage negotiations

"They closed the gates at the Ford, General Motors and Volkswagen plants, not us," the chairman of Naawu's workers' committee at Ford, Mr Douglas Slingers, said

"There will be no negotiating on workers going back at this afternoon's meeting — it will be a question of negotiating wages," a speaker said

This afternoon Ford workers will meet in the Gelvandale Community Hall to hear a report back on developments at today's council meeting

At a Federation of South African Trade Unions (Fosatu) central committee meeting in Johannesburg at the weekend, a resolution was adopted supporting Naawu's demand for "a living wage and better working conditions"

Naawu is a Fosatu affiliate

Employers were condemned for "offering the pittance they have, despite

● Turn to Page 4

QUEENSTOWN — Production at the Kaffrarian Steam Milling Company (KSM) here came to a virtual standstill yesterday

Workers went on strike to demand a pay increase of more than 70 per cent

The company's managing director, Mr Gordon Minkley, confirmed last night that there had been a work stoppage,

186 **Mill workers strike** 152 *D. Aspfatch* 20/1/82

but declined to comment further other than to report that negotiations would resume today

Most of the striking workers are members of the African Food and Canning Workers' Union (AFCWU)

Workers interviewed by our Queenstown cor-

respondent said they were earning R35 a week, some after having worked at the company for a lengthy period

They were adamant they would not return to work until management had met their wage demands

They said about 200

employees, including drivers, clerks, packing and bagging staff and dispatch workers had joined the strike

No incidents were reported but security police kept a close watch on the situation

Two senior officials of the AFCWU from East

London, organising secretary Mr Bonisile Norushe, and Miss N Nel, were reported to have been picked up by security police in Cathcart Road yesterday morning

Col A P van der Merwe head of the security police on the Border, confirmed that two persons had been held for questioning and later released — DDR.

n

Mercury 2077/82 (152) HBR

# Dano strikers reject call to return

Mercury Reporter

of Textile Workers.

DANO Textile Industries' workers rejected the company's call for their return to work yesterday and pledged to continue their week-long strike, union sources said.

After a meeting between the company and the union, workers withdrew their demands because of Dano Textile's agreement to recognise the union at the end of the strike, union sources said.

About 1000 workers downed tools at this Hammarsdale factory on July 9 demanding the reinstatement of a dismissed colleague and the recognition of the Fosatu-affiliated National Union

But, at the meeting the company said although it would be prepared to re-employ the striking workers on Monday, it would not be able to re-employ all of them, according to the union.

# Cosmetic factory workers arrested for trespassing

(152) ~~1951~~ ~~1952~~ Mercury 20/7/82

**Mercury Reporter**  
SEVENTY-SEVEN workers from a Rosburgh cosmetic factory, Chemco Laboratories, were arrested by police yesterday following a stoppage over wages.

A police spokesman said the workers had been arrested for trespassing at 8 a.m. when they refused to leave the company's premises.

The workers later appeared in a Durban magistrate's court where charges were withdrawn.

According to a spokes-

man for the South African Allied Workers' Union (Sawu), about 120 workers at the company had downed tools on Friday after the company refused to agree to their demand for 'a better increase'.

He said the workers had been dissatisfied with the company's offer of a weekly increase of between 50c and R1.

They had tried to raise the issue with management but had been told 'their services were no longer required' because 'the company was closing

down', he claimed.

The following day workers met and decided as a number of workers had continued to work in the factory the company could not be closing down. The workers then decided to return to work, he added.

'The workers arrived at work yesterday, clocked in and had even begun to work when a supervisor asked what they were doing and said he would fetch the management,' a union source said.

They had been waiting for the management when

the police arrived, he said.

Police were told that the company had paid off the workers on Friday. But the union source denied this saying they had not yet 'signed off'.

The police spokesman said workers had been warned to disperse as they were trespassing. 'When they refused to move, they were arrested,' he said.

Chemco Laboratories managing director, Mr S Wolfowitz, said he was not prepared to comment.

# 'New wage offer turned down' Some motor workers to go back on Thursday

*sect*  
*Que*  
*One*  
*and*  
*pur*  
*mar*  
*acti*  
*soc*  
*acti*  
*soc*  
*acti*  
*proc*  
*The*  
*san*  
*atic*  
*vars*  
*Theo*  
*as a*  
*effe*  
*equi*  
*conc*  
*inve*  
*equi*  
*two*  
*been*  
*atla*  
*imp*  
*have*  
*to ti*  
*to a*

192  
~~3/16~~  
~~1/12~~  
 1/11

E. Post 20/7/82

Post Reporter  
 OFFICIALS of the National Automobile and Allied Workers' Union said at a meeting last night that the employers on the Industrial Council had made a new proposal on wage increases.  
 The officials said the employers suggested scrapping a service attendance bonus, maintaining the present system of contributions to the supplementary unemployment benefit fund, and increasing wages by another five cents across the board.  
 This would mean Grade 1 workers would receive a minimum hourly wage of R2,20.  
 Confirmation of this new offer could not be obtained from motor company spokesmen today.  
 The Naawu officials rejected it, saying they could not negotiate "on the basis of taking away benefits already won".  
 Mr Fred Sauls, general secretary of Naawu, told the meeting oppression in South Africa was not by white of black but by company managements of workers. Workers the world over experienced the same struggle for a decent standard of living.  
 He said the sole reason for black advancement in the motor firms was a shortage of white skilled labour.  
 "The companies put money into education and training merely because they require skills. Where does that money come from? From your labour. You have therefore received nothing which is not yours," Mr Sauls said.  
 The chairman of the Volkswagen workers' committee, Mr J Harris, said "Our battle is not for us alone, but for members of the Motor and Component Workers Union of SA (Macwusa) as well". Macwusa workers decided last week not to support the strike.

By SANDRA SMITH  
 THE entire labour force at Uitenhage's Volkswagen plant will return to work on Thursday and the plant is expected to resume full production on Monday.  
 This was announced today by VW's Public Affairs Manager, Mr Ruben Els, who said limited production would begin this week.  
 At Ford Motor Company, top management met this afternoon to discuss the return of striking workers.  
 At the General Motors plant, also shut since Thursday, a spokesman said the unions would be advised when production could restart.  
 At VW, Mr Els said. "Before we can resume full production, we have to get rid of certain bottle-necks in the production situation. Although the entire workforce will return on Thursday, some will work a full day, others less".  
 He emphasised that no settlement had been reached between VW's management and the National Automobile and Allied Workers' Union (Naawu).  
 Earlier today, many workers reported for work, only to be faced with locked gates at the Ford, GM and VW plants. After waiting for some time, they went

home.  
 About 3 000 workers gathered outside the General Motors plant in Kempston Road from about 6am. At VW, between 300 and 400 workers gathered at the gates before dawn. As at GM, they were not allowed in. They dispersed after being addressed by a union official.  
 At the Ford engine plant, about 100 workers turned up and at the firm's other three plants, groups of varying sizes gathered.  
 Workers have demanded higher wages and improved conditions of service.  
 Spokesmen for the three companies said today that on the basis of a statement yesterday by Naawu's general secretary, Mr Fred Sauls, that the workers were considering a return, schedules were being prepared on a phased basis.  
 A Ford spokesman said the company was awaiting a firm assurance from the union that workers were ready to start.  
 At a meeting of more than 3 500 mainly Ford workers in the Gelvandale Community Centre last night, a decision was taken to return to work today — but with an ultimatum to the employers to meet their demands or face more strikes.

*Recent than*  
*society from*  
*than the*  
*other*  
*profits to*  
*of a certain*  
*loss to*  
*another*  
*be*  
*ine efficiency*  
*B can be*  
*er combin-*  
*is) can*  
*put.*  
*een equity*  
*most*  
*e the most*  
*is a difficult*  
*ie because the definition*  
*ective analysis. If we take*  
*n fairness or justness, will*  
*ee the same situation as*  
*ly equitable or not? To*  
*ue to equity is virtually*  
*t one can, on the other*  
*prosecrate or exact values*  
*ency of one situation relative*  
*ituation. For example, if one*

ARGUS 20/7/82

62 63 74 04

# Car men locked out

152 197 346

ARGUS BUREAU

PORT ELIZABETH — Several thousand eastern Cape motor industry workers who returned early today to the plants where they downed tools on Thursday, found the gates locked. They were told to leave until the companies could accommodate them again.

This follows a third round of Industrial Council negotiations yesterday where the wage talks which led to the strike again ended in deadlock. A union report-back meeting last night left workers confused about the exact state of affairs.

Before yesterday's industrial council meeting, Ford, General Motors and Volkswagen, said they were not prepared to negotiate further on wages while workers were on strike. However, at the council meeting yesterday, the union said that it had not sanctioned the strike and that they were there to talk wages.

Mr Jury Harris, the President of the National Automobile and Allied Workers Union (NAAWU) which represents the about 13 000 workers who downed tools, said today that employer representatives seemed unprepared for wage talks.

The employers stood by their offer of R2 15 minimum wages. The union was hoping they would negotiate on their moderated demand of an initial

R2,50 minimum and a guarantee of R3,50 over 18 months.

The union refused to discuss the strike as it regarded the strike as spontaneous and not sanctioned by them.

At last night's report-back meeting, the workers, said they wanted to return to work today, said Mr Harris.

The acting Executive Director of General Motors Mr Rod Ironside, said workers who turned up today had to be turned back as it took time to phase them in again and through new schedules.

It could take some days before the plants could be fully opened. Operations had to be re-started and other workers who were affected by the strike would have to be recalled first.

Further industrial council meetings were scheduled for Thursday and Friday, and it was likely that the council's dispute procedures would come into effect.

The Argus early today found close on 4 000 workers crowded outside General Motors where the factory gates had been firmly locked.

# E Cape car plants to *CAPE TIMES 20/7/82* 'prepare to reopen'

Own Correspondent  
PORT ELIZABETH —  
Car manufacturers in the  
Eastern Cape are expect-  
ed to begin preparing  
their factories for produc-  
tion today after a strike  
by more than 10 000 work-  
ers led to their plants be-  
ing closed last week.  
A spokesman for the

manufacturers said they  
were making the prepara-  
tions following a state-  
ment by the general  
secretary of the National  
Automobile and Allied  
Workers' Union, Mr Fred-  
die Sauls, during indus-  
trial council talks  
yesterday that workers  
were prepared to return

to work.  
Meanwhile, at least  
4 000 workers, all Naawu  
members and mostly Ford  
workers, are expected to  
return to factories today  
after deciding to do so at  
a report-back meeting  
after yesterday's talks.  
The aim would be to as-  
sess the position and em-  
bark on further action as  
the situation demanded.

Naawu spokesmen said  
yesterday that at the talks  
the union had rejected  
management's ultimatum  
for a return to work by  
more than 10 000 workers  
from Ford, Volkswagen  
and General Motors be-  
fore continuing discus-  
sions on a wage  
agreement. They said,  
however, that they had  
proceeded with wage  
talks after management  
had backed down on the  
ultimatum.

Meanwhile, Mr Rod  
Ironside, chairman of the  
Eastern Province Auto-  
mobile Manufacturers'  
Association, said the em-  
ployers had undertaken  
to advise the unions in-  
volved in the talks of "the  
appropriate plant start-up  
schedules".

Report-back meetings  
are still to be held with  
Volkswagen and General  
Motors employees. It is  
expected similar deci-  
sions will be taken to that  
taken by the 4 000 who at-  
tended yesterday's report-  
back meeting.

# Talks fail to break Cape motor strike

RDM  
July 1982

By STEVEN FRIEDMAN  
Labour Reporter

A TWO-HOUR meeting between strike-hit Port Elizabeth and Uitenhage motor employers and Fosatu's National Automobile and Allied Workers Union (NAAWU) yesterday failed to produce a settlement to the three-day strike which has halted all vehicle production in the area.

But the chairman of the Eastern Cape motor assembly industry's industrial council, Mr Fred Ferreira, announced last night that the two sides had agreed to meet again on Thursday in an attempt to break the deadlock.

Last night NAAWU officials were reporting back to workers on the negotiations, but informed sources said there was little chance of a return to work at Volkswagen, Ford and General Motors until after Thursday's meeting.

Workers remained on strike yesterday and the Volkswagen and Ford plants remained closed. GM says it is keeping some operations going, but that all vehicle production has stopped at its plant.

It is understood that NAAWU's wage demands were discussed at the meeting, despite earlier statements that employers would not negotiate on wages until the strike ended. But employers did not make a new wage offer to the union.

At least 10 500 NAAWU members at the three motor plants — the union says the figure is 15 000 — have been on strike since Thursday after rejecting an employer offer which would have raised minimum pay from R2 to R2,15 an hour.

The union had demanded a minimum of R3,50 an hour, although NAAWU president Mr Jury Harris says workers would probably accept an agreement raising the minimum to R2,50 immediately and to R3,50 within a specified time.

Yesterday's meeting of the Eastern Cape motor assembly industry's industrial council had been scheduled before the strike to discuss the wage deadlock between NAAWU and employers.

After the strike began, however, employers said they would not discuss the union's wage demands at the meeting until workers agreed to end their stoppage.

NAAWU leaders said before the meeting, however, that they had no mandate to discuss a return-to-work with employers. Union officials would only discuss the wage issue, while an end to the strike would have to be negotiated with shop stewards at the three plants, they said.

Mr Ferreira would not comment further on the progress of talks.



# Car strikers return to find gates closed

By STEVEN FRIEDMAN  
Labour Correspondent

HUNDREDS of striking Port Elizabeth and Uitenhage motor workers arrived at their factories yesterday morning, raising hopes of an end to the work stoppage in the industry

Instead, they found gates closed and indications are that the factories will re-open late this week or early next week

Yesterday the National Automobile and Allied Workers Union accused employers of locking out workers, while employer sources said they were waiting for the union to order its members back to work

At an industrial council meeting on Monday, employers and NAAWU officials failed to resolve their wage dispute but agreed to meet again tomorrow

At union meetings on Monday night, workers reportedly decided to continue to press wage claims, but to return to work yesterday morning

Mr Rod Ironside, acting general manager of General Motors and the chief employer spokesman, said in a state-

ment yesterday that NAAWU had said at the industrial council meeting that workers were ready to return

But NAAWU national organiser Mr Brian Fredericks disputed this

"At the meeting, we maintained that it was employers who closed the plants last week and they who have not re-opened them. This is a lock-out

"We told them they should re-open their factories and see whether workers returned"

Workers who returned yesterday had been told by a Ford official that the plant would not open until tomorrow at the earliest, Mr Fredericks said

Volkswagen had said re-opening depended on the outcome of tomorrow's meeting, while General Motors said it wanted some workers to return on Friday and the rest on Monday

"This was unacceptable to the workers because they say they must all go back together," Mr Fredericks said

He said it confirmed "that there is a lock-out, not a strike" He added that there had been riot police at Ford's Neave plant "and we must assume the company called them in"

But Ford's industrial relations director, Mr Fred Ferreira, rejected the claim of riot police as "nonsense"

He said only about 900 of the company's 3 000 striking workers had returned and the plant had not been re-opened because this was not enough to keep production going

"We are prepared to re-open the plant as soon as we get an assurance from the union within reasonable time that everybody is coming back," he said

Volkswagen said it would begin limited production tomorrow and full production on Monday, while Mr Ironside said GM was preparing start-up schedules for resuming operations

"The unions involved will be advised by GM when production will be resumed," he said

Employer sources rejected charges of a lock-out "You can't start up a plant unless you know it will be fully staffed," one said

"The workers started this strike and we can only start up again when we know they are all coming back. That is the union's responsibility"

(152) ~~(151)~~  
**Strike at  
KSM <sup>O. O. O. O. O.</sup>  
is over** 21/7/82

QUEENSTOWN — The 160 workers who went on strike at KSM here on Monday returned to work yesterday following a meeting between management and officials of the African Food and Canning Workers' Union (AFCW)

The managing director of KSM, Mr G A Minkley, who returned to East London from Queenstown yesterday, said they had a meeting with AFCW officials yesterday morning and had learnt the union had a big representation among the workers

"We are now looking into the matter of their representation and are going to discuss issues with them," he said.

He added that wage negotiations would start if they established the union had majority representation among the workers. The workers demanded a 70 per cent increase in wages

Efforts to contact the secretary of the AFCW, Mr Bonisile Norushe, were unsuccessful yesterday

Union officials in East London said he was still in Queenstown and would only be back tomorrow or Friday —  
DDR

# Hammarsdale firm tries to settle strike

~~152~~ Mercury  
152 Mercury Reporter 7/17/82

DANO Textile Industries at Hammarsdale met the Fosu-tu-affiliated National Union of Textile Workers yesterday in a bid to settle the week-long strike by more than 1 000 workers.

Dano is believed to have 'considerably softened' on the retrenchment issue, but the union declined to reveal details until discussions with the strikers today.

Although the workers have withdrawn the two demands which sparked off the strike, they refused to return to work when the company revealed that it would not be able to re-employ them all.

According to union sources, the company had said at an earlier meeting that it would have to retrench about 300 workers.

Dano declined to comment when contacted yesterday.

Motor <sup>ARGUS</sup>  
workers <sup>21/7/82</sup>  
back but <sup>10/11/82</sup>  
gates shut <sup>15/2</sup>

~~10/11/82~~  
~~10/11/82~~  
Argus Bureau

PORT ELIZABETH. — Several thousand motor workers turned up at work today for the second day, only to find the premises locked.

According to the president of the National Automobile and Allied Workers' Union (Naawu), Mr Jury Harris, and Mr Roger Gamomo, chairman of the Volkswagen Shopstewards' Committee, the entire workforce at Volkswagen in Uitenhage — about 6 000 — arrived for work at 6 am and were told that "limited production" would start tomorrow.

#### LOCKED

When [The Argus visited the plant, workers said most of the workers had already gone home. About 100 workers were talking in small groups outside the factory.

At the Ford truck assembly plant, a few workers stood in groups at the locked gate. They said all the workers had arrived to work, but the security guards had told them to go home. They did not see any of the managerial staff.

"The workers are angry about being locked out," said one worker at Ford. "We are suffering"

(Contd on Page 3, col 9)

AR64521/7/82

~~62~~ ~~63~~ ~~604~~

152

~~172~~  
~~276~~

(Continued from Page 1)

through this thing" he added

Mr Harris, said he thought the employers were trying to confuse the workers by locking the gates "The workers are clear that they want to return to work They decided at a meeting on Monday to return on Tuesday"

A reliable source said there were no workers at General Motors today

## Workers

Naawu officials in Port Elizabeth were not available for comment

While Volkswagen was preparing today to reopen its paralysed plant in Uitenhage tomorrow after the work stoppage Ford and General Motors in Port Elizabeth appeared to be in no hurry, aiming at re-opening only early next week

Volkswagen said yesterday that it intended starting its plant gradually tomorrow and on Friday, and that it was hoping to be in full operation on Monday

● A new proposal on wage increases has been made by the three motor companies, Naawu officials have disclosed The proposals were put at Monday's Industrial Council meeting between the employers and the union

Section B

# VW workers arrive but are again sent home

By SANDRA SMITH  
MANY workers again gathered outside the gates of the Volkswagen plant in Uitenhage today before being told by union officials to return to work tomorrow

But at the other two motor companies, Ford and General Motors, there is as yet no indication when the plants will reopen

Managements have not yet been in touch with the National Automobile and Allied Workers' Union (Naawu) on the issue

At VW yesterday, union officials told workers to assemble at the factory gates today to demonstrate their claim that they had been locked out

Yesterday afternoon, VW's management announced that limited production would start tomorrow

Three crucial sittings of the Industrial Council for the Motor Manufacturing Industry will take place in the next two days. The close scheduling of the meetings may indicate that the parties involved could be considering having a formal dispute declared

A breakdown in council negotiations last week led to work stoppages by Naawu members

Naawu has put forward several demands in the council, which the employers have refused to meet

The union has suggested a system whereby a worker will receive a minimum hourly wage of R2,50, increasing by 25c every six months for 18 months

The employers are said to have made a counter-

proposal at Monday's sitting of the council that a service attendance bonus be scrapped, the present system of contributions to the supplementary unemployment benefit fund be maintained and wages be increased across the board by an additional 5c.

This would mean instead of the previous offer of R2,15c an hour minimum wage, workers in the lowest pay category would receive R2,20. Naawu rejected this proposal

If all parties on the council agree that a deadlock has been reached at the end of Friday's meeting, a formal dispute may be declared, which could prolong the discussions

Two courses of action would then be open to the council — the convening of a smaller council made up of one or two representatives of the respective parties, or the matter could be referred to the Minister of Manpower, Mr Fanie Botha

In turn he could appoint a mediator who would get the parties together, or an arbitrator who would make a binding decision after hearing evidence from the parties involved

In addition, the dispute could be referred to an Industrial Court

Any agreement reached, would act retrospectively to the time of the expiry of the present council agreement — July 31

● A meeting to report on the progress of tomorrow's council sitting will be held at the West End Community Centre tomorrow

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

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 3                   | 68       |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

## 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

examination book(s) are used

4 Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Strike seen as a 'blessing in disguise'

~~1982~~ 1982  
E. Post  
22/7/82

Post Reporter

THE week-old shutdown of motor manufacturing plants in the Eastern Cape has had little effect on the motor component industry, some of whom see the continuing strike as "a blessing in disguise"

It has given some firms a chance to catch up with the requirements of motor firms whose demands, during a period of unprecedented boom, have been heavy

A spokesman for Auto Spring Manufacturers in Port Elizabeth said today that the strike had had little noticeable effect on their production. They had not curtailed production and there were no plans to do so in the immediate future

Their only problem was that they were unable to deliver their products to the motor firms and this was causing storage problems at their premises

The spokesman said the strike was regarded as a "blessing in disguise" as it had allowed them to catch up and to prepare for when the motor firms were back in full production

The personnel manager of Borg Warner in Uitenhage Mr Ron McLuckie, said in a brief statement today that the strike had had "no significant effect on Borg Warner's operations"

A spokesman for Dorbyl — another major Uitenhage component manufacturer — declined to comment

Last week Mr Bill Hayward, secretary of the National Association of Automotive Component and Allied Manufacturers, said he did not expect production to be adversely affected. As far as he was concerned the component companies would continue as before

as in other  
**Jack  
red  
iefly**  
porter  
k flew brief-  
atop the Re-  
n Port Eliza-  
ung  
alongside the  
flag but was  
by another  
flag  
to a spokes-  
ank the Brit-  
hoisted in er-  
orker who  
ply made a  
aid  
flew at half  
k of respect  
State Presi-  
Swart, who  
day

South African cricket, and sport in general down there, that they must have a continuing presence over here," he said  
"With respect, the SACU cannot expect to come here on a once-a-year basis and get results  
"It must be an hourly, daily, weekly grind of keeping in touch with the situation  
"For example, in South Africa's place I would have concentrated on teams at this stage, not Tests — let them come later "  
Mr Campbell continued "I pointed out last week to the international cricket authorities in London in no uncertain terms that a multiracial cricket team visiting South Africa would be more healthy for world cricket than possible further clandestine arrangements — Sapa-Reuter

# VW workers return while wage negotiations continue

By SANDRA SMITH

ALMOST the entire labour force at Volkswagen returned to work today — but a crucial Industrial Council meeting to resolve the dispute which brought the motor industry in Port Elizabeth and Uitenhage to a halt was adjourned within minutes  
When talks resumed the National Automobile and Allied Workers' Union (Naawu) asked for the minutes of the previous Industrial Council hearing on Monday  
These were not available and the meeting adjourned to this afternoon

About 6 000 workers arrived for work at VW's Uitenhage plant at dawn and limited production began after a five-day closure Full production may begin on Monday  
The two other motor manufacturers affected by the strike, Ford and General Motors, have not set a date for workers' return  
Ford spokesmen have said they will wait for a firm assurance from Naawu that all its striking members would return before reopening Ford's four plants  
GM is expected to inform the union today when its

gates will be opened  
Labour analysts believe the five-day stoppage may have allowed the motor manufacturers temporarily to shelve plans for retrenchments or short-time work.  
The pay conflict centres mainly on Naawu's demand for a minimum hourly wage of R2,50 an hour, increasing by 25c every six months to R3,25 after 18 months  
The employers on the council have offered an increase from R2 to R2,15 an hour for grade one employees, or 7,5%  
● See Page 2

## Residents sign petition for school

Post Reporter

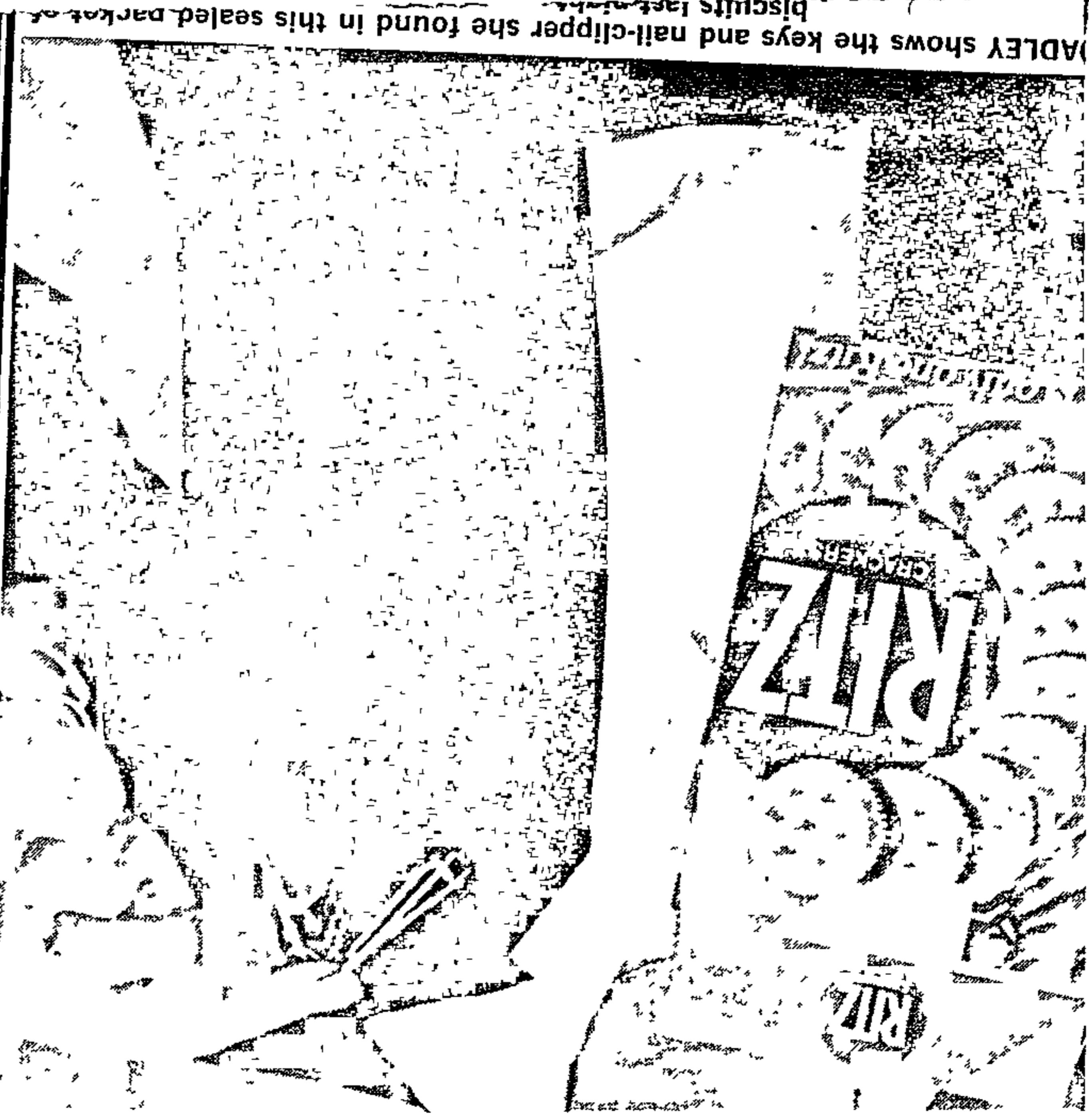
Residents of Walmer and Humewood have been calling for a new English-medium co-educational high school to be run on the Marist Brothers site which is closing at the end of this year and its site to be turned into a new Catholic high school on the site of the former Marist Convent in Central  
The Marist Brothers, who organised the petition, said it would be presented to top education officials shortly  
The school has now closed.

"At the moment we are working on collecting facts and information on how many schoolchildren there are in the area, for presentation to the authorities," he said  
Last month the councillor for Ward 13, Mr John Vieira, suggested that Marist be bought by the Government and converted into an English medium high school  
The Port Elizabeth School Board rejected the idea  
Tables were set up in the Sixth Avenue shopping centre recently and the 750 new signatories now made up an adequate number, said Mr Hart  
The signatories feel that the school should not be rezoned and used for other than educational purposes

### Inside

|                     |        |
|---------------------|--------|
| Weather             | 2      |
| It's All Happening  | 6      |
| Women's World       | 7      |
| Editorial           | 8      |
| Post Focus          | 8      |
| Arts, Entertainment | 9      |
| Classified          | 10, 11 |
| Finance             | 12     |
| Sport               | 13, 14 |

their own letter which in essence supported the open letter but did not subscribe to all the points in the open letter  
NG Kerk in Afrika in King William's Town, said it was impossible to compare the viewpoints taken by the open letter and the letter signed by the 13 without reading both and comparing them point for point  
The signatories to the second letter supported the concept of the open letter but did not necessarily agree on all the points  
He said he would sum it up by saying he and the other 12 signatories wanted the church to "talk it out"  
Ds J Burger of Bedford said he had signed because he supported the open letter in principle although he did not subscribe to the attitude taken towards the State  
He felt the matter "should be thrashed out" and "the church should be directed by the scriptures"  
The letter said it was difficult to understand how the NG Kerk could give meaningful witness to the community if it did not first ask itself in prayer whether the scriptures were relevant whatever



VADLEY shows the keys and nail-clippers she found in this sealed packet of PRITZ biscuits last night.





*Cape Times 22/7/82 (52) 1972*  
**Volkswagen to reopen today**

**Own Correspondent**  
**PORT ELIZABETH —**  
The Volkswagen Motor Company in Uitenhage reopens this morning as the fourth round of Industrial Council talks on minimum wage levels in the motor industry begins. The factory was closed

last week — as were Ford and General Motors in Port Elizabeth — after more than 10 000 motor industry workers went on strike. The strike followed deadlock in the Industrial Council wage negotiations

Management at Ford and GM have said they will open their factories when the National Automobile and Allied Workers Union (whose members went on strike) informs them that the workers are prepared to return

# Back to work at VW plant

ARGUS 22/7/82

152

Argus Bureau  
PORT ELIZABETH —  
The Volkswagen plant  
was reopened today after  
being closed for a week,  
but the two other Eastern  
Cape motor firms, Ford  
and General Motors, re-  
mained closed

Industrial Council talks  
on wages between the  
employers and the  
National Automobile and  
Allied Workers' Union  
(NAAWU) begins again  
today, although no solu-  
tion is yet in sight

Several thousand  
workers turned up for

work on Tuesday and  
yesterday after a decision  
taken at a mass meeting  
on Monday night to re-  
turn to work.

Workers have been con-  
fronted with closed fac-  
tory gates for the past  
few days and attempts by  
shop stewards to talk to  
management have not  
always been successful.

The fourth round of

## RESOLVE

The workers and  
NAAWU regard the man-  
agement action as a lock-  
out designed to divide the  
employees. Shop stewards  
say it is a strategy aimed  
at weakening their re-  
solve to fight for a  
"decent living wage."

Management, however,  
initially maintained it  
was not possible simply to  
open the factory gates  
after the plant had been  
out of operation for two  
days.

It was necessary to  
phase workers back in  
gradually by "reschedul-  
ing work programmes,"  
said a spokesman for one  
company.

# Cape motor workers set to go back

By STEVEN FRIEDMAN  
Labour Correspondent

THE week-long work stoppage at Volkswagen's giant Uitenhage plant will end today — but production will not resume at the two Port Elizabeth plants until at least tomorrow

All vehicle production in the area halted last Thursday when at least 10 500 workers downed tools, and the National Automobile and Allied Workers' Union says employers have been implementing a lock-out since late last week

Employers deny this and say they closed their plants in reaction to the strike and that they can only reopen them when workers "end their strike"

Meanwhile the Eastern Cape motor assembly industry's industrial council will meet this morning in a fresh attempt to settle the wage dispute which led to the stoppage. Settlement prospects are, however, bleak

Yesterday morning Ford and VW workers again returned to the plants — which have been closed since last Thursday — but found the gates locked

But after talks yesterday between Volkswagen and union shop stewards, it was announced that the factory will be open this morning and that all 5 500 workers who downed tools last Thursday will return to work

NAAWU's president, Mr Jury Harris, said the company "has agreed to allow the workers in again" and that all would be returning

A company spokesman, Mr Ruben Els, confirmed the company expected all workers to return today. But they would be working

staggered hours until production returned to normal

At GM a spokesman said the company would inform unions today of its plans to reopen the plant. Reopening is believed to be likely tomorrow or on Monday

And at Ford, public affairs director Mr Dunbar Bucknall said the company was still waiting for an assurance from NAAWU that all workers would return before agreeing to reopen the plant. He said it hoped to obtain this at this morning's meeting

But NAAWU general secretary Mr Fred Sauls said yesterday that "the ball is in the employers' court"

"Since last Friday workers have had no chance to return because they have been locked out. If employers want a return, they must end the lock-out"

Mr Sauls rejected suggestions that employers could not reopen their factories because most workers had not returned. "All our members went back to the plants, but they still found the gates locked," he said

He also warned of possible worker resistance to employer plans to let workers back into the factory in staggered groups, rather than all at once. "Workers see this as a tactic to divide them," he said

But both PE companies insist their production process will not allow them to take all workers back at once. They also deny the factories are still closed because they are locking out workers

"We simply cannot restart our plant unless we know it will be fully staffed and there will not be another stoppage after we reopen. Only NAAWU can give that assurance and we hope to co-operate with them in arranging a return to full production," he said

How  
22/7/82  
152

# Textile dispute resolved

## Labour Reporter

A dispute at a Durban textile firm was resolved yesterday when management agreed to reduce the number of planned retrenchments

About 1 000 workers went on strike at Dano Textile Industries last week over the dismissal of a colleague

After talks with the National Union of Textile Workers, the firm agreed to take the man on again

But the union also protested the planned retrenchment of several hundred workers, a union spokesman said

In the agreement reached yesterday, Dano Textile agreed to retrench only between 70 and 80 workers who would be given first option of re-employment when positions became available, the spokesman said

The NUTW is seeking a recognition agreement at Dano

Company officials declined to comment on the dispute

# Car firms may face strike in deadlock over pay dispute

Star  
23/7/82  
140A 192  
152

## Labour Reporter

A breakdown in talks in the motor industry in the Eastern Cape today could lead to a legal strike by workers or to a lock-out by employers

Two meetings of the Industrial Council are scheduled for today and are also likely to be deadlocked, resulting in the formal declaration of a dispute by employers and unions

Industry sources said today, it was likely that the council would call on the Minister of Manpower, Mr Fanie Botha, to appoint an arbitrator to resolve the wage dispute.

At a meeting in Port Elizabeth last night several thousand workers agreed to return to work at General Motors while the dispute continues

## RECORDER

The meeting came to a stormy end when workers found a tape recorder hidden behind a curtain in the meeting hall. They destroyed the machine amid speculation that it had been planted by the police.

At Volkswagen in Uitenhage partial production was under way again today and the company planned full production on Monday

A Ford company spokesman said the firm was awaiting an assurance from the union that workers would return. Ford was looking at a plan involving shift work, he added.

"We are looking at starting production some time next week," he said.

## MINIMUM

At last night's meeting of GM workers, officials of the National Automobile and Allied Workers Union accused employers of locking out workers who wanted to return to their jobs.

Under the Industrial Council's dispute procedure, three meetings must be held before a formal dispute is declared. The first meeting followed yesterday's council meeting and two others are planned for today.

In East London wage negotiations are under way between the management of the Mercedes CDA plant and Naa wu Management. The latter has offered a minimum hourly starting wage of R2,15 — the same figure that has created the deadlock in Port Elizabeth.

1204 23/7/82 (152) (101)

# Meeting on motor men's strike ends in deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

AN INDUSTRIAL council meeting called to resolve the pay dispute between Port Elizabeth and Uitenhage motor manufacturers and Fosatu's National Automobile and Allied Workers' Union ended in deadlock yesterday.

As a result, the council's disputes procedure would now come into effect, announced the chairman of the industrial council, Mr Fred Ferreira.

This is the first step towards a legal strike or lock-out in the dispute, which has halted all vehicle production in the area over the past week.

Despite the deadlock, production resumed at Volkswagen's Uitenhage plant yesterday as the company opened its gate to allow in workers, who had downed tools last Thursday.

Employer sources indicated that full production is likely to resume at Ford's and General Motors' PE plants early next week. Limited production could resume at Ford today.

NAAWU officials, who were holding a series of meetings with their members last night to discuss the deadlock, could not be contacted.

All vehicle production in the area has been halted since last Thursday when at least 10 500 workers downed tools. NAAWU claims employers have been implementing a lock-out since the day after the strike. Employers deny this.

The council met twice yesterday in an at-

tempt to resolve the pay dispute in which employers have offered a minimum of R2,15 an hour. NAAWU originally demanded R3,50 but it has since indicated it will accept much less.

No new wage proposals were made by either side and they are now formally in dispute. A legal strike or lock-out will not be possible before the end of this month — when the present wage agreement expires — at the earliest.

At Volkswagen yesterday a company spokesman said workers had returned to work staggered shifts, as agreed, with NAAWU shop stewards on Wednesday.

Ford and GM stayed closed. GM said it had told unions of its re-opening plans at yesterday's meeting, but did not reveal the plans. It is understood that full production is likely to begin again early next week.

Mr Ferreira said Ford, which said it could not re-open its plant until it received a NAAWU assurance that all workers would return, had not been given this undertaking yesterday.

But he said the motor company had told NAAWU it would re-open the plant if "substantial numbers" of workers returned. However, because two of the company's four plants had worked on the day of the stoppage, some workers would have to return earlier than others to allow production in some areas to catch up.

It is expected that the plant could resume limited production today, with full production beginning early next week.

By SANDRA SMITH

A FORMAL dispute was today declared by the Industrial Council for the Eastern Cape Motor Manufacturing Industry, the latest development in a situation which has seen motor plants shut for a week

Ford now plans to re-open its Cortina and engine plants on Monday

With the exception of Ford's two other plants, the entire industry in the East Province, shut for more than a week, should then be back in production

Today a third meeting of the council was adjourned to enable the parties — two unions and the employers — to decide on what form the dispute should take

Partial production began at Uitenhage's Volkswagen plant yesterday and production is expected to resume on Monday at the General Motors plant in Kempston Road

Ford's director of Industrial Relations, Mr Fred Ferreira, said today the company hoped to get the cut-and-sew seat section going today

Most workers in these plants are members of the Motor Assembly and Component Workers Union (Macwusa) which has not supported the strike

At a meeting last night Ford workers decided to return on Monday — even if

# Dispute now declared in the motor industry

*S. Post*  
23/7/82

~~152~~  
152  
~~157~~ ~~3576~~  
1404

the gates remained locked Yesterday the council followed the procedure for the declaration of a formal dispute after deadlock was reached between the parties on the issue of minimum hourly wages

Naawu has asked for an increase for grade one workers from R2 to R2,50 an hour, increasing by 25c every six months for 18 months

Ford, GM and VW have refused to budge from an offer of R2,15 an hour

The dispute involves more than 11 000 Naawu members Although the dispute involves the SA Iron, Steel and Allied Industries Union, its members have not been on strike

GM has informed shop stewards that paintshop workers and material handling start-up crews should

return tomorrow and the rest of the 4 000 strong workforce on Monday

However, at a meeting in the West End Community Centre last night GM workers decided that everyone should return on Monday

Ford is waiting for an assurance from Naawu that all its members will return "so that production can proceed in an orderly fashion", before announcing when the plants will open, Ford's director of public affairs, Mr Dunbar Bucknall, said today

However, Naawu officials insist that the restart must be negotiated with shop stewards

Three industrial council meetings are required for declaring a dispute Two were held today and the final meeting was adjourned at 10 30am until August 5



~~146~~ ~~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~~ ~~101~~ ~~102~~ ~~103~~ ~~104~~ ~~105~~ ~~106~~ ~~107~~ ~~108~~ ~~109~~ ~~110~~ ~~111~~ ~~112~~ ~~113~~ ~~114~~ ~~115~~ ~~116~~ ~~117~~ ~~118~~ ~~119~~ ~~120~~ ~~121~~ ~~122~~ ~~123~~ ~~124~~ ~~125~~ ~~126~~ ~~127~~ ~~128~~ ~~129~~ ~~130~~ ~~131~~ ~~132~~ ~~133~~ ~~134~~ ~~135~~ ~~136~~ ~~137~~ ~~138~~ ~~139~~ ~~140~~ ~~141~~ ~~142~~ ~~143~~ ~~144~~ ~~145~~ ~~146~~ ~~147~~ ~~148~~ ~~149~~ ~~150~~ ~~151~~ ~~152~~ ~~153~~ ~~154~~ ~~155~~ ~~156~~ ~~157~~ ~~158~~ ~~159~~ ~~160~~ ~~161~~ ~~162~~ ~~163~~ ~~164~~ ~~165~~ ~~166~~ ~~167~~ ~~168~~ ~~169~~ ~~170~~ ~~171~~ ~~172~~ ~~173~~ ~~174~~ ~~175~~ ~~176~~ ~~177~~ ~~178~~ ~~179~~ ~~180~~ ~~181~~ ~~182~~ ~~183~~ ~~184~~ ~~185~~ ~~186~~ ~~187~~ ~~188~~ ~~189~~ ~~190~~ ~~191~~ ~~192~~ ~~193~~ ~~194~~ ~~195~~ ~~196~~ ~~197~~ ~~198~~ ~~199~~ ~~200~~ ~~201~~ ~~202~~ ~~203~~ ~~204~~ ~~205~~ ~~206~~ ~~207~~ ~~208~~ ~~209~~ ~~210~~ ~~211~~ ~~212~~ ~~213~~ ~~214~~ ~~215~~ ~~216~~ ~~217~~ ~~218~~ ~~219~~ ~~220~~ ~~221~~ ~~222~~ ~~223~~ ~~224~~ ~~225~~ ~~226~~ ~~227~~ ~~228~~ ~~229~~ ~~230~~ ~~231~~ ~~232~~ ~~233~~ ~~234~~ ~~235~~ ~~236~~ ~~237~~ ~~238~~ ~~239~~ ~~240~~ ~~241~~ ~~242~~ ~~243~~ ~~244~~ ~~245~~ ~~246~~ ~~247~~ ~~248~~ ~~249~~ ~~250~~ ~~251~~ ~~252~~ ~~253~~ ~~254~~ ~~255~~ ~~256~~ ~~257~~ ~~258~~ ~~259~~ ~~260~~ ~~261~~ ~~262~~ ~~263~~ ~~264~~ ~~265~~ ~~266~~ ~~267~~ ~~268~~ ~~269~~ ~~270~~ ~~271~~ ~~272~~ ~~273~~ ~~274~~ ~~275~~ ~~276~~ ~~277~~ ~~278~~ ~~279~~ ~~280~~ ~~281~~ ~~282~~ ~~283~~ ~~284~~ ~~285~~ ~~286~~ ~~287~~ ~~288~~ ~~289~~ ~~290~~ ~~291~~ ~~292~~ ~~293~~ ~~294~~ ~~295~~ ~~296~~ ~~297~~ ~~298~~ ~~299~~ ~~300~~ ~~301~~ ~~302~~ ~~303~~ ~~304~~ ~~305~~ ~~306~~ ~~307~~ ~~308~~ ~~309~~ ~~310~~ ~~311~~ ~~312~~ ~~313~~ ~~314~~ ~~315~~ ~~316~~ ~~317~~ ~~318~~ ~~319~~ ~~320~~ ~~321~~ ~~322~~ ~~323~~ ~~324~~ ~~325~~ ~~326~~ ~~327~~ ~~328~~ ~~329~~ ~~330~~ ~~331~~ ~~332~~ ~~333~~ ~~334~~ ~~335~~ ~~336~~ ~~337~~ ~~338~~ ~~339~~ ~~340~~ ~~341~~ ~~342~~ ~~343~~ ~~344~~ ~~345~~ ~~346~~ ~~347~~ ~~348~~ ~~349~~ ~~350~~ ~~351~~ ~~352~~ ~~353~~ ~~354~~ ~~355~~ ~~356~~ ~~357~~ ~~358~~ ~~359~~ ~~360~~ ~~361~~ ~~362~~ ~~363~~ ~~364~~ ~~365~~ ~~366~~ ~~367~~ ~~368~~ ~~369~~ ~~370~~ ~~371~~ ~~372~~ ~~373~~ ~~374~~ ~~375~~ ~~376~~ ~~377~~ ~~378~~ ~~379~~ ~~380~~ ~~381~~ ~~382~~ ~~383~~ ~~384~~ ~~385~~ ~~386~~ ~~387~~ ~~388~~ ~~389~~ ~~390~~ ~~391~~ ~~392~~ ~~393~~ ~~394~~ ~~395~~ ~~396~~ ~~397~~ ~~398~~ ~~399~~ ~~400~~ ~~401~~ ~~402~~ ~~403~~ ~~404~~ ~~405~~ ~~406~~ ~~407~~ ~~408~~ ~~409~~ ~~410~~ ~~411~~ ~~412~~ ~~413~~ ~~414~~ ~~415~~ ~~416~~ ~~417~~ ~~418~~ ~~419~~ ~~420~~ ~~421~~ ~~422~~ ~~423~~ ~~424~~ ~~425~~ ~~426~~ ~~427~~ ~~428~~ ~~429~~ ~~430~~ ~~431~~ ~~432~~ ~~433~~ ~~434~~ ~~435~~ ~~436~~ ~~437~~ ~~438~~ ~~439~~ ~~440~~ ~~441~~ ~~442~~ ~~443~~ ~~444~~ ~~445~~ ~~446~~ ~~447~~ ~~448~~ ~~449~~ ~~450~~ ~~451~~ ~~452~~ ~~453~~ ~~454~~ ~~455~~ ~~456~~ ~~457~~ ~~458~~ ~~459~~ ~~460~~ ~~461~~ ~~462~~ ~~463~~ ~~464~~ ~~465~~ ~~466~~ ~~467~~ ~~468~~ ~~469~~ ~~470~~ ~~471~~ ~~472~~ ~~473~~ ~~474~~ ~~475~~ ~~476~~ ~~477~~ ~~478~~ ~~479~~ ~~480~~ ~~481~~ ~~482~~ ~~483~~ ~~484~~ ~~485~~ ~~486~~ ~~487~~ ~~488~~ ~~489~~ ~~490~~ ~~491~~ ~~492~~ ~~493~~ ~~494~~ ~~495~~ ~~496~~ ~~497~~ ~~498~~ ~~499~~ ~~500~~ ~~501~~ ~~502~~ ~~503~~ ~~504~~ ~~505~~ ~~506~~ ~~507~~ ~~508~~ ~~509~~ ~~510~~ ~~511~~ ~~512~~ ~~513~~ ~~514~~ ~~515~~ ~~516~~ ~~517~~ ~~518~~ ~~519~~ ~~520~~ ~~521~~ ~~522~~ ~~523~~ ~~524~~ ~~525~~ ~~526~~ ~~527~~ ~~528~~ ~~529~~ ~~530~~ ~~531~~ ~~532~~ ~~533~~ ~~534~~ ~~535~~ ~~536~~ ~~537~~ ~~538~~ ~~539~~ ~~540~~ ~~541~~ ~~542~~ ~~543~~ ~~544~~ ~~545~~ ~~546~~ ~~547~~ ~~548~~ ~~549~~ ~~550~~ ~~551~~ ~~552~~ ~~553~~ ~~554~~ ~~555~~ ~~556~~ ~~557~~ ~~558~~ ~~559~~ ~~560~~ ~~561~~ ~~562~~ ~~563~~ ~~564~~ ~~565~~ ~~566~~ ~~567~~ ~~568~~ ~~569~~ ~~570~~ ~~571~~ ~~572~~ ~~573~~ ~~574~~ ~~575~~ ~~576~~ ~~577~~ ~~578~~ ~~579~~ ~~580~~ ~~581~~ ~~582~~ ~~583~~ ~~584~~ ~~585~~ ~~586~~ ~~587~~ ~~588~~ ~~589~~ ~~590~~ ~~591~~ ~~592~~ ~~593~~ ~~594~~ ~~595~~ ~~596~~ ~~597~~ ~~598~~ ~~599~~ ~~600~~ ~~601~~ ~~602~~ ~~603~~ ~~604~~ ~~605~~ ~~606~~ ~~607~~ ~~608~~ ~~609~~ ~~610~~ ~~611~~ ~~612~~ ~~613~~ ~~614~~ ~~615~~ ~~616~~ ~~617~~ ~~618~~ ~~619~~ ~~620~~ ~~621~~ ~~622~~ ~~623~~ ~~624~~ ~~625~~ ~~626~~ ~~627~~ ~~628~~ ~~629~~ ~~630~~ ~~631~~ ~~632~~ ~~633~~ ~~634~~ ~~635~~ ~~636~~ ~~637~~ ~~638~~ ~~639~~ ~~640~~ ~~641~~ ~~642~~ ~~643~~ ~~644~~ ~~645~~ ~~646~~ ~~647~~ ~~648~~ ~~649~~ ~~650~~ ~~651~~ ~~652~~ ~~653~~ ~~654~~ ~~655~~ ~~656~~ ~~657~~ ~~658~~ ~~659~~ ~~660~~ ~~661~~ ~~662~~ ~~663~~ ~~664~~ ~~665~~ ~~666~~ ~~667~~ ~~668~~ ~~669~~ ~~670~~ ~~671~~ ~~672~~ ~~673~~ ~~674~~ ~~675~~ ~~676~~ ~~677~~ ~~678~~ ~~679~~ ~~680~~ ~~681~~ ~~682~~ ~~683~~ ~~684~~ ~~685~~ ~~686~~ ~~687~~ ~~688~~ ~~689~~ ~~690~~ ~~691~~ ~~692~~ ~~693~~ ~~694~~ ~~695~~ ~~696~~ ~~697~~ ~~698~~ ~~699~~ ~~700~~ ~~701~~ ~~702~~ ~~703~~ ~~704~~ ~~705~~ ~~706~~ ~~707~~ ~~708~~ ~~709~~ ~~710~~ ~~711~~ ~~712~~ ~~713~~ ~~714~~ ~~715~~ ~~716~~ ~~717~~ ~~718~~ ~~719~~ ~~720~~ ~~721~~ ~~722~~ ~~723~~ ~~724~~ ~~725~~ ~~726~~ ~~727~~ ~~728~~ ~~729~~ ~~730~~ ~~731~~ ~~732~~ ~~733~~ ~~734~~ ~~735~~ ~~736~~ ~~737~~ ~~738~~ ~~739~~ ~~740~~ ~~741~~ ~~742~~ ~~743~~ ~~744~~ ~~745~~ ~~746~~ ~~747~~ ~~748~~ ~~749~~ ~~750~~ ~~751~~ ~~752~~ ~~753~~ ~~754~~ ~~755~~ ~~756~~ ~~757~~ ~~758~~ ~~759~~ ~~760~~ ~~761~~ ~~762~~ ~~763~~ ~~764~~ ~~765~~ ~~766~~ ~~767~~ ~~768~~ ~~769~~ ~~770~~ ~~771~~ ~~772~~ ~~773~~ ~~774~~ ~~775~~ ~~776~~ ~~777~~ ~~778~~ ~~779~~ ~~780~~ ~~781~~ ~~782~~ ~~783~~ ~~784~~ ~~785~~ ~~786~~ ~~787~~ ~~788~~ ~~789~~ ~~790~~ ~~791~~ ~~792~~ ~~793~~ ~~794~~ ~~795~~ ~~796~~ ~~797~~ ~~798~~ ~~799~~ ~~800~~ ~~801~~ ~~802~~ ~~803~~ ~~804~~ ~~805~~ ~~806~~ ~~807~~ ~~808~~ ~~809~~ ~~810~~ ~~811~~ ~~812~~ ~~813~~ ~~814~~ ~~815~~ ~~816~~ ~~817~~ ~~818~~ ~~819~~ ~~820~~ ~~821~~ ~~822~~ ~~823~~ ~~824~~ ~~825~~ ~~826~~ ~~827~~ ~~828~~ ~~829~~ ~~830~~ ~~831~~ ~~832~~ ~~833~~ ~~834~~ ~~835~~ ~~836~~ ~~837~~ ~~838~~ ~~839~~ ~~840~~ ~~841~~ ~~842~~ ~~843~~ ~~844~~ ~~845~~ ~~846~~ ~~847~~ ~~848~~ ~~849~~ ~~850~~ ~~851~~ ~~852~~ ~~853~~ ~~854~~ ~~855~~ ~~856~~ ~~857~~ ~~858~~ ~~859~~ ~~860~~ ~~861~~ ~~862~~ ~~863~~ ~~864~~ ~~865~~ ~~866~~ ~~867~~ ~~868~~ ~~869~~ ~~870~~ ~~871~~ ~~872~~ ~~873~~ ~~874~~ ~~875~~ ~~876~~ ~~877~~ ~~878~~ ~~879~~ ~~880~~ ~~881~~ ~~882~~ ~~883~~ ~~884~~ ~~885~~ ~~886~~ ~~887~~ ~~888~~ ~~889~~ ~~890~~ ~~891~~ ~~892~~ ~~893~~ ~~894~~ ~~895~~ ~~896~~ ~~897~~ ~~898~~ ~~899~~ ~~900~~ ~~901~~ ~~902~~ ~~903~~ ~~904~~ ~~905~~ ~~906~~ ~~907~~ ~~908~~ ~~909~~ ~~910~~ ~~911~~ ~~912~~ ~~913~~ ~~914~~ ~~915~~ ~~916~~ ~~917~~ ~~918~~ ~~919~~ ~~920~~ ~~921~~ ~~922~~ ~~923~~ ~~924~~ ~~925~~ ~~926~~ ~~927~~ ~~928~~ ~~929~~ ~~930~~ ~~931~~ ~~932~~ ~~933~~ ~~934~~ ~~935~~ ~~936~~ ~~937~~ ~~938~~ ~~939~~ ~~940~~ ~~941~~ ~~942~~ ~~943~~ ~~944~~ ~~945~~ ~~946~~ ~~947~~ ~~948~~ ~~949~~ ~~950~~ ~~951~~ ~~952~~ ~~953~~ ~~954~~ ~~955~~ ~~956~~ ~~957~~ ~~958~~ ~~959~~ ~~960~~ ~~961~~ ~~962~~ ~~963~~ ~~964~~ ~~965~~ ~~966~~ ~~967~~ ~~968~~ ~~969~~ ~~970~~ ~~971~~ ~~972~~ ~~973~~ ~~974~~ ~~975~~ ~~976~~ ~~977~~ ~~978~~ ~~979~~ ~~980~~ ~~981~~ ~~982~~ ~~983~~ ~~984~~ ~~985~~ ~~986~~ ~~987~~ ~~988~~ ~~989~~ ~~990~~ ~~991~~ ~~992~~ ~~993~~ ~~994~~ ~~995~~ ~~996~~ ~~997~~ ~~998~~ ~~999~~ ~~1000~~

QUEENSTOWN — Production at the Frontier Meat Products factory here came to a virtual standstill yesterday when an estimated 120 workers went on a wildcat strike, demanding considerable wage increases and better working conditions

There is believed to have been dissatisfaction among workers for some time, and indica-

tions on Wednesday were that a strike was imminent

The factory manager Mr S Pohlman, confirmed the work stoppage but said that workers had not indicated what their grievances were

“They are just sitting outside and we’re waiting to see what their story is. They haven’t come across to me yet.” Mr Pohlman told our Queenstown correspondent

Workers interviewed wanted wages increased to R60 a week consider-

ably more than most claim they are now being paid

The strikers said they would only return to work once their wage demands had been met and two workers — who they claimed were fired after they approached management for wage

increases — were re-employed

The strikers also complained of bad working conditions

According to some of the workers, the company’s management called the members of a liaison committee in shortly after lunch yesterday and indicated they would have to negotiate a pay increase — DDR

23/7/82

P. Aspincher

# E Cape motor industry in deadlock

CAPE TIMES

23/7/82

62/17/107A  
152

Own Correspondent

**PORT ELIZABETH** — The Industrial Council for the Motor Industry in the Eastern Cape entered official dispute procedure yesterday afternoon when all parties in the negotiations on minimum wage levels for the industry acknowledged deadlock.

And last night at a National Automobile and Allied Workers Union (Naawu) report-back meeting on the talks — during which a recording device was found hidden in the folds of curtains in the hall — General Motors workers agreed to return to work on Monday.

The Volkswagen plant was reopened yesterday but Ford remains insistent that it will reopen only when the union informs it that the workers are prepared to return.

## Strike

The General Motors, Volkswagen and Ford motor companies have been closed for a week following a strike last Thursday of more than 10 000 motor industry workers. The workers went on strike after the wage negotiations reached deadlock.

Unions officials said they yesterday repeated to management their argument that the decision to strike was not taken by the union but by the workers. The union officials on the IC are not prepared to discuss the return to work with managements.

Their presence at the IC talks was purely to negotiate wages and working conditions on a specific mandate from the workers, said the officials.

During the report-back meeting someone in the audience noticed a bag hanging in the folds of curtains above the stage.

The bag was of an identical colour to the curtains.

## Recording device

On his remarking that the bag was there, Mr Fred Sauls, national secretary of the union, told the audience that it probably contained a police bug but that the meeting should expect there to be recording devices — it was part of the struggle, he said.

Colonel Gerrit Erasmus, head of security police in the Eastern Cape, said last night he had no knowledge of the device.

# Car plant dispute is official

14/11  
150  
1982

Labour Reporter

Employers and unions in the Eastern Cape motor industry yesterday declared a dispute — opening the way for legal strike action by workers or a lock-out by employers.

Two meetings of the industrial council in Port Elizabeth yesterday failed to resolve the wage issues and a formal dispute was declared.

However, both sides agreed to hold further talks on August 5. The current wage agreement lapses on July 31.

Despite the recent talks both sides have yet to come closer in wage offers and demands since they started meetings in April.

The National Automobile and Allied Workers' Union has called for a R2,50 hourly minimum wage, rising to R3,50 over a period, while employers have offered R2,15.

Production at Volkswagen in Uitenhage is under way while there is partial production at General Motors.

Ford, however, has said it will not take on workers until Naawu gives an assurance of a return to work.

The union, on the other hand, has accused Ford of locking out its members.

A Ford spokesman said yesterday the Cortina and engine plants could reopen next week.

Those two plants are largely staffed by the rival Motor Assemblers and Component Workers' Union.

At a meeting in Port Elizabeth this week, Macwusa officials accused Naawu of working "within the system" because of its membership in the council, while Naawu accused Macwusa of being "opportunistic" by not supporting the strike.

● The Central Statistical Services in Pretoria reports that the trade volume of car dealers has suffered a setback.

After taking into account 16 percent inflation, trading revenue for July 1981 to June 1982 showed a small net real gain of 2,5 percent.

The seasonally adjusted sales for April to June 1982 were R2 230 million against R2 217 million for January to April 1981.

But, adjusted for 16 percent inflation, this means that sales have dropped by 4,4 percent from the first to the second quarter of 1982.

Cape Times 24/7/82

# Dispute in car industry declared

PORT ELIZABETH — The Industrial Council for the Automobile Manufacturing Industry in the Eastern Province has declared a dispute after holding two meetings in Port Elizabeth yesterday.

The council reached a deadlock in negotiating a new wage agreement to come into effect from the beginning of August.

The chairman of the council, Mr. Fred Ferreira, said the council would meet again on August 5 to determine whether to follow the path of mediation or arbitration.

## 'Disappointed'

Employers are disappointed that no progress was made at yesterday's meeting of the Industrial Council, a statement issued by the Eastern Province Automobile Manufacturers Association said.

Compared with the position in August 1981, the current offer for a Grade 1 employee represented an increase in basic wages of 19,4 percent (R1,80 to R2,15). Over the corresponding period the forecasted consumer price index increase was 16 percent.

Employers had guaranteed a further minimum across-the-board increase in February 1983 which starts at 10 cents for a Grade 1 employee. The effect of this adjustment was that a Grade 1 employee would receive, within a six-month period, an effective basic rate increase of 25 cents an hour, the statement said.

## Improvements

Employers have offered the following improvements in general conditions of employment.

"Service leave to increase from a maximum of three days to six days.

"Separation payment — to be funded entirely by the employers — ranging from 10 days pay to a maximum 35 days pay.

"An increase in short term lay-off benefits in excess of 180 percent."

These offers are apart from an agreement to review the total grading structure, which could have enormous cost implications — to be carried by the employers. The employers believe their offer, seen with existing benefits, is amongst the best in the country — Sapa

# Car component manufacturers hit by strikes at motor plants

139 (119) 152 (111)  
E Post 24/7/82

## Ford and GM plants operational on Monday

Weekend Post Reporter  
FORD'S Cortina and engine plants are due to re-open on Monday morning following the stoppage which began 10 days ago and paralysed the three Eastern Cape motor plants

General Motors have also announced their intention to be operational from Monday

Volkswagen re-opened its plant on Thursday.

Ford's Neave and truck plants will however, remain closed. These are manned by members of the National Automobile and Allied Workers Union (Naawu)

Ford's Cortina and engine plant workers are mostly members of the Motor Assemblers and Component Workers Union of South Africa (Macwusa) — who were not party to the wage negotiations because of their refusal to take part in the Industrial Council system — and have refused to support their Naawu colleagues in the strike

By WAYNE ASHER and ANDREW DONALDSON  
MANY of Port Elizabeth's smaller components industries fear that the continuing strikes at the city's two major motor companies could soon threaten their livelihood

The managing director of Silverton Engineering, which specialises in radiator manufacture, Mr J Kozakiewicz, said "everybody" has been affected by the strikes

"The motor companies have told us not to deliver components as there is nobody to receive them," he said

"They have asked us to hold over our July production until August. Our July consignment is just sitting on the shop floors at the moment"

Mr Kozakiewicz said because there was no work available at present for his labour force, he had given them a week's leave, and if the situation did not improve he would have to start laying off workers

One spokesman for a components company said there could be "a serious problem" for the smaller manufacturers if the strikes continued next week — especially if they did not receive payment for the goods they had produced

"Many of us need steel I would have to find an amount in the vicinity of R20 000 to meet my steel bill and that would mean a bank overdraft, repayable at a rate of more than 20% And that's a lot of money

"It makes me wonder if the workers on strike realise what they are doing

to the rest of us"

A spokesman for Hella in Uitenhage, who supply all three East Cape motor manufacturers, said yesterday that the strikes would probably be short-lived

"However, if they went on for a considerable length of time, there could be a problem. Cutbacks in releases from the motor industry would mean having to re-schedule and re-budget"

The manager of the component suppliers, Autopress, Mr Mike Dibben, said they were still producing but were affected in that they "cannot deliver any parts — there are no facilities at the plants for off-loading at the moment"

He said his 60-man work force were still "safe" as they supplied other companies as well

"But I believe the releases could be pushed back by a month — in other words, we may lose a full month's production

"The motor companies have said they are only taking critical parts that they may be running out of"

Another firm, which asked not to be named, employed 100 workers and said that their pressing section had been affected, but their heavy engineering work was continuing

Mr Chris Mangold, managing director of ACEM holdings, said it was not yet necessary to go on short time, but they had been working very hard to "glean other waters" from outside the motor industry, in case they lost business there

Mr V M F Villaneuva, manager and owner of

Harvic Engineering and Tooling, said his company, which made steering brackets and seats for suspension springs, was just "building for stock" at the moment

Mr Neil Dunn, administrative manager of C and T Products, which specialises in sheet metal components, said "We are lucky because our company is concerned with building diesel electric locomotive bodies for the General Motors plant at Aloe — and they weren't hit by the strike. So we can still supply them"

The managing director of Armourplate Safety Glass, Mr B E Danoher, said it was too early to have any "major effect" on his company

"The strikes have not affected our deliveries to other parts of the country, like the Reef, East London and Durban," he said

If, however, the strikes continued, he said his company would be forced to consider going on short time "We cannot keep people standing around on the shop floors doing nothing," he said

Mr Ron McLuckie, personnel manager of Borg-Warner SA, said yesterday that the strike in the motor industry had had no significant effect on the operation of his company

A spokesman from the Firestone Tyre Company said the strikes have had no effect on the company

Spokesmen from Onvlee Engineering, Busaf Auto Components and Dorbyl Automotive Products — parent company of Busaf — declined to comment on the situation

24/7/82 (346) (92) (152) MOM

# Industrial council set to meet again on Cape wage dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE East Cape motor industrial council will meet on August 5 to decide whether to refer the wage dispute between employers and unions, including the National Automobile and Allied Workers Union, to mediation or arbitration, according to industrial council chairman Mr Fred Ferreira.

And yesterday, a General Motors spokesman said the company's Port Elizabeth plant would re-open for full production on Monday, with limited production operations being carried out today.

At Ford, public affairs director Mr Dunbar Bucknall said two plants — both of them staffed mainly by members of the Motor Assembly and Components Workers Union, who did not join the stoppage, would "hopefully" start up on Monday.

It was not yet clear when the plants staffed

by NAAWU members would resume production, he said.

Volkswagen resumed limited production at its Uitenhage plant yesterday and will return to full production on Monday.

On Thursday, talks aimed at settling the dispute ended in deadlock.

Vehicle production at the two PE plants has been halted since last Thursday in what NAAWU labels a "lock-out", while employers say workers have been on strike.

A statement yesterday by the Eastern Province Automobile Manufacturers' Association, which represents the three companies, said employers were "disappointed that no progress was made" at Thursday's meeting.

The statement said the R2,15 minimum wage offer represented a rise in basic wages of 19,4% since August last year. "Over the corresponding period the forecasted Consumer Price Index increase was 16%," it added.







# R45m

That's what the <sup>Mercury</sup> big three <sup>27/7/82</sup> motor firms are estimated to have lost . . . in a week

Mercury Reporter

THE big three motor manufacturers — Ford, Volkswagen and General Motors — suffered a mammoth estimated production loss of R45 million during last week's stoppage at their Port Elizabeth and Uitenhage plants, according to figures released yesterday

Well over 10 000 workers at the three motor assembly plants downed tools on July 14 following a deadlock at the motor industries' Industrial Council wage negotiations

And although production at Volkswagen and General Motors was back to normal yesterday, striking employees at key sections in Ford

failed to resume work.

A Volkswagen spokesman said that considering 250 vehicles were produced at the plant daily, they had lost an estimated R2 000 000 a day during the course of the stoppage

Volkswagen workers resumed work on Thursday

At General Motors the majority of employees had reported for work yesterday, according to a spokesman, and they had resumed normal production

The spokesman declined to comment on production losses, but it is understood they lost an estimated R14 million because of the strike

Ford workers, who are members of the Fosatu-affiliated National Automobile and Allied Workers' Union, turned up at the plant's gates for the fifth day in succession yesterday but the gates were still closed, according to union sources

## Follow

Workers from key sections such as the upholstery and parts divisions were invited to return to work, but refused to do so when they realised all the workers would not be re-employed simultaneously, sources said.

Mr Dunbar Bucknall, director of public relations at Ford, said the workers could not appreciate that they would return alone the first day and that the rest of the labour force would then follow

In spite of this, he said, limited production had begun in the Cortina and engine plant.

Mr Bucknall estimated the company's production losses at R21 million during the seven days of the stoppage

*Mercury*  
**Many** ~~197~~  
27/7/82 152  
**Dano**  
~~100A~~  
**workers**

## **return**

**Mercury Reporter**

**THE** majority of Dano Textile Industries' staff returned to work yesterday, ending the Hammarsdale company's two-week stoppage

The estimated 1 000 strikers agreed to return last week when the company cut by a third the number of workers it initially had said it would not be able to re-employ, according to union sources

It is understood the company also agreed to recognise the National Union of Textile Workers once the strikers were back at work.

A union spokesman said most workers had gone back yesterday but a number had been told to return on Wednesday

He said it was not yet clear how many of the strikers had been re-trenched.

Dano declined to comment yesterday

---

27/7/82 (138) (152) D. Dipatch

# Strikers back at work

QUEENSTOWN — Most of the workers at the Frontier Meat Factory here, who went on strike last Thursday for higher wages, were back at work yesterday.

They had all been fired on Friday after wage negotiations with management for a minimum weekly wage of R60 had reached deadlock, but were re-employed yesterday on the same terms as pertained when they were dismissed.

Those responsible for starting the strike were not re-instated.

In a statement released yesterday, the chief executive of the

group of companies, Mr Winston Sahd, said management, not the workers, would decide when wage increases should come into effect.

He also said the group would not be dictated to by, or become a member of, a trade union movement.

"This strong stand is vital to all business houses in Queenstown, otherwise we're looking at a turmoil situation," Mr Sahd said.

Workers at the factory, most of whom are not members of the unregistered African Food and Canning Workers' Union

(AFCWU) went on strike in demand of higher wages irrespective of the job being done and better working conditions.

Mr Sahd said there had been no loss of production due largely to the dismissed workers returning to work on Saturday to make up lost time.

Workers at the factory are eligible for membership of the AFCWU, which recently established a branch in Queenstown, but most interviewed yesterday said they did not belong to the union — DDR

tor.

# Unionists

Jan 27/82. 1901  
not guilty

Labour Reporter

Five Eastern Cape auto union members were found not guilty in the Uitenhage Regional Court yesterday on charges of public violence.

Their appearance followed a number of postponements in a case which arose from a strike last June over wages at the Dorbyl components plant in Uitenhage.

They are all members of the National Automobile and Allied Workers' Union.

Another nine former Dorbyl workers were acquitted late last year on similar charges, while five were found guilty. One of the five was given an effective one-year jail term. The others were fined.



Faint, illegible text and markings along the right edge of the page, possibly bleed-through or a separate column of text.

# Ford strikers

## refuse to resume

CAPE TOWN 27/7/82  
Own Correspondent

PORT ELIZABETH — Workers employed in the cut and sew department of the Ford Motor Company yesterday refused an offer to resume work because the Neave and truck plants were still closed.

The workers, all members of the National Automobile and Allied Workers' Union (Naawu), said they wanted all their colleagues to be allowed to resume work concurrently.

They rejected management's insistence that a day's production in the cut and sew department was necessary before the two plants could reopen.

Mr Dunbar Bucknall, director of public affairs at Ford, said the company had reached an impasse with the workers.

Yesterday the Cortina and engine plants, staffed mainly by members of the Motor Assemblers and Component Workers' Union, reopened with high absenteeism on a limited production line.

The closure of the factory 10 days ago followed a strike by more than 10 000 Naawu members employed in the Eastern Cape motor industry over deadlocked Industrial Council wage negotiations.

# Two PE ARGUS car plants 27/7/82 stay shut

Argus Bureau

PORY ELIZABETH — In spite of a warning of legal action to be taken against Ford Motor Company by the National Automobile and Allied Workers' Union (NAAWU) if the company did not open its gates to the union's members today, the two plants were still closed today

Early today a huge crowd of workers gathered outside the two Ford plants, as they have done now for six successive days.

However, according to reports, they were told by the company that only workers of two important departments — "cut and sew" and "parts and accessories" — could start to prepare the way for the rest at a later stage

## REFUSED

Yesterday they were also told that only a limited number of workers could start work at first. But they refused, insisting that all should return to work immediately

By 9 am it was not clear whether the workers had dispersed

Yesterday Ford was served with a lawyer's letter on behalf of NAAWU

The letter says that "in closing down the factory and excluding the employees from the factory premises your company has committed an

act of lock-out as is defined in the Industrial Conciliation Act

"Where there is a dispute in regard to the terms of a future agreement your company has no right to cease operations on condition that the factory will not be reopened until the dispute has been resolved

"In the circumstances we are instructed to call upon you to re-open the factory at 7 am on the 27th instant, failing which our clients have no alternative but to move the Court to oblige you to do so."

## CONCEDED

The letter said it appeared that when demands for new conditions of employment were made to the employers on behalf of the employees they were rejected. This was reported to the employees on the factory premises on July 15. As a result they downed tools

"It is unequivocally conceded that this action constituted an illegal strike," it said

No spokesman for Ford was available today, but the director of public affairs, Mr Dunbar Bucknall, said yesterday that the company had reached an impasse with the workers

Meanwhile, the Cortina and engine plants, staffed mainly by members of the Motor Assembler's and Component Workers' Union, have been working since yesterday on a limited production schedule

# 300 strike <sup>152</sup> over firing ~~152~~ of colleague ~~152~~

Labour Correspondent

NEARLY 300 workers at an Edenvale knitting plant, AA Fabrics, have been on strike since Friday over the sacking of a colleague and other grievances, worker spokesmen said yesterday

The workers charged that management was firing members of Fosatu's National Union of Textile Workers (NUTW) and refused to deal with it. They alleged the company favoured the rival Garment Workers' Union of SA

A company source confirmed reports of a strike, but official comment from the firm's managing director, Dr H Prader, could not be obtained

Workers who approached the Rand Daily Mail yesterday said they had downed tools after a colleague with 15 years' service had been sacked for swearing at a supervisor

"We don't accept the way he was fired — it was just an argument over a job and the worker who was fired taught the supervisor his job," they said

NUTW shop stewards had taken the issue up with management but had been told they would all be fired unless they came back without the man who was fired

They had refused to return unless all were taken back

The workers alleged that Friday's sacking followed the firings of several other union men

*Handwritten:* ROM 28/7/82

*Vertical handwritten:* A 2 11 11 19

# More stop work at the Umfolozi mill

39%

A.F



n  
IS  
N,  
II  
All a  
e-  
Nue  
Nu

Nu

Surnai

First N

Date

Degree/Diploma/Certificate  
you are registered (e.g. B.A., B.Sc.)

Subject Economics IA  
(to be copied from the heading on the Examination Paper)

Paper No I  
(to be copied from the heading on the Examination Paper)

**Mercury Reporter**  
ABOUT 400 workers at the Umfolozi sugar mill stopped work yesterday over wage and other grievances, according to the mill's general manager, Mr I Bales-Smith

The strike is the mill's second in less than a month — the entire workforce downed tools on June 7 over the dismissal of two colleagues

Mr Bales-Smith said the strike which involved the mill's day shift seemed to have been sparked off by a small group of workers in the transport section who had decided 'they were not going to work'

He said a number of grievances had been raised by these workers prior to the strike and these were being investigated but yesterday they had raised further

grievances  
'The major worker demand is one for more pay,' he said, 'but they had also asked that certain grades of workers be reclassified'

Mr Bales-Smith said the strikers had been told that the company 'has undertaken to look at the various problems when they return to work'

But the workers made no move to return to work yesterday and it was likely that the night shift would join the strikers, he said

It is understood that the general secretary of the National Sugar Manufacturing and Refining Employees Union, Mr Selby Nsibande, also addressed the workers but he could not be contacted for comment

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

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 1b                  | 12 1/2   |          |
| 2b                  | 8        |          |
| 3b                  | 12       |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

**NOTE CAREFULLY**

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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**



# Production normal at four Ford plants

By SANDRA SMITH

PRODUCTION returned to normal at the four Ford motor plants today after a strike nearly two weeks ago led to the closing of all the company's operations.

The plants were closed on July 16 after a strike by about 3 000 members of the National Automobile and Allied Workers Union (Naawu). Production was partially resumed at Ford's engine and Cortina plants on Monday.

The strike, which followed a deadlock in talks of the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape, also led to the closure of the General Motors plant

in Kempston Road and Volkswagen in Uitenhage.

Production returned to normal at GM and VW on Monday after the companies held talks with Naawu shop stewards on re-opening last week.

VW's public affairs manager, Mr Rubin Els, said workers in certain sections had refused to do any overtime work.

Naawu's regional secretary, Mr Les Kettledas, said the same applied to GM. The GM spokesman did not wish to comment.

One of the demands made by the union is that all overtime work be voluntary.

In terms of the existing

industrial council agreement, "an employer shall not require or permit a male employee to work more than 10 hours' overtime".

● The chairman of Volkswagenwerk, Mr C Hahn, is visiting the Uitenhage plant this week as part of a tour of Volkswagen plants throughout the world.

Mr Hahn took over the reins of the giant multinational company in February.

Yesterday he held talks with union shop stewards at the Volkswagen plant in Uitenhage.

He returns to Germany tomorrow.

~~62~~ ~~152~~ ~~152~~ ~~152~~ CML/Tuits 28/7/82

# Ford: Full production after concessions

Own Correspondent  
PORT ELIZABETH — Ford South Africa will resume full production today after apparent concessions by both workers and management regarding the company's reopening procedure  
Today's reopening of the Neave and truck

plants follows resumed production in the "cut and sew" and "parts and accessories" departments yesterday morning  
It also follows the delivery of an attorney's letter by Mr Fred Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), to Ford management on

Monday warning of court action if the factory did not reopen  
Ford management closed its plants after a strike by more than 10 000 Naawu members halted production at the three major motor manufacturers in the Eastern Cape on July 15  
The strike followed deadlock in wage negotiations in the Industrial Council for the Motor Industry in the area

General Motors and Volkswagen resumed full production on Monday but Ford opened only its Cortina and engine plants, which are staffed mainly by members of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), who did not support the strike action

The rest of the factory, where Naawu is in the majority, remained closed

On Monday, the 72 cut and sew workers refused an offer to resume work, insisting that all their colleagues be allowed to resume work with them

They rejected management's claim that a day's production in the department was necessary before the other areas could reopen

Yesterday, however, they agreed to return to work after only the parts and accessories department workers had also been invited to resume work.

D. I. J.

57 + 30 = 87 = 44% F

# 200 strikers have 'fired themselves'

By STEVEN FRIEDMAN  
Labour Correspondent

MORE than 200 workers who went on strike at an Edenvale knitting firm AA Fabrics had "dismissed themselves" and been told they could re-apply for their jobs, the company's managing director, Dr H Prader, said yesterday

He also rejected several allegations made by strikers at the plant

Dr Prader said the company had begun recruiting new workers, but had agreed to hold off on this for one day - yesterday - to give fired workers a chance to return. He said he had agreed to this at the request of the industry's industrial council, which has intervened in the dispute

"Not many of the strikers have returned. But the longer they refuse to come back, the more replacements we will have hired and their jobs will no longer be available," he said

The plant was currently running on a skeleton staff, he added

Workers downed tools on Friday in protest against the sacking of a colleague. Worker spokesmen charged that several workers, all of them members of the National Union of Textile Workers

(NUTW), had been fired at the plant

They accused management of favouring the Garment Workers Union - affiliated to the Trade Union Council of SA - and acting against NUTW members and said they would not return until their colleague was rehired

Dr Prader said the company had always adopted a "totally neutral" stance to the rivalry between the two unions and had not favoured the Tucsa union

The worker who had been fired had sworn at his supervisor after "he had twice been asked politely to carry out instructions," Dr Prader added

"We then informed the NUTW shop stewards and the workers downed tools"

He also rejected suggestions that several workers had been fired because they were NUTW members

"I can only think of two firings in the past few months. They had nothing to do with union membership and in one case we didn't even know the man was a union member," he said

Discussions with NUTW had been taking place since the strike in an attempt to find a solution, Dr Prader said

OK

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

All ans  
Num  
Num  
Surname  
First Name  
Date  
Degree you are  
Subject

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 1b                  | 10 1/2   |          |
| 2b                  | 9        |          |
| 3a                  | 3        |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

Paper No CNE  
(to be copied from the heading on the Examination Paper)

**NOTE CAREFULLY**

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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 down tools at VW

~~197~~ (52) Post Reporter ~~40A~~

*E. Post* 29/7/0  
Ford opened all its plants yesterday, but workers at GM and VW, open since Monday, have refused to do overtime work

HUNDREDS of workers at the Volkswagen plant in Uitenhage downed tools today and the rest of the more than 5 000 work force were sent home.

y  
z  
e  
h  
t  
e

This is the latest development in the labour unrest which burst on the Eastern Cape scene early this month, leading to the closure of all three local motor manufacturers — Ford, Volkswagen and General Motors

A National Automobile and Allied Workers' Union spokesman said today they were trying to get clarity on the situation at VW

A VW spokesman confirmed the walkout. He also said there seemed to have been a go-slow as production had fallen off this week

Mercury 29/7/82 (152) (2) ~~188~~

# More men out at Umfolozi mill

**Mercury Reporter**  
**MORE** workers have joined the strike at the Umfolozi sugar mill bringing the number of strikers up to more than 1 000, according to the mill's general manager, Mr I Bales-Smith.

He said yesterday the night shift had not turned up to work on Tuesday. This follows the downing of tools by about 400 workers during the day over

wage and other grievances.

He said another meeting had been held yesterday with the local workers' committee, but no move had been made to return to work.

'We told them we would look into the question of transport workers being able to clock on and off and would look at certain job descriptions with a view to possible reclassification.

# Wiehahn predicts emphasis on job security

Bus 29/7/82  
152

WITH the downturn in the economy job security could assume prime importance in collective bargaining between employers and trade unions, Professor Nic Wiehahn, of the School of Business Leadership at the University of South Africa, said in Cape Town last night.

Retrenchments could become issues of negotiation, as could the causes of strikes and other forms of labour unrest, he added.

This could also however have a mitigating effect on labour unrest since trade unions fear that some employers could use a strike as an opportunity to rationalise their work forces to mechanise, to computerise or automate their operations thus reducing their work forces," said Professor Wiehahn.

He was speaking on "Future Perspectives for Industrial Relations in South Africa" at the annual meeting of the National Occupational Safety Association (NOSA).

## Advance

Professor Wiehahn said that in the immediate future blacks could be expected to advance more rapidly into higher jobs particularly in multinational companies.

However, if this advancement took place without the approval and support of non blacks it could lead to polarisation between industries.

"Whites the coloured and Asians, who would be unhappy to work under a black manager or foreman, could choose to leave and work for another company where the advancement of blacks was perhaps more conservative."

Another possible development was that the number of trade unions that would affiliate with international trade union movements would increase.

In other words industrial relations would receive more attention from international labour bodies.

## Pressure

He said "For example strikes in South Africa nowadays are reported in overseas media almost the same day they occur here putting the local management of the multinational company under pressure from two sources."

There was already strong evidence that many of our trade unions particularly black ones, are becoming politi-



Professor Nic Wiehahn

cised in an anti-free enterprise philosophy."

He described this as a micro form of political ideology which could be summarised as "socialism versus capitalism" and it placed a new importance on industrial relations at the micro level.

"All these developments will further accentuate the importance of industrial relations in South Africa — its development, training, the management of it and the need to keep up with developments in this field," he said.

Earlier, Professor Wiehahn warned of the consequences had South Africa not introduced changes in 1979.

## Alienation

"Had we not changed our policies scrapped many laws and rationalised others had we not abolished discrimination on the basis of colour race and sex the labour unrest would have been much worse and would probably have caused much more harm, than in fact it has done," he said.

"We would have alienated moderate blacks who willingly, and in great numbers, would have joined intimidators and agitators, and we would have exposed multinational companies in South Africa to anti-discrimination and desegregation legislation against them in their parent countries."

"We would have torpedoed the industrial council system completely for the black workers and we would have continued to prostitute our consciences on moral and ethical grounds by allowing blacks to work for us and with us, yet excluding them from the basic principles and mechanisms of industrial democracy."

# Ford Strike in PE ends

CAPC TIMES 29/7/82  
152

PORT ELIZABETH — Production returned to normal at the four Ford motor plants yesterday after a two-week strike that led to the closure of all the company's operations

The plants were closed on July 16 after a strike by about 3 000 members of the National Automobile and Allied Workers Union (Naawu). Production was partially resumed at Ford's engine and Cortina plants on Monday

The strike — which followed a deadlock in talks with the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — also led to the closure of the General Motors and Volkswagen plants in Uitenhage

Production returned to normal at GM and VW on Monday after the companies had held talks with Naawu shop stewards. Workers in these two plants have refused to work overtime since their return

Volkswagen's public affairs manager, Mr Rubin Els, said workers in certain sections had refused to work any overtime

Naawu's regional secretary, Mr Les Kettleidas, said the same applied at GM. A General Motors spokesman was not available for comment

One of the demands made by the union was that all overtime work be voluntary

Ford announced on Tuesday it would open all its plants yesterday, as the cut-and-sew seat section had produced enough material

On Monday, Naawu delivered an attorney's letter to Ford saying the union would take the matter to court if the two plants did not re-open yesterday

The chairman of Volkswagenwerk in Germany, Mr C Hahn, is visiting the Uitenhage plant

He held talks with union shop stewards at the Volkswagen plant in Uitenhage yesterday — Sapa





# Govt urged to end labour discrepancies

By DON MARSHALL  
Pretoria Bureau Chief

THE Government should sort out departmental differences in dealing with labour problems in South Africa, Mr Theo Heffer, a manpower consultant, said in Pretoria yesterday

Speaking at a meeting of the Institute for Strategic Studies, he said under the present situation the Department of Manpower advocated a reformed labour policy while other departments, such as the police, took action which hindered trade union activities and harrassed union officials and members

"I fear for my children and

their generation when I see how labour unrest is handled at many factories. The police move in with batons and teargas to control a situation where workers are demonstrating peacefully and where there is no threat to life or property

"I believe there is no place for that kind of unnecessary action and something needs to be done about it. I know it is difficult, because in South Africa it is impossible to divorce labour from politics"

He did not want to place the blame specifically on the police because in many instances they arrived on the scene at the request of the

employers  
He also mentioned the prohibition on funds from overseas which affected union groups such as the Federation of SA Trade Unions (Fosatu) and detentions without trial, which he said undid some of the good done by the Department of Manpower

"These are emotional issues but it is just not good enough for spokesmen for the Department of Manpower to say they do not fall under the department's control. Much of the good which is being done — with its positive effects internationally — is negated by such actions on the part of the authorities," Mr

Heffer said  
All workers in South Africa — with the exception of domestic workers, civil servants and workers in the agricultural sector — had the right to freedom of association, to organise and to collective bargaining

"The Government has provided a framework for achieving industrial peace through the collective bargaining process. It has recognised the existence and legitimate role of the employer and employee and made possible a reformed industrial relations system which does not see race as the major determinant

"It did so because it realised that monetary and fiscal policies alone were not sufficient to tackle problems

"Effective manpower policies had to supplement and complement monetary and fiscal policies. The Government realised, too, that labour legislation had become outdated

The panel discussion at the institute's headquarters at the University of Pretoria was attended by representatives of the Department of Foreign Affairs and Information, the National Institute for Security, the Security Police and academics

A  
B  
I  
C  
J  
L  
L  
N  
M  
M  
N  
P  
R  
R  
S  
S  
T  
T



# Umfolozi <sup>(192)</sup> ~~1911~~ mill workers <sup>(1911)</sup> ~~1911~~ return to jobs <sup>(30/7/82)</sup>

37% F

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

All answers  
 Number  
 Number  
 Surname  
 First Name  
 Date  
 Degree/D  
 you are re  
 Subject  
 (to be  
 Paper No  
 (to be copied from the heading on the Examination Paper)

**Mercury Reporter**

**benefits**

STRIKING Umfolozi sugar mill workers yesterday ended their two-day stoppage over wage and other grievances

The mill's general manager, Mr I Bales-Smith said the day shift had started work yesterday morning and the night shift was expected to follow suit.

This followed the issuing of an ultimatum by the company which stated that if workers did not return to work by 6 a m yesterday it would 'close the kitchen and canteen facilities and commence dismissal procedures', according to a company statement

Workers were told that previous employees would 'not necessarily be re-employed' as their jobs 'probably would be filled by others', it said

The ultimatum added that workers who were re-employed might be employed in different job categories and would lose certain long-service

The company, though, did undertake to investigate the strikers' demand of clocking facilities for transport workers and the revision of certain jobs to see if upgrading was needed

But, workers were advised, the company was not prepared 'to consider any wage increases as such matters were negotiated at the industrial council'

The general secretary of the National Union of Sugar Manufacturing and Refining Employees, Mr Selby Nsiband, said the strikers had told him at a meeting on Wednesday that they felt their jobs were incorrectly graded 'but wages was not an issue'

He said he told workers that a sub-committee consisting of an industrial council official, company representatives and himself would begin to investigate the grading system at the mill next week 'Workers had then decided to go back'

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 1                   | 9        |          |
| 3                   |          |          |
| 2                   | —        |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

**NOTE CAREFULLY**

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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**



# Car industry production disrupted

*Cape Times 30/7/82*

All answers

|        |
|--------|
| Number |
| Number |

Surname

First Name

Date

Degree/Dip  
you are registered

Subject  
(to be completed)

Paper No  
(to be completed)

**Own Correspondent**  
PORT ELIZABETH — Production was disrupted at Ford, General Motors and Volkswagen yesterday

At Volkswagen in Uitenhage, 2 000 workers were sent home yesterday after repeated requests to them to resume work had been ignored, said Mr Bob Kernohan, press relations manager for the company.

Management had delivered an ultimatum to employees to get production up to "normally achievable production targets" within an hour of starting their shifts this morning or face being sent home again.

At General Motors, a shop steward claimed the company was yesterday faced with so many cars with missing or ill-fitting parts that it threatened to close the plant on Monday

### Threats

He also said workers had claimed foremen were threatening them when they said they could not work overtime because of prior commitments

Ford workers in the Neave and truck plants

demanding their pay slips to know what they were to be paid during the factory's closure when they had been at the gates every morning available for work.

They were told they would receive their payslips this morning

The demand halted production in the trim section in the Neave plant for two hours

The three companies were closed after production was halted by a strike on July 15 by more than 10 000 members of the National Automobile and Allied Workers' Union (Naawu)

### Deadlock

The strike followed deadlock in Industrial Council wage negotiations for the motor industry in the Eastern Cape

Volkswagen's closures came after workers in the press and body shops downed tools

A shop steward said the workers had said they wanted management to accede to Naawu demands

The union is demanding an immediate R2 50 an hour minimum wage with an eventual R3 25 rate. Management has offered a R2 15 hourly minimum

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

|                     | Internal | External |
|---------------------|----------|----------|
| (1)                 | (2)      | (3)      |
| 6                   |          |          |
| 9(b)                |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
|                     |          |          |
| Examiners' Initials |          |          |

### NOTE CAREFULLY

- 1 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
- 2 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
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

### WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 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

# Output low: VW sends 1 000 home

*Cape Times*  
Own Correspondent

31/7/82

152  
182

at  
ry  
w  
e  
s  
l  
e  
n  
y  
e  
d  
d  
e  
e  
e  
o  
e  
r-  
o  
s  
d-  
o  
P

PORT ELIZABETH — More than 1 000 assembly workers at Volkswagen were sent home yesterday morning after only four hours of their shift because of excessively low production in the company's manufacturing sections on Thursday

Yesterday afternoon Mr Ruben Els public affairs manager at VW, announced that the assembly area would also be closed on Monday because production was still too low yesterday

On Thursday morning 2 000 workers were sent home from the manufacturing area of the plant after workers in the press and body shops had downed tools

Workers at the company have also refused to work overtime since Tuesday

At Ford yesterday, workers from the truck plant were sent home at noon because normal production targets were not being met

Volkswagen, Ford and General Motors resumed their operations this week after closing down their plants two weeks ago following a strike by more than 10 000 members of the National Automobile and Allied Workers' Union which halted production on July 15

The strike followed deadlock in Industrial Council wage negotiations