

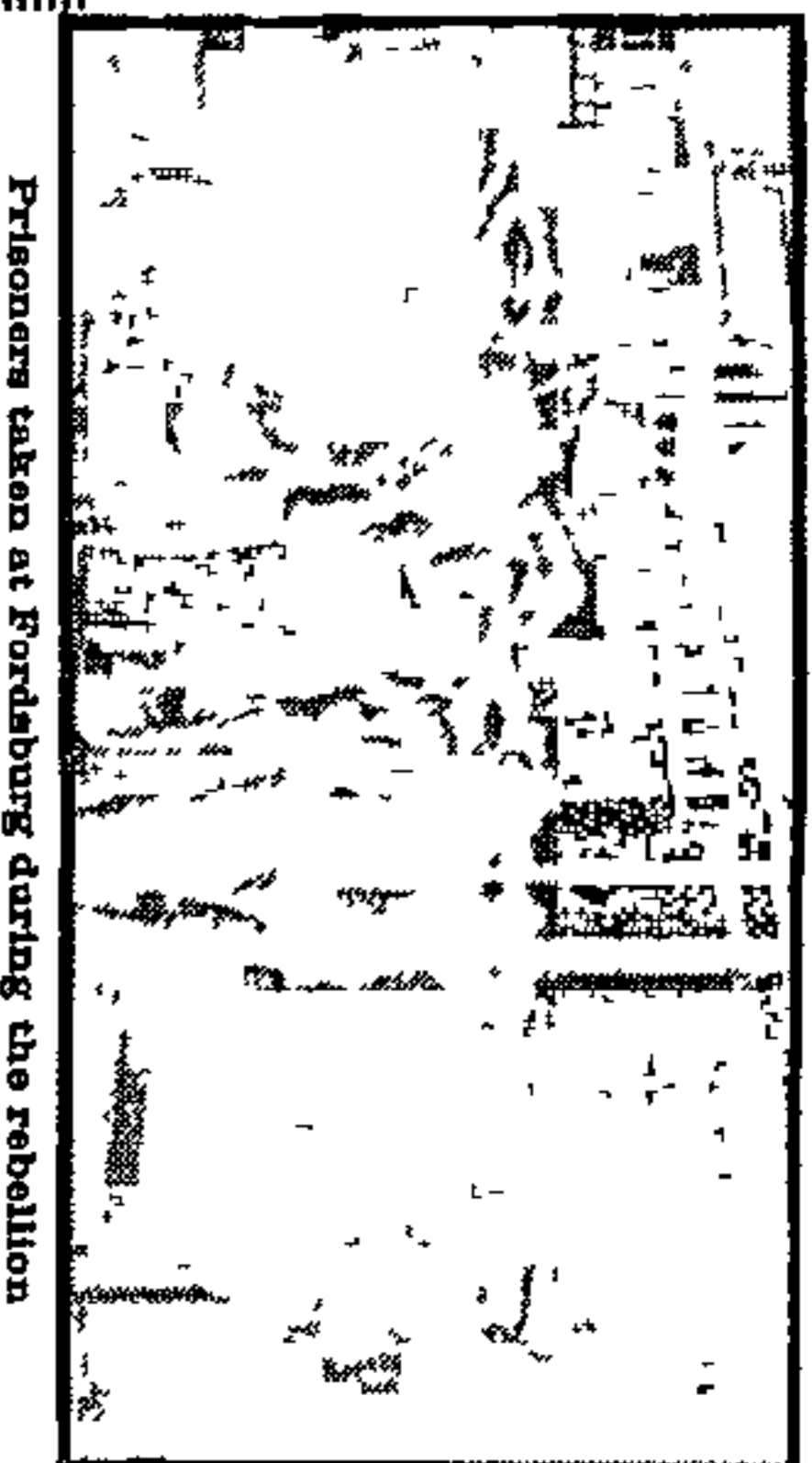
INDUSTRIAL RELATIONS - STRIKES

1984

JANUARY — April.

1922

Prisoners taken at Fordburg during the rebellion



A MOTHER'S vivid recollections of the turbulent times of the 1922 miners' strikes on the Reef inspired the TV series "1922" written by her son, John Cundill, starting on TV1 on May 10. The Sunday Times talked to Mrs Gwen Cundill and others involved in the terrible three months that claimed the lives of 230 people, took four men to the gallows, resulted in nearly 5 000 arrests and put thousands out of work.

THIS WEEK: THE WOMEN

It was early on a suburban Saturday afternoon, the day after the infamous Black Friday of March 9 1922, at the height of the miners' rebellion on the Reef

Seventeen-year-old Gwen Roberts was lazily drying her long hair in the sun in the garden of her parents' home in Wilhelmina Street, Troyeville, just round the corner from Johannesburg's now-famous Ellis Park

Her mother, Edith, was inside waiting for the father of the house to come home from his job at Blimnans, a city department store.

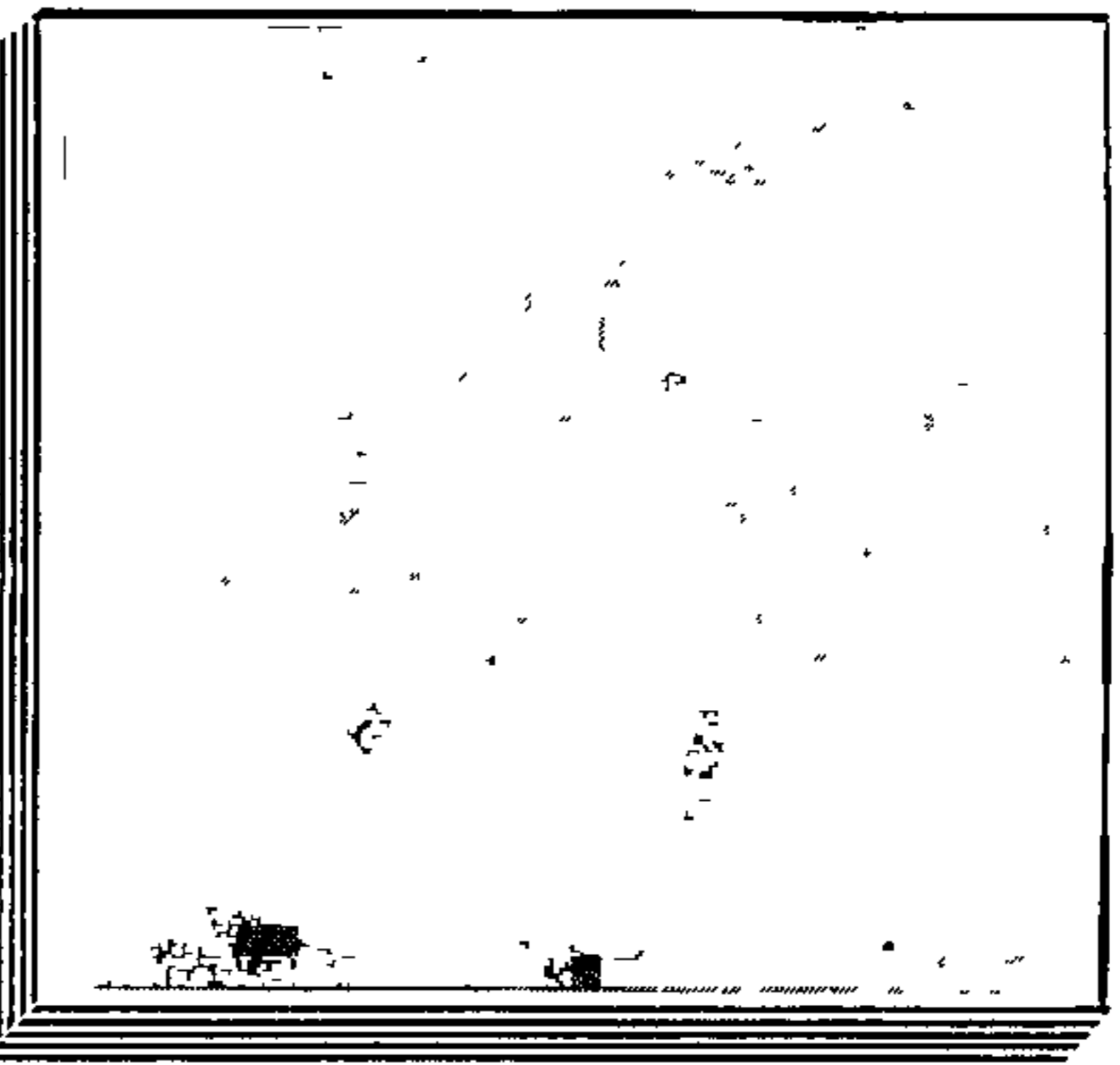
Suddenly a frightened man came running down the street yelling "Get inside, get inside". Gwen rushed for the safety of her home

What happened next was to result 60 years later in TV scriptwriter John Cundill's putting together the television series "1922" — the grim story of the Reef miners' uprising against their bosses

For that young girl eventually married Simmer and Jack miner Algy Cundill, and gave birth to John

Young Gwen wasn't really frightened,

Mrs Cundill. "We heard guns, bullets"



It was her vivid personal recollections of that fateful day re-tooled to her son over the years that made the scriptwriter decide it was a tale he had to tell

Gwen, a sprightly 78-year-old and a widow for more than 20 years, remembers that day as though it were yesterday

"I ran indoors and locked up I wasn't really frightened at that stage — you don't worry at 17 the same as an adult. It was only years after that I realised just how dangerous the situation had been

"Half an hour later, from the direction of Ellis Park just a little way away, we heard the guns and bullets start

"Ellis Park wasn't anything like it is today. It was just a sportsground with raised earth banks then I used to play hockey there as a girl at Jeppe Girls High School

"General Smuts had brought in the military. The Durban Light Infantry, ordered from the coast to help quell the rebels, had arrived at the ground

"Before the soldiers even had a chance to unpack their tents, the miners arrived secretly, got in through the fence and opened fire on them

"But the miners got more than they bargained for. The DLI sent them packing

"That's when we got our first-hand experience, of the fight, for soon after, two of the escaping miners ran up the line by the side of the house and slipped into our backyard to hide. They

MRS Winifred Stevens has a special memory of one incident in the chaotic first three months of the 1922 miners' strike that swept the Reef gold mines.

It was when she smuggled a gun and ammunition to her imprisoned husband

Hundreds of picketers had imprisoned her husband, Mr Rex Stevens, in the reduction works at the Modder B mine

Probably it was "my condition" — her baby was well on its way — she says, that helped her make her way unharmed through the foul-tempered miners manning the pickets

"The strikers were rude to my husband and ill-treated him to some extent because he wasn't one of them. He said he didn't see any reason to strike. He felt his own pay was adequate

"He said the allowance paid to people to tide them over the war years was adequate and that the time had come to stop the allowance. Very few people took this view"

So they clapped Mr Stevens into the reduction works

"My mother and father were a mining family living at New Modderfontein on the outskirts of Benoni. They said I couldn't stay at Modder B because the miners were causing an awful lot of trouble

"There was violence, intimidation and a tremendous amount of hatred, so my parents arranged to take me to New Modder until the end of the strike or until my baby was born

"I decided that before going to New Modder I would go to my husband, take him his revolver with ammunition, his big Indian motorbike and a pannikin of food because he was locked up without anything to eat

"I hired a black child to wheel the motorbike, put my husband's gun in my pocket, got the pannikin and set off for the workings

"I had to get through long lines of picketers, who stood there against and let me through without chasing me, shouting at me, or even shooting at me, as might easily have happened

Gwen Gill

Brave woman pierced the picket barrier

bike because of the noise the bike would make

"So, with his gun in his pocket he broke out at night and made his way over rough ground — there were no lights in those days, no roads to speak of — and found his way to New Modder in the early hours of the morning, quite exhausted and bitterly cold

"My father took him straight away to Miles Sharp, the general manager at New Modder. Miles alerted the Chamber of Mines who presumably took action

"I remember vividly the stories told of the Transvaal Scottish, who were sent to the East Rand to try to control the strikers. For some reason they were taken to Dunsward and were asked to detain

"They were simply mowed down by the miners, who were literally waiting for them

The miners were armed with all sorts of guns and things because it was such a short time after the Great War and many people still had arms

"The Transvaal Scottish never had a chance to defend themselves. Many were killed and wounded"

Many of the strikers were Afrikaners, she says, but by no means the majority

"A lot of the English-speakers were very hot-headed. I wouldn't blame the Afrikaners, certainly not. Most of the strikers were Cousin Jacks, the Cornish tin-miners

"There was a great deal of bitter and hard feeling against General Smuts. People reckoned that the Transvaal Scottish losses should never have been that it was all too late when the Transvaal Scottish got moving



Mrs Stevens... smuggled gun to husband

"I had to go up for questioning to a table where the picket leaders sat

"I explained I was taking food to my husband. I didn't say anything about the gun. Nor did I say I was willing to use it if anybody tried to stop me

"Believe you me I certainly was willing to use that gun. Amazingly, they let me through

"Perhaps it was because they saw my condition and I got through to my husband

"After I left Rex he decided to break out and go to New Modder to report to my father, who was battery manager there

"Rex knew that to take the shortest route from Modder B to Benoni would be to use the main road which was heavily picketed

"He knew he had to go the long way, round the dumps, almost to Springs — and not on his motor-

Revolver

Jack Dewes

YOU CAN almost hear the bullets rip through Johannesburg's Eloff Street when Mrs Nel Folster talks about the 1922 strikes.

Nel is now a sparkling, articulate white-haired 87-year-old lady with skin as soft as a peach, though she is sadly crippled from arthritis in her hands and feet

But she makes the day come alive when she tells how, at the age of 25, she had to be rescued from Sterns the Jewellers by her father and a family friend because a street battle was raging all around her

Nel, a pianist all her life until the arthritis stopped her playing, had intended to spend her Saturday in the usual way by going for her music lesson with teacher Barclay Down in the old John Orr's building on the corner of Pritchard and Eloff Streets

The regular arrangement was that Barclay would meet Nel at the tram terminus at Park Station at 9am. She was his first pupil of the day

But on March 10, 1922, at the height of the miners' strikes, the lesson had only been going on for 10 minutes

Other pupils were also arriving for their lessons, but Barclay knew it was time to call a halt

Huge crowds had gathered in Eloff Street and there was an ominous feeling in the air

Nel fled, with the other pupils, down in the side lift of the building

By the time it had reached street level, the gunfire had started

"I didn't know who was shooting at whom — I just knew I had to push for cover

"I thought everyone was going mad," recalls Mrs Folster, a petite lady who now gets around only in a wheelchair

"Straight away I realised I'd lost the others and was in the middle of a lot of strangers"

Cover came in the shape of Sterns the Jewellers into which about nine others had already crowded for shelter

Nel spent several hours in that shop — she can't remember quite how many — as the shooting went on in the nearby streets

A near disastrous moment came when one of the jewellers' windows was shattered

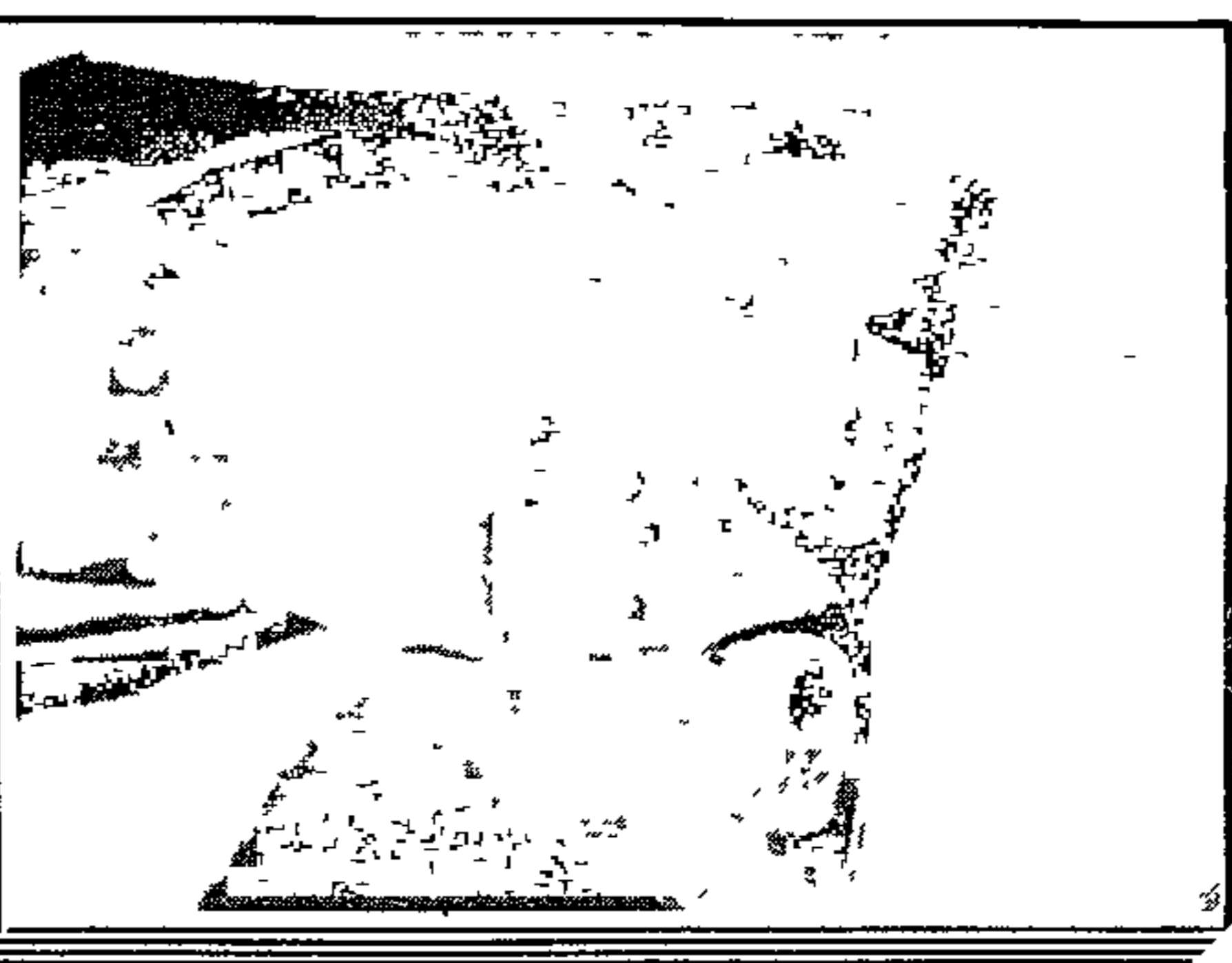
"I was terrified," she said "The worst moments of my life"

"The worst moments of my life"

But Nel was lucky. Her distraught father, Mr Wilson Dockray, together with a family friend, Mr Jack Davis, decided to come into town from their home in Empress Road, near what is now the Kensington Clinic, to look for her

Mr Dockray was a miner at

Jack Dewes



Mrs Nel Folster... worst day of her life

An 87-year-old relives horror of the battle

The George Goch Mine at the time, but was not sympathetic to the strikers

Wilson and Jack braved the bullets and, knowing that the young woman couldn't have got far from the scene of her music lesson, found her huddled just inside the shop doorway

"Then began a journey of dodging in and out of doorways to get all the way down Eloff Street back to the safety of Park Station and the tram that would take her home

"The first half of the journey was the worst. The guns were still firing all around us

"But by the time we got to the station, it was quieter. There were a lot of police near the station

"We were lucky. The trams had been disrupted, of course, by the fighting, but we managed to get on one straight away

"We were home by 4.30 and I don't think I've ever seen anyone as pleased to see anyone as my mother was to see us

Worst

Gwen Gill

Gwen Gill

2 000 reasons for strikers to fear trespass law

2014/84 RAM (52)
WHEN a law was introduced last year, sharply raising the minimum fine for trespass to R2 000, there were suggestions this would be used against strikers. These seem to have been confirmed.

LABOUR WEEK
BY STEVE FRIEDMAN

Last week, 176 Metal and Allied Workers' Union members at Brits company Auto Cables were arrested after allegedly being fired and ordered to leave the premises.

The Intimidation Act has been used against strikers for some time. Now a blanket ban on outdoor gatherings is also being used

They are likely to be charged with trespass — presumably on the basis that, once fired, they could not remain on company property without permission.

This takes on added significance in the light of rumours that the authorities may scrap the laws making striking a crime.

One immediate effect of the vastly increased fine is that the arrested workers may spend the next two months in prison.

Their case has been remanded to late June and bail set at R100 each — which MAWU is unlikely to raise. Pleas to have the amount reduced were rejected because workers faced a possible R2 000 fine

The arrests are the most dramatic illustration thus far of the way in which the trespass law can be used against strikers — although there have been other labour-related trespass arrests

The incident also highlights the fact that police are increasingly using general security laws, rather than the anti-strike laws in labour law, to act against strikers.

Pick 'n Pay workers 'dismiss themselves'

By Carolyn Dempster, Labour Reporter

The 2 000 striking Pick 'n Pay workers have "dismissed themselves" by not returning to work and stores will start re-employing staff from 8 am tomorrow morning, a senior spokesman for Pick 'n Pay said today

When the striking staff had not returned to work by 9 am today, a letter was drafted to officials of the Commercial Catering and Allied Workers' Union informing them that the striking workers had dismissed themselves, said Mr Gordon Hout, general manager for Pick 'n Pay Johannesburg

"Our present staff will get guaranteed employment should they re-apply for their jobs by 5 pm tomorrow. However, on Friday it will be an open-selection process and first come, first served," he added

Certified letters containing the terms of dismissal have been sent to each of the striking Pick 'n Pay employees and they have been informed when and where they may collect their pay packets

Mr Hout said the situation at the nine supermarkets and two hypermarkets remained unchanged.

"However some of the remaining workers have

been exhorted into joining their colleagues in a show of solidarity. Other than that, the number of staff coming and going has not been sufficient to change the picture significantly," he added.

A union spokesman said Pick 'n Pay supermarket staff in Klerksdorp joined the striking workers late yesterday afternoon, pushing the number of strikers over the 2 000 mark

The meeting between the union and management reached deadlock late yesterday afternoon with neither party budging

Pick 'n Pay offered the staff a 10 percent increase as from April 1. Workers said they accepted the increase but wanted the full 20 percent — including the 10 percent end-of-year increase — backdated to January 1

Mrs Emma Mashinini, general secretary of the union, claimed the personnel director, Mr R de Wet, had said jobs would be kept open for striking staff until Thursday evening

"Nothing was mentioned about re-applying for jobs. We are still waiting for management representatives to come down and read the contents of the letter to the workers gathered in our offices," she added

Workers at Pick 'n Pay stores strike over pay

By STEVEN FRIEDMAN
Labour Correspondent

TWO Pick 'n Pay stores on the Witwatersrand have been hit by strikes over wages — and workers at a third have also rejected their end-of-year increases.

At Pick 'n Pay's Bedfordview store, a group of workers walked off the job on Wednesday after rejecting a 10% end-of-year rise.

A company spokesman, Mr Gordon Hoult, said yesterday workers had been given until 9am today to return, failing which they would have "dismissed themselves".

Thus ultimatum was contained in a letter which most strikers refused to accept. However, Mr Hoult said some had responded to it

by returning.

The Commercial, Catering and Allied Workers' Union (Ccawusa) says about 80% of the store's 150 workers are on strike, but Mr Hoult said only a third took part.

Most of the strikers were shelf-packers, he said. These workers were men who "as bread-winners, feel the economic pinch more keenly".

At the company's Ormonde store, Mr Hoult said, between 40 and 50 workers struck yesterday — also in protest against the 10% rise. Appeals to them to return had failed so far, he said.

At the Florida store, workers have rejected the 10% and demanded a R25 across the

board increase. Mr Hoult said However, they have not downed tools.

At Bedfordview, the company held talks with Ccawusa yesterday, but told it it could not negotiate wages with it until it was recognised by Pick 'n Pay.

Recognition talks between Ccawusa and Pick 'n Pay are due to start soon. Mr Hoult said the wage unrest was "clearly cause for concern". He added, however, that the 10% increase came after an 8%-9% mid-year rise.

"This means workers have received at least 18% this year — well above the inflation rate," he added.

Pick 'n Pay's board had met to discuss the wage question after a recent strike at its

hypermarket in Bedford Park, Vereeniging, and had decided that this was "the most we could afford this year", he said.

The demand for a R25 rise would "almost bankrupt the company", he added. Mr Hoult said Pick 'n Pay was committed to upgrading wages.

Although most workers earned more than R85 a week, the minimum was around R50 and "we believe this is not enough".

The company therefore hoped it could begin negotiating a wage agreement with Ccawusa as soon as the union was recognised, he said.

The decision not to negotiate on wages until the union was recognised was taken "in accordance with the law", he said.



Anatomy of a strike

Jan 84
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By PHILLIP VAN NIEKERK

JUST a few months ago, a senior executive at a chain store whose workers were out on strike wrung his hands in despair and asked, "Why doesn't this happen to Raymond?"

Till last week, labour unrest in the retail industry had largely bypassed Pick 'n Pay. The company's chairman, Mr Raymond Ackerman, is a celebrity figure heading a high profile corporation with a reputation for enlightened labour relations.

But Pick 'n Pay's track record was altered last week by some 2 000 workers who struck at more than 10 Pick 'n Pay outlets on the Reef.

Why did this form of unrest affect a public relations-conscious company where the chairman and his wife make a two-month tour of branches at the end of the year shaking hands and speaking to all their employees?

One management labour expert who followed the strike closely commented: "They still think Raymond Ackerman can fly in and shake a few hands because he's got charisma. Charisma means nothing when it comes to cutting the cake."

And cutting the cake was what the strike was all about.

Workers demanded an immediate 20% increase. Pick 'n Pay's offer was 10% now and 10% in July, the second 10% subsequently being moved forward to April 1.

Workers said the strike was sparked by an internal company video in which Mr Ackerman had informed his staff that they would get a 20% increase.

When they saw their increases were not 20%, they were dissatisfied.

The company denied this.

Mr Rene de Wet, personnel director of Pick 'n Pay, said Mr Ackerman had never mentioned this year's increases during the video.

Whatever the video actually said — and whatever the workers' perception of the video were — they were not satisfied with their increases.

Two factors magnified this discontent.

The first was the image of a highly profitable company able to set up branches in Australia, donate money to charity and sponsor such causes as the Gerrie Coetzee fight.

Pick 'n Pay's public

reputation of being a successful company had not escaped the attention of the workers, who felt they should have a stake in the dividends as well ... certainly before Gerrie Coetzee.

The second factor was that the increases were not negotiated with the Commercial, Catering and Allied Workers' Union (Ccawusa).

Pick 'n Pay workers are regarded as being relatively well looked after, but important decisions — such as wage increases — have been made unilaterally by the company.

This, along with Mr Ackerman's personal concern with his staff, have contributed to an image of paternalism.

One worker interviewed during the strike said: "Pick 'n Pay spends money like peanuts. They give money to white pensioners and open branches in Australia while their own workers are starving."

Another common perception among workers was that the company seemed to be devoting more money to bringing in white than black customers and that they had done nothing for the black community.

Mr De Wet said, however, that the company's policy was to attract customers from all sections of the community.

Money spent on charity and sponsorship, which promote the company's image in the community, were a small proportion of the total budget.

The other factor was that no matter how well the company felt the workers were looked after, the workers did not feel they had obtained the increases themselves but that they had been handed down. The increases have little credibility.

This problem was exacerbated by the fact that many of the workers had not received full 10% increases because the 10% granted was not across the board but taken from the total wage bill.

One labour expert said the problem was that, while the company saw itself as "looking after its people," they had not yet formulated a relationship in which the workers were regarded as equals ... a fundamental principle of the collective bargaining system.

Secondly, the practice

of granting differentiated increases on the basis of subjective productivity measurements was open to abuse.

The suspicion would always be that the workers who carried things to the boss' car during lunch-time would be favoured with higher increases.

"I think they have found that you cannot kill the workers with kindness.

"If the company is prepared to learn from this experience, there is vast potential. If not, it will be a case for the workers that the struggle continues," said the expert.

Mr De Wet conceded that in the past important decisions had been taken unilaterally, though with consultation with the workers' representatives.

He said the company now recognised that there was an inherent conflict between management and workers.

"We were already working on a formal recognition agreement with Ccawusa and we are prepared to alter our wage policy if that is what our employees demand.

"This dispute has merely magnified our belief that agreements with the workers must be negotiated."

Staff unhappy over 10% rise

7 Pick 'n Pay stores on Reef hit by strikes

192 ROM 7/1/84

By STEVEN FRIEDMAN
Labour Correspondent

WAGE unrest hit at least seven Pick 'n Pay stores on the Witwatersrand yesterday — and in Pretoria a union representing the company's workers has also asked for negotiations on workers pay demands.

According to a company representative, Ms Jill Gressack, only two stores were on strike by late yesterday — those at Steeledale, where about 300 workers were on strike, and at Florida, where about 50 struck. Strikers at Bedfordview, Brixton and Ormonde had returned to work, she added.

She said management was holding talks with workers at Blackheath and Randburg, where there had been "rumblings" over wages, but no strikes.

Strikers at Steeledale had been told to return to work by 9am today or face dismissal, she said.

But Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, said eight stores were on strike by yesterday afternoon.

All the stores named by the company were still affected, she said, as was the Benmore store. At all, most black workers had downed tools, she added.

The unrest has been prompted by a 10% end-of-year wage increase.

According to both the company and the union, worker dissatisfaction was prompted by an internal video broadcast in which Pick

'n Pay chairman Mr Raymond Ackerman told workers they would be receiving a 20% increase.

According to the company, Mr Ackerman spelled out that this included a mid-year increase of between 8% and 9% granted by the company, but workers misunderstood this and assumed they were getting 20% at the end of the year.

Mrs Mashinini said workers claimed there had been no mention of the mid-year increase in the video message. "Clearly, Mr Ackerman failed to convey his message with clarity," she said.

She said the company was talking to union shop stewards in an attempt to settle the unrest.

Strike action began at the Bedfordview store on Wednesday and spread to the Ormonde store later. At Bedfordview, workers were given an ultimatum to return this morning or face dismissal.

According to Ms Gressack, senior Pick 'n Pay management visited the stores yesterday to "resolve grievances and clarify the misunderstanding arising out of the video broadcast." At both Steeledale and Florida, the company would meet union officials today, she said.

Meanwhile, the general secretary of the National General Workers' Union, Mr Donsie Kumalo, has met Pick 'n Pay officials to discuss worker dissatisfaction at nine hypermarkets and stores in the Northern Transvaal about the wage increase.

1,000 on
strike at
4 branches
of store

By Carolyn Dempster,
Labour Reporter

A total of at least 1 000 workers were still out on strike at four Pick 'n Pay stores in the Johannesburg area this morning

The personnel director for the group, Mr Rene de Wet confirmed that staff had not turned up for work at the Norwood and Steeledale hypermarkets and employees at the Florida and Brixton supermarkets had refused to start work

"The operation of the stores has not been unduly affected. We are using casual people, relatives and some members of staff who do not want to get involved," he said

Management is holding meetings with Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, later today in an attempt to resolve the issue

A union spokesman said many workers were unhappy with the 10 per cent end-of-year raise in December and wanted the union to negotiate higher wages

VIDEO

An in-house video transmission by Pick 'n Pay chairman Mr Raymond Ackerman led workers to believe they would receive a 20 per cent increase at the end of the year

The misunderstanding, a spokesman said, occurred because Mr Ackerman had coupled the mid-year and end-of-year increases in his statement

The strikes are the latest in a series of stoppages which began last week at the Bedfordview Pick 'n Pay when 50 workers left the store and demanded immediate increases and that management should negotiate these with CCAWUSA

As the union is not recognised by Pick 'n Pay, management refused and told strikers to either return or sever their contracts

The workers, who represented a third of the Bedfordview workforce, returned but dissatisfaction with the 10 per cent increase was widespread

Staff at other stores demanded to speak to senior management personnel, either stopped work for a few hours or went out on strike in earnest

By Friday seven stores had been affected

Pick 'n Pay workers begin trickling back

By Carolyn Dempster, Labour Reporter

Striking Pick 'n Pay workers were trickling back to their jobs today but most had remained steadfast, a spokesman for the supermarket chainstore said.

"The situation is in a state of flux with one or two workers reapplying for jobs at some stores and as many as 10 returning at others," said Mr Gordon Hout, general manager for Pick 'n Pay Johannesburg.

"Shop stewards from the union have been going from store to store to persuade the staff to join their colleagues in a show of solidarity, but quite a few of our workers have refused," he said.

Until midday today there were still more than 1 000 workers on strike at 11 outlets in the Witwatersrand area, despite a letter from management informing workers that they had "dismissed themselves" by breaking contracts.

The strikers, all members of the Commercial, Catering and Allied Workers' Union, have up until 5 pm today to reapply for jobs. From tomorrow new recruits will be taken on.

At a meeting at the union's offices in Khotso House, Johannesburg, yesterday, the workers refused to allow two management spokesmen to address them. They demanded that Mr Raymond Ackerman, the Pick 'n Pay chairman, address them and reveal why the company could not afford an immediate 10 percent wage increase.

Mr Hout said that Mr Ackerman was on a business trip to Switzerland, so the demand of the workers was "something we simply cannot comply with".

Most strikers believe that Mr Ackerman is still in South Africa but has refused to talk to them.

STRIKES Hyper trouble

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Last year witnessed a marked decline in the number of strikes. But observers have taken pains to point out that wage disputes could become a larger cause of worker action as the economy recovers. The strike involving members of the Commercial Catering and Allied Workers Union of SA (Ccawusa) at the profitable Pick 'n Pay (P 'n P) chain appears to confirm this.

The numbers involved and the widespread nature of the strike — involving workers from stores throughout the Transvaal — is an important illustration of an increasing ability of workers to mobilise support in conflict situations.

Wages, which are set each year by management, are central to the issue. Discontent about pay became apparent in mid-December when employees at P 'n P's Bedfordview Hypermarket staged a strike.

Financial Mail January 13 1984

According to Ccawusa General Secretary Emma Mashinini, a video featuring P 'n P chairman Raymond Ackerman was screened to workers last year in which he said that a 20% wage increase would become effective from January 1. P 'n P management denies this.

Conflict

Mashinini says that when work resumed in the new year employees were told that the increase would be staggered 10% in January and a further 10% in July. This sparked the conflict which began at P 'n P's Bedfordview branch on Wednesday last week.

Since then the strike has spread. Union estimates put the number of employees on strike at 2 000 in 17 outlets. P 'n P personnel director, René de Wet, says the figure is somewhat lower — around 1 600 in 14 outlets.

In negotiations between the union and management, P 'n P's offer to bring the timing of the second 10% increase forward to April was rejected by the workers. At the time the *FM* went to press, the union was awaiting a letter from the company reaffirming the April wage increase offer and setting a deadline for the strikers to return to work by midweek or face dismissal. In the interim the stores are being run with casual labour.

The question of the union's recognition by management, although not part of the current dispute, appears to be a significant background factor. Ccawusa and P 'n P have had a relationship since 1977 but have not signed a formal recognition agreement. At the end of last year the stage was set for recognition negotiations in the new year.

1 600 workers out in Pick 'n Pay strike

By STEVEN FRIEDMAN
Labour Correspondent

THE wage strikes which have hit chainstore Pick 'n Pay over the past week escalated dramatically yesterday as at least 1 600 workers at two hypermarkets and seven stores stopped work

Strikers gathered at the Johannesburg offices of the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday. A Pick 'n Pay management team was locked in talks at Ccawusa's offices for much of yesterday with a negotiating team elected by the workers.

By late yesterday afternoon, however, there was no sign of a settlement as workers rejected a new offer made by the company.

According to Ccawusa, at least 1 800 strikers from 17 stores — most in Johannesburg but including stores at Carletonville, Krugerdp, Florida and Wit-

poortjie — gathered at the offices yesterday.

However, a Pick 'n Pay spokesman, Mr Rene de Wet, said two hypermarkets — at Norwood and Steeldale — and seven stores were affected. He estimated that about 1 600 workers were involved.

The dispute began with a strike at the company's Bedfordview store early last week. Workers at other stores have been on strike for varying periods since then.

Yesterday, however, saw the sharpest escalation of the dispute thus far.

The strikes have been prompted by a video broadcast to workers by Pick 'n Pay chairman, Mr Raymond Ackerman, in which he said workers would receive a 20% pay rise.

According to the company, Mr Ackerman had made it clear that this would consist of a 10% rise in January and a further 10% in July. However, workers claim this was not spelt out and they are

demanding the full 20% now.

At yesterday's meeting, the company offered to bring the July rise forward to April. They left the meeting and worker leaders put this to workers.

The union's general secretary, Mrs Emma Mashini, said later that workers had rejected this offer and that the strike was likely to continue today.

Mr De Wet confirmed yesterday that this offer had been made and added that the company was "taking a flexible attitude" towards the strike.

"We do not want to dismiss workers and have not so far threatened to do so. We are seeking an amicable solution to the problem," he said.

He said the company was "coping" with running the stores during the strike and added "There has been no loss of sales or problems in serving consumers yet. But there is a cost in terms of relations within the company and we are seeking a solution."

11 Pick 'n Pay outlets hit by strike

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By Carolyn Dempster,
Labour Reporter

The spreading strike by Pick 'n Pay staff has brought out 1 600 at 11 of the chain store's outlets in the Witwatersrand area

Supermarkets as far afield as Witpoortjie in Roodepoort and in Krugersdorp and Carletonville were affected by the strike, with staff at Norwood and Steeledale hypermarkets refusing to return to work

While management met representatives from the Commercial, Catering and Allied Workers' Union in an attempt to resolve the wage dispute, a crowd of 1 500 strikers gathered in and outside Khotso House in Johannesburg to hear what the senior Pick 'n Pay personnel had to say

A Pick 'n Pay spokesman, Mr Gordon Hoult, said workers were dissa-

tified with their 10 per cent end-of-year increase and were demanding an additional 10 per cent rise.

The union then made a counter-offer, suggesting that workers would forgo their mid-year increase in July if they received the increase now

Management has offered, in light of this, to bring the July increase forward to be made effective from April 1.

Mrs Emma Mashini, general secretary of Ccawusa, said workers had demanded the increases immediately and not in April. She added the union would be meeting management again today to attempt to resolve the dispute

"The workers feel very strongly that they have compromised enough

STILL OPEN

"They do not think that management cannot afford a further increase and they have indicated they will not return to work until the matter has been negotiated," she said

Stores which have been partially or completely denuded of staff because of the strike are still open, but are not functioning at their best, Mr Hoult said

Casual workers and relatives are being used

Stores affected so far also include Bedfordview, Florida, Bramley and Ormonde

~~129~~ 31 152
1600 store room
workers still
out on strike 11/1/84

BETWEEN 1 600 and 2 000 Pick 'n Pay workers were still on strike yesterday after more than 1 000 stopped work on Monday, spokesmen for the company and the Commercial Catering and Allied Workers' Union (CCAWUSA) confirmed

The workers, who said they were led to believe they would get 20% pay increases, went on strike when they received 10%

Management said it had offered to bring forward July increases to April in negotiations on Monday afternoon. This offer was rejected by CCAWUSA officials

The general secretary of CCAWUSA, Mrs Emma Mashinini, said more workers joined the strike yesterday and estimated that about 2 000 were out on strike. Mr Rene de Wet, the Pick 'n Pay personnel manager, put the figure at about 1 600

Mrs Mashinini said the workers wanted a 20% increase, effective immediately, and were prepared to

waive July increases

The workers claim the chairman of the company, Mr Raymond Ackerman, led them to understand they would receive a 20% pay increase when he appeared on SABC-TV recently

Meanwhile, the managing director of African Cables, Mr P Muller, said about 20% of the day shift had arrived for work at the Vereeniging plant yesterday after a walk out by 1 000 workers on Monday

Members of the Engineering and Allied Workers' Union downed tools after demanding that management meet them to hear their grievances

Police were called in when they refused to disperse

Mr Muller said the men who arrived for work had signed an agreement that they would not take part in illegal strike activities

"Of the 550 workers who are on the day shift about 110 signed the form and are back at work today," Mr Muller said — Sapa

ROOM 13/1/84

Pick 'n Pay workers decide to end Reef strike

By PHILLIP VAN NIEKERK

MORE than 1 700 Pick 'n Pay workers have elected to end their four-day strike and will be returning to work today

The workers made their decision after a stormy two-and-a-half hour meeting at the offices of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) yesterday afternoon

Their decision to go back in unity came half-an-hour after the expiry of a company return-to-work deadline. Few workers heeded management's ultimatum to return to work by 5pm yesterday or be fired

Pick 'n Pay spokesmen were unavailable for comment last night but union spokesmen said they did not

believe management would dismiss workers who returned to work today

Mrs Emma Mashinini, the general secretary of CCAWUSA, said workers had changed their minds about going back after management had offered to meet two of their conditions

At a meeting with union officials and shop stewards yesterday, two senior Pick 'n Pay executives reaffirmed the company's offer not to victimise striking workers who returned to their jobs

And Mr Rene de Wet, Pick 'n Pay's personnel director, agreed to convey to the company's board of directors a worker request that the board would consider improving the 10% increase due in April should company profits for the year ending Feb-

ruary 1984 be above expectations

Most of the workers have been on strike since Monday. They demanded an immediate 20% increase which they were believed was due from the beginning of January

At yesterday's meeting there were divisions between those workers who accepted management's offer and those who insisted that they should stay out until the 20% pay rise was met

It was clear, however, that as the majority of strikers favoured a return to work, all the workers would return to avoid division

Mrs Mashinini said last night that the most important aspect of the strike was that workers had gone out in unity and were going back in unity

150 strike at Airport Hotel

152 Labour Reporter

Star 10/1/84

About 150 Southern Suns employees went on a brief strike at the hotel chain's Airport Hotel yesterday

The workers, all of whom belong to the Commercial, Catering and Allied Workers' Union (Ccaawusa), complained of long working shifts, having to wait for a couple of hours in between shifts, and of having to sleep in an area near the dustbins because few rest facilities were provided

The workers went on strike yesterday morning and returned to work in the afternoon

Management called Ccaawusa to inform it that the workers were out on strike and, according to general secretary Mrs Emma Mashinini, offered to discuss the grievances

"We attended to the grievances surrounding the working conditions and the workers went back in the afternoon," she said

Grievances over salary would be discussed at a later date in negotiations with management, added Mrs Mashinini. The union is currently also negotiating a recognition agreement with Southern Suns

Miss Gillian Goldman, Southern Suns group public relations manager, described the strike as a "small dispute which should not be blown out of proportion"

She declined to comment on the causes of the strike, saying only that grievances were being resolved

Miss Goldman was also not prepared to discuss salary negotiations with the Press

(152)
400 miss
20M
company
11/11/84
deadline

Mall Reporter

MORE than 400 day-shift workers at the African Cables plant in Vereeniging did not return to work yesterday after striking on Monday — missing an ultimatum that means they have “dismissed themselves”

It was not clear late yesterday if a further 500 night-shift workers, due to come on at 7pm, would do the same. The company's managing director, Mr P Muller, said a large proportion of the workforce were absent on Friday. They reported on Monday, but refused to work.

Mr Muller had addressed them in the presence of police — after the workers had refused to elect spokesmen, had demanded to speak to the managing director, and had refused to disperse. After the police were brought in, the workers dispersed.

Mr Muller said he had told the workers they should sign an agreement. Failing this, they would lose their jobs. About 80% of the day shift refused to sign yesterday. Mr Muller said he had no idea of what their grievances were.

Strike by Durban Post Office workers

S. Post 11/1/84

DURBAN — More than 100 employees at the Central Post Office went on strike today

The organiser of the National Post Office and Allied Workers' Union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day week

- They were forced to take time off in the middle of the month instead of at the end

- No liaison structures existed between management and workers

Durban's Postmaster, Mr P Noeth, would not comment on the stoppage

He referred inquiries to the Post Office's public relations officer, Mr Tom Calitz, who was not available for comment — Sapa

Union organiser arrested in Brits

star
~~11/11/84~~
~~11/11/84~~
Labour Reporter (152)

A union organiser and a member of the Metal and Allied Workers Union were arrested by Security Police and charged with trespassing at a Brits factory yesterday morning after trying to persuade striking workers to return to their jobs, says a union spokesman

Mawu has accused the South African Police of blatant interference in labour affairs

A union organiser, Mr David Modimoeng, claimed he had been given access to RAH Products to address workers who had gone on strike on Monday over the dismissal of Mr Edward Mokgatloane

Security policemen watched while the company representative signed off Mr Mokgatloane, and asked whether Mr Modimoeng had permission to be on the premises. The management representative allegedly said he had not

Police have been asked for comment

The strike, accompanied by a strong police presence, is the second in the Brits area in a week

About 450 workers at the Rako metal plant went on strike last week over the dismissal of a colleague, but returned on Monday when he was temporarily reinstated pending an inquiry

152 J 129 X 268
12/1/84
PO workers
go on strike

DURBAN — More than 100 employees at the Durban central post office went on strike yesterday in protest against their working conditions

Soon after the stoppage, workers quietly waited at one of the post office entrances in Pine Street.

The organiser of the National Post Office and Allied Workers' union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances to which management had promised to respond. These were

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day work

- They alleged that management had forbidden them to take holidays at the end of the month and forced them to take time off in the middle of the month.

- No liaison structures existed between management and workers

Durban's postmaster, Mr P. Noeth, would not comment.

Meanwhile, in Johannesburg a strike by Pick 'n Pay staff entered its third day yesterday with between 1 600 and 2 000 workers out, a Pick 'n Pay spokesman said.

He said talks were held yesterday with the Commercial Catering and Allied Workers' Union of South Africa but ended in a "stalemate"

— SAPA

189 (343) 266 (152) 1/10A
12/11/84

700 are sacked

Soweto
ABOUT 700 striking members of the Engineering and Allied Workers' Union employed by African Cables Company in Vereeniging were yesterday dismissed by the company.

This was confirmed by the company's managing director, Mr P Muller, who said that the company would start recruiting new workers from today.

Meanwhile, the Police Directorate in Pretoria yesterday confirmed that eight people were arrested — two for illegal trading and six for pass offences — near the company premises, while union officials claim that 50 members are believed to have been detained. This claim has not been confirmed.

Mr Muller has also denied reports that workers chanted freedom songs and shouted black power slogans on the premises while the union has condemned the police involvement in the labour dispute.

In another labour dis-

By JOSHUA RABOROKO

pute, about 500 Soweto Council employees have complained of assault, being pointed at with a firearm and being called kaffirs by their white supervisors while on duty.

During an emotion-charged meeting at Zondi, the workers, mostly street cleaners and refuse removers, demanded that the supervisors be replaced with blacks. The council is to investigate the allegations.

Between 1 600 and 2 000 members of the Commercial Catering and Allied Workers' Union (Ccawusa) em-

ployed at Pick 'n Pay were still on strike by late yesterday after rejecting management's new offer.

Meanwhile, more than 100 workers at the Durban Central Post Office went on strike yesterday in protest against their working conditions. After their stoppage, workers quietly waited at one of the post office entrances in Pine Street.

In Newcastle about 300 workers, members of the Textile and Allied Workers' Union went on strike in protest against the dismissal of a shop steward. Management said the workers had been dismissed.

Dismissal of 7 workers brings 1 500 out on strike

By Carolyn Dempster,
Labour Reporter

The dismissal of seven workers at Impala Platinum Refinery in Springs today brought 1 500 black employees out on strike

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said the seven had been dismissed after requesting the transfer of a white supervisor

The workers claimed

12/1/84
that the supervisor had referred to them in a derogatory fashion. When they asked that the man be transferred they were fired instead

Most of the refinery's workforce came out on strike today in support of their dismissed colleagues and, according to the union, are demanding the reinstatement of the seven and the immediate transfer of the supervisor

Mr Ramaphosa said the mine refinery management had refused to speak to the union about the matter

The acting manager of the refinery, Mr H J O'Keese, referred The Star to Impala's general manager, Mr R C Bovell, who was not available for comment

It is not known if production will be affected by the strike

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Impala strikers still out

By PHILLIP VAN NIEKERK

THE strike by about 1400 workers at the Impala Platinum Refineries in Springs has developed into a crucial trial of strength following the collapse of talks between worker representatives and management late yesterday.

Management has warned workers they would be fired if they did not return by their next shift.

But spokesmen for the National Union of Mineworkers (NUM) have said the workers would not return until their demands were met. They believed it would take two days for shortages to develop at the refinery.

The workers have insisted the seven be reinstated before they return, while the company has demanded the workers return before it reconsiders the dismissals.

The seven were fired for refusing to work after they were allegedly assaulted and verbally abused by white supervisors.

Mr R C Bovell, manager & director of Impala, said an inquiry into the workers' complaints had not "conclusively" proved the allegations. One supervisor, however, had been severely reprimanded.

The seven were dismissed after refusing to accept this outcome.

This was the first major strike by NUM members since they were recognised by the Chamber of Mines in June last year.

The NUM is in the process of negotiating a recognition agreement with the company.

~~152~~ 152 ~~173~~

5 000 lead first legal national strike by blacks

16/11/84
Staff Reporter

ABOUT 5 000 workers at the AECI explosives plant at Modderfontein are set to strike today, joining colleagues round the country in the first legal nationwide strike by black workers

A further 1 000 are due to go out at the AECI plant in Somerset West tomorrow, while AECI's Durban workers will hold a report-back meeting with management tomorrow

The workers are members of the SA Chemical Workers' Union (Sacwu), which has reached deadlock in its dispute with the company over wages

According to a Sacwu spokesman, 3 200 workers voted unanimously in favour of striking in a ballot at Modderfontein on Friday. He expected all 5 000 workers at the plant to support the strike

A strike ballot was held in Somerset West on Friday and in Durban on Wednesday. The

Durban plant also has a strong SA Allied Workers Union (Saawu) membership. Saawu, unregistered and not a party to the Industrial Council, has expressed its full support for Sacwu

The AECI plant in Sasolburg is not covered by the Industrial Council and Sacwu lawyers are looking into the legality of Sasolburg workers joining the strike

The decision to strike comes more than 30 days after Sacwu declared a dispute with the company over wages, long service allowance and leave

This is the minimum period provided for in the Labour Relations Act before workers can strike legally

The union spokesman said workers had reached a compromise with the company over allowances and leave but had failed to agree on wages

A spokesman for the company said AECI would wait to see what happened

NUM strength put to test in refinery strike

~~IF LAST WEEK WAS ANY INDICATION THIS IS GOING TO BE A TORRID YEAR FOR LABOUR RELATIONS~~

In three Transvaal strikes alone about 4 500 workers came out with almost half of them being fired — evidence that employer militancy is matching worker militancy.

With approximately 2 000 workers back at their Pick 'n Pay jobs, and about 700 from African Cables in Vereeniging now out of work, Impala Platinum Refinery's strike has the most significance.

This is the first major test of shopfloor strength of the black National Union of Mineworkers (NUM) and the first big strike in the mining industry since the unrest of July 1982.

The NUM claims a membership of 55 000 but this has been viewed with some scepticism as a paper figure. Also, the NUM has a reputation for fighting legal struggles but has not contested a shopfloor battle.

The strike, apparently sparked by the dismissal of seven workers for allegedly refusing to work after being verbally abused and as-

LABOUR WRECK BY PHILIP VAN NIEKERK

saulted, came in the midst of recognition talks between the NUM and the company.

It would have been the first recognition agreement between a company owned by Gencor, seen as one of the more conservative mining houses, and a black trade union.

For both parties the strike is a crucial trial of strength. Over the weekend the company sacked more than 1 000 workers who refused to work after talks between management and the union broke down on Friday.

It is worth noting that support for the strike was virtually 100%.

The question now is whether Impala Platinum Refinery, having dismissed its entire black workforce, can meet supplies to customers.

Management has conceded that production could be badly affected. If its stockpile is not adequate it could be in trouble. The Impala refinery shares the platinum

market with Rustenburg Platinum and there is, on the surface anyway, strong competition between the two.

Cape Times 16/1/84 (152)

Chemical workers set for nationwide strike

Own Correspondent

JOHANNESBURG — About 5 000 workers at the AECI explosives plant at Modderfontein are set to go out today in the beginnings of the country's first nationwide legal strike among black workers

A further 1 000 are due to go out at the AECI plant in Somerset West on Tuesday while AECI's Durban workers are still to hold a report-back meeting with management on Tuesday

The workers are members of the Cusa-affiliated South African Chemical Workers' Union (Sacwu), which has reached deadlock in its dispute with the company over wages

In favour of striking

A strike ballot was held at Modderfontein on Friday. According to a spokesman for Sacwu, 3 200 workers voted unanimously in favour of striking, but he expected all 5 000 workers at the plant to support the strike

The other 1 800 did not vote because they were not union members or were not on shift at the time

A strike ballot was held in Somerset West on Friday and in Durban which also has strong South African Allied Workers' Union (Saawu) membership, on Wednesday

Saawu, which is unregistered and not a party to the Industrial Council, has expressed its full support for Sacwu in the negotiations

The AECI plant in Sasolburg is not covered by the industrial council and Sacwu's lawyers are currently looking into the legality of them striking as well

The decision to strike comes more than 30 days after Sacwu declared a dispute with the company on December 9 over wages, long service allowance and leave

Thirty days is the minimum period provided for in the Labour Relations Act before workers can strike legally after a dispute is declared in writing

The last legal strike, and the second among black workers in the country's history, was by members of the National Union of Textile Workers at Natal Thread in June last year

Then the strike was restricted to one plant in Natal and took the form of an overtime ban

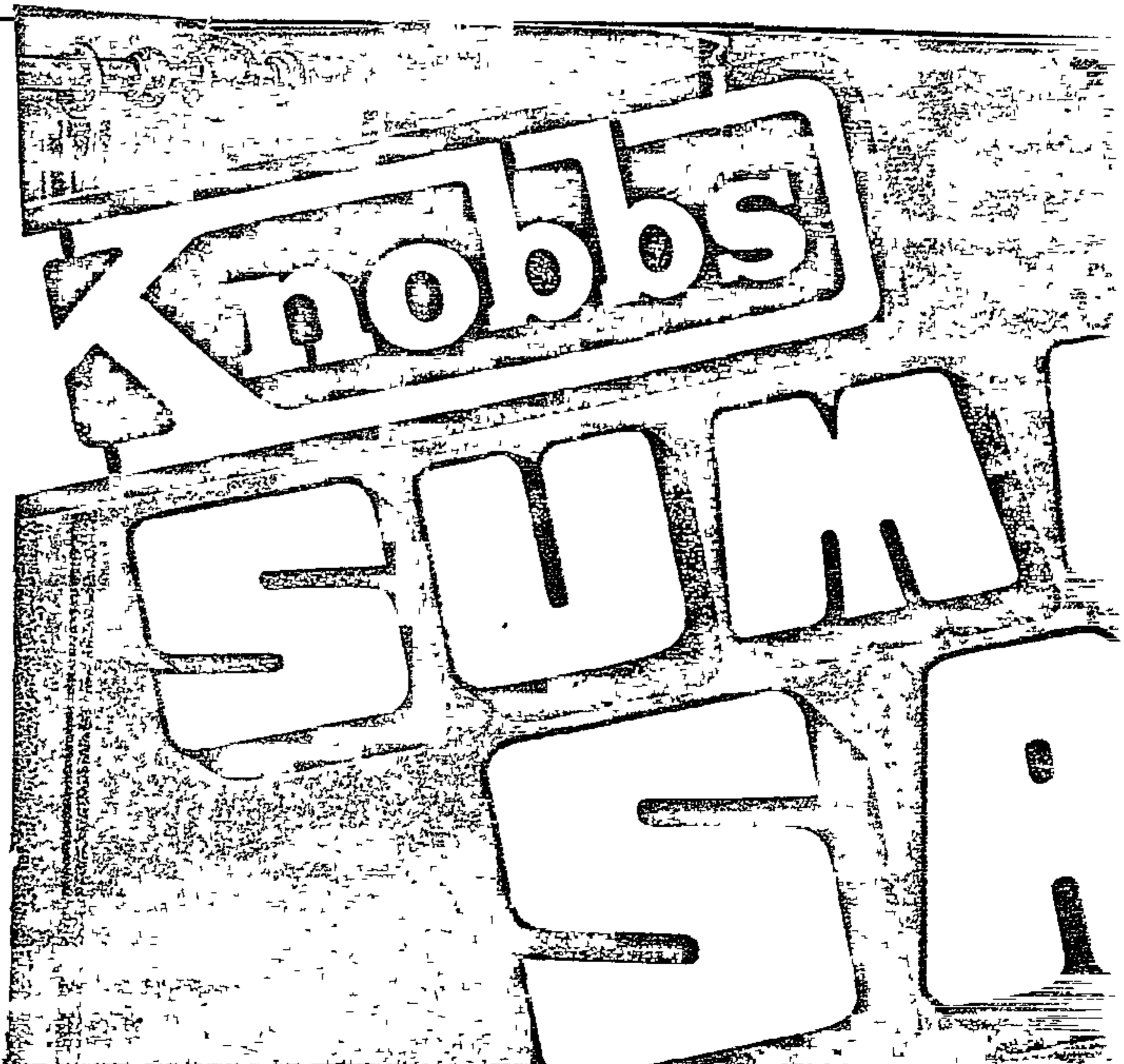
Reached a compromise

The union spokesman said they had reached a compromise with the company over allowances and leave, but after three meetings of the Industrial Council conciliation board had failed to agree on wages

Management's final offer is a minimum of R370 a month, while the union is demanding R400 a month

A spokesman for the company said last night that they were waiting for the event to happen and would not comment further

ating and often mas-
ful trumpet of special DEP



ABOUT 1 500 miners at Impala Platinum Refinery near Springs yesterday entered their fourth day on strike over the sacking of seven colleagues, being called "kaffirs" and over working conditions.

The strike has developed into a crucial trial of strength following a deadlock between the National Union of Mineworkers (Mun) and the company representatives at the weekend

Meanwhile about 800 miners at Riet-spruit near Witbank staged a two-hour stoppage in sympathy with two colleagues who died at the coal mine last Monday. An official inquiry is to be held into the accident, according to a company's spokesman yesterday

This is the second stoppage of its kind by

Miners still out on strike

16/1/84
Thousands of miners downed tools for half-an-hour last September following the death of 67 colleagues in the Hlobane disaster.

Num's general secretary, Mr Cyril Ramaphosa, told The SOWETAN that during the two-hour stoppage the workers had gone to the deceased's homes where they held an emotion-charged prayer service and paid tribute to them

The incident ended peacefully and the workers went back to work after the service, according to Mr Ramaphosa

By Carolyn Dempster,
Labour Reporter

Production at AECI's Modderfontein explosives plant came to a halt yesterday when 5 000 workers did not turn up for the morning shift — beginning the first national legal strike by black workers in South Africa

Today, about 3 000 workers at AECI's explosives factories in Somerset West and in the Natal Midlands joined their Transvaal colleagues, while 446 workers at AECI's Umbogintwini factory will go out tomorrow.

The organiser behind the nationwide industrial action is the SA Chemical Workers Union (Sacwu), an affiliate of the Council of Unions of South Africa

"The workers will remain on strike for as long as it takes management to accede to their demands," a Sacwu spokesman said

While the action may not affect production at AECI in the short term, the long-term impact could be devastating. The question that has to be asked is how did AECI reach the point where a national legal strike became a possibility?

There are three issues at the heart of the dispute between the workers and management

- Sacwu demanded R400 a month for the lowest-paid worker at AECI, an increase amounting to R65 a month. Management's final offer was R363 a month from January 1, a raise which has already been implemented

- AECI employees get two weeks' leave a year. The union demanded that be increased to three weeks to give contract workers time to renew their permits and see their families. Management offered an extra day.

- Long-service allowances are presently based on the graded salary structures A

First black national legal strike starts

152
SFA
142
183
17/1/84

request by the union for black and white workers to be placed on an equal long-service allowance footing was turned down by management

After nearly three months of discussion, negotiations between the two parties deadlocked early in December

Modderfontein, Somerset West and Umbogintwini all fall under the Industrial Council. Following the legal procedures set out by the IC, the requisite three meetings were held, on January 12 and 13 in an attempt to resolve the dispute. The meetings failed

In the case of the Midlands factory, which does not fall under the Industrial Council, the union applied to the Department of Manpower to appoint a conciliation board in terms of the Labour Relations Act. However, the board was appointed after the set 30-day period had elapsed, opening the way for a legal strike at the Midlands factory as well

The South African Allied Workers Union, which represents a high percentage of workers at the explosives factories in Natal and negotiated the wage increases jointly with Sacwu, has given its full support to the strike. However, it is not known whether SAAWU members will also down tools as the union did not declare an official dispute with AECI

Thousands out on strike ^{12/1/82}

Several strikes involving thousands of workers have erupted on the Witwatersrand and in Pretoria, Sasolburg and Somerset West.

About 1 800 workers at Sasolburg's AECI Midland plant and 755 workers at Somerset West's AECI explosives factory today downed tools to join about 5 000 workers at the Modderfontein plant near Johannesburg who went on strike on Monday.

Regarded as one of the first legal nationwide strikes by South African blacks, the strike is over a demand by the South African Chemical Workers' Union (SACWU) for a minimum monthly wage of R400.

AECI has offered R370
At Rosslyn, Pretoria, 1 500 workers

refused to enter the workshop of the BMW Motor Manufacturing plant today after a pay dispute

Mr Pierre de la Rey, communications manager of BMW, said the plant had been closed and production would not resume until employees were prepared to work again

Mr de la Rey said management thought the workers were unhappy about a 10 c an hour across-the-board increase which came into effect this week

A spokesman for the National Automobile and Allied Workers' Union said a meeting to negotiate pay increases was held with the BMW management yesterday

A further meeting was held today

● See Page 11, World section.

AECI ^{AGG 5}
^{17/1/84}
strike
spreads
to Cape

Staff Reporter

A TOTAL of 755 workers at the AECI explosives factory at Somerset West went on strike today, a company spokesman has confirmed

They joined about 5 000 workers at the Modderfontein factory near Johannesburg who went on strike yesterday and about 1 800 workers at AECI's Midland plant at Sasolburg, who also went on strike today

AECI's Umbogintwini plant in Natal has not yet been affected, the company spokesman said

The strike is regarded the first legal nationwide strike by blacks in this country after workers took a strike ballot under the Labour Relations Act

BMW PLANT

Meanwhile, at BMW's motor manufacturing plant in Rosslyn, Pretoria, 1 500 workers refused to enter the workshop today

The communications manager of BMW, Mr Pierre de la Rey, said about 1 500 workers gathered in a service road between the factory buildings and refused to go in

Mr de la Rey said the management believed the workers were unhappy about the 10c an hour across-the-board wage increase that came into effect this week

The AECI workers are demanding a minimum monthly salary of R400

AECI offered R363,47 with an increase of R7 from July 1 if the offer were accepted

New tax Act sparks black labour unrest

By Carolyn Dempster,
Labour Reporter

The imminent introduction of the new Income Tax Act, which will be applied to black employees for the first time, was one of the major grievances among workers who went on strike at a Durban rubber company yesterday

More than 400 workers at the Wayne Rubber

Company downed tools over wage grievances and the looming implementation of the Act on March 1

The workers, all members of the South African Allied Workers Union (SAAWU) demanded a six percent increase over and above the six percent rise the company granted them from January 1. And they are refusing to allow

any tax deductions to be made from their pay packets when the new Act comes into effect

Mr Sam Kikine, general secretary of SAAWU, said employers had been preparing to implement the legislation by asking workers for personal details such as age, address and birth certificate, since the beginning of December

AECI walkout could herald national strike

By PHILLIP VAN NIEKERK

ABOUT 5 000 workers at the AECI explosives plant in Modderfontein went out on strike yesterday in the beginning of what could be the first-ever nationwide legal strike.

The workers, most of them members of the South African Chemical Workers' Union, are striking over wages, the issue over which they have been in dispute with the company since December 9

According to a spokesman for the union they were due to be joined today by more than 1 000 workers at the company's Somerset West plant, which would turn the strike into the first-ever nationwide stoppage

Union officials will today be informing workers at AECI's Umbogintwini plant in Natal of the company's final wage offer — and depending on the offer there could be a strike at this factory as well.

All was quiet at the AECI compound in Modderfontein yesterday and there were no reported incidents or signs of a police presence

A union spokesman reported that buses

were ferrying scab labour from Tembisa into the factory, and appealed to the community not to break the strike

Mr Robbie Vermont, AECI's public relations officer, said however he had no knowledge of this happening

The strike was virtually 100% effective and only workers in the hospital and hostel kitchen and security guards reported for work. The guards are prohibited from striking in

terms of the Key Points Act

Mr Vermont said the company was investigating whether the strike was in fact illegal because explosives were a strategic industry

A union spokesman, however, denied that it could be illegal

The union declared a dispute with the company more than 30 days ago and three meetings of the conciliation board have failed to resolve it

Two other issues that led to the dispute — allowances and leave — were settled at the conciliation board meetings

Mr Vermont said he did not anticipate that production would be affected in the short term

RPM 18/11/84
**Colliery workers strike
over colleague's suspension**

Mail Reporter

BETWEEN 500 and 800 workers at the Rietspruit colliery near Springs, most of them members of the National Union of Mineworkers (NUM), walked off the job yesterday morning after disciplinary action was taken against a colleague

The worker was among those who took part in a pre-planned stoppage on Friday in sympathy with two workers who died in an accident at the mine last week

A NUM spokesman said the worker was suspended after being involved in a row with the production manager over the stoppage

The workers returned after it was agreed the case would be reconsidered

The suspended worker was subsequently reinstated, a spokesman for the company said

The stoppage took place during an inquiry into the deaths

● In a separate dispute, about 1 400 dismissed workers at Impala Platinum Refinery near Springs have been collecting their pay and returning home

The workers, all members of the NUM, were fired after striking in sympathy with seven dismissed colleagues

The company fired the workers in spite of a last-minute compromise by the union under which the workers would have returned while the cases of the seven were investigated



Explosives firm stays mum on national strike

By Carolyn Dempster,
Labour Reporter

As the legal strike by 8 650 employees at four major explosives factories entered its third day today, AECI management steadfastly refused to issue any official response to the industrial action

AECI public relations manager Mr Rob Vermont said he would make no comment other than stating that 750 workers at the Somerset West factory and 1 900 employees at the Midlands factory had joined the 5 000 striking workers at the Modderfontein plant in Johannesburg. Another 1 000 workers at the Umbogintwini factory in Natal joined the strike this morning

JOINT STATEMENTS

Mr Vermont said an agreement reached with the SA Chemical Workers' Union meant that all company statements had to be issued jointly with the union

'Even if the union does not adhere to the agreement, we are abiding by it' he said

The strike centres on wage, long-service allowance and leave grievances. Negotiations between the union and AECI management deadlocked after three months of talks last December

Aircraft repairer did not meet regulations

Pretoria Correspondent

A man who repaired an aircraft, which later crashed killing two people, admitted that he had not complied with manual regulations for the repairs

At an inquiry on the Champion 7Gc Aa Zs-Jul which crashed last September 1 killing the pilot, Captain Rolfe Borchers (40), and a passenger, Captain J C Mathews, Mr E W Ferreira said that he had not complied with four regulations in the Ceconite Manual

In the early months of 1982 he was asked to completely recover the aircraft using Ceconite, a type of fabric approved by the authorities

Regulations stated that there should be fabric overlap, taping, rib-stitching a certain cord and double-loop knots

When the evidence of Mr B P K Jordaan, stating that "the fabric had only been pasted to the left wing and not overlapped and taped according to regulations" was quoted to Mr Ferreira by the Department of Transport's legal adviser Mr P L Erasmus, Mr Ferreira

agreed that this was the case

Mr Ferreira believed the work he had done and certificated was "good and proper" and he had never had a "comeback" from four aircraft he had covered in the same way

"Even though the fabric was not put on as specified, you consider your work good and proper?" the chairman of the board, Mr C H Oberholzer, queried

Mr Jordaan said that there was evidence that the "upper fabric covering on the left-hand wing had become detached in flight"

Mr Peter Golish said that he saw the aircraft dive and fly up as if it was going to do an aerobatic manoeuvre

As it reached its height, it went into a slightly backward position and went into a spin. At the first turn I heard a sound like a parachute opening

'After that, as it spiralled to the ground, I heard a sound like a sheet or flag fluttering in the wind'

The board of inquiry will submit its findings to the Minister of Transport

Gillooly's Farm set to be sold

By Colleen Ryan,
Municipal Reporter

The popular picnic resort Gillooly's Farm, is likely to be sold to the Bedfordview Village Council for R300 000

The 44 ha park, situated on prime land in Bedfordview, was the scene of violence last December when a crowd of 25 000 packed the resort on the Day of the Vow

Gillooly's Farm is owned by the Johannesburg City Council, but the council is anxious to rid itself of the responsibility of controlling a park that is situated in another municipality

Last year the Bedfordview council offered to buy the park for R300 000

The chairman of the Johannesburg city council management committee, Mr Francois Oberholzer, said the park would be sold providing Bedfordview agreed to maintain it as a recreation area and preserve the dam

The management com-

All fired up over a bedroom

West Rand Bureau

Two people who get hot under the collar if you mention lighters or matches are a Roodepoort couple whose children have set fire

The Roodepoort fire brigade managed to save their house on Sunday after Jacques Els (2) set fire to the bedroom with a light-

Jacques's brother Johan (4) started a similar fire 16 months ago

Jacques continues to be fascinated by fire

vazeeer

ago Mrs Hillbrow (13), living on a young- taken up his car- by three street ur-

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(152) (1983) (1984)
BMW workers down tools

ROM Mail Reporter 8/1/84
ABOUT 1500 workers at
BMW's Rosslyn plant near
Pretoria downed tools yes-
terday while negotiations for
better wages were being
held

According to a joint state-
ment released by the com-
pany and the National Auto-

mobile and Allied Workers'
Union (Naawu) the workers
have promised to go back to
work today while negotia-
tions continue

The statement said pro-
duction on about 80 cars had
been disrupted, but that they
would have no problems in
supplying customers

750 join legal AECI strike

Labour Reporter

ABOUT 750 black workers at AECI's Somerset West plant went on strike yesterday morning, joining in a country-wide legal strike at the company's plants called by the SA Chemical Workers' Union.

About 1 900 workers at AECI's Midland plant in Sasolburg also downed tools, adding their number to the 5 000 who have been on strike at the company's Modderfontein factory since Monday

A company spokesman at the Somerset West plant said yesterday the workers were at their hostel on the factory premises and the situation was peaceful

Mr Bokkie Botha, AECI's industrial relations manager, later confirmed workers had struck at Sasol as well but said the company's plant at Umbogntwini had not yet been affected

The Sasolburg plant

does not fall under the industrial council covering the other three plants and the union recently declared a separate dispute there

Mr Botha would not comment on whether the company saw the strike at Sasolburg as legal

However, he said the union claimed a conciliation board for settling the Sasol dispute had been appointed after 30 days, the minimum period specified before a legal strike can be held

He said there was still no contact between the company and the union and reiterated that AECI's last minimum wage offer of R363,40 during protracted negotiations had been "final" The union is demanding R400

He added there were no plans to dismiss striking workers either

Union spokesmen were not available for comment yesterday

7

300 return
152 476
to work at
Star TBA
Isipingo
18/1/84

Own Correspondent

DURBAN — The work-
force of about 300 who
downed tools on Monday
at Wayne Rubber Compa-
ny at Isipingo, were back
at work today.

The personnel manag-
er, Mr. Roger Carey-
Smith, said the workers
had had a rethink on the
position after a three-
hour meeting he held
with them yesterday.

Workers downed tools
on Monday because man-
agement did not meet
their 12 percent wage in-
crease demand; manage-
ment had offered them
six percent.

Workers' representa-
tives were not available
for comment.

Three unions argue over worker loyalty

Labour Reporter
THREE Cape Town trade unions are arguing over the loyalty of workers at a Wetton canvas and garment factory

The argument follows workers downing tools for two hours yesterday

In what could be a significant demarcation dispute, the SA Canvas and Rope Workers' Union plans to contest a recent reclassification of Three Spears (Ltd) under the clothing industry

However, the recently formed and unregistered Clothing Workers' Union (Clowu) claims majority support at the factory

"One of the workers' demands when they stopped work was that Clowu should be recog-

nised," said a Clowu spokesman

The Garment Workers' Union has said management will begin deducting subscriptions from workers' pay packets this week

Workers told reporters this week they had elected a committee to take grievances over alleged unfair dismissals to the manager of the factory

After the manager refused to meet the committee the workers stopped work between 8 45am and 11am, according to sources inside the factory

The GWU and the Canvas and Rope Workers' Union, both Tucsa affiliates, were called to the factory by the management in an bid to settle

the dispute
The secretary of the Canvas Union, Mr Jack Heeger, said the workers were members of his union until recently, when the company had applied to the Industrial Council to be classified under the garment industry

"The workers would like to stay with us. Our wage agreement is much better than the clothing industry agreement"

Workers at the factory said they were being paid less than R40 a week for cleaning and examining products. Under the canvas industry agreement, the lowest-paid workers got R50

ARGUS 18/1/84

Handwritten scribbles and initials in the top right corner.

You are now entering a grey area . . .

By DIANA POWELL
Staff Reporter

PUNTERS who confine themselves to an annual flutter on the Metropolitan Stakes have many methods of tipping winners

With dreams, numerology, germinating broad beans and horoscopes, there are old records which, some say, are unbeatable in narrowing a field without technicalities like form and expert knowledge.

And Met records provide at least one statistic: the race favours younger horses. Most winners since 1939 have been four-year-olds.

Between 1970 and 1983, 12 of the 14 winners were four. Only Foveros and Politician were older. But what horses they were!

Politician, said to have had no peer in his day, won the Met as a four-year-old in 1978, and the following year was able to carry 58.5kg to victory again.

FOVEROS

Foveros was six when he won in 1982, and the English horse simply outclassed the best South Africa had to offer.

If averages are to play a role in selecting a winner, age is a problem this year. There are only five four-year-olds in the field — Stella Maris, both fillies, Grey Sun and Alpine Home, Count du Barry and Chief-of-Staff.

Favourite Wolf Power is five and carries top weight of 58.5kg.

There are five greys in the Met — Grey Sun, Mystery Me, Stella Maris, Chief-of-Staff and Wolf Power.

So, if the law of averages says the winner must be grey, four years old and a colt, there are only two horses in the race on Saturday — Stella Maris and Chief-of-Staff.

Latest betting:

- 18 to 10 Wolf Power
- 6 to 1 Devon Air
- 7 to 1 Stella Maris
- 8 to 1 Spanish Pool
- 12 to 1 Hawkins
- 16 to 1 Count Du Barry
- 20 to 1 Versailles, Mr Fabulous
- 33 to 1 Chief-Of-Staff, Grey Sun
- 50 to 1 Mystery Me, Big Charles
- 66 to 1 Denizen, Lawn, Alpine Home, Happy Landing, Heracles
- 100 to 1 Libran

African Police confirmed that some members of the force had already received official notification of their new pay deals. These would be retrospective to January 1.

Confidential

The spokesman refused to give details about the salary increases, saying the Minister of Law and Order had asked that salaries be kept confidential.

Police staff not yet told about their new salary structures would be notified by the end of the month.

The Defence Force is next in line for job differentiation, but evaluation of the many job categories in the military sector is likely to take time.

Not all members of the civil service will qualify for job differentiation.

The Commission for Administration has been scrutinising the civil service since 1981 and has assessed certain job categories only for job differentiation.

Fourth AECI plant joins big strike

ARGUS 18/1/84
Labour Reporter

AECI workers at the company's Umbogintwini plant have decided to join the nationwide strike, bringing the number of workers on strike to close on 9 000, according to the SA Chemical Workers' Union.

A union source said today that the legal strike, which now affects four major explosives factories, had entered its third day with no incidents being reported.

A company spokesman confirmed that 1 000 workers at the Umbogintwini plant had come out on strike today, bringing the number on strike to 8 650.

Production is believed to be at a standstill at all four plants.

(Turn to Page 3, col 1)

Heath in open revolt against Thatcher poli

Argus Foreign Service

LONDON — Former British Prime Minister Mr Edward Heath has come out in open revolt against his successor, Mrs Margaret Thatcher, and her Government.

A devastating assault in the Commons — he labelled her philosophies as "selfish, naive and spurious" — was followed by a speech in the London in which he blamed the Cabinet for the recession and high unemployment.

"DAMAGED THE ECONOMY"

He told foreign exchange dealers that Mrs Thatcher had "damaged the fabric of (the British) economy" with her monetarist dogma.

Never before, say observers here, has an old leader struck such a damaging blow at a leader.

After years of sniping and back-biting since he was ousted by Mrs Thatcher, Mr Heath vaulted all the conventions to vote against his own Prime Minister in the Commons.

He led a revolt of more than 40 back-benchers which cut the Government's majority from 144 to 100. Thatcher



Mr Edward Heath
er's policies selfish

loyalists immediately
of "treachery"

The moment of rev
Commons during deb
curb spendthrift coun

Mr Heath called the
Labour MPs cheered
back glumly

He recalled that he
elected to the Comm
Churchill's slogan, "Set
The Bill curtailed that

Mrs Thatcher retorte
ly in keeping with dem
the Chancellor's duty of
lic expenditure

Love at 50 . . . 'like racing up

Argus Foreign Service

PARIS — Fifty is a dangerous age for making love, a French doctor has warned.

If you're middle-aged and fancy a spot of slap and tickle, then you're a lot safer at home with your spouse.

Sex with a lover can lead to a fatal heart attack, says Professor Jean-

Paul Broustet of Bordeaux
ty.

"At around 50, having
your wife is like climbing
floors, or taking a 5km wa
country.

"But with a girlfriend
racing up the stairs of a sk
or sprinting 8km."

AECI strike

About 750 workers from AECI's Somerset West plant were still on strike today

The strike, which is the second legal black strike in South African labour history, — and the first nationwide — centres on wage demands

There have been no reports of police intervention and the situation at the plants is believed to be peaceful.

Workers stayed in their hostels during the day, union sources said

However, carers for a person is a 24-hour service and the carers need a support network, he said

This network could consist of home-help, meals-on-wheels, community nursing services, community social work services and other related professional services

"Most of these are easily accessible to the white population group in the Western Cape but are practically non-existent and unobtainable for blacks," he said

"Day-care centres would enable carers to get on with their day," he said.

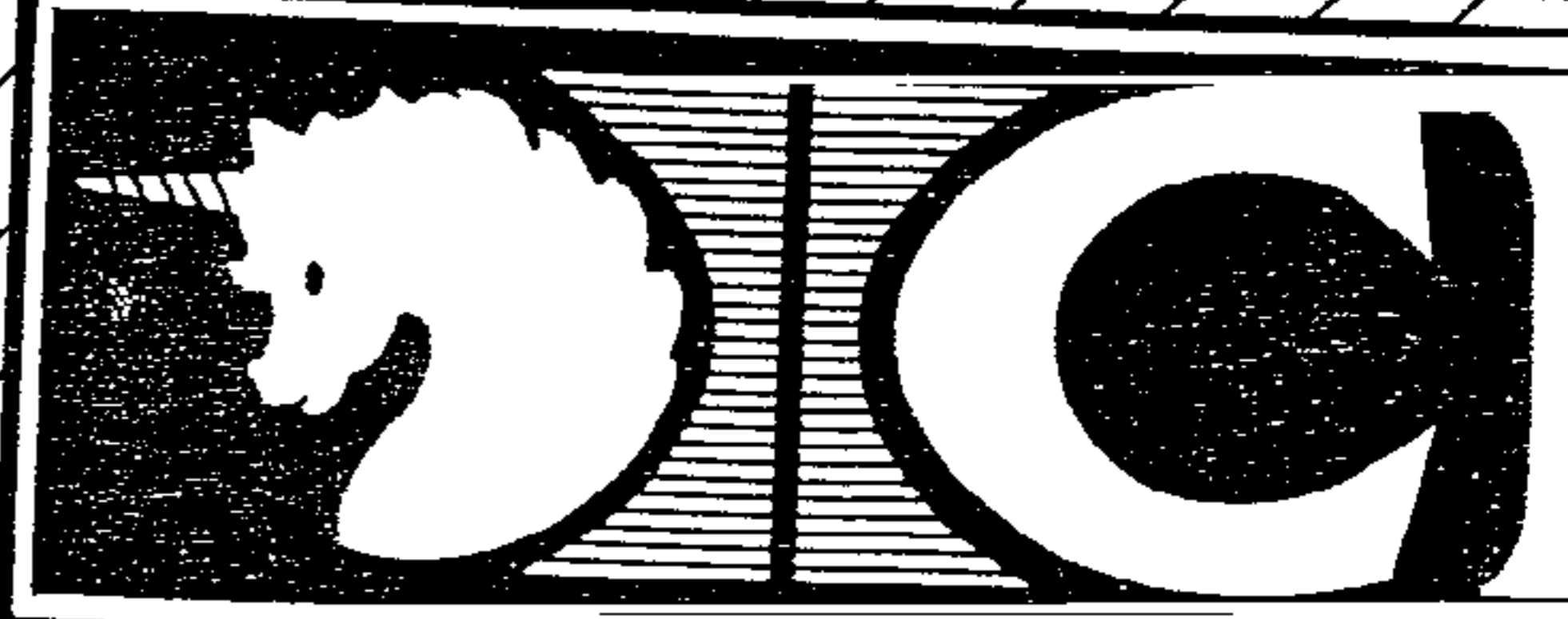
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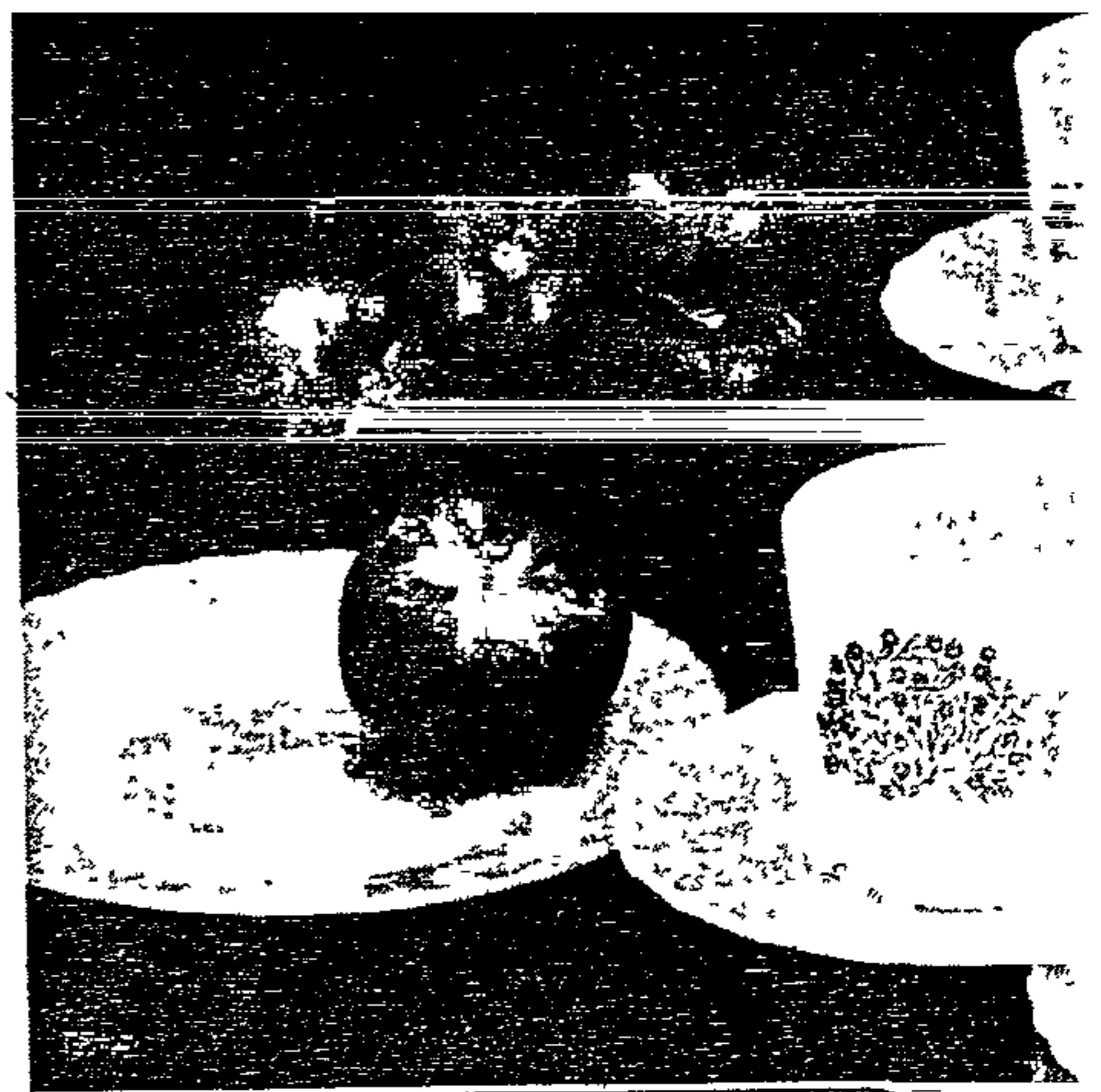
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ALL OFFERS AVAILA



ONLY
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LABOUR NEWS

More than 7 500 unite in first national strike

RDM
18/1/84
152

By PHILLIP VAN NIEKERK

THE legal strike at AECI's Modderfontein factory yesterday spread to the Somerset West and Sasolburg plants as well

More than 7 500 of the explosives company's workforce have now turned this dispute into the first legal national strike by black workers

There was no sign of an agreement yesterday. The South African Chemical Workers' Union (Sacwu) is fighting for a minimum wage of R400 a month against management's final offer of R363

About 750 workers at the Somerset West plant, and about 1 900 workers at the Midland plant, joined their 5 000 colleagues on strike at Modderfontein yesterday

There is no indication yet whether the Umbogintwini plant, where the South African Allied Workers' Union (Saawu) has roughly 50% support, will join the strike as well

Sacwu has majority sup-

port at the other three plants

Mr Bokkie Botha, AECI's industrial relations director, said the company would not budge on its wage offer

"We have already been through a long negotiation process and we see no need to change our offer," he said

Mr Botha, who met Sacwu shop stewards yesterday, said they were reassessing the situation on a day-to-day basis and had not yet decided whether to fire the striking workers

While the AECI strike is the first legal national strike by black workers, it is the third legal strike by blacks

The first two were at Armourplate in 1976 and Natal Thread in June last year, when members of the National Union of Textile Workers (NUTW) imposed an overtime ban

The first national strike by black workers took place last year when workers at three plants of the Autoplastics company, in three different cities, struck simultaneously

Rubber (52)

~~1978~~ ~~1978~~
Strike ends

Stew 18/1/84
Labour Reporter

The 250 workers who went on strike this week over a wage grievance at the Wayne Rubber company in Durban returned to work yesterday

The company has disputed that the stoppage had anything to do with the new Income Tax Act, due to be implemented from March 1, although this was claimed by the South African Allied Workers' Union when it reported that about 400 of its members had staged a walkout at the factory

192
OK dismisses

180 strikers *Staw*

19/11/80
About 180 striking workers at the OK Bazaars Hyperama in Sandton were fired today when they did not meet a midday deadline to return to work or be dismissed, a spokesman for the OK said

Mr Keith Hartshorne, OK's industrial relations controller, said the strikers would not be re-employed. — Sapa.

No end in sight for AECI strike by 8 650 workers

By PHILLIP VAN NIEKERK

THE REUS still no end in sight to the dispute between the South African Chemical Workers' Union (SACWU) and African Explosives and Chemical Industries (AECI) where about 8 650 workers are now out on strike at four plants throughout the country.

About 1 000 workers at the Urindogintwini plant in Natal joined strikers at the Modderfontein, Sasolburg and Somerset West plants yesterday morning.

The strike — the country's first national legal strike — began when 5 000 workers at the Modderfontein explosives

and chemicals plant walked out on Monday morning.

They were joined on Tuesday by about 750 workers at Somerset West and about 1 900 workers at the company's Sasolburg plastics raw materials plant.

A meeting between management and Saeuw shop stewards at Modderfontein yesterday failed to resolve the dispute. A union spokesman had earlier said a decision by the workers to return depended on the outcome of the meeting.

The workers are demanding a minimum wage of R400 a month while the company was offering R363,47. Management's offer of an additional

R7 lapsed yesterday.

A spokesman for AECI said a number of black workers in key areas were reporting for work, the company was employing outside labour and re-deploying apprentices in work for which they were qualified.

Meanwhile, the United Democratic Front (UDF) said yesterday it fully supported the SACWU in its demands and said the UDF was seeking a meeting with the union to find ways of playing a direct role in supporting the workers.

In Sandton, about 200 striking workers at OK Bazaars' Hyperama have been warned to return to work by midday

today or face dismissal.

The workers have been on strike for three days in protest against the dismissal of a shop steward of the Commercial, Catering and Allied Workers' Union (Ccaawusa).

Mr Keith Hartshorne, OK's industrial relations controller, said workers who were dismissed for not returning would not be considered for re-employment.

"The employee concerned has lodged an appeal against his dismissal and this has been rejected. He is now free to appeal to higher authority in the company in accordance with procedures agreed between the company and the union," Mr Hartshorne said.

home said yesterday.

In another development yesterday the National Union of Mineworkers (NUM) warned of bitterness and increased militancy among black mineworkers following the dismissal of the entire workforce of about 1 400 by Impala Platinum Refineres.

The workers were dismissed after striking in sympathy with seven colleagues who were sacked for refusing to work after they were allegedly assaulted and called "kaffirs" by white supervisors.

A company statement said yesterday about 1 200 of the 1 400 workers had collected their pay and documents and

the remaining 200 were expected to have their affairs wound up soon, possibly today.

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday the company's victory would be "short term and very fragile."

He said the company and Gencor, the mining group which owns it, "think they have dealt harshly with our union to teach us a lesson on behalf of the mining industry."

"While they believe they have achieved a victory over our union, their harsh action will be counter-productive as it has embittered our entire membership and will make them more militant in future disputes."

Cape Times 19/1/84

More join AECI strike

Own Correspondent

JOHANNESBURG — There is still no end in sight to the dispute between the South African Chemical Workers' Union (Sacwu) and AECI where about 8 650 workers are now out on strike at four plants throughout the country

About 1 000 workers at the Umbogintwini plant in Natal joined the Modderfontein, Sasolburg and Somerset West plants on strike yesterday morning

The strike — the country's first national legal strike — began when 5 000 workers at the Modderfontein explosives and chemicals plant walked out on Monday morning

They were joined on Tuesday by about 750 workers at Somerset West and about 1 900 workers at the Sasolburg plastics raw materials plant.

A meeting between the management and Sacwu shop stewards at Modderfontein yesterday afternoon failed to resolve the dispute. A union spokesman had earlier said a decision by the workers to return depended on the outcome of the meeting.

The workers are demanding a minimum wage of R400 a month while the management is offering R363 47. The management's offer of an additional R7 lapsed yesterday.

An AECI spokesman said a number of black workers in key areas were reporting for work, and that the company was employing outside labour and redeploying apprentices in work for which they were qualified, to "keep essential services and plants operating to honour our obligations to our customers".

Meanwhile, the United Democratic Front (UDF) issued a statement yesterday saying it fully supported Sacwu in its demands, and said the UDF was seeking a meeting with the union to find ways of playing a direct role in supporting the workers.

Sacwu is affiliated to the Council of Unions of South Africa (Cusa), which is a member of the UDF.

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Durban depot

strike is ended

A one-day strike by workers at four Durban depots of Freight Services ended today

A union spokesman said the company agreed yesterday to negotiate pay increases and discuss a recognition agreement

Strikers getting R63 weekly had demanded R74,06 — Labour Reporter

20/1/84

STRIKES

152

Unhappy new year

If the strikes which have taken place since the beginning of January are any indication for the rest of the year, labour relations in 1984 seem set on a torrid course

Imminent retrenchments at Sigma could spark off unrest (see *Business*) in the motor industry. So far industrial giant AECI has been hardest hit. The company deadlocked on wage talks with the SA Chemical Workers' Union (Sacwu) at a conciliation board last year, giving the union the option of embarking on a legal strike. By midweek 8 560 workers were out in what constitutes the first nationwide strike by black workers. The strike started at the company's Modderfontein plant and spread to its Somerset West and Midland, Sasolburg, plants. Later, 1 000 workers at its Umbogintwini plant joined in. Both Sacwu and the SA Allied Workers' Union are recognised at the plant.

Earlier, more than 1 000 members of the National Union of Mineworkers (NUM) were fired from Impala Platinum Refinery after striking in support of a demand that seven workers be reinstated. The seven were dismissed after refusing to work after allegedly being assaulted and verbally abused by white supervisors.

NUM members were also involved in a strike at the Rietspruit coal mine near Witbank sparked off by disciplinary action against a worker. The worker apparently participated in a work stoppage which occurred at the mine after the accidental death of two workers.

The retail industry has also been affected. Members of the Commercial Catering and Allied Workers Union (Ccwusa) struck at several branches of supermarket chain Pick 'n Pay soon after the new year began. Figures supplied by management and the union for the number of workers involved vary from 1 600 to 2 000 respectively. The strike was, however, the biggest the union had ever been involved in.

Promises

Workers claimed that a video screened to them last year featuring Pick 'n Pay chairman Raymond Ackerman had promised them a 20% wage rise, payable from the beginning of 1984. They struck when, on returning to work this year, they were informed that the increase would be staggered 10% in January and a further 10% in July. Management denied this. The dispute was finally settled when the workers accepted an offer to bring the July increase forward to April 1.

At the time of going to press Ccwusa was also involved in a dispute at the OK Hyperama in Sandton. Union sources told



Consultant Brown ... 'the bullets are still flying'

the *FM* that 300 workers were out in protest at the dismissal of a shop steward, claiming that he had been victimised.

Strikes were also reported at BMW's Rosslyn Plant and at Wayne Rubber in Natal. Members of the Food Beverage and Allied Workers' Union participated in a work stoppage at four Coca-Cola depots in a dispute over wages.

These are not all the strikes that have been reported. It is not yet possible to pick out discernible trends, but there does seem to be a large amount of worker discontent of a diffuse nature. However, it is significant that, barring the AECI strike, which had been expected since last year, the other strikes appear to have been spontaneous.

Industrial relations consultant Gavin Brown told the *FM* "It is a little early to say anything intelligent about it. The bullets are still flying. But the number of strikes was not unexpected. What is surprising is their ferocity and the fact that it has happened so soon after Christmas. Normally this amount of activity does not happen until February."

Brown says SA's depressed economic climate is certain to have been a contributing factor. He points out that many people did not get bonuses at the end of last year and that a great many retrenchments took place.

It is possible that the massive firings which have occurred are indicative of a hardening of management attitude. Last year many unions made use of the disputes procedures laid down in the Labour Relations Act, so paving the way for legal strikes. This year it seems that management is prepared to hit back hard if unions embark on illegal action.

152. 20/11/84

Strike by 8 650 still on as AECI and union talk

By PHILLIP VAN NIEKERK

THE national legal strike by about 8 650 workers at African Explosives and Chemical Industries (AECI) is still on — despite a lengthy meeting yesterday between management and shop stewards of the South African Chemical Workers' Union (Sacwu)

The strike is the largest in the wave of industrial unrest which has hit the Transvaal and Natal over the past two weeks. At the last estimate more than 20 000 workers had downed tools in that period.

At AECI neither management nor Sacwu officials would comment on yesterday's talks and it is not known at this stage whether an improved offer has been made.

The strike — which has affected the company's Modderfontein, Umbogontwini, Sasolburg and Somerset West plants — came after three months of talks between the union and the company.

In another development, the Commercial,

Catering and Allied Workers' Union (Ccawusa) is considering legal action against OK Bazaars for the dismissal of about 180 workers who have been on strike at the Sandton Hyperama for four days.

A statement by the company yesterday said they had fired the workers when they did not meet a midday deadline to return to work or be dismissed. They are protesting against the dismissal of a Ccawusa shop steward.

Mr Keith Hartshorne, OK's industrial relations controller, said that in accordance with warnings issued to the strikers, they would not be re-employed.

He said the strikers had not only rejected using the procedure for complaints negotiated with their union but were also acting illegally in terms of the Labour Relations Act.

A union organiser said the workers believed the shop steward had been victimised.

4th time
1984 20/1/84

AECI workers meet officials

Labour Reporter

HOPES for an end to the countrywide strike at AECI plants rose yesterday after company officials and representatives of the SA Chemical Workers' Union (Sacwu) had met in Johannesburg yesterday afternoon.

The meeting was the first contact between the two parties since workers started striking at AECI plants on Monday.

Following the meeting, the company issued a brief statement saying lengthy discussions had taken place, "the contents of which would be conveyed back to the workers". It added that AECI had agreed not to make any further statements.

However, it appeared that a new compromise wage offer may have been made which would be taken back to striking workers for their ratification.

The strike was called after the company had made a final minimum wage offer of R363,40 in response to a union demand of R400.

Yesterday's meeting was believed to have been held at the union's request.

Union officials were in a meeting at the union's offices in Johannesburg and could not be reached for comment.

About 8 500 workers were still on strike at AECI's four factories around the country yesterday. About 1 000 workers were out at Umbogintwini, 5 000 at Modderfontein, 1 900 at Sasolburg and 750 at Somerset West.

A company spokesman in Johannesburg said production had not been stopped at any of the factories.

A spokesman at the high-security explosives factory at Somerset West said the situation was still calm.

Strike: Refinery workers fired

CAPE TIMES 20/1/86

JOHANNESBURG — Almost the entire black work force of Impala Platinum Holdings refinery in Springs has been dismissed following a strike, according to a statement yesterday from Gencor, the owners.

The mass dismissal would not affect the company's ability to meet its contractual commitments, the statement said. Steps were being taken to replace about 1 400 workers dismissed at the weekend after an illegal strike. The men refused to report for work on January 11, in protest against the dismissal of seven fellow-workers.

Discussions were held between management and representatives of the striking workers, "who intruded several other issues into the discussions".

Gencor said management had on January 13 "made an offer which included an invitation to the seven dismissed workers to make representation".

The offer was conditional on the strikers returning to work, and had been refused, the statement said. An ultimatum was then issued to the strikers to return to work or face dismissal. — Sapa

AECI (152) workers (153) 20/1/84 (154) return (155) Stan

By Andrew Beattie

Striking workers at the AECI Umbogintwini plant near Durban and the Midland plant at Sasolburg returned to work this morning, and indications were that striking workers at the company's Modderfontein factory and at Somerset West would also return today, a spokesman for the company said this morning.

This was the first legal national strike by black workers and follows three months of negotiations between management and the South African Chemical Workers' Union for improved wages and working conditions.

About 8 550 workers were involved in the strike countrywide, and were reportedly demanding a minimum monthly wage of R400.

AECI management issued a statement to all strikers in which they were advised to return to work or be dismissed.

They could reapply for their positions by January 25, or the company would "be forced to recruit new labour".

21/1/84

(Handwritten initials and a circled number 152)

2 The Cape Times, Saturday, January 21,

Strikers returning to plants

By RIAAN DE VILLIERS
Labour Reporter

THOUSANDS of black workers at AECI plants throughout the country returned to work yesterday after a management ultimatum to return or face dismissal

The company has also stuck to its original wage offer which led to the dispute, and the strike — believed to be the first countrywide legal strike by black workers — seems to have ended in a clear defeat for the SA Chemical Workers' Union

In a statement issued at midday yesterday, AECI said it had issued a statement to all strikers following lengthy discussions with union officials the previous day

The statement advised employers they would be dismissed if they did not return to work yesterday

They were also advised that they could reapply for their positions by next Tuesday and that the company "might be forced to recruit new labour during the interim"

'Not prepared to change offer'

The company also reiterated its minimum wage offer of R363,47 a month and stated that it was not prepared to change this offer

The statement added that workers at AECI's Somerset-West and Umbogintwini factories had already returned to work

Yesterday afternoon, a spokesman said workers at the Midland plant in Sasolburg had also returned to work, and that workers at Modderfontein were in the process of doing so

He said it was "not clear" to the company whether workers had decided on their own to return, or whether they had been advised to do so by their union

Union spokesmen were not available for comment yesterday afternoon. A union office worker said officials were still in the process of contacting workers at the various plants

Ford lay-offs bring new model plant to standstill

By PHILLIP VAN NIEKERK

THE Ford Sierra plant in Port Elizabeth was closed down early yesterday after hundreds of workers downed tools in protest against the retrenchment of 490 colleagues

A company statement from Port Elizabeth said the retrenchments had been decided on because vehicle markets, which were quiet in 1983, were expected to remain at low levels in 1984

The retrenchments follow close on the heels of the laying off of 850 workers by auto manufacturers Sigma in Pretoria on Thursday.

However, officials of both the National Automobile and Allied Workers' Union (NAAWU) and the Motor Assembly and Components Workers' Union (MACWUSA) accused the company of using the retrenchments to weaken the unions

A few hundred workers in several sections at the Sierra plant, formerly the Cortina plant, stopped work in protest against the retrenchments, after which the company closed the plant and paid the entire workforce of 1 500 early

Mr Fred Ferreira, the company's industrial relations director, said Ford had made no reductions in personnel in 1983, despite difficult market conditions

Replying to the union allegations, Mr Ferreira said:

"We have considered a number of alternatives in order to prevent the retrenchment,

including working extended short time at the end of last year. We have now reached the point where we can no longer absorb these penalties."

Mr Ferreira said unions had been advised of the move and had confirmed that retrenched workers would be given preference when positions become vacant.

This was denied by Mr Fred Sauls, NAAWU'S general secretary. In response to Mr Ferreira's assertions, Mr Sauls said the union had been advised of the impending retrenchments at the last moment.

He said the union had been told there was no possibility of deferring them until the union had been able to report back to their members

Both Mr Sauls and Mr Denis Nair, general secretary of MACWUSA, said the retrenchments had come soon after a strike by about 1 500 workers at the Sierra plant in December

They claimed that by the current retrenchments the company was "hitting back" at the unions

The last time Ford retrenched workers was in August 1982. At that time there were widespread strikes in the Port Elizabeth motor industry

Mr Nair said "Ford has a new approach as far as communication with the workers is concerned. In the past it was agreed that if there were retrenchments pending we should be informed but now they spring this on us at the last moment."

Ultimatum by AECI defeats strikers

By Carolyn Dempster
Labour Reporter

The week-long strike by 8 750 workers at four AECI explosives plants has ended after workers were given an ultimatum — return to work or be dismissed

The strike, which hit factories in Modderfontein, Somerset West, Umbogintwini and the Midlands was the first legal national strike by black workers

It proved that, despite the solidarity shown by the workers, employees who embark on a legal strike are still in a position to be dismissed by employers under the Labour Relations Act.

"There was nothing we could do. The workers were in a position where they were not protected by legislation and management could have carried out the threat," said Mr Maneni Samela, general secretary of the SA Chemical and Allied Workers' Union.

Workers at the Umbogintwini and Somerset West factories started streaming back after pamphlets distributed by management warned them there would be no advance on the final wage offer and advised them to return to work or face dismissal

Mr Samela confirmed that the 5 000 employees on strike at Modderfontein would all be back at work on Monday morning

The rest of the workers still out at Umbogintwini, Midlands and Somerset West would report for work today, he added.

AECI has re-iterated its offer of R363,47 a month for the lowest paid worker as opposed to the union demand for R400.

The union failed to force management to improve its offers on long leave and service conditions — two other grievances which led to the strike.

C.P. 22/1/84

First legal

152
ZB
ZB

strike — and last?

THE 8 650 African Explosives and Chemical Industries (AECI) employees whose first legal national strike flopped miserably, are bitter at the strike laws which, they say, leave workers "defenceless".

"Workers are not protected during a legal strike," said a spokesperson for the SA Chemical Worker's Union (Sacwu), which enjoys majority membership at AECI plants countrywide

"There's an imbalance between the employer and employees"

The spokesperson also conceded that the strike had been futile because of the way the country's strike laws operate. Workers couldn't win a legal strike, the spokesperson said, especially when unions were bargaining for large num-

By ZB MOLEFE

bers of migrant workers

"We found ourselves faced with this problem of migrants at the Modderfontein and Somerset West plants. There was no protection for our people in that situation," added the spokesperson

He emphasised that the strike did not officially end on Friday

"We decided the workers could go back to work from then on," he said

The union also agreed with management that workers will not be penalised for the days they have been off work — they start work on

Workers 'can never win'

Monday as if nothing has happened

A management statement on Friday said the strikers in the coastal and Transvaal plants had gone back to work after being given an ultimatum to return by 3pm Friday

Those who did not return and were dismissed had until Tuesday to reconsider their positions and reapply for their jobs

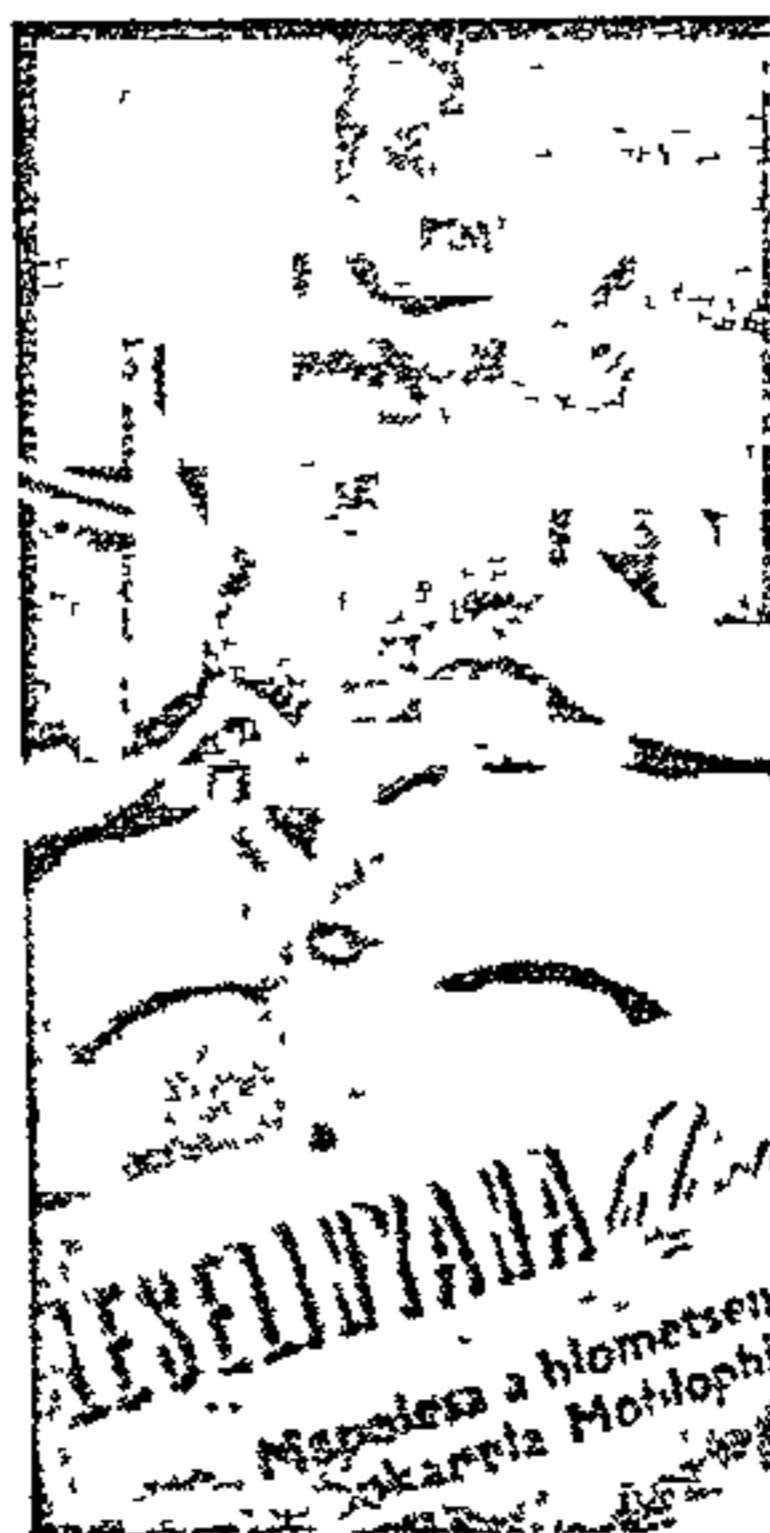
This was after talks between the union and management, when the company stood firm on its offer of a minimum R373,47c monthly salary — the cause of the strike. The workers had demanded R400

The strikers were also informed that if they did not return to work on Friday, the company might recruit labour from outside their ranks "in the interim". Management also stressed that it was not prepared to go beyond its minimum offer

Plants affected by the strike were Modderfontein (5 000), Somerset West (750), Embokodweni (1 000), and Sasolburg's Midlands (1 900)

The last minutes of Edgar Motuba

12
C.P. 22/1/84



EDGAR MOTUBA. He died with bullets.

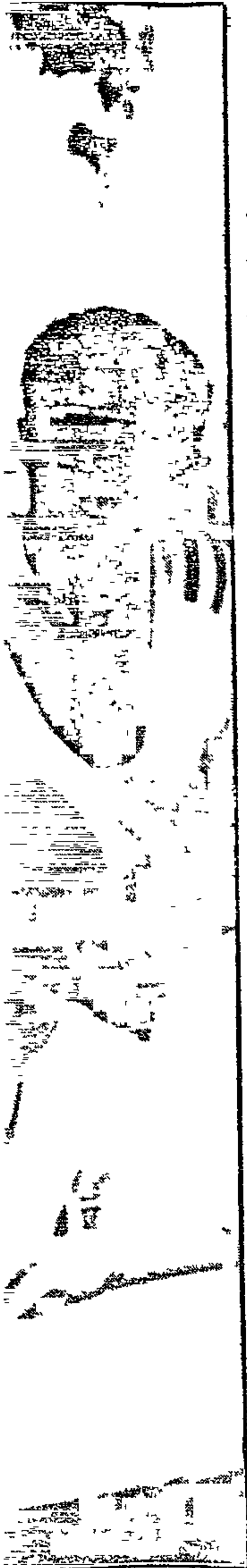
BIG BATTLE FOR BLACK BUCKS

By ZB MOLEFE

HIGH - POWERED delegates from nine Nafcoc regions meet in Bloemfontein next month to intensify their battle

Militia shell hits palace of president

A SHELL fired from the Druze-held Shouf Mountain struck the president's palace near Beirut while



signature document,

C 22/1/84



COPS FIRE TEARGAS AT STRIKERS

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TEARGAS was used to disperse about 30 workers at Les Marais Hardware and Timber store in Pretoria this week after they downed tools to demand the recognition of their union and proper wages

The Commercial Catering and Allied Workers Union members were taken to a police station and warned about their actions before being allowed to go home

Labour Reporter

used saying they warned workers to move after management complained about the worker protest

A police spokesperson in Pretoria confirmed that teargas was

Company manager E J van Zyl was not prepared to talk to the Press

London City.

then ask yourself — smoother, drier gin

"Don't say you say GILBEY'S"

London Dry

GILBEY'S
London Dry
GIN

WORKERS have launched a massive New Year offensive for their share of the country's wealth — with more than 1 000 workers striking every day so far this year.

The huge upsurge in worker militancy coincides with a troubled political climate in the

Ford to lay off 500

MORE THAN 500 Ford workers in Port Elizabeth will lose their jobs today if the company carries out a threat to retrench staff — a move likely to aggravate labour relations in the East Cape automobile industry.

Ford spokesperson Fred Ferriera refused to confirm or deny the pending retrenchments, but National Automobile and Allied Workers' secretary-general Fred Sauls said the union had been told of the lay-offs on Wednesday.

Naawu officials held an urgent meeting with management on Wednesday, at which the union protested against the "sudden action".

About 1 200 Ford workers held an urgent meeting the same night to discuss the retrenchments, and said they

CP Reporters

country created by the new constitution and the new Black Tax Act.

Employers in most of South Africa's key industries — mining, metalwork, transport, energy and distribution — have been hit by the workers' actions.

Unionists and labour observers attribute the

worker militancy to the feeling that the economic recession and inflation have hit the poorest section of the population hardest.

But they have warned that the new constitution and the Black Tax Act have increased the focus of workers on the country's political situation and what their taxes are spent on.

More than 20 000 workers have so far downed tools this year in a strike-wave that has hit bosses at, among others, AECI, Coca Cola, Impala Platinum Refineries, Wynne Rubber Company, OK Hyperama, Riet-spruit Collieries, BMW, Pick 'n Pay and Spar. A host of other small firms have been hit hard.

SA Allied Workers' Union general secretary Sam Kikine said the industrial relations situation was "tense".

One industrial relations expert said the strike-wave confirmed patterns of recent years

Workers are willing to use the strike weapon, despite the insecurity created by the economic recession, in solidarity with sacked colleagues and in the fight for higher wages

Kikine said that "since employers voted 'yes' in the referendum, they feel they are safe, and can do what they



By MONO
BADELA

would "resist it wherever we can".

Angry workers condemned management's action "so soon after the plant re-opened for the New Year — when workers are short of money".

They also complained about management's "extremely provocative" way of dealing with worker grievances.

Ford retrenched workers in July 1982 — a move which sparked off numerous work stoppages and stopped production at Ford, Volkswagen and General Motors for some time.

SA
1000 on strike every day
22/1/84
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City Press

STRIKE-WAVE SWAGERS

like"
"Workers really resent this," Kikine told City Press.

S. Times 22/1/84

Blind spot on recession

By Angus Macmillan

BLACK unions are flexing their muscles "without looking at the recession", says Professor Johan Piron of Unisa's Business School.

It was widely believed last year that industrial unrest would increase this year as recovery got under way. But way ahead of the recovery, blacks have adopted a militant attitude.

Professor Piron says, "Young black unions receive their mandate from shop-floor workers who want to see considerable increases in their take-home pay." This explains why high demands are being made in the recession — action which would not be taken in industrialised countries where decisions often come from union hierarchy. Black unions have matured and their organisational and bargaining expertise is effective.

P-E Corporate Services Eddie Nicholson says that January pay increases leave blacks behind inflation for the first time since 1978.

Professor Roux van der Merwe, who heads the University of Port Elizabeth's industrial relations department, says the combination of recession and inflation is a major cause of labour unrest. "The employee is struggling as his pay is eroded by inflation and the employer is battling with turnover levels and profitability."

Workers want generous increases, but companies cannot afford to come up with much more than 10%. Expectation of economic recovery makes the unions' role critical, and the dilemma is that both workers and employers are genuinely suffering.

Andre Malherbe, an industrial relations adviser at Assocom, says "The fact that strikes have occurred in January does not mean anything. They were conceived last year and simply came to a head." Economic revival as a strike factor depends on which economist's predictions are followed.

"A union which sees the economy improving soon may use that belief to spark action as opposed to one that expects a later recovery."

UNION MAY ASK FOR PROTECTION

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~~153~~
Somekem
23/1/84

THE failure of this week's first legal national strike of black workers will lead to increasing pressure on the Government to provide legislation protecting strikers from dismissal, prominent trade unionists have warned.

The strike ended after less than a week on Friday when the employers threatened to dismiss all those on strike

Trade unionists said the stand by AECI against almost 9 000 of its workers, "lays open the issue of whether it's worth going through the lengthy, time-and-

Dismissal threat in legal strikes worries labour leaders

money consuming process of having a legal strike"

The only protection workers who strike legally have is that they cannot be arrested. But a prominent trade

unionist said both employers and workers had realised a legal strike could lead to mass dismissals

Fosattu, for example, is increasingly introducing a clause in recogni-

tion agreements that protects workers for a certain period during a strike from dismissal

Labour activists will increasingly press for some reform to the Act to prevent mass dismissals, or such threats of striking workers, or will agitate for a time period to be stipulated

The last week has seen intense union activity around the country and a wave of strikes, in which hundreds of workers went on strike at the Wayne Rubber Company in Isipingo demanding a 12 percent pay hike. By Wednesday agreement was reached and the workers returned

● In Pretoria, about 1 500 workers downed tools at the BMW factory in support of pay demands. Negotiations will begin on Monday

● Up to 800 workers went on strike at the Rietsspruit colliery near Springs in support of a worker fired after a pre-arranged work stoppage to mourn two fellow workers who died in an accident at the mine the previous week

Dismissals and retrenchments.
● Impala Platinum refineries started the week by dismissing their entire black workforce of 1 400 which had gone out in sympathy with seven co-workers who were fired after allegedly being assaulted and called "kaffirs" by white supervisors

23/1/84

Car plant
Stm
closes after
strike

Pretoria Correspondent

The BMW car manufacturing plant at Rosslyn, Pretoria, has been closed down indefinitely by a "wildcat strike" involving about 1 500 workers

It is the second time this month that the BMW plant has been closed down by labour unrest

The strike started yesterday after wage negotiations between management and National Automobile and Allied Workers' Union representatives ended in deadlock

A statement by BMW management said production was halted after threats and acts of violence against black supervisory staff

"The plant will remain closed until management is confident that the intimidation of fellow workers will not recur," the statement said

East Rand Bureau

Four people were injured in a crash between a goods train and a car near Alberton yesterday

The accident occurred at a level-crossing near Edenpark at 10 35 am

The driver of the car, Mr Robert Crompton (44), of Constantia Road, Freeway Park, Germiston suffered head and back injuries and several broken ribs

He was taken to the Willem Cruywagen Hospital in Germiston where he is reported to be in a satisfactory condition

His three women passengers, Mrs A Watson, Mrs C Stuurman and Mrs AM Croukamp, were admitted to the Natalspruit Hospital in Alber-

Four hurt in train crash

ton with multiple injuries. They are all reported to be in a serious condition

Mr Crompton's car was badly mangled and debris was spread over a wide area

Three ambulances from the Alberton Fire Department were used to take the injured to hospital

The goods train was not damaged and a spokesman for the South African Transport Services said there was no delay to rail traffic

OK workers end sympathy strike

Striking workers at three branches of the OK Bazaars decided at a meeting in Johannesburg late yesterday afternoon to return to work rather than face dismissal in terms of a management ultimatum, a union spokesman said today

The workers, members of the Commercial, Catering and Allied Workers Union (Ccawusa), are employed at the Randburg, Blairgowrie and Brixton branches of the chain

Their stoppage, which began yesterday morning, was in sympathy with 180 OK workers at the Sandton Hyperama who were fired last week after striking over the dismissal of a shop steward

The Ccawusa spokesman said workers were told at 10 30 am yesterday they had 24 hours in which to return to work, or face dismissal

Mr Keith Hartshorne, industrial relations manager for the chain, confirmed the strike had been triggered by the firing of the Sandton workers "who acted in breach of the agreement" between union and management

"The stoppage was expected and natural under the circumstances and we are confident it will be resolved," he said, adding "We are not holding talks with the union but are leaving it to handle matters"

Own Correspondent

Charges of criminal defamation laid by the chairman of Durban's management committee, Mr Neil MacLennan, against arch right-winger Mr Brendan Willmer have been dropped in the wake of the refusal of Natal's Attorney-General to prosecute

The charges were laid with the South African Police by Mr MacLennan after a public meeting at the City Hall in February last year and a front-page article which appeared in the Civic Action League's magazine last March

The Attorney-General, Mr Cecil Rees, said today it was not his policy to

Durban chief's bid to sue is vetoed

comment on decisions taken by his department

Mr MacLennan did not wish to comment until he had heard from his legal representative, but said he would go ahead with a civil case against Mr Willmer

The civil action is likely to be heard in May or June

Residents urge crowd control at public parks

Municipal Reporter

The Parkview Residents' Association is demanding that the Johannesburg City Council introduce crowd control at public parks

In a letter to the council, the association calls for an end to the violence which plagued Zoo Lake during the festive season

"Crowd control must be introduced however unpalatable this may be," the letter states

Local residents were bearing the brunt of the violence which occurred at city parks, it says

The council should give urgent attention to alleviating the problems of traffic control at public parks

Liquor consumption was the greatest problem at parks and the council should set up patrols to prevent this, the letter adds

Digestible Bible without the slog

By Carina le Grange, Religion Reporter

For the 30 percent of Christians who never read the Bible, Reader's Digest has come up with the condensed version

Just short of 800 pages, the condensed Reader's Bible is now available in South Africa with all the slog and a lot of the repetition cut out

But not a word was rewritten or changed from the original Revised Standard Version Bible, and nothing of doctrinal importance was left out

Seven editors worked for seven years — a beautifully biblical number, as the British publisher points out — to cut roughly 40 percent of the original

The Old Testament was reduced by a little more than 50 percent, while the New Testament suffered a loss of only 25 percent

In South Africa now is a representative of the Reader's Digest in Britain, Mr David Blomfield, who said yesterday that since the condensed Bible was published in Britain in September last year, only about half a dozen letters were received from people upset by the new version

"The Reader's Bible is in no way intended as a substitute for the Bible — we do not see it being used in church, for example

"The Bible has always been known as the great unread best-seller. With this version we hope to attract the 30 percent of all Christians who could not bring themselves to read it in the traditional form," he said

The Reader's Bible, which looks like any hefty novel, has been endorsed by church leaders throughout the Western world

24/11/74 152

Second strike at car plant

Pretoria Correspondent

About 1 500 workers at the BMW car manufacturing plant in Rosslyn, Pretoria, went on strike today — for the second time in eight days — after negotiations for a pay increase broke down.

The strike started a day after the talks between the plant management and the National Automobile and Allied Workers' Union (Naawu) representatives ended in deadlock.

A spokesman for the union said today the workers were not happy when they reported the outcome of the negotiations yesterday. The management cited the present economic climate as a reason for its "unwillingness" to meet the demands of the workers.

REFUSED

This is the second work stoppage to hit the plant in a week. About the same number of workers refused to enter the workshop last Tuesday in protest against the 10c an hour, across-the-board wage increase offered by management.

They vowed not to resume work until the dispute was settled but returned to work the next day pending the outcome of negotiations between Naawu and management.

The union spokesman said Naawu had been trying to reach management to propose a new round of talks to solve the dispute.

BMW management could not be reached for comment.

● Hundreds of OK workers at three branches in Johannesburg downed tools yesterday in sympathy with 180 Sandton Hyperama workers who were dismissed last week after striking.

Star
24/1/84
150

Coca-Cola men suspend strike as talks resume

Workers at three plants of the Coca-Cola Company suspended their wage strike this morning, management said, and talks with the Food Beverage Workers' Union (FBWU) have resumed.

A spokesman for the company said although the one-week strike by 1200 workers at the Reef, Devland and Benrose plants had not been permanently called off, it had been "discontinued", with workers resuming duties while negotiations were underway.

Workers decided at the weekend to continue their strike in support of the FBWU's wage increase claim of 25 percent. Management has offered 17.5 percent. Coke workers received their last increase of 10 percent in April.

"Our present offer would bring the minimum entry wage up to R443 a month which we think is as fair as you'll find," the company spokesman said.

Comment from the FBWU was not available at the time of going to Press.

Second stoppage at Coca Cola

ABOUT 1300 workers employed at the Coca-Cola Bottling Company's four plants went on strike for the second time yesterday in support of wage demands. 152 182

The strike follows a deadlock between management and the Food, Beverage and Allied Workers' Union on Friday when management offered a 17½ percent increase which was rejected by the union demanding 25 percent 24/1/84

The workers said that they were not happy with the offer management was making and they threatened not to return until their demands are met.

Late yesterday it was disclosed that talks would resume today between worker representatives and the company. Workers would go back to work as talks continue.

Meanwhile, over 250 workers employed by OK Bazaars stores at Randburg, Brixton and Pleygory yesterday went on strike in sympathy with the 300 sacked workers at OK-

By JOSHUA RABOROKO

Hyperama in Sandton OK's Industrial Relations officer Mr Keith Hartshorne said that workers downed tools in the morning and management was hopeful that the workers will return to work today Sweetan

Management has already started to recruit new members at Sandton, according to a spokesman yesterday.

The Bophuthatswana Government has dropped another bombshell by banning two more unions — The Commercial, Catering and Allied Workers' Union and the National Union of Mineworkers — from operating in the territory.

The two unions received letters notifying them about the ban and already about 400 miners at Ucar Mine-



BOPHUTHATSWANA PRESIDENT MANGOPE: Unions banned

erals in Brits staged a two-hour work stoppage in protest against the move.

NUM's general secretary Mr Cyril Ramaphosa said that the workers returned to work following discussions between management and the shop-stewards.

In another move, the Fosatu-affiliate Metal and Allied Workers' Union (Mawu), is threatened with a ban following the arrest of its organiser for trespass in the "homeland" recently.

Bophuthatswana recently banned the South African Allied Workers' Union — the



MRS EMMA MASHINI-Ni: Her union banned in Bop

second ban on the union after Ciskei had imposed a similar action — amid widespread anger from trade unionists and community-based organisations in the country.

Several unions and organisations, including Fosatu, Cusa, Saawu, Ccauwsa, Motor Assemblies and

Components, Allied Workers' Union and the Azanian People's Organisation, say to see the ban as an attempt by so-called "independent states" to stifle union activities in these territories and impose "puppet institutions" to represent workers.

A letter to Ccawusa and signed by Bophuthatswana's secretary for Manpower and Co-ordination, Mr E V McCormack, says neither Ccawusa or any other trade union, or employer's organisation, being unions or organisations of another country, are permitted to operate in Bophuthatswana.

1 500 workers strike at BMW Rosslyn plant

Argus Correspondent

PRETORIA. — About 1 500 workers at the BMW car-manufacturing plant in Rosslyn here went on strike today — the second in eight days — following a breakdown in negotiations for a pay increase

The strike started a day after the negotiations between the plant management and National Automobile and Allied Workers' Union (Naawu) representatives ended in a deadlock.

A spokesman for the union said the workers were not happy when they reported the outcome of the negotiations yesterday. The management cited the economic climate for their "unwillingness" to meet the workers' demands.

It is the second work stoppage to hit the plant in a week. About the same number of workers refused to enter the workshop last Tuesday when they were unhappy about the 10c an hour across-the-board wage increase offered by the management.

The workers decided not to resume work until the dispute was settled. They returned to work the following day pending the outcome of negotiations between Naawu and the management.

The union spokesman said Naawu had been trying to reach the management to propose a new round of talks.

The BMW management could not immediately be reached for a comment.

Meanwhile, hundreds of OK workers at three branches in Johannesburg downed their tools yesterday in sympathy with 180 Sandton Hyperama workers who were dismissed last week after a strike.

Work stoppages end at OK, Carlton

By Jo-Anne Collinge

Workers at two branches of the OK Bazaars, who staged a stoppage yesterday as their fellows at three other stores ended a one-day strike, are to resume work today, a union spokesman said

OK outlets at Yeoville and Linden faced a walkout by about 80 workers yesterday, a day after similar action at Blairgowrie, Randburg and Brixton

The stoppages were in sympathy with 180 workers at the Sandton Hyperama, who were fired after striking after the dismissal of a shop steward

A spokesman for the Commercial Catering and Allied Workers' Union (Ccawusa) said the Yeoville and Linden workers had not faced a management firing ultimatum but had decided to return

A spokesman for the OK confirmed

the return to work, stating that the firm had an agreement with Ccawusa allowing the union 24 hours in which to resolve industrial action without the possibility of disciplinary action on the part of management

The entire cleaning staff of the Johannesburg Carlton, advertised as Africa's biggest hotel, downed brooms yesterday morning but went back to work at midday after talks between Ccawusa and management

A spokesman for the hotel said a "misunderstanding" had triggered the strike — workers believed one of their number had been dismissed, but the worker had resigned.

But a Ccawusa spokesman said workers had returned because their colleague had been reinstated. He said other grievances would be looked into

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But a Ccawusa spokesman said workers had returned because their colleague had been reinstated. He said other grievances would be looked into

Bus fare hike 'unfair and badly timed

By Mojalefa Moseki

Commuters in Alexandra township who are boycotting Putco buses because of an increase in fares say the increases were "unfair and badly timed"

The boycott started last Monday when the 12,5 per cent increase came into effect on the Reef

An Alexandra resident, the Rev Hope McPherson (28), of the Rhema Church, said the increases showed Putco did not care about the welfare of Alexandra people, most of whom earned low wages

A pensioner who did not want to be named said Putco had no reason to increase its fares. Another resident, Mrs Elizabeth Makoro (43), a domestic worker living at the Alexandra women's hostel, said the bus company could have delayed the increases until after June when people would have more money

Miss Rebecca Sedumedi (33) said she was experiencing difficulties because she did not expect a salary increase before the end of August

Mr Freddie Komape (36), who works at the Edenvale Hospital, said he had to walk 5 km to and from work daily because of the increased fares

He believed the boycott was ineffective because some people were still using the buses despite the increased fares. He said it would be preferable for the Commuters' Committee to talk to Putco about the increase

A factory clerk, Mrs Ester Malatsi (27), considers the bus company's action unfair as it "has neglected public facilities in the township"

"Putco's buses are always dirty, especially during the weekends. People drink beer and smoke in the buses without any restriction. There are no toilets at Pan Afrika terminus in Wynberg and those at 15th Avenue terminus are dirty and filled with sand and dust, making it impossible for anyone to use them," she said

Envoy's broken arm: no action

Pretoria
Correspondent

No action will be taken against Transvaal provincial traffic inspectors who were involved in an incident in which a Zimbabwean envoy's arm was broken

This was confirmed today by the deputy provincial secretary, Mr Schalk Brits

He said no action would be taken against the provincial traffic inspectors on duty at the roadblock near Louis Trichardt last year when the Zimbabwean Deputy Trade Commissioner, Mr David Buyanga, had his arm broken

The Minister of Foreign Affairs, Mr Pik Botha, has been sent a copy of a report dealing with the incident

The Administrator, Mr Willem Cruywagen, forwarded the report to Mr Botha after an investigation by the Transvaal Provincial Administration

Mr Brits refused to reveal the contents of the report.

MEM



SEA

152 ~~156~~ D. Dispatch
One-day strike at
EL abattoir over 25/1/84

EAST LONDON — A one-day strike at the Cambridge abattoir here on Monday ended yesterday within 10 minutes of negotiations between workers and management officials and their request was perfectly reasonable," he said

The development manager of the South African Abattoir Corporation, Mr Andre Fourie, who flew down from Pretoria to end the strike said the stoppage was over and no workers had been fired

The whole thing was unnecessary and was due to an unfortunate communications problem. The strikers wanted their pay a bit earlier

"We fixed the whole thing up within 10 minutes"

Mr Fourie said slaughtermen who had been brought in yesterday morning in place of the striking workers would be taken out again and the normal workforce would be back at work at 6 am today

"I am pleased to say that we are already ahead of our slaughtering schedule and the stoppage should have no effect on meat prices whatsoever" he said —
DDR

152 (152) (152) 1207
26/11/84

BMW talks in limbo as plant stays shut

By PHILLIP VAN NIEKERK
THE BMW plant at Rosslyn near Pretoria — where about 1 500 workers are out on strike over wage demands — remains closed until further notice

BMW shut down the plant on Tuesday after workers had downed tools for the second time within a week, rejecting management's offer of a 10c an hour across the board increase

A spokesman for the National Automobile and Allied Workers' Union said they had met with their shop stewards and general membership yesterday and that they would be attempting to re-open talks with the company

A BMW spokesman said there had been no further talks and the plant would not re-open "until we are satis-

fied our people will be safe when they report for work"

Meanwhile, members of the Metal and Allied Workers' Union downed tools at three Rand plants yesterday

A spokesman for Mawu said workers at Promac Plastics in Wynberg stopped work yesterday morning over the retrenchment of eight workers, but returned to their jobs in the afternoon

He said that at Reliable Products at Herrietaidale about 100 workers downed tools over the dismissal of three workers — but the dispute was settled within half-an-hour

The Mawu spokesman said about 400 workers were on strike at Powerlines in Springs over the dismissal of a union shop steward. The Mail was unable to obtain further comment yesterday

WORKERS OUT AT BMW

152
~~150~~
~~150~~

THE BMW car manufacturing plant at Rosslyn, Pretoria, has closed down indefinitely following a "wildcat strike" over wages involving about 1 500 workers.

This was disclosed to The SOWETAN by the company's spokesman, Mr Michael Brandt, who said that production at the plant was halted yesterday after "threats and acts of violence against black supervisory staff during a wildcat strike"

More workers were reported to be on strike over wages in the Transvaal yesterday, and labour relations consultants warned that 1984 seems set on a torrid course

BMW's spokesman said "It would appear that some employees have been misled by their leaders into believing that unreasonably high wage increases could be expected because of the exceptional demand for BMW.

The plant will remain closed until management is confident that the intimidation of fellow workers will not recur.

By JOSHUA RABOROKO

• About 300 workers at Vulco Latex Company in Industria went on strike yesterday over wage demands. The workers were told to leave the company's premises and to report for work today

The company's director, Mr S Lipschutz, said the workers made wage demands in the morning and the management was having discussions with the workers

• About 450 minework-

ers at Ucar Mine in Bophuthatswana went on strike again yesterday, after the Government had put pressure on the company, Union Carbide, not to talk to the National Union of Mineworkers (Num), which represents the miners.

• Other strikes were at OK Bazaars Carlton Hotel, Promex Plastics in Wynberg, Reliable Products in Johannesburg and Powerlines in Springs. The strikes are over the dismissal and retrenchment of workers

Cape Times 26/1/82

BMW plant closes down

152

Own Correspondent

JOHANNESBURG — The BMW plant at Rosslyn near Pretoria — where about 1500 workers are out on strike over wage demands — remains shut until further notice

BMW closed the plant on Tuesday after the workers had downed tools for the second time within a week, rejecting management's offer of a 10c across the board increase

A spokesman for the National Automobile and Allied Workers' Union (Naawu) said they had met with their shop stewards and general membership yesterday and that they would be attempting to reopen talks with the company

A BMW spokesman said there had been no further talks with the union and the plant would not reopen "until we are satisfied our

people will be safe when they report for work"

Meanwhile, members of the Metal and Allied Workers' Union (Mawu) downed tools at three Rand plants yesterday

A spokesman for Mawu said workers at Promac Plastics in Wynberg stopped work yesterday morning over the retrenchment of eight workers, but returned to their jobs yesterday afternoon.

He said that at Reliable Products at Herrietales about 100 workers downed tools over the dismissal of three workers. A spokesman for the company said it was a "minor problem" and the dispute had been settled within half an hour

The Mawu spokesman said about 400 workers were on strike at Powerlines in Springs over the dismissal of a union shop steward

STRIKES

AECI's tough tactic

The sheer scale of last week's strike at chemical giant AECI is enough to make it rank as a major labour event. More important than the strike, however, are the questions raised in trade union circles about the desirability of using the dispute procedures laid down in the Labour Relations Act.

The strike occurred against a background of unrest in other sectors. Strikes have hit the retail and mining industries while Ford and BMW in the automobile sector have also been affected.

In a spectacular show of initial strength, 8 560 AECI workers, mainly members of the SA Chemical Workers' Union (Sacwu), struck at four AECI plants around the country — at Modderfontein, Somerset West, Umbogintwini and at Midland in Sasolburg. It is regarded as the first legal nationwide strike by black workers.

Discontent over wages was the main factor. Late last year pay talks between the

union and management broke down when AECI refused to improve its offer of a minimum monthly wage of R363,47. Sacwu had demanded R400.

The union decided to take the legal path to a strike by requesting the industrial council which covers the Modderfontein, Somerset West and Umbogintwini plants to hear the dispute. For the Sasolburg plant, which is not covered by the industrial council, it asked the Minister of Manpower to appoint a conciliation board.

When talks deadlocked in the industrial council this month, Sacwu took the remaining steps necessary for a legal strike. It started at Modderfontein last Monday, January 16, and spread to the other plants during the week. By Friday, however, it was all over — with the union totally defeated. In the face of a management ultimatum to return to work or be fired, the workers flocked back. Management made no concessions.

It is easy to interpret the outcome as a crushing defeat for Sacwu — as indeed it was. However, the dispute has ramifications which go far beyond the immediate issue of the strike.

The question being debated is whether it is worthwhile for unions to take the trouble to follow the procedures necessary for a legal strike while management remains free to call the tune by threatening to fire the strikers.

Opinions canvassed by the *FM* are widely divergent. "The value of following the dispute procedures is that they take the collective bargaining aspects of a dispute to their limits. It is better to try and use as much of the collective bargaining machinery as possible and try and find the limits of both sides' aspirations before ending up in a power struggle in which people get hurt," one employer source told the *FM*.

A contrasting view comes from Sacwu Spokesman Manene Samela. "Before a legal strike can take place, a ballot has to be conducted among workers. The underlying intention of this is that the union must be able to convince the employer that the workers really back its demands. But if management can use the threat of dismissal freely, it shows an imbalance between the employer and employee. What is the use of going through all the procedures?"

Eddie Webster, Professor of Industrial Relations at Wits, concurs. "The right to strike is valueless without the strikers having protection against dismissal. It amounts to legalising victimisation of the employee by the employer. In most countries overseas, for instance in Italy and France, strikers are suspended, but not fired, while the union and management resolve the dispute."

Another view comes from a labour lawyer. "From a strictly legal point of view AECI was always entitled to dismiss the workers. But from an industrial relations point of view it is astounding that it issued its ultimatum so soon."

(152) (133) (147) *FM 27/1/84*

"The union went to all the trouble of following the letter of the law before striking. Management gave it no credit for this. This has probably done employers in SA a disservice as it means unions will now think there is nothing to be gained from this process. There are also political ramifications as the dispute has strengthened the hand of those unions which advocate immediate action as the only way of dealing with employers."

The question raised remains unresolved. It is not likely to be until a union takes the matter to the Industrial Court for a ruling on whether firing workers engaged in a legal strike is an unfair labour practice.

INDUSTRIAL DISPUTES

Victory for Bata

FM 27/1/84
The National Union of Textile Workers (NUTW) has been, at least temporarily, repulsed in its attempt to unionise the Bata

shoe factory at Loskop in KwaZulu. In the face of hostility from management and the "unhelpful" intervention of the KwaZulu government, the union, which is affiliated to the Federation of South African Trade Unions (Fosatu), decided to back off. While maintaining a presence in the plant, it is no longer organising.

NUTW general secretary John Copelyn, admits: "We received a bashing in this one. In retrospect, perhaps, we made a mistake by going in there in the first place"

Management's reaction, says Copelyn, was negative. The union alleges there were threats and assaults on workers, though by whom is not clear, as well as two strikes, one of which was "extremely bitter and lasted four months in really the most pitiful of circumstances"

Bata broke the strike by firing strikers, paring the workforce from 550 to 250, hiring non-union labour and shifting production to factories at Greytown and Pinetown. When the KwaZulu government intervened on the strikers' behalf, Bata threatened to close plant permanently.

Says Copelyn: "None of the rights of the Industrial Conciliation Act apply in the homelands. You can't get a conciliation board hearing. There's no way you can take on a multinational with no access to the factory and no meeting place"

The lesson in all this, Copelyn claims, is that homelands are not the place for strong trade union activity. Factories locate there because of the low wage scales.

Mashao (Dobsonville)

The bombings caused little damage. But they are causing considerable worry with the victims reluctant to comment for fear of provoking further violence.

The attacks were made in the early

hours of the morning. Petrol bombs were thrown through windows while the councillors and their families were asleep. Soweto police say the bombings all seem to be the work of a single group.

A few weeks ago student organisations

on the Witwatersrand called on black councillors to resign. Now it seems some radicals are bent on scaring them into quitting — thus crippling the new urban black local authority system created last November in terms of the Black Local Authorities Act.

RAYMOND ACKERMAN

Climate of distrust?



Pick 'n Pay (P'n P) chairman **Raymond Ackerman** spoke to the *FM* about the strike in which between 1 600 and 1 800 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) walked off the job at 10 of his company's Transvaal stores earlier this month.

FM: You take pride in being a good communicator. Yet the strike appears to have arisen because of poor communications between management and the workers. What went wrong?

Ackerman: Last year we decided that in 1984 we would give our staff a minimum 10% wage increase in January and a further 10% in June. The wage announcement was communicated very carefully to our staff. I went on record in a video shown to all employees and our personnel director sent out a circular containing all the details. Every store manager held a general meeting with workers as well as getting together with each and every worker individually to discuss the matter.

The union says I promised a 20% increase in January. This is totally untrue. I have checked the video personally. I rule out the possibility that the message about the wage increase did not get through to the workers. We have a staff of 17 000. A lot of people did not strike. The real cause is that some of the workers wanted more money than that already granted.

How was the strike settled and what has happened since then?

After they initially refused our offer to bring the June wage increase forward to April, the matter was settled when the workers decided to accept this. We had made it clear that if the workers had not come back to work by last Thursday night, other people would be hired. All the workers have been taken back without being victimised in any way. They have returned to the positions they held prior to the strike and have not lost any benefits. The only thing they

lost was pay for the time they were out. What do you think were the underlying causes?

There are a number of points to be made.

□ I believe it was partly the object of the union to create a climate of distrust between workers and management. I am totally opposed to this.

□ Way back in 1977, long before government granted trade union rights to blacks, we were the first retail company in SA to recognise the right of our black workers to join unions. Our white and coloured workers were free to do so and we recognised Ccawusa's right to come into our stores and sign up blacks. As a result, we expected that when there were problems the union would come and talk to us rather than cause wildcat strikes. We were wrong.

□ I readily admit that there are causes of grievances in any store in the country. Maybe at times someone has not been promoted on merit or, perhaps, overlooked. These grievances will always be looked into if they are brought to our attention. But P'n P is not perfect.

□ Our wage policy has always been enlightened. But because we are a successful company I feel that the union was inspired to attack us as it felt we could afford to pay more.

□ Because we tried to be the leaders in providing our workers with housing, education and funeral benefits, and in so many other areas, we are being punished. The union says they would rather have us pay higher wages and put less into benefits. We were putting a lot of money into these things. This was used as fodder against us, and

□ I also believe that, because blacks in SA don't have political representation, unions are used for political purposes as opposed to working purely to benefit workers.

Now that the dust has settled how do you intend to operate in the future?

I firmly want to continue our policy of treating our staff as members of the family. I will not be forced into a position where our relationship with them is turned into a boss-worker fight. We have built this company on consumerism and

staff relations. I am not prepared to throw 15 years of work down the drain because of problems with Ccawusa.

However, to be positive, we are going to work out a substantive agreement which includes wage negotiations with Ccawusa, the National Union of Distributive and Allied Workers, and any other union which represents our staff. Ccawusa says it wants a single wage increase each year. We are therefore going to eliminate the twice-yearly increase, even though we were told that the workers wanted it that way.

We will continue to concentrate on giving our staff benefits, with no vindictiveness, because we value our relationship with them. But I hope the unions will act similarly. I am not prepared to accept the claptrap that workers, of necessity, are against management. I will do everything in my power to ensure that our staff are well looked after and we will endeavour to be the best payers in the retail industry.

Labour relations in SA are moving away from the paternalistic system in which management made all the decisions to one in which workers, through their unions, negotiate on all issues. Until now P'n P has decided on wages unilaterally. Is this paternalistic?

I don't accept that what we have done is paternalistic. We are a non-discriminatory company. We established various benefits — but not unilaterally. It was the workers who requested them. We give our workers housing loans at 3% interest. We promote on merit. I believe in the family approach. P'n P is a group concerned trying to serve consumers. It is not paternalistic to build a core of people who have pride in their company. Does the union want me to cut these things out? If the time when management can do such things for its workers has passed then maybe I'm the wrong guy to run P'n P.

I am prepared to change with the times but not to have a total deterioration of human relations in our company. I respect the right of workers to belong to unions. But I want unions and management to work together for the higher good of the workers and the higher good of the company.

SA union's
strikers in
Bop return

Mail Reporter

ABOUT 400 striking workers at the Ucar vanadium mine in Bophuthatswana decided to return to their jobs yesterday after meeting with the officials of the National Union of Mineworkers (NUM)

The strike took place against the background of an effective ban on trade unions from South Africa operating in Bophuthatswana

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers had repeated their demand for trade union recognition, the recognition of their shop stewards committee in the interim and for a wage increase

Spokesmen for the mine, owned by Union Carbide, were unavailable for comment

Liberty stand spelled out

LIBERTY Life Insurance Company will only recognise a trade union in which whites are in the majority and blacks in the minority.

This was told to The SOWETAN yesterday by the company's deputy general manager, Mr M J Jackson, who said that the reason behind this was that the majority of the workforce was white

He was responding to a snap survey which revealed that most white, coloured and Indian employees at the company are not in favour of forming a union nor wish to belong to the Insurance Assurance and Allied Workers' Union (IAAWUSA), which represents black workers at the concern

He stressed the company's policy for a need to have a trade union which will be fully representative of all workers, irrespective of their race, creed or sex

It is now four months since Liberty dismissed 89 black workers, members of the blacks-only IAAWUSA, who went on strike in a dispute over the company's refusal to recognise the union.

The union has said that it was deterred by Liberty's refusal to reinstate the workers or change its stance on the recognition, but insists that it will intensify its boycott campaign

Mr Jackson said that they will only recognise a trade union which fully represents the workers

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Model delay for BMW

27/11/84

By SIMON WILLSON
Industrial Editor

THE debut of two new models in the BMW 3 Series will probably be delayed by a month because of labour problems at BMW's Pretoria plant

The waiting list for the only 3 Series model in production, already between three and four months long, could lengthen to between five and six months as a result of the disruption.

The manufacturer's production complex at Rosslyn, near Pretoria, has been shut for the last three days following the breakdown of talks between the company and the National Automobile and Allied Workers' Union over working conditions

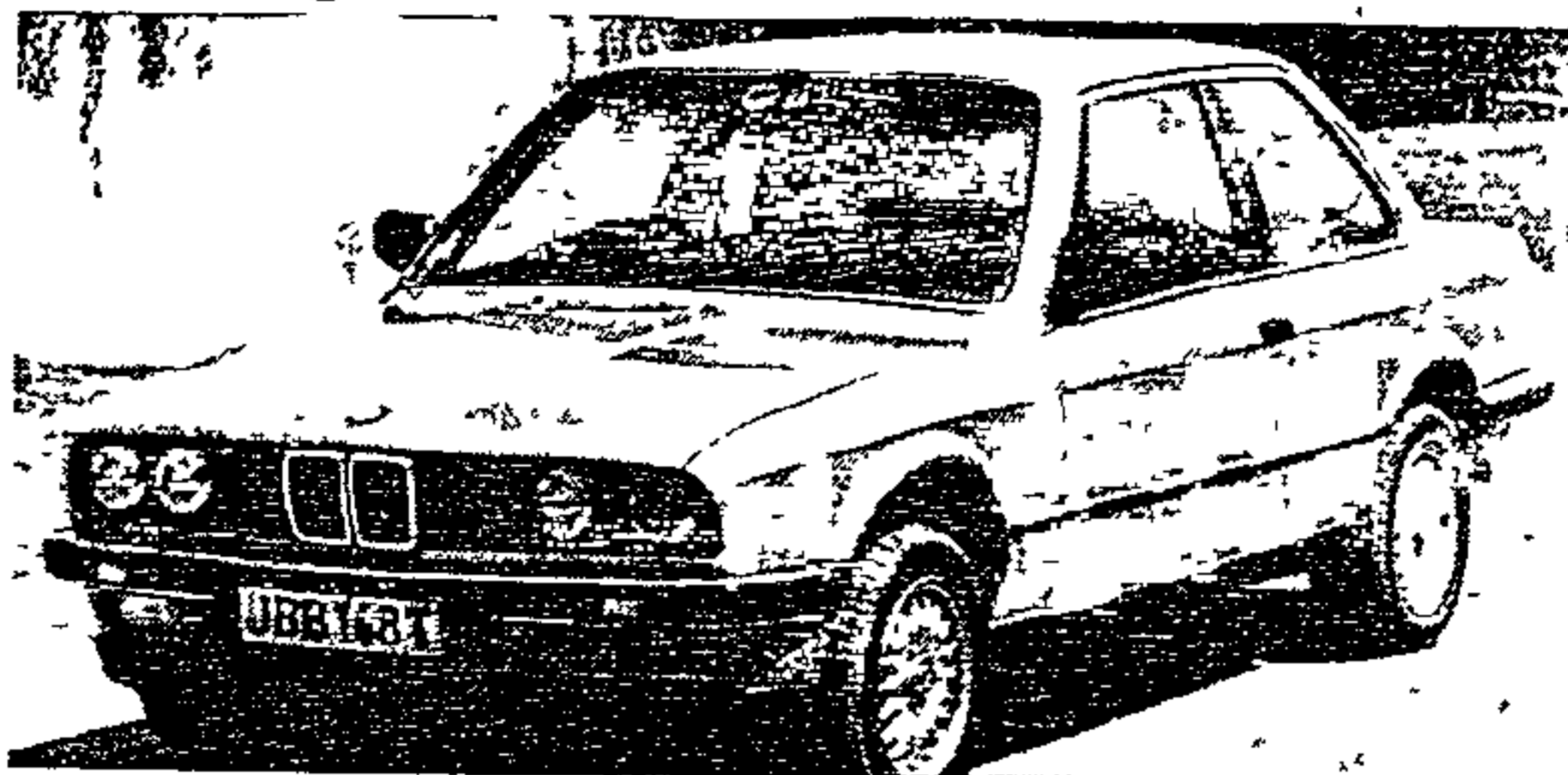
All the company's South African car production comes from the Rosslyn complex, the only plant outside Germany that makes BMWs

With normal output at Rosslyn totalling about 70 cars a day, and prices in the luxury BMW range averaging about R25 000, the dispute must be costing the company at least R1 750 000 a day in lost sales

There has been a waiting list of at least three months for the compact BMW 3 Series since it was launched in South Africa last October

BMW tends only to manufacture cars against firm orders so that delivery is not always immediate.

By the time of the launch the company had substantial orders for the 3 Series. This put production at Rosslyn behind the clock from the start.



The BMW 320, a member of the BMW 3 Series

Since then Rosslyn has been manufacturing only the 320 model in the 3 Series range. The variants in the range — the 318i and the top-of-the-range 323i — were due to roll off the assembly line this February and March

"It is now highly likely that production of the 318 and the 323 will be set back by at least the same period that Rosslyn is closed," the company spokesman said yesterday

"It means longer waiting lists for the 3 Series range, but we are not unduly worried. We believe people feel strongly enough about BMW cars not to be put off by a delay of a few months."

A BMW dealer on the East Rand said customers ordering a 3 Series model would have to wait between four and five months, and a month longer if the Rosslyn shutdown extended into February

More than 2 000 3 Series models have been sold in the three months the range has been on the market. Last month sales totalled 802 units, giving the range 3,6% of the market.

The model's success has helped BMW to rise two places in sales rankings among South African manufacturers

Before the 3 Series launch, BMW was ninth, with 905 sales and 3,5% of the market. Last month the manufacturer held seventh place in the rankings with 1 517 sales and 3,6% of the market

● The labour problems which have caused the shutdown at Rosslyn do not involve a dispute over pay, as has been reported in some quarters

The company spokesman said the plant's labour force was the best-paid in the motor industry, earning a minimum of R2,60 an hour. Workers had accepted last June's 10c an hour across-the-board increase.

The dispute arose from disagreements over working conditions, which had resulted in supervisors being physically threatened by some workers. The plant had been closed until assurances were received that the violence would end, the spokesman said.

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D. Deitch

Bakery strike over

EAST LONDON — The strike at Star Bakery was over, the bakery's area manager, Mr J Stolp, said yesterday

Mr Stolp confirmed that a "few" of the strikers had been fired, but was unable to say how many

"Everything is now back to normal," he said.

About 50 of the bakery's workers went out on strike on Thursday, apparently in protest against the dismissal of two employees, but, according to the manager, Mr J le Roux, other grievances had also been raised.

Mr Stolp said that the grievances had been resolved — DDR

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Few hard trends in latest wave of strikes

LABOUR WEEK BY PHILLIP VAN NIEKERK

UNIONS and employers are waiting with bated breath to see if the upsurge of worker militancy in the first weeks of the new year will continue

By the end of last week, at least 20 000 workers had participated in strikes and work stoppages involving a broad spectrum of unions.

There are few hard and fast trends for labour observers trying to make sense of it all. Wages have been cited as the major reason for the strikes but they are not an adequate explanation on their own

A number of strikes have involved workers protesting against alleged unfair dismissals and a few have been over union recognition, with the new uniform tax system also getting a mention

The drop in the number of strikes last year was attributed to workers valuing job security above wage increases during a recession, which is still with us

A more complex picture is that the whole climate has changed, due to political and economic factors. If that is so, then the wave of industrial action could be, as one labour consultant described it, merely the "overture to an almighty opera"

There is no doubt that the black community is taking massive economic strain as a result of lower wage increases over the past 18 months, dropping employment levels and the drought

Mr Charles Simkins, an economics researcher at the University of Cape Town, has calculated that the standard of living of blacks dropped by 4,1% between May 1982 and May 1983. And that trend was unlikely to improve during the remainder of 1983

While the real wages of blacks increased by about 1,5% during that period, Mr Simkins has also taken into account population growth, at 2,8%, and employment, which dropped by 2,8%. The burden of supporting the increasing numbers of unemployed has fallen largely on the shoulders of the wage earners

Further evidence of a decline in the standard of living for blacks has been unearthed by UCT's Southern Africa Labour Development Research Unit (Saldru)

It has made a study of all industrial council wage agreements during 1983, which show that the real wage of unskilled workers, nearly all of whom are black, dropped by 4,7%

Adding to the financial squeeze is the drought in the rural areas, which has made the families of migrant workers more dependent on wage income at a time when those wages have been declining

Mr Simkins has calculated that between May 1980 and May 1983, the standard of living of blacks improved by 2,6%, compared to 4,9% for whites, 5,7% for coloureds and 14,5% for Asians

This followed a period during the middle and late 1970s when the standard of living of blacks was increasing at a faster rate than whites, gradually redressing the vast imbalance.

Thus the rising expectations of blacks have been increasingly frustrated, reaching a peak with the actual decline in living standards during recession-hit 1983

Labour consultant Mr Gavin Brown believes the "cutting edge of the recession is only drawing blood now". He says there is widespread anger that "white business is

tightening its belt at the expense of black employment and income", a perception which is confirmed by union leaders

The real pressures have been building since the middle of last year and were seen in the increase of strike action towards the end of the year. Now, the caution of most of last year has been translated into anger — and workers are increasingly taking action regardless of the consequences of losing their jobs

More difficult to measure in percentages is the effect of the political climate on the industrial scene. Here there is little doubt that the new constitution, the white referendum and the continued exclusion of blacks from political power has politicised and embittered black workers

Barred entrance into the political arena, their political frustrations are likely to increasingly surface on the shopfloor

This could acquire a new focus in the new uniform tax system to be introduced in March, over which there have already been rumblings

Most unskilled and semi-skilled workers will pay less tax than they are paying at present. But the issue of whether they should pay tax at all — supporting the Defence Force on the border and the building of new Parliaments in Cape Town which they have no voice in — will be reawakened

One union leader said that while it was not a strong issue yet, employers are likely to encounter problems when they start handing out tax forms for workers to fill in and explaining what the deductions are all about

Finally, any explanation of the strike wave of the past two weeks has to be made by looking concretely at the strikes themselves

The AECI strike by about 8 650 workers, for instance, was the country's first legal national strike. Its only resemblance to most of the other strikes was that it was over wages

The strike was a consequence of the increasing use by emerging unions of the official dispute-resolving machinery, a trend given impetus during the recession

Any hope, however, that it would improve the credibility of the country's labour legislation has suffered a crushing blow along with the crushing defeat suffered by the South African Chemical Workers Union (SACWU)

At the end of the day, after having gone through the complicated and lengthy channels which are required before a legal strike is possible, the balance of power had not changed. Workers could still be threatened with dismissal if they did not go back to work.

This should provide ammunition for the lobby which has been calling for a legal ban on the firing of legal strikers. If the Department of Manpower wants black unions to make use of the Labour Relations Act, rather than striking illegally, the argument goes, they will have to provide some form of incentive to workers

The strikes in the mining industry — at Impala Platinum Refinery and Rietspruit — can be largely attributed to the relatively recent unionisation of black mineworkers, chiefly by the National Union of Mineworkers

What is apparent in almost all of the disputes is that the unions have been taking a beating. Whether that means that industrial action can be quelled by tough management attitudes will be seen in the weeks and months ahead.

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OK workers at six centres stop work

Labour Reporter

OK BAZAARS workers at five stores and a warehouse in Natal stopped work yesterday

Their action comes amid an ongoing wrangle between the company and the Commercial, Catering and Allied Workers' Union over the dismissal of about 180 workers at the Sandton Hyperama, dismissed more than a week ago when they went on a four-day strike in sympathy with a dismissed Ccawusa shop steward

The company has refused to reinstate them

Yesterday's solidarity action in Durban followed strikes in protest against the

dismissals, by workers at five stores in Johannesburg this week.

The stores affected by the stoppages were at Pinetown, Monteclear, Amanzimtoti, Kwa Mashu and West Street. The warehouse is in Watford Road.

● Several hundred members of the Metal and Allied Workers' Union (Mawu) went on strike at the Vetsak co-operative at Isando yesterday, demanding union recognition, stop order deductions and wage increases

A Mawu spokesman said the strike had come after the company repeatedly refused to recognise the union

NOW NISSAN LAYS OFF 700 WORKERS

YET ANOTHER motor company has announced a major layoff, bringing to more than 2 000 the number of motor workers who have lost their jobs this month.

Nissan (Datsun) announced yesterday it was retrenching 700 workers. The announcement follows hot on the heels of Ford's retrenchment of 490 workers at its Sierra plant and Sigma's decision to lay off 850 people.

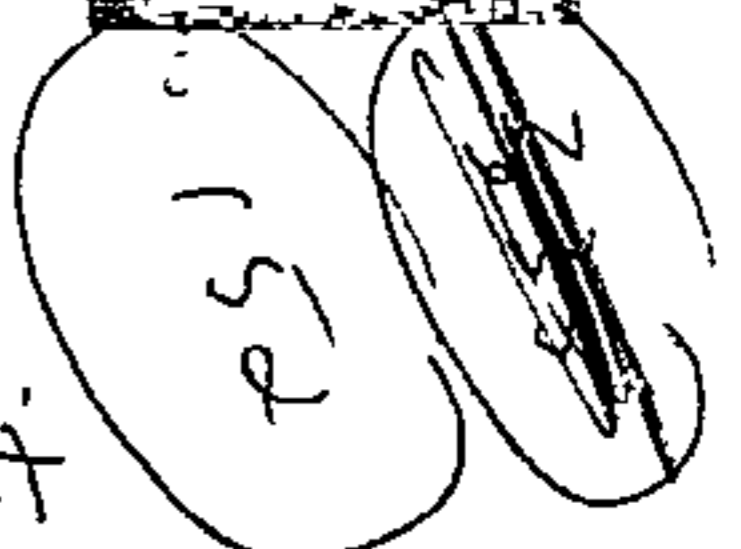
The motor companies have blamed the recession, but trade unionists have reacted with anger to the retrenchments. The National Automobile and Allied Workers' Union (Naawu) accused Ford of trying to break the union in its plants.

Another company, National Bolts and Nuts in Boksburg, has also laid off about 200 workers, according to the Metal and Allied Workers' Union (Mawu). Meanwhile, the strike wave that has hit the country since the beginning of the year shows no sign of abating.

The BMW plant at Rosslyn, near Pretoria, has been closed down indefinitely. About 1 500 workers are on strike at the plant over wages. The company said the plant would remain closed until the strikers' "intimidation" of workers stopped. About 300 workers are also on strike at Vulco Latex in Johannesburg, about 400 workers at Powerline in Springs, about 200 at Promax Plastics, 200 at Reliable Products and 1 300 at Coca Cola.

Reports from Bophuthatswana say that about 450 workers at Ucar Mine returned to work yesterday after striking in protest against the Mangope government's decision to ban the National Union of Mineworkers.

But confirmation of the workers' return after four days out could not be obtained. Talks were held yesterday between miners' leaders, the Union Carbide company which owns the mine, and Bop Government officials. Another work stoppage has been reported at Metal Badge and Button Manufacturers. The entire workforce downed tools on Wednesday and have been warned that they would "dismiss themselves" if they went on strike.



Worker hit by medical aid cut

FORMER Ford engine plant inspector Claude Mlongeni is probably the hardest hit of the 490 workers retrenched by the Port Elizabeth motor company. Mr Mlongeni is under expert medical care after injuring his back while working in Ford's bodyshop last March.

Faced with huge medical bills because he no longer qualifies for medical aid, Mr Mlongeni received a mere R141 when he was paid off by the company last Friday.

Doctor Colin Herschel said in a medical report that Mr Mlongeni had noticed blood in his urine, and clots in the blood.

The Motor Assemblies and Component Workers' Union is now negotiating on his behalf — but in the meantime Mr Mlongeni requires treatment for his ailment.

Ford workers met again this week to discuss the retrenchment of their colleagues and members of the National Automobile and Allied Workers' Union (Naawu) resolved not to work overtime until the laid-off workers were revived. Workers' said it would be immoral to

CP Reporter

29/1/84



CLAUDE MLONGENI No medical aid, and no

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January 8, 1984

Labour unrest warning

S. Times
By Don Robertson

LABOUR unrest is likely to continue this year, says Henk Botha, executive director of the Institute of Industrial Relations

In spite of the expected economic recovery and the efforts to solve labour problems, potential flashpoints exist

In spite of a plea for a wage freeze in 1983, many trade-union demands exceeded the inflation rate. Demands for increases of between 20% and 25% were not uncommon.

Some trade unions agreed to lower awards than they sought, but said they would press management to make up for their sacrifices in 1984

Wage issues will receive much attention this year and managements should look to their wage structures and policies, says Botha.

Closely linked to disciplinary dismissals, retrenchments will continue to be a sensitive issue. Many employers refused to negotiate on whether retrenchments were necessary, but they were ready to discuss alternatives.

Unease and uncertainty relating to dismissals connected with unfair labour practices are likely to continue this year, although action is being taken to remedy this

The National Manpower Commission investigated the definition of unfair labour practice and indications are that the report will be available this year.

Mr Botha says the skills of employers will be tested in the coming year. Although sound industrial relations depend on both management and trade unions, primary responsibility rests with management



To work or not to work?

STRIKING WORKERS at Ford's Struandale Assembly plant near Port Elizabeth will hold a meeting in Kwa-Zakhele tomorrow to decide what strategy to adopt when the factory reopens on Monday after a three week shutdown

The workers, who are members of the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), have been off work since December 13

The 700 workers downed tools in sympathy with a suspended worker when the plant shut down for the Christmas period, the workers col-

By **MONO
BADELA**

lected their pay and bonuses

Ford industrial relations director Mr Fred Ferreira was not available for comment this week whether the suspended workers would be reinstated on Monday

However, it is learnt from sources close to the two unions that the workers will report back on Monday, but will not take up their positions if the suspended worker at the Sierra plant has not been reinstated

The striking workers have received the backing of the Port Elizabeth Civic Organisation (Pebco)

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We pay well

BMW 30/11/82
Sowetan

BMW paid its employees the highest wages in the motor industry, but it was being held to ransom by people who demanded even more, a spokesman for BMW South Africa has said.

He was reacting to a strike at the company's Rosslyn plant, which remained closed for the fourth successive day on Friday following a wild-cat strike last Tuesday

"Worker leaders have a duty to explain to their

members the economic facts of life. In our case, these facts are. Our employees earn a minimum wage of R507 per month, which is the highest in the motor industry and substantially higher than in most other industries

"Secondly, due to the depressed state of the car market, retrenchments and short working weeks elsewhere in the motor industry are the order of the day," he said

The spokesman said BMW was still investigating threats and incidents of violence during last Tuesday's strike

"The safety of a number of workers, in particular black foremen, was endangered by violent elements. We cannot re-open the plant until employees can be assured that those who intimidated them, have been brought to book," the spokesman added
— Sapa

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at a store in the city downed tools
over a union recognition dispute
Management called in the police
who used a tear-gas cannister to
disperse the workers, rounded them
up and took them to the police sta-
tion where they were released

Last week an official of the Gen-
eral Workers Union of South Africa
(Gwusa), which has organised work-
ers at a small factory called Joe
Calafato's, alleged that workers
were being interrogated individual-
ly about their union membership by
police called in by management

Mr Joe Calafato, a director of the
company, said. "This union has been
trying to get our boys to join them
against us. So we called in the police
and said we were having this prob-
lem. Some of the boys admitted it
wasn't even their signatures on the
membership forms

"We've got boys who've been with
us for 40 years and we've never had
trouble before We're one of the vic-
tims - I can honestly tell you we've
never victimised any natives"

A police spokesman said they had
no knowledge of the incident

30/1/84 □ □ □ ROM
PRETORIA has become one of the
new frontiers of trade union organi-
sation and has had more than its
fair share of labour disputes There
have also been disturbing reports of
employers using the police as part
of their industrial relations ar-
moury
Two weeks ago about 26 workers

152 (24) 139
OK may
dismiss
striking
workers
Staw. 3/1/84

By Carolyn Dempster,
Labour Reporter

OK Bazaars has warned that any workers who continue sporadic striking in support of colleagues dismissed from the Sandton Hyperama would be liable to be dismissed

Eleven branches in Natal and on the Witwatersrand were affected by the one-day or half-day work stoppages last week

The warning was contained in a letter sent to the Commercial Catering and Allied Workers' Union yesterday afternoon

CLARIFY

According to Mr Keith Hartshorne, OK Industrial Relations Controller, the purpose of the letter was to clarify management's reading of the recognition agreement signed with CCAWUSA

A clause in the agreement gives management the option of affording union members 24 hours or a set period of time to remedy any breach

At Sandton, the 150 workers dismissed for striking in support of a colleague who was fired claimed the agreement had not been followed

"However, for the purposes of any strike which follows on from the Sandton issue, we may elect not to give any time at all. All we are telling the union is that we reserve the right to take disciplinary action without further reaction," said Mr Hartshorne

A union spokesman said workers would be informed of this development, after which a decision would be taken over the issue

BMW might seek new workforce

Pretoria Correspondent

The management of the BMW plant at Rosslyn — closed after labour unrest — is considering hiring new production staff

"This might become necessary in the event of union leaders or the attitude of our current employees forcing us into a position where we have to dismiss a part of the labour force," said a BMW spokesman

The plant, which opened last November after a R100-million expansion, remained closed for the sixth consecutive day since a wildcat strike was staged

The strike by about 1 500 workers cen-

tres on dissatisfaction with a 60c-an-hour across-the-board wage increase introduced at the beginning of January

There have been allegations of violence and intimidation during the strike and the BMW management has refused to reopen the plant until those responsible have been dealt with

"The continued intimidation of black supervisory staff had necessitated special security precautions at the homes of people involved," said a statement

An inquiry into the allegations started yesterday and continued today. So far 15 people have been charged

A spokesman for the National Automobile and Allied Workers' Union (NAAWU) denied the allegations of intimidation and violence

"Violence and intimidation have never been condoned by this union and it has never been our method of working in the past," he said

He added that BMW was using the allegations to avoid the real issue of the strike — pay negotiations

BMW management and representatives of NAAWU were due to meet today to discuss the situation

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Sowetan 1/2/84

BULLY TACTICS

By ALINAH DUBE

A GROUP of boycotting pupils at the Hofmeyer High School, Atteridgeville, yesterday allegedly assaulted those who wanted to attend lessons and accused them of siding with the authorities. They then ordered them to enter a hall where freedom songs were sung.

Some of the students told The SOWETAN that a group of protesting students arrived at the school as early as 6 30 am yesterday and assembled in the hall. Freedom songs were sung and those who arrived later were ordered to join the boycott.

A female student said "We made it clear that some of us wanted to carry on with lessons but the protesting students reacted angrily saying we sided with the principal and started beating us up. The principal advised us to go home. He said we should come back today."

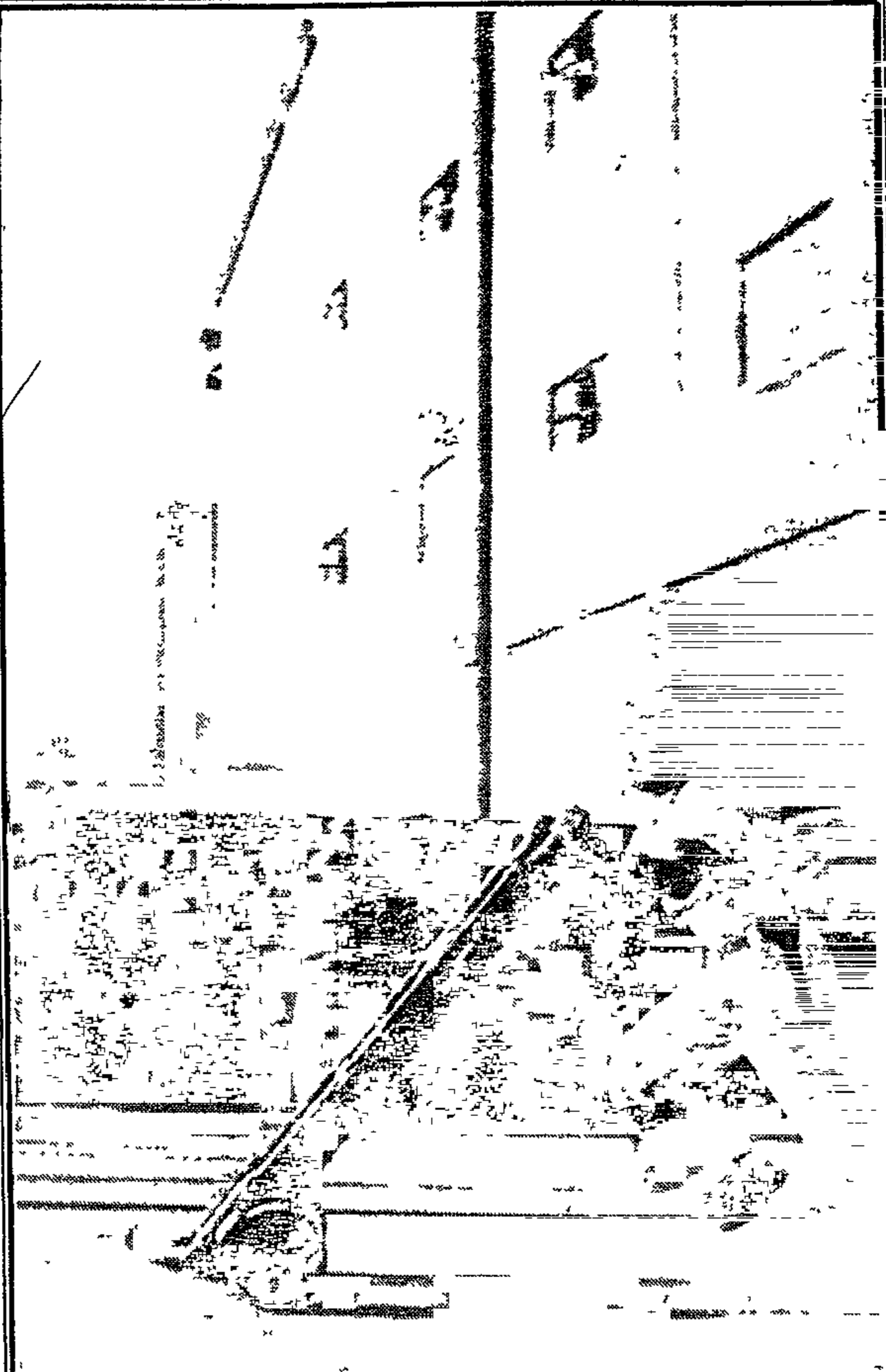
A spokesman for the committee which represents the boycotting students said trouble started when the principal refused to re-admit

about 50 students when schools reopened recently. He said the students were in Standard 9 and ten and were refused re-admission because of the age restriction regulations of the Department of Education and Training (Det).

"We want these students to be accepted because we feel their future will be doomed if they leave school at this level," he said. The spokesman also stated that in their demands they had called for the abolishment of corporal punishment and the right to have a representative student body.

The regional director of Det, Mr J P H Felstead, denied that students had protested against the school's refusal to re-admit their colleagues.

"There should be something more to the situation. They complained that there were no books at the school and that teachers were not doing their work and now, they are wandering the streets. My department is, however, still busy with its investigation," he said.



THIS STRIKING photograph by David Goldblatt will be on display at the Wits University History Workshop Open Day which takes place this Saturday. The all-day event is open to the public free of charge, and the focus will be on history from the point of view of the ordinary man.

PRETORIA STRIKE ENTERS 12TH DAY

A STRIKE at the Les Marais company in Pretoria yesterday entered its 12th day with management still refusing to talk to the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa).

According to a union official, Ms Popi Magongwa, workers went on strike on January 19 after management's refusal to meet their demands for better pay, improved working con-

ditions and their union's recognition. He said workers demanded a R10 across the board increase. Workers claim they earn R72 per fortnight. Ms Magongwa said

her union was contemplating taking legal action against the company. "We've already heard that the company has employed new staff in certain posts to replace workers who are

on strike. The union is looking into this," she said. The manager of the company, a Mr van Zyl refused to discuss the matter with The SOWETAN.

THE DEALER THAT PERFORMS AS THE CAR IT SELLS.

For written reply
152 ~~304~~ Howard
Fund for workers who refuse to strike
Q. 61.32 1/2/84

6 Dr A L BORAINÉ asked the Minister of Manpower

Whether any payments have been made from the fund established to assist motor industry workers who refuse to join strikes but are unable to work, as referred to in his reply to Question No 22 on 8 February 1983, if so, (a) how many, (b) when, (c) to whom and (d) what was the total amount involved?

The MINISTER OF MANPOWER

No

STRIKE TURN: BMW personnel are placed...

UNDER GUARD

By
**ALINA
DUBE**

HOUSES of black BMW personnel living in Mabopane have been placed under guard.

Sources close to employees said security guards were posted after the safety of workers, particularly black foremen, was "endangered by violent elements"

Both the Rosslyn and the Ga-Rankuwa plants

were closed down as a result of the strike

The public relations officer of the company, Mr Michael Brandt, confirmed that security guards were being employed to keep a close watch on some of management officials and foremen. He said threats of violence were made against them and that the company found it necessary to have security guards at their homes

"No violence will be tolerated by us," he said

Mr Brandt said BMW had identified a number of people accused by fellow workers of having been responsible for intimidating and assaulting employees who did not wish to participate in last Tuesday's wildcat strike at the company's Rosslyn plant.

"Evidence will be submitted and those found guilty will be dismissed.

"We intend keeping the plant closed until offenders have been dealt with. Protecting the lives of loyal employees is a higher priority than resuming production immediately," he said

The strike, allegedly caused by some workers who were dissatisfied with their new wages (an average of R567 a month), was accompanied by violence directed particularly at black foremen

It's D-Day ⁽¹²⁾ for car plants ^(14A) ^(B) ⁽¹⁷⁾ 1 500 strikers ^{Star}

By Carolyn Dempster,
Labour Reporter

1/2/84

BMW is to decide today whether to fire the 1500 workers who went on strike at the motor manufacturer's Rosslyn plant in Pretoria last week

Talks between the National Automobile and Allied Workers' Union (Naawu) delegation and management deadlocked yesterday and the fate of 19 union members charged with intimidation and violence is still uncertain

A crowd of about 400 workers, reportedly Nissan employees retrenched last month, gathered at the gates of the BMW plant this morning seeking work

Mr Pierre de la Rey, communications manager for BMW, confirmed that application forms were given to the queues of waiting workers "in the event of a decision to dismiss the striking Naawu workers"

He said the fate of the 19 union members was a separate issue and a decision on whether to dismiss them was pending

"We met the union yesterday and they could not give us any assurances that if we reopened the plant they would help to prevent further unrest," said Mr de la Rey

"We strongly believe there is a political motive behind this whole thing and have come to the conclusion that there is enough evidence to prove this is not a normal dispute," he added

A spokesman for Naawu denied that there was any more to the strike than dissatisfaction over management's refusal to budge over its wage offer, which resulted in deadlocked negotiations last week

He also said the claims of "intimidation and violence" by certain union members were untrue

Labour Correspondent

TALKS aimed at ending the deadlock at motor company BMW's Rosslyn plant — which the company closed over a week ago after a wage strike by 1400 workers — failed to settle the dispute yesterday

The company met the National Union of Automobile and Allied Workers, to which most strikers belong, at a Pretoria hotel. NAAWU accused BMW of go-

Talks fail to end BMW strike deadlock

ing back on an undertaking concerning wage negotiations and said workers would not return unless BMW agreed to negotiate

BMW spokesmen replied that the company was not prepared to reconsider a 10c an hour wage rise which, NAAWU charges, sparked the strike. It also said it was

unwilling to re-open the plant unless workers returned

In another development, the company issued a statement saying it was preparing to employ new workers because it might fire some of the strikers. BMW closed the plant after alleging that some of its staff had been subject to intimidation

On Monday, it said it had identified some workers who had been accused of intimidation and had summoned them to disciplinary hearings. If they were found guilty, they would be fired, it added. The plant would not re-open until these hearings were over

According to NAAWU, 19

workers have been summoned to appear at hearings. In the statement, BMW said firing some strikers might be necessary.

A union spokesman, Mr Brian Fredericks, said yesterday NAAWU was opposed to the hearings. "Simply picking out 19 workers in this way can only inflame tensions"

Unrest costs hundreds their jobs

152 Pretoria Correspondent

Almost 2 000 workers in the Pretoria area have lost their jobs this month as industrial unrest spread.

A total of 136 labourers lost their jobs following strike action at three Pretoria firms

At a metal badge and button factory in Rosslyn 86 workers dismissed themselves when they downed tools over a pay dispute

A spokesman for the firm said new workers were being appointed.

At Les Marais Hardware 25 workers were dismissed following a strike over a pay increase.

At D Meyer and Company 25 workers lost their jobs when they downed tools in protest against the dismissal of a colleague.

The Commercial and Catering Allied Workers Union was considering legal action against D Meyer and Les Marais Hardware.

The closure of the Pretoria operation of Marvel Bottlers resulted in the dismissal of about 200 workers.

Nissan retrenched 700 production line labourers

The United African Motor and Allied Workers Union was to meet the management of Nissan to discuss the retrenchments.

The Sigma Motor Corporation made 850 workers redundant.

The BMW car plant at Rosslyn closed when a strike by workers over a wage dispute entered its fourth day.

Management said the plant would not be reopened until it was sure intimidation of workers had stopped.

The labour unrest which gripped the country for two weeks spread to the Brits area of Bophuthatswana where 390 workers at Ucar Minerals downed tools twice over pay increases.

The National Union of Mineworkers was seeking legal advice on the banning of the union's activities by the Bophuthatswana Government

The banning culminated in a four-day strike by 400 workers at Union Carbide's Ucar Mine. — Own Correspondent.

Strikers' fate still hangs in balance

By Carolyn Dempster,
Labour Reporter

The fate of the 1500 striking workers at BMW's Rosslyn plant was still hanging in the balance as the factory remained shut for the eighth day today

In the latest twist in the saga, helicopters distributing pamphlets reportedly attacking the National Automobile and Allied Workers' Union flew over three Pretoria townships yesterday

Later in the day thousands more pamphlets were distributed inviting the striking workers and their wives to a party at the Garankuwa Community Hall on Friday at 2 pm. Videos on soccer and music will be shown and free coldrink and food has been promised to be followed by a discussion on

the strike

The decision whether or not to dismiss the striking workers has not yet been taken, but BMW's communications manager, Mr Pierre de la Rey, said yesterday it was likely a "skeleton" staff would be employed to start up operations before the factory was placed on line once again

Now the union is threatening BMW with legal action, saying the first of the two pamphlets distributed in Mabopane, So-shanguve and Garankuwa was defamatory

A union organiser said workers would be advised not to attend the party which, he claimed, was nothing but a blatant attempt to sweet-talk workers into returning to work without negotiating wage demands

A final decision on the future of the 19

union members charged with alleged intimidation and violence has not yet been made

The dispute began when wage negotiations deadlocked last Monday Naawu demanded a R1-an-hour increase across the board, while management refused to go higher than a 10 c increase. The lowest minimum wage is R2,50 an hour

Management has accused certain union members of intimidation and violence

Naawu assistant general secretary Mr Brian Fredericks also denied management allegations that there were "political overtones" to the strike

"If management is not prepared to recognise that the workers have legitimate needs, then it is behaving in a totally unrealistic way," he said

Star

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1972
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Striking workers

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185
140A
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MORE than 300 sacked strikers at Vetsak, Isando, have been forced to sign documents undertaking not to go on strike again as a condition of re-employment.

This claim has been made by the Metal and Allied Workers' Union representing workers who said that they felt threatened by having to sign the forms which they regard as "a means to stifle our union activities".

The workers were dismissed by the company after they had been on strike in demand of the recognition of Mawu, increased wages and stop order facilities on Friday.

They were ordered to

must 'sign'

leave the premises of the company and to report back on Monday.

Some of the workers have accepted the offer while others have gone to the union to help them in this regard.

The company's spokesman said that three-quarters of the workforce had turned up for re-employment yesterday and "we are busy screening those we have taken".

BMW UNDER FIRE

THE National Automobile and Allied Workers' Union (Naawu) has accused BMW of adopting an attitude of non-negotiation before the central labour problem could be solved.

Speaking from Naawu offices in Pretoria North yesterday, the national secretary, Mr Fred Sauls, stressed that the company was responsible for the closure of the Rosslyn plant last week. For the company to have closed negotiations before the dispute was resolved was enough proof that management collaborated with other industries where retrenchments were the order of the day.

CASE TIME 2/2/86
Strike
breakers
not paid

Political Staff

NO PAYMENTS were made to motor-industry workers in the Eastern Cape who refused to join strikes but were unable to work, the Minister of Manpower, Mr P T C du Plessis, said yesterday

He was replying to a question from Dr Alex Boraine, PFP spokesman on manpower

Last year, the provisions of Section 46 of the Unemployment Insurance Fund Act were made applicable to the magisterial districts of Port Elizabeth, Uitenhage and East London to be able to extend financial assistance to contributors to the UIF who wanted to work but were prevented from doing so by a work stoppage

An initial amount of R2 million was made available from the UIF to assist non-striking contributors to the fund

Legal action threat in BMW strike

By STEVEN FRIEDMAN
Labour Correspondent

RELATIONS between motor firm BMW and the National Union of Automobile and Allied Workers, which represents strikers at its Rosslyn plant, deteriorated sharply yesterday as both sides threatened the other with legal action

In key developments yesterday at the plant, which the company shut nine days ago after a wage strike by about 1 400 workers

● BMW said it was allowing a skeleton staff to begin work aimed at re-opening the plant, but said no date had been fixed for restarting production

Earlier in the day, NAAWU had written the company a letter asking when it would re-open the plant

● The company dropped notices by helicopter over three black townships in the area sharply attacking the union NAAWU charged the pamphlet was "defamatory" and said it might take legal action

● BMW said it had told NAAWU it reserved the right to sue it for damages resulting from the strike and to end its recognition agreement with the union

● The company later dropped a second pamphlet over the townships inviting workers and their wives to an "entertainment" at which free cold drinks would be served, videos shown and the strike discussed

A company spokesman said yesterday the decision to allow staff to begin maintenance work meant simply that the plant would be able to re-open as soon as management decided this was necessary. It did not necessarily mean that a re-opening was imminent.

He confirmed that BMW had dropped pamphlets over the townships accusing NAAWU of not representing the "true feelings" of workers and of not being in control of its members.

It said it had done this after a meeting with the union on Wednesday at which NAAWU had been "unable to give any assurance that it could get workers back to work or end the continuing violent intimidation of workers"

"We decided that if we could not achieve a re-opening by talking to them we would do so by talking directly to our workers," he said

But a NAAWU spokesman, Mr Brian Fredericks, said the pamphlet showed BMW was "totally out of touch with the feelings of their workers"

"They do not realise that our demands come from the workers and that pamphlets like these simply anger them further," he said. Mr Fredericks said NAAWU had "tried every means at our disposal to keep talks open but BMW has flatly refused to even discuss wages"

The company's spokesman reiterated BMW's refusal to negotiate pay until mid-year, saying this had been accepted by NAAWU in negotiations

BMW workers sign 'ballot'

By Carolyn Dempster
Labour Reporter

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3/2/84
The whole BMW workforce gathered outside the gates of the company's Rosslyn plant this morning to find out whether management intends reopening the factory which has been shut for nine days

At a meeting called by the National Automobile and Allied Workers' Union yesterday, the 1 500 workers, who went on strike last Tuesday, resolved to respond to a management request to come to the plant

According to a union spokesman monitoring the situation at the plant this morning, workers were asked inside the plant and made to sign a declaration saying they were prepared to return to work under the conditions of employment stipulated by management

"The shop stewards told management this was unacceptable and are meeting them to find out what BMW's plans are about opening the plant," he said. However, according to a statement released by BMW, an overwhelming majority of plant workers voted in favour of returning to work under the ruling wage conditions and employment policies of the company

Hundreds signed the "ballot" indicating they were prepared to accept the ruling wage scales and poli-

cies of the company, said Mr Michael Brandt, public relations director

Once the workers had signed the form, the conditions would be binding on them, he confirmed

Small groups of workers were already performing maintenance and preparation work in the plant and management would decide during the course of the day when to resume full scale production

Naawu has refuted reports of union resignations "We have received at least 300 applications for membership from BMW workers since the plant shutdown last week," said a union organiser

BMW confirmed today that the resignations had come from the small group of employees performing maintenance work in the factory over the past two days

The union has also levelled accusations of an unfair labour practice at BMW for refusing to continue negotiating with the union

BMW announced on Tuesday this week that it was no longer prepared to negotiate with the union and would continue to liaise directly with the workers. Reasons given by management were that it felt the union no longer represented the interests of the workers

STRIKERS ARE REPATRIATED

SCORES of sacked migrant labourers have been repatriated to various "homelands" following a strike over wages at CMGM construction company in Soweto yesterday.

The workers, who

SOWETAN Reporter

come from Lesotho, Lebowa and Transkei, started their strike on Monday after management had refused to give them a R2-per-hour wage increase

Meanwhile about 45 workers, members of the African Allied Workers' Union (AAWU), at Potato King, Johannesburg, yesterday downed tools in protest against the sacking of a colleague

And about 20 migrants employed at Pretoria Coal Company have been ordered to leave the company premises and hostels after they were retrenched. The General Workers' Union representing them is considering taking legal action

The workers at CMGM were divided over wage demands — some accepted management's stance that they will get no increase while others insisted on their demands

When it seemed imminent that there would be a confrontation between the two factions, management called police to the scene, but nobody was arrested, according to the company's manager, Mr R J Schultz

The workers were given all their benefits, but refused management's offer to transport them to their homes. They said that they will use their own transport home. "After all the company did not fetch us from our homes," the workers said

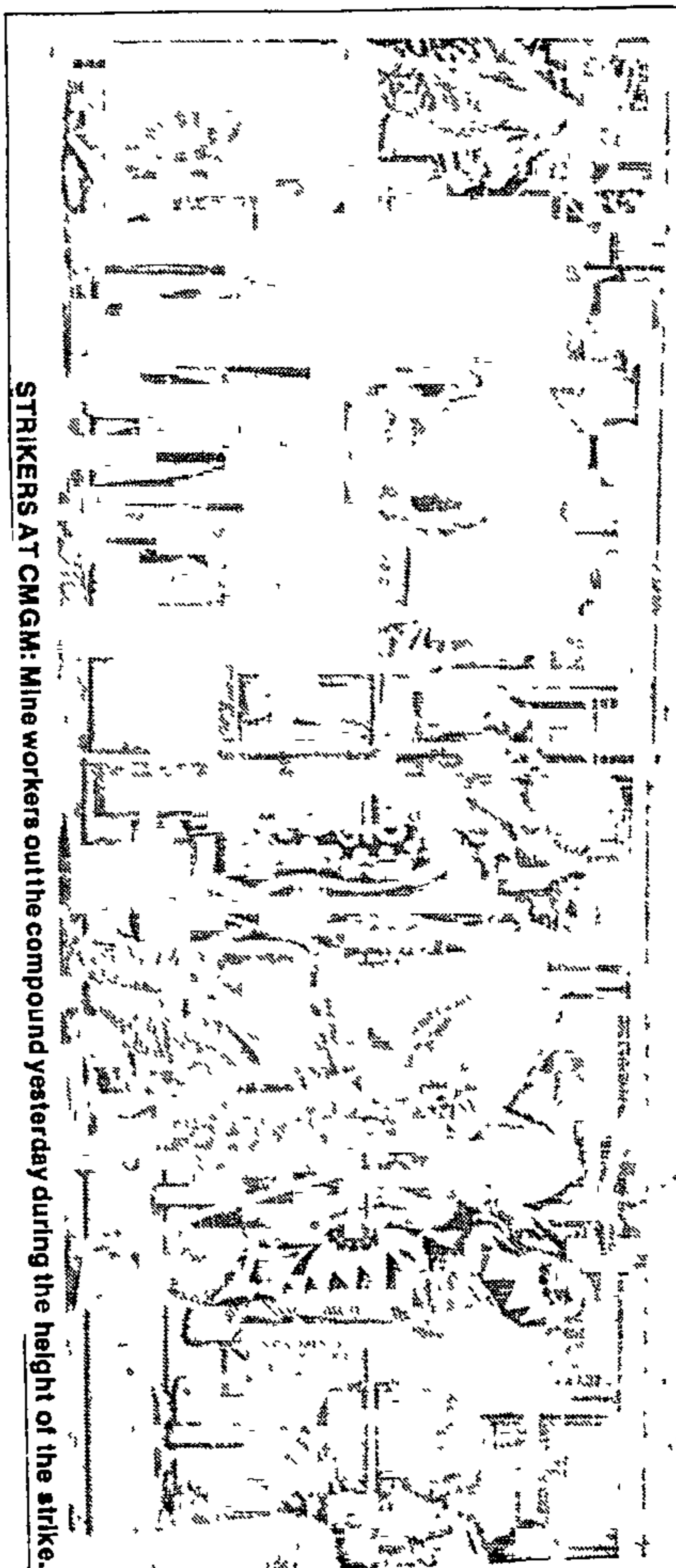
The workers told The SOWETAN that they were promised R1,10 an hour pay and were

"shocked" when they found that they were in fact paid 85 cents per hour. They also complained of being dismissed without notice

Mr Schultz said it was unfortunate that some of the labour force did not accept the settlement offer following discussions between management and work-

The coal company's director, Mr J Dreyer, said that the company was forced to retrench workers because of the country's economic situation. "We could have dismissed them earlier but we delayed the exercise," he added

Potato King management was not available for comment



STRIKERS AT CMGM: Mine workers out the compound yesterday during the height of the strike.

SOWETAN, Friday, February 3, 1984

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Disenchanted strikers quitting union BMW

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at motor company BMW's Rosslyn plant, closed early last week after a wage strike, are resigning from their union, the National Automobile and Allied Workers Union (NAAWU), in protest at its handling of the dispute, the company claimed yesterday.

But a NAAWU spokesman told Sapa the union had no knowledge of resignations.

And a meeting of about 1 400 workers has voted not to return to the plant until management guarantees that 19 strikers, who were summoned to disciplinary hearings for allegedly "intimidating" workers, will not be fired.

The company summoned the workers to appear at the hearings, after charging

that it had evidence they had assaulted or "intimidated" supervisory staff, and said they would be fired if found guilty.

NAAWU says this has angered workers and raised tensions in the dispute.

BMW's statement comes in the wake of a sharp deterioration in relations between it and NAAWU, a union it recognises.

A meeting between the two sides on Tuesday led to this escalation of tension. In its wake, NAAWU attacked BMW for refusing to negotiate on pay, while BMW criticised the union for refusing to guarantee workers would return to work and that alleged "intimidation" would end.

The dispute flows from the workers' rejection of a 10c an hour wage rise granted by the company. Workers initially demanded a R1 an hour rise, but the union has since said this is negotiable.

BMW, which says it refuses to negotiate on wages until mid-year because NAAWU has agreed in negotiations that pay should only be negotiated then, closed the plant in reaction to the strike.

The company has announced that staff have been appointed to prepare the plant for re-opening, but says no decision has been taken to restart production.

In its statement, BMW said "the first batch of resignations from people apparently disenchanted with NAAWU's handling of the current labour problems arrived yesterday". It gave no details of how many workers had resigned.

It added that, in terms of the company's agreement with NAAWU, workers wishing to resign from the union hand in their resignations at the plant, and the company then passes them on to union headquarters.

(152) ~~152~~ RDM 4/2/84
Police called to wildcat strike

Mail Reporter

POLICE were called to a Johannesburg factory yesterday after 12 workers were fired for staging a "wildcat strike"

Management summoned the police because the workers were allegedly intimidating other workers. Police investigated the situation and left soon afterwards.

The workers went on strike after management at A&E Manufacturers and Distributors, producing carry-cots, turned down a request for a pay increase.

The company pays between R25 and R67 a week and says these wages are determined by the Industrial Council.

However, Mr Jimmy Thomas, a

spokesman for the council, said the minimum wage for an unqualified worker was R37 and for a machinist R52,50.

The managing director of A&E, Mr Errol Mande, said that the people earning R25 were only temporary staff.

Mr Sam Sebatsaba, who was elected spokesman for the group, said yesterday that Mr Mande told them there were enough black people looking for jobs.

"When we arrived at work yesterday morning, the doors of the factory were locked and Mr Mande told us we could return at 3.30pm to receive our pay as we had been fired," he said.

Mr Mande claims the workers were told on Thursday that those not reporting for work at 8.15am yesterday would

be considered dismissed.

"The group of 12 came to the factory at 8.40am and I told them they were fired," he said.

Mr Sebatsaba, who has been with the company for eight years, said that they went to the factory in Pritchard Street before 8am, but the doors had been locked.

"We came back at 9.20, but we were told we could not work," he said.

The worker representatives and management met representatives of the National Union of Clothing Workers who tried to arbitrate but the stormy meeting did not resolve the dispute.

The workers do not belong to any union.

Staff strike at Southern Sun hotels

Labour Correspondent

WORKERS at four main Southern Sun hotels in the Johannesburg area including the newly opened Sandton Sun — struck yesterday in protest at the dismissal of a worker and in support of other demands. A Commercial, Catering and Allied Workers' Union spokesman has announced. The other three hotels affected were the Landroost Rand International and Sunnyside Park, he said. Late yesterday, however, a union spokesman said management had agreed to reinstate the dismissed worker and it appeared strikers would now decide to return to work.

According to the union, about 800 workers at the four hotels — their entire black work force — joined the strike.

Attempts to contact Southern Sun managing director Mr. Peter Bacon for comment yesterday were unsuccessful. A source at Mr. Bacon's office said "nothing has been made public yet" on the strike.

The union's spokesman said that, besides the dismissal, workers had been angered by alleged racial discrimination at the hotels, in particular the Sandton Sun. "They allege that there is a junior and senior canteen and that the junior one is in effect meant for blacks and the senior one for whites."

By Carolyn Dempster,
Labour Reporter

Go-ordinated stoppages by 900
black staff members at four
Southern Sun hotels in Johan-
nesburg brought operations
virtually to a halt at 7 am
yesterday

Hotels affected by the strike
were the Landdrost, Rand In-
ternational, Sandton Sun and
Sunnyside Park

Grievances set out by the work-
ers included unhygienic can-
teen conditions, with canteens
allegedly located next to the
toilets, the dismissal of a col-
league at the Landdrost, dis-
criminatory and "bossy" man-

Star
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**'Sun' hotels
disrupted
by stoppages**

agement attitudes and the
designation of "junior" and
"senior" canteens at the Sand-
ton Sun which has five-star
deluxe status

Shop stewards and representa-
tives of the Commercial, Ca-
tering and Allied Workers'
Union met with Southern Sun
management during the day

in an attempt to resolve the
grievances

By 4 pm yesterday afternoon the
strikers had returned to work
following the reinstatement of
the staff member concerned,
with an assurance by manage-
ment that the grievances will
be discussed this week

"The discussions ended on a
friendly note. On the whole
we have a very good relation-
ship with the union," said Mr
B Corte, Southern Suns group
operations director

Mr Corte confirmed that the
running of the hotels had been
disrupted by the stoppage
Southern Suns does not have an
agreement with the union

Striking fabric workers to return

192

1411 197

Mercury Reporter
STRIKING workers at S A Fabrics in Durban yesterday decided to return to work on Monday following the appointment of a conciliation board to resolve the dispute over pay, Mr John Copelyn, a spokesman for the National Union of Textile Workers, said last night. He said the company

had agreed to negotiate with the board and the workers had therefore decided to end their six-day strike

In a statement yesterday, Mr N P Lourens, chairman of the company, confirmed that 350 workers had stopped work since January 26 and said that if the workers failed to return by Monday their

services would be terminated

'The refusal to work relates to a dispute over recent retrenchments, due notice of which was given to the National Union of Textile Workers during December last year in accordance with a written agreement concluded in the latter part of last year

'The union now claims that the refusal to work relates to a wage dispute. The company acting on legal advice has informed the union that it has breached the written agreement and is holding the union liable for any losses suffered by the company

'The company has continued with production due to the full co-operation of its salaried employees and some of its wage employees

'The company is attempting to communicate individually with all its wage employees urging each of them to return to work at their usual starting times on Monday, failing which their contracts of service will be regarded as having terminated without any further notice to anyone,' he said in the statement

BMW plant set to re-open

4/2/84
By STEVEN FRIEDMAN
Labour Correspondent

BMW's Rosslyn motor plant, which has been closed since early last week after a wage strike, is set to begin re-opening early next week.

Workers returned to the plant yesterday to tender their services and were told to report for work on specified days next week.

This indicates that the plant is to resume production in stages next week, with groups of workers reporting on different days. It is not yet clear when the plant will be fully operational again.

However, the return to work does not mean the end of the dispute between the company and the National Automobile and Allied Workers' Union.

A union spokesman said yesterday that NAAWU would now take legal action

against the company for allegedly "locking out" workers by closing the plant. It would also take action alleging that BMW had been guilty of an "unfair labour practice" by refusing to negotiate with NAAWU on pay.

The dispute which closed the plant began when workers rejected a 10c an hour wage increase granted by the company and demanded a R1 an hour rise.

Since the plant closed, BMW has refused to negotiate on pay, saying it had already agreed with NAAWU that wages would be negotiated in mid-year only.

After a stormy meeting on Tuesday, BMW said it would not negotiate with NAWU on a return to work but would deal directly with workers.

In a statement yesterday, BMW claimed that workers flocked to the plant yesterday

to take part in a company-organised ballot on whether to return to work "under the existing work conditions stipulated by the company".

This meant, it said, that they had voted to accept "the ruling wage scales and policies of the company".

BMW said groups of workers were already performing maintenance and preparation tasks and a decision on when to resume production was imminent.

But a NAAWU organiser, Mr Brian Fredericks, said the workers' decision to return to the plant and offer their services was taken by about 1 400 BMW workers at a union meeting on Thursday and was communicated to the company in a telex from the union office.

"By the time workers began arriving at the plant, the

company was well aware they had decided, under the auspices of the union, to return. No ballot was ever held," Mr Fredericks said.

He said that on arriving at the plant yesterday, workers were asked to fill in forms agreeing to work under existing wage rates and work conditions.

They had not been prepared to sign these until they were advised to do so by NAAWU shop stewards, he added.

Mr Fredericks also replied yesterday to a company statement claiming that workers were resigning from NAAWU in protest at its handling of the dispute.

"It appears now that at most 15 out of 1 400 workers resigned. The majority remain strong and committed to their union," he said.

Strike-time is party time at BMW

5/2/84
C.P.M.S.
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IN WHAT must be regarded as one of the most determined efforts to break a strike, BMW in Pretoria have used their company helicopter to drop pamphlets over Mabopane and Garankuwa inviting workers and their wives to a party today.

The offer of free drink, videos and a chance to discuss the possibility of the plant re-opening is seen as part of BMW's effort to avoid dealing with the National Automobile and Allied Works' Union (Naawu)

Last week 1 500 workers downed tools when BMW refused to continue negotiations over workers' demands for a rand an hour increase

BMW closed the plant and demanded that 19 workers — six of them Naawu shop stewards — accused of "intimidation and violence" during the strike face a disciplinary hearing

Naawu responded by asking BMW to defer the hearing until the plant re-opened, maintaining that while workers were locked out any disciplinary procedures would constitute unfair labour practice

BMW refused to defer the hearing and in turn accused Naawu of neglecting to assist its members

Talks between Naawu and BMW on

By BRIAN TILLEY

Tuesday ended in deadlock, with BMW claiming that Naawu no longer had control of the situation

The pamphlets from BMW's helicopter urge workers to "come to the main entrance of the plant where notices will be handed out daily" Approximately 900 workers at a Naawu meeting in Soshanguve welcomed the helicopter with stones and chants of "We are not afraid"

In their latest statement BMW maintain they reserve the right to

terminate their agreement with Naawu and sue the union for damages in respect of the wage dispute, as their agreement with the union specified that salary adjustments would not be considered until June

Naawu are also contemplating legal action, claiming the BMW pamphlet distributed on Wednesday is defamatory

Meanwhile, BMW says it has begun receiving union resignations from some striking workers

A company spokesman said the first batch of resignations from people apparently disenchanted with Naawu had arrived on Wednesday

A BMW employee studies a pamphlet dropped on workers this week



Labour unrest cost BMW R1,6-m in lost production

Pretoria Correspondent

The labour unrest at BMW's Rosslyn motor plant cost the company about 800 cars or R1,6 million in income

Employees are back at work after a stoppage, the result of a pay dispute, which shut the plant for 10 days

Workers were dissatis-

fied with the increase of 10c an hour across the board offered by management and demanded an increase of R1 an hour

The plant resumed production when the employees decided to accept the company's existing wage scale and employment conditions

Management and

workers also resolved a dispute over the manner in which workers would return

Mr Pierre de la Rey, BMW's public relations officer, said the 19 workers charged with intimidation would be retried and the National Automobile and Allied Workers' Union (Naawu) had been invited to the hearings

Sowetan 7/2/84 (152)

Row over sacked workers

A WYNBERG, Johannesburg company has confirmed that it refused to discuss the retrenchment of eight workers with their union, but has denied that its workers went on strike late last month.

The SOWETAN last week quoted officials of the Metal and Allied Workers' Union (Mawu), that the management of Promex Plastics had refused to discuss the retrenchment of eight of their members by the company and that workers were threatening to re-

By JOE THLOLOE

sume the strike they had for a few hours on January 23

A union official said that the 130 workers had agreed to go back to work after the company had agreed to discuss the retrenchments with the union

When the meeting between the union and the company did take place,

last Wednesday, the company refused to talk about the eight

The managing director of the company, Mr B Sidders, says the company and the union have a date, February 20, when they will discuss the recognition of the union

"For now, there is no procedural agreement between us and the union. We have not even seen their constitution."

Mr Sidders says that although there is no formal procedure the company did talk to the union and explained why the eight workers were retrenched

"Although one of our plants was shut down on December 1, we kept the workers on the payroll for an extra six weeks hoping that sales would improve in January," Mr Sidders says

Union set to go to court

By Eugene Saldanha

152

The National Automobile and Allied Workers Union (Naawu) is considering legal action against BMW in Rosslyn, despite an agreement reached yesterday which brought to an end a two-week dispute at the Pretoria plant.

The threat of legal action arises from a claim by Naawu that BMW defamed the union's leaders in certain official statements, and that the company "refused to deal with a representative union and instead chose to deal with union members in an unequal face-to-face situation in the plant".

The Rosslyn plant returned to full production yesterday after being shut-down since January 24 after the workers' rejection of a 10c-an-hour pay in-

crease. Naawu asked the company to enter into negotiations for wage increases, but BMW said it had previously agreed with the workers that pay talks would only take place during the middle of this year.

The parties have also agreed that the company will not dismiss any workers without an impartial inquiry at which Naawu shop stewards will be present.

In a letter to BMW, Naawu states that the dispute arose "because of wages and working conditions which are the result of unilateral decisions by management after consultation with a puppet Works Council".

A BMW statement said the company had reached agreement with Naawu that the existing wage structure would not change before July 1.

Business Day

BMW gets back into gear after pay dispute

12/04
8/2/84
152

By **SIMON WILLSON**

PRODUCTION started again yesterday at BMW's strike-hit motor assembly plant near Pretoria.

The Rosslyn factory was shut for 10 working days by an industrial dispute

It is estimated to have cost BMW at least R17m — the value of the 800 cars that would normally have been produced during the closure

Rosslyn, the only plant outside West Germany that manufactures BMWs, was closed by the company on January 25 after some workers allegedly threatened supervisors with violence during a pay dispute

A company spokesman said yesterday that the 10 days' lost production would delay launch of the latest variants in the 3 Series range — the 318i and the 323i

Since the 3 Series appeared late last year only one model — the 320 — has been produced Others were scheduled to make their debuts this month and next month

The 3 Series has proved to be the company's best-selling

marque with more than 2 000 units taken in its first three months on the market

Waiting lists already range between three and six months and the spokesman said yesterday that these were bound to lengthen BMW is looking at ways of making up the backlog but is reluctant to speed production line in case quality suffers

Before launch of the 3 Series BMW was ranked ninth among manufacturers with sales of 905 units The December national car sales figures showed that the company had risen to seventh place with 1 517 sales

The spokesman said that the dispute would prove worthwhile in the long run Expectations of higher pay being conceded by the company under duress had proved unrealistic A new agreement had been signed between the company and the trade union involved — the National Automobile and Allied Workers' Union (Naawu) — governing this financial year's pay rates

The union also recognised the company's right to take disciplinary action against workers who went on strike

LABOUR NEWS

BMW, ^{ROM} 8/2/84
workers
end ⁽¹⁵²⁾
dispute

Labour Correspondent

BMW'S Rosslyn plant returned to full production yesterday, after a shut-down of nearly two weeks, when the company and the National Union of Automobile and Allied Workers Union signed an agreement ending their dispute

But tension between them remains high, and yesterday NAAWU labelled the shut-down a "lock out", saying it was still considering legal action against BMW

The plant was closed after a stoppage prompted by worker rejection of a 10c an hour pay rise

NAAWU pressed for negotiations on wages, but BMW said it had agreed with the union that pay talks would take place in mid-year

During the shut-down, BMW accused strikers of "intimidating" supervisory staff and summoned 19 of them to disciplinary hearings

The key features of yesterday's agreement are that NAAWU will now submit proposals on wages and conditions which will be negotiated

But the union has agreed that any wage rise negotiated will not be introduced before July 1

The two sides have also agreed that workers accused of "intimidation" will appear at a hearing at which union shop stewards will be present and that none will be fired except as a result of such a hearing

A company statement yesterday noted, "that the existing wage structure would not be changed before July 1"

CME Tinks 9/2/84
152 ~~157~~

Trade unions in 124 strikes during 1983, says Fosatu report

Labour Reporter

DESPITE the recession, unions affiliated to the Federation of South African Trade Unions (Fosatu) were involved in 124 strikes last year — as many as in 1982

This has emerged from Fosatu's annual report for 1983 which was released to the press this week. However, Fosatu says most strikes were shorter last year than in 1982, with the exception of strikes in the metal industry in the Transvaal which were "probably longer"

According to the report, total paid-up membership of Fosatu-affiliated unions rose from 68 386 to 80 961, and signed-up membership reached 106 460

The largest union is the Metal and Allied Workers' Union (Mawu) with 20 000 members, followed by the National Automobile and Allied Workers' Union with 18 000 and the National Union of Tex-

tile Workers (NUTW) with 13 000

Mawu was also involved in by far the most strikes (53) followed by the NUTW (18) and the Chemical Workers' Industrial Union (17)

According to the report, Fosatu affiliates have organized 489 factories and have signed 285 agreements with employers

In 1983 the economic recession hit deeper in South Africa and, as always, it was workers who suffered most, the report said

"However, the unions have not only survived but have grown stronger," it adds

In a review of major organizational issues during the year, the report says Fosatu had considerable success in changing retrenchment practices

Previously, employers generally told workers on pay day that they need not report back to work, and this practice was used again as the current recession started. However, Fosatu unions mobilized

around a series of demands relating to retrenchments

Workers showed in 1982 that they were prepared to go on strike in support of these demands, and strikes continued in 1983

Strikes and union successes in the Industrial Court eventually had an effect and the environment started to change

"There is no doubt that one aspect of labour relations has been changed and, although retrenchments took place, the unions won a major achievement in protecting workers," the report says

As could be expected in a recession, wages were a "major problem". Wage bargaining proved "tough and long" as workers tried to protect themselves against inflation and fight for a living wage, and many strikes were over wages

Generally, however, wage settlements were lower than in 1982, the report says

152 ~~187~~ ~~186~~

Foundry men back at work

D. Dispatch 9/2/84
KING WILLIAM'S TOWN — Workers at the Dimbaza Foundries near here went on a go-slow on Monday and Tuesday, the deputy managing director of the firm, Mr N J Rosser, said yesterday

He said between 300 and 400 workers were involved but yesterday 95 per cent of the work force were in full production

Asked what was the

cause of the go-slow strike he said 'We are not quite sure ourselves

However he confirmed that wages were involved in the dispute

He said negotiations with a new liaison committee were in progress and he hoped the matter would be settled in two to three weeks' time

The workers could not be contacted for their comment — DDR

Strikes eased slightly for '83

By: STEVEN FRIEDMAN
Labour Correspondent

FINAL Department of Manpower strike figures for 1983 show only a slight drop in the number of strikes last year compared to 1982's figure

The department says there were 336 strikes last year, compared to 394 in 1982.

The final figures may cause a stir because they reveal a different trend to strike statistics released by the department for most of last year.

As late as last November, official figures showed there had been only 220 strikes throughout the year — slightly more than half last year's figure.

But the final figures show a similar trend to the earlier ones in the number of workers who took part in strikes during 1983, and the number of man-hours lost through them. Both still show a sharp drop.

The figures were released yesterday by the director-general of Manpower, Dr Piet van der Merwe, who said the sharp rise in strike figures was mainly due to a spate of strikes in December.

According to the figures, Dr Van der Merwe said, there were 104 strikes in December — almost half the figure for the other 11 months of the year combined.

He added that the figures also appeared to have been updated slightly by the department.

The December figure could strengthen predictions that 1984 will see a sharp increase in strikes by indicating that worker militancy began an upsurge in the last month of last year.

According to the department's final figures, there were 336 strikes last year in which 64 469 workers took part. They resulted in the loss of 997 363 man-hours.

In 1982, there were 394 strikes involving 141 571 workers, and resulting in the loss of 2 992 698 man-hours.

This means the number of workers involved in strikes more than halved, according to the figures, and the man hours lost dropped by about two-thirds.

But the figures still show a sharp jump from those for the first 11 months of the year, indicating there had been only 220 strikes between January and November, in which 47 642 workers took part and cost 781 663 man-hours.

Chopper used to tame a strike

By Angus Macmillan

BMW used unorthodox tactics — including showering a union meeting with leaflets from a helicopter and asking workers to a soccer match — to bring the militant National Automobile and Allied Workers Union to heel this week

Workers returned to the production lines without a single concession from the company

Other methods used by the luxury car manufacturer to secure a settlement varied from delivering letters "on the economic facts of life" to workers' homes and the presentation

152
12/2/84
of an audio-visual in a Ga-Rankuwa hall

After management consultation with shop stewards, workers signed an agreement accepting the company terms. The main clause was that wages would not be increased before July — BMW's traditional time for increases

The National Automobile and Allied Workers Union (NAAWU), which has been behind several successful strikes in the Eastern Cape, is up in arms over the company's tactics and is may go to court over what it calls an illegal lock-out, and possible defa-

mation.

According to BMW communications manager Pierre de la Ray, the car plant was closed in the last week of January because some workers were threatened with violence

The dispute arose over dissatisfaction with a management offer of a 10c an hour pay increase. Workers wanted R1 an hour more — or about 40% — says BMW. BMW workers earn R570 a month on average.

NAAWU spokesman Taffy Adler says BMW pegs wages unilaterally, merely consulting a puppet workers' council. He claims that the increase

offered was less than that granted by other motor companies. He says of the company's tactics "God knows what anthropologist they consulted, but they really dropped to the depths of naivety offering cold drinks and dropping pamphlets"

But Professor Roux van der Merwe of the University of Port Elizabeth's industrial relations department says "Management should do its damndest to put its point across to workers. BMW has been innovative, but must realise that winning a battle does not necessarily mean winning the peace."

S. Times

Garbage trucks idle as 19 are sacked

DRIVERS ON STRIKE

ABOUT 19 truck drivers employed by Transvaal Motor and Truck Hire of Booyens in Johannesburg yesterday went on strike over wages and tax deductions on their weekly earnings. The drivers were subsequently dismissed.

The workers told The SOWETAN that they earned between R80 and R100 a week and the management had promised them a pay increase after negotiations three months ago.

The tax deduction grievance is not linked with the new Income Tax that is effective as from March 1, the workers say.

The company has a contract with the Johannesburg municipality to collect garbage from the city centre and suburbs and workers claim that they work "extra hours without payment".

They work from 5am to 6pm without a lunch break and work on public holidays without any form of remuneration. Management had promised to increase their wages during February but this had not been done, the workers said.

"We decided to down tools after management started deducting extra money for tax from our wages. They deducted an extra 80c to the R2 which we lose every week. We were not consulted on this matter.

"We decided to down tools when management refused to listen to our grievances. The management threatened to call police after they had told us that we had been dismissed," the workers said.

Mr W Keller, the company manager, said that the workers were promised a bonus this

By JOSHUA RABOROKO

month and salary increases from next month. Their bonus was going to depend on the ratings in terms of their performance which is determined by a tachograph.

graph

"The workers refused to work this morning despite the promises I gave them and as a result I decided to dismiss them. They will be paid their money and other benefits later," Mr Keller said.



PART of the group of striking drivers

152
D. Diskeith
Mill
workers
15/2/24
strike

EAST LONDON — Reports of a strike at the KSM milling company in Queenstown were confirmed by management at the East London plant yesterday

A spokesman for the company said he could not say how serious the stoppage was, nor how many workers were involved. He said he thought the stoppage was quite serious and added that top management officials were in Queenstown for talks on the matter.

The spokesman promised that a statement would be issued today
— DDR

X
201

152

WEDNESDAY, 15

~~205~~ ~~15/2/84~~ ~~205~~ ~~15/2/84~~
Labour disputes/work stoppages/strikes

Q Col. 201 15/2/84
205 DI A L BORAINÉ asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of a (a) labour dispute (b) work stoppage and (c) strike in 1983?

The MINISTER OF LAW AND ORDER

(a) 65

(b) 22

(c) 99

Strikes

206 DI A L BORAINÉ asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1983?

The MINISTER OF LAW AND ORDER

525 workers
Y X

152 ~~189~~ ~~7454~~
92 workers down
tools at EL plant
15/2/84

EAST LONDON — A strike by workers at the Trace Industries plant here has brought operations to a complete standstill, the manager of the company, Mr N Martin, said yesterday

Mr Martin said that the strike started on Monday morning and that his whole black workforce, some 92 employees, had downed tools

"I have no idea what the nature of the strike is although I believe it is an attempt to get recognition for the South African Allied Workers Union (Saawu)," Mr Martin said

He said he had not been approached by any member of the workers committee, with whom he had previously had good relations, but that he was willing to talk to them

"By striking, the workers have automatically dismissed themselves and I shall be recruiting a whole new workforce as from today," Mr Martin said

He said that employees now on strike could reapply for their jobs if they so wished and added that some of his employees had telephoned him to say they wanted no part of the industrial action and asked that their jobs be kept open for them

"I am sure that the

majority of my workers have been intimidated in this matter

"As regards the recognition of Saawu, we are already members of the Iron and Steel Industrial Council and it would be impractical to have two unions operating on the premises," Mr Martin said

Comment from the East London office of Saawu—could not be obtained yesterday —
DDR

Man jailed for killing son, 4

back
When the child ran into the house and hid under the bed, he dragged him out, hit him in the stomach, and repeatedly threw him against the ceiling, letting him fall to the floor.

In passing sentence, the judge said he had considered all that was said about Engelbrecht and his personal circumstances. He had also considered that Engelbrecht had already spent two years as a prisoner during trial.

He took into account evidence that Engelbrecht's history of dagga and alcohol abuse affected his thinking process to the level borderline retarded intelligence and the possibility of minor brain damage, and that this resulted in impulsive outbursts and increased irritability.

The judge said, as a fact, Engelbrecht had four previous convictions, three of them for assaults, weighed against him for the purpose of sentence.

Another aggravating feature for sentence, the judge said, was that Engelbrecht had taken his own defenceless child's life "in a brutal manner".

Leak causes panic

While efforts were made to recover the petrol and clear the air, three fire engines and about a dozen firemen stood by at the scene until early afternoon.

The manager of Cedar Motors, Mr Dicky Samie, said the cause of the leak was being investigated by oil company officials.

Man's murder case

for bail her husband, Mr Jacob Meyer, said they had been married for four years and had two other children, aged 2½ years and two months.

He said his wife had contracted meningitis as a child and as a result she could not always cope.

And she had undergone a personality change and became erratic following the birth of their third child, Mr Meyer said.

'Jealous wife set husband on fire'

DURBAN — A 49-year-old woman wept in the Durban Magistrate's Court yesterday as she told how she threw methylated spirits on her husband and set him alight after finding him kissing his sister-in-law.

Mrs Iris Kruger pleaded not guilty to a charge of assaulting Mr Carel Paul Kruger with intent to do him grievous bodily harm.

Mr Kruger told the court that he and his wife were with his brother and sister-in-law and a friend in his flat in Durban on October 8.

They had been drinking but were not drunk. His sister-in-law, Betty, went to a neighbouring flat to look at a hi-fi system. He later followed her there and sat down. Betty sat in his lap and kissed him.

His wife walked in. He and his wife returned to their flat where his wife splashed methylated spirit on him and set him alight. The flames were put out and he was taken to hospital and treated for burns.

Mrs Kruger said she was upset when she found her husband and sister-in-law kissing. She said "Is this a nice thing to do?"

She turned to leave, and as she was closing the door her husband swore at her and punched her on the nose. Mr Kruger denied this.

The trial continues — Sapa

Scientist on murder charge

MELBOURNE — An Australian scientist was accused yesterday of killing his wife, cutting up her body and flushing pieces down a toilet.

Mr Rory Thompson, 41, appearing in the Hobart Criminal Court, pleaded not guilty to murdering his wife last September — Sapa-Reuter

Minimum pay offer sparks new strike

Labour Correspondent

IN A sequel to the first-ever national legal strike by 8 000 AECI workers last month, workers at a Pinetown vinyl plant owned by the company struck for 24 hours on Tuesday in protest at a company wage offer, a Chemical Workers' Industrial Union spokesman said yesterday.

The legal strike was prompted by the rejection by workers of an AECI offer bringing minimum pay to R363 a month, and the AECI Vinyl workers struck in protest at a similar, but slightly higher offer, he added.

However, like the legal strikers, the AECI Vinyl workers returned without the company increasing its offer and by doing so have finally accepted it.

AECI Vinyl employs about 200 workers, according to the CWIU.

The company's industrial relations chief, Mr Bokkie Botha, could not be reached.

400 down tools

ABOUT 400 workers of the Dairymaid ice-cream factory in Olifantsfontein are out on strike in protest against alleged assaults on colleagues.

Workers downed tools on Tuesday when a dispute between them and management about a supervisor, Mr Kallie Gastrom, ended in deadlock.

Workers alleged that Mr Gastrom assaulted several workers with a sjambok and have refused to return to work under his supervision.

The dispute was sparked off last week when 15 labourers went on strike in protest against an alleged assault on one of their colleagues. They returned to work when management agreed to discuss the matter with representatives of the Food Beverages Workers' Union.

Workers went on strike

for comment yesterday

According to the union spokesman, AECI Vinyl last year agreed to negotiate wages with the CWIU after it had recruited a majority of workers at the plant.

However, when negotiations began it had maintained that its wages were set in accordance with the industrial council agreement for the explosives industry, to which AECI is the sole employer party.

This meant, he said, the company was insisting the union accept the wages negotiated at the council and was not willing to bargain with it.

Last month's legal strike was prompted by a deadlock on the explosives council between AECI and the SA Chemical Workers' Union over the company's R363 offer. The defeat of the strike meant the company was offering CWIU the same amount as a minimum.

again on Tuesday when management failed to take action against the supervisor.

Workers have demanded Mr Gastrom's dismissal or transfer.

A company spokesman, Mr A Rhyne, said yesterday the workers had dismissed themselves when they went on strike. He said new staff were being appointed, but discussions were taking place.

He denied the allegations of assault and said disciplinary action had been taken against Mr Gastrom earlier. He said the matter was not as serious as assault.

The workers were outside the factory gates yesterday. Four armed policemen were also present.

The union representative, Mr Glen Mokwena, said yesterday the union was negotiating an agreement with the company — Sapa

Teacher 'suspended' over girl

By STAN HLOPHE

THE Department of Education and Training has suspended from his duties a Soweto schoolteacher, whose identity has not been revealed, after a complaint by parents of a 14-year-old girl pupil that he took their child away from her home without their consent.

The 32-year-old teacher, of Isukhile Higher Primary School, Zola, appeared in the Protea Magistrate's court last week on a charge of having sex with a minor.

He was released on his own cognisance and appears again on March 20.

This follows a complaint by the girl's mother that the teacher took her Standard Five

daughter to his home in Mofolo North where, it is alleged, he had had intercourse with her.

The school principal and his committee decided to refer the complaint to the department.

The department's circuit inspector officially informed the teacher that he was suspended from school with effect from yesterday.

Mr Phillip Engelbrecht, Johannesburg regional director, declined to confirm that the teacher had been suspended.

Mr Engelbrecht said the teacher was "asked to take a day's leave" and the matter was still being investigated.

He added that a decision would be taken soon.

O'Sullivan strikes it rich in court case

London Bureau shipped LONDON — Pop star Gil- In 1970, as an unknown 23-

Volunteers patrol buses

TEL AVIV — Civilian volunteers deputised by the police, began riding Israeli buses yesterday to guard against

TO IMPROVE the handling of complaints about the non-arrival of home delivered copies of SAAN publications — the Rand Daily Mail, the Sunday Times, the Sunday Express and the Financial Mail — a new hunting line telephone system has been installed by SAAN.

Readers can telephone 710-2917, a number from which calls will be automatically routed to a number of extensions.

The circulation complaints telephone service is monitored from 6 am onwards from Monday to Friday, and from 8 am to 11 am on Saturdays and Sundays.

MATTER OF FACT

TO CORRECT specific er-

Protest strike at factory ends

Mercury Reporter

WORKERS at Vynide in Pinetown, a subsidiary of the giant AECL, returned to work yesterday after a one day protest strike against wages agreed to by the Central Industrial Council

The Pinetown company's workers were protesting against the greater increases given to people on higher grades

These were 32 c for workers on the G grade compared with 14 c for A grade workers, according to Mr Siphon Cele, a spokesman for the Chemical Workers' Industrial Union

The company made a final offer of another 2 c on the A grade and 1 c on the B grade. If it was not accepted the offer was to

be withdrawn

'We accepted the offer because it was better than nothing and decided to go back to work.

'It was just a protest strike'

Vynide regional manager Barry Arnold said 'The strike was only a partial one. Only the union members, about 140 out of a total work force of about 190 went out on strike.

'The union wanted a redistribution of the wage package in favour of the unskilled workers, which we felt would be penalising the skilled workers

'We managed to reach a mutually beneficial agreement'

EAST LONDON — Two men were reported to have been taken to Frere Hospital with head injuries yesterday after being attacked outside Trace Industries, where there has been an industrial dispute this week.

According to Mr N. Martin, the manager of the plant, the two men were outside the company premises early yesterday morning waiting to apply for jobs when they were attacked by a man carrying a stick

Mr Martin said that some members of the factory staff took the injured men to hospital

Senior police officials said that they had not received any reports of the incident

The work stoppage at Trace Industries, which manufactures domestic light fittings, began on Monday morning when the whole labour force walked out

Manager: job seekers beaten

152
107
1137A
D. Dipatda 11/2/84

Mr Martin said he believed the dispute was over the fact that he had declined to allow the SA Allied Workers' Union to be the major union operating at the factory

Mr Martin said that by striking, the workforce had automatically dismissed themselves and he had stated his intention to hire new workers to replace them. He said that he had hired about 50 workers yesterday and the plant was back in operation

Mr Martin said he had had telephone calls from several of his former employees asking for pri-

vate meetings to enable them to be reinstated. He said it was his belief that a "tremendous amount of intimidation was involved in this stoppage"

A statement released yesterday by the Saawu office in East London said that repeated attempts by the workers at Trace Industries to have management recognise their wish to belong to Saawu had failed

The statement alleged that management had approached individual workers in an attempt to dissuade them from Saawu membership. At the same time it said that no worker was subscribing to a union inside the plant despite Mr Martin's contention that

workers were members of the Iron and Steel Industrial Council

The statement said that the workers did not want their jobs back unless the management was prepared to talk to the union of their choice. It also denied that Saawu members had been involved in intimidation

Mr Martin said that when Saawu had first started operating he had gone along with the idea of Saawu membership for a trial period

"But for a multitude of reasons it didn't work. Also, by the nature of our operations here we have no choice but to belong to the Iron and Steel Industrial Council and it is impractical to have two unions operating on the premises

"If workers want to belong to Saawu on an individual basis they may do so, but it is not the union which operates on my factory floor," Mr Martin said — DDR

ANDREW LEVY

FM 17/2/84

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Silliness over strikes



Andrew Levy is a well-known industrial relations consultant and commentator on labour affairs.

Although the remark about there being "lies, damn lies and statistics" is probably the most overworked of figurative sayings, it is mild comment if one looks at the state of SA strike data. For a country where labour issues are so important, it is little short of a national disaster that the collation and presentation of strike statistics is so haphazard, amateurish and subject to political manipulation and ill-informed comment.

This is not the first time the official figures (to call them statistics is to award them a status they do not deserve) have been lacking, doubted and probably inaccurate. They can be little short of this given the radical change in numbers between the provisional figures the government released at the end of last year and the final numbers that have now appeared. The final figures are almost 50% up on the first set.

In November it was claimed that the year 1983 had, until then, seen 220 strikes. Recently released figures from the same department give the annual total as 336. Are we to assume that the department recorded some 100 strikes in December?

If the latest Department of Manpower (DoM) figures are correct (despite the fact that December is a month in which little happens in industry after the 15th) then it must throw the severest doubt on the integrity of the figures for the first 11 months, particularly July and August when there was a particularly marked upswing in strike activity. The upsurge followed premature official comments about the efficacy of the new labour dispensation. It is as if the workers wanted to prove the government wrong.

All in all, there is a great danger in attempting to infer long-term trends from short-term defective data. It is analagous to a half-wit venturing out during winter with a dicey thermometer, and on finding that the temperature is a few degrees higher than yesterday, proclaiming it to be summer.

In all fairness, the difficulties in preparing and interpreting strike data are prodigious. Firstly there are problems of accessing the data, secondly, problems of aggregation and definition, and of choosing suitable statistical methods of handling the numbers. Finally, if the figures are to be in any way helpful, they must be interpretive as well as descriptive. This raises all manner of debate as to whether or not strike statistics are amenable to the normal methods of handling time series, let alone the perils of attributing cause and effect.

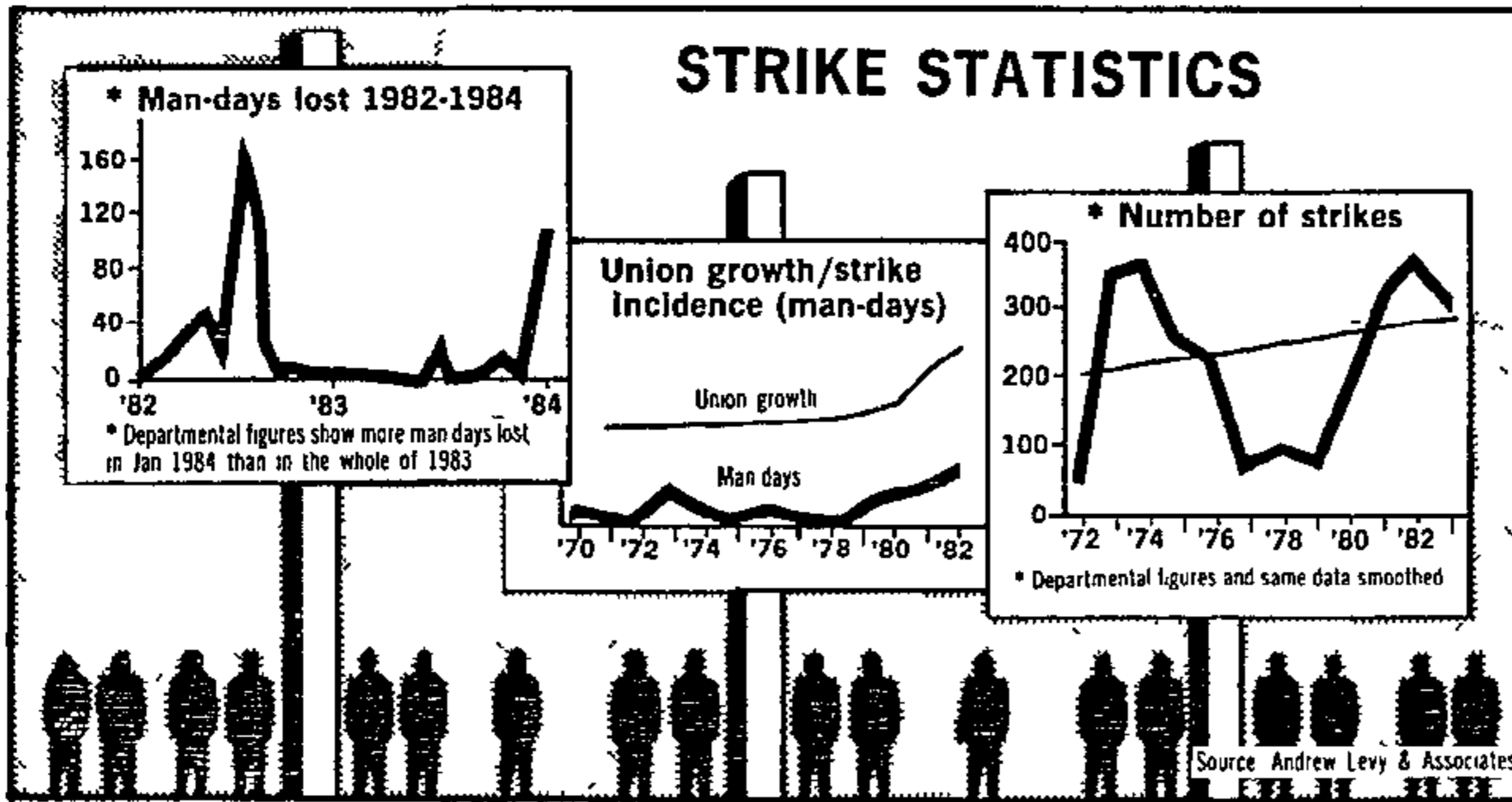
Matters are further confused by the emphasis that is put on the supposed

number of strikes that actually occur. The production of strike reports and diaries that show who struck when (and proclaim trends) from piles of newspaper cuttings has almost become a cottage industry. Such exercises are, at best, misleading and, at worst, dangerous. The current fixation with the number of strikes is regrettable.

Raw numbers of strikes are meaningless because a strike has at least two dimensions: a length and a size. There is no way an AECI stoppage can be equated to half an hour in a small supermarket. To lump together all stoppages in a global number is to assume they are all equal in both weight and significance. In any event, overtime bans, non-co-operation or go-slows should strictly speaking be recorded, as they are not, to get a more complete picture.

The answer to this state of affairs is not simple, but is not beyond the scope of solution, within at least reasonable limits of error. Perhaps the first step is not to argue that employers who do not submit figures should be prosecuted. It should be to encourage unions to submit figures. Generally speaking, unions have the best overall picture of the pattern. After all they are usually there at the cutting edge. Fosatu, for example, would have a much better idea of its annual involvement in all sorts of industrial actions than the individual employers involved. In addition, if there is not sufficient statistical ability or expertise within the DoM to do the job in sufficient depth, then it should be handed over to the Department of Statistics or to a university where research is done.

Above all, short-term comment should be avoided. Irrespective of the secular or cyclical variations, the current strike trend is upward. This is borne out by the figures, if they are submitted to analysis, as well as the noted relationship between industrial action and rapid changes in union membership (see chart). From both points of view, and especially if the economy gets back into gear in 1984, more strike action in qualitative as well as quantitative terms can be expected. Until the DoM can say something more competent than is currently forthcoming, it might be more prudent for them to say nothing at all.



D. Dispute
Azapo
link
caused
dispute

EAST LONDON — The dispute at the KSM Milling company in Queenstown stemmed from a visit by an official of the African Food and Canning Workers Union (AFCWU) to a meeting of the Azanian People's Organisation. Mr D Vani, secretary of the AFCWU in Queenstown, said yesterday

Mr Vani said the chairman of the Queenstown branch of the AFCWU, Mr M Ngoma, attended a meeting of Azapo in Johannesburg recently

"The AFCWU does not wish to be associated with Azapo" Mr Vani said

He said that the AFCWU had expelled Mr Ngoma on his return from Johannesburg and had asked the KSM management to consider transferring Mr Ngoma to another plant

Mr Vani said that 11 AFCWU members employed at KSM had been involved in some sort of confrontation with Mr Ngoma and had subsequently been dismissed by the company

The whole workforce had then come out in sympathy with the 11 workers

Mr Mncedisi Mblini, the secretary of the Queenstown branch of Azapo, confirmed that Mr Ngoma had attended a meeting of Azapo

Mr Mblini claimed that Mr Ngoma had been manhandled off the premises of KSM

A statement by the managing director of KSM, Mr Gordon Minkley, that the workforce had "resigned" has been disputed by Mr Vani

"The workforce has in fact been dismissed by management," he said "We are waiting for the outcome of further negotiations between the AFCWU and management I have communicated with management that we are waiting for the next stage of talks" Mr Vani said

Mr Minkley said yesterday he was not in the process of negotiating with AFCWU

KSM workers were informed yesterday that they could collect their money at the plant and that the company would be rehiring in March, when former workers could apply for jobs —
DDR

700 ~~107~~ walk 152
S. Post
out at shoe
17/2/84
factory ~~11~~

PINETOWN — About 700 workers at the Bata shoe factory in Pinetown blocked the main route to New Germany today

The unrest started when about 90 men in the company's rubber department demanded a pay increase and it was rejected

They persuaded most of the labour force to down tools and join them outside the factory today.

After blocking the road they moved to a site near the factory.

They rejected pleas to return to their jobs while negotiations took place and booed management representatives

The police were called, but said the situation was orderly and under control

Senior management officials were not available for comment — Sapa

RDM
18/2/84
152

Striking workers block road

PINETOWN — About 700 workers at the Bata shoe factory in Pinetown blocked the main route between the town and New Germany yesterday

The unrest started when about 90 men in the company's rubber department demanded a pay increase and it was rejected

Then most of the labour force downed tools and joined the 90 outside the factory yesterday

After blocking the road they moved to a site near the factory

They rejected pleas to return to their jobs while negotiations took place

Police later said the situation was orderly

Senior management officials were not available for comment — Sapa

152 Hammond Strikes 20/2/82
Q. 61 260
207 Di A L BORAINÉ asked the Minister of Manpower

How many Black workers were (a)



261

MONDAY, 20 FEBRUARY 1982

charged with and (b) convicted of illegal strikes and related conduct in 1983?

The MINISTER OF MANPOWER

(a) The Department of Manpower did not institute proceedings against any workers for illegal strikes and related conduct during 1983 and has no detailed knowledge of proceedings instituted by other authorities

(b) Falls away

152

Hansard Q 61 267

Strikes/work stoppages

20/2/84

280 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1983 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER

(a)	(i)	(ii)
Whites	4	7
Coloureds	904	511
Asians	1 693	19
Blacks	57 731	3 600

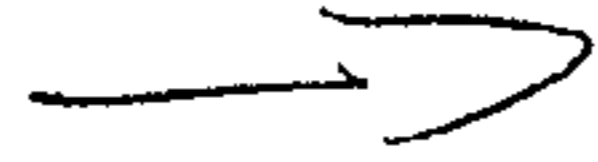
(b)	(i)	(ii)
Whites	63	33
Coloureds	10 046	1 737
Asians	17 070	108
Blacks	942 325	25 378

(152) Hansard Q 61 273A
Disputes/work stoppages/strikes
21/2/84
291 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many (i) disputes, (ii) work stoppages and (iii) strikes were dealt with in 1983 in terms of the Labour Relations Act, No 28 of 1956, by (aa) his Department and (bb) the Wage Board and (b) in what industries, trades or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER

- (a) (i) (aa) 121
(bb) Nil
- (ii) (aa) Nil
(bb) Nil
- (iii) (aa) Nil
(bb) Nil
- (b) Strikes and work stoppages are classified according to industry, trade or occupation and on that basis the position is
 - (i) Manufacturing 19
Construction 1
Trade and Accommodation 9
Transport and Communication 3
Local Government and Services 2
 - (ii) Mining 10
Manufacturing 195
Electrical 1
Construction 13
Trade and Accommodation 54
Transport and Communication 11



~~Finance and Insurance 2~~
~~Local Government and Services 16~~
Strikes

324 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1983, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

- (a) 297
- (b) 101
- (c) Wages and other demands
Trade Union matters
Disciplinary matters
Conditions of work
Various other reasons



WORKERS FLEX MUSCLE

AT least 40 strikes had been reported by the end of the first month of this year, giving an indication that labour relations are set for a rough course this year.

The main causes of these strikes were demands for higher wages, retrenchments of workers, "unfair dismissals" and to some extent the fear of the new tax system which now includes black workers in the same tax system as whites.

These strikes have occurred amid reports that South Africa's economic prospects for 1984 are already looking distinctly gloomier than they were two months ago because of the recession.

Trade unionists and labour relations consultants have warned that with the memories of the black worker reaction to the pensions issue still fresh in the minds of industrial management — March 1 may create a "conflict situation" with the introduction of the new Income Tax Act

Already 400 workers at the Wayne Rubber Company in Natal downed tools last month after wage demands and because of anger at the looming implementation of the Income Tax Act on March 1

The workers, all

By JOSHUA RABOROKO

members of the South African Allied Workers' Union (Saawu) demanded a six percent increase over and above the six percent rise the company granted them on January 1. They are also refusing to allow any deductions to be made from their pay packets when the new tax becomes effective

Several companies were hit by strikes over wages in the country during January

DEADLOCKED

The hardest hit company was the African Explosives and Chemical Industries (AECI) which was deadlocked in wage talks with the South African Chemical Workers' Union at a conciliation board. The conciliation board opened the way for a legal strike

By midweek in January over 8 500 workers went on what was the first legal strike by blacks. The strike started at Modderfontein and soon spread to other plants in Sasolburg (Midland), Somerset West and Umbogin-

twini in Natal

The workers later returned to work after allegedly being threatened with dismissal and because of fears of losing their accommodation at the company's hostel.

Earlier in January about 1 000 miners at Impala Platinum Refineries in Springs, members of the National Union of Mineworkers (Num) went on strike over wages, the sacking of eight colleagues and because they were called "kaffirs" by their supervisors.

The workers were subsequently sacked and told to leave the company's hostels and management recruited new staff

The retail trade was also affected when workers at Pick 'n Pay struck over wages

Several stores were affected in the Reef until workers decided to return with the promise that they will get further increases during the year

About 1 200 employees at Coca Cola, members of the Food Beve-

rage Workers' Union, went on strike in demand of higher wages

Other strikes over wages were at Castrol Oil (110 workers), SA Oil Mills (600 workers), Spar (400 workers), Vulco Industria (300 workers), Kentucky, Carlton and Southern Sun Airport Hotels

By mid-month about 450 miners at Rietspruit Collieries, near Witbank, went on strike over the retrenchment of eight colleagues. The workers later went back after management held discussions with the National Union of Mineworkers.

Another strike involv-

ing members of Num was at Ucar Minerals in Bophuthatswana. The strike was over the "homelands" refusal to recognise the union

At Metro Cash and Carry, members of the Commercial Catering and Allied Workers' Union also went on a two-hour strike in protest against the Bophuthatswana's ban on their union

Another strike occurred at OK-Hyperama where workers demanded the reinstatement of a shop-steward. The entire workforce was dismissed and the union intends taking management to the In-

dustrial Court

SIGNIFICANT

The most significant strike — one that needs to be observed with interest — is at Wayne Rubber Company where workers downed tools over wages and the looming implementation of the Income Tax Act on March 1.

It is significant in that it might set the pace for many other strikes which might come up as a result of the new tax act, according to Saawu's general secretary, Mr Sam Kikine

"We have already forecast that the tax issue is going to be worse than the pensions crisis

Over 40 strikes
... in
January
alone

in 1981," he said.

The strike is the first concrete indication that the implementation of the unified tax system could create nationwide industrial unrest. The government has placed the onus on employers to gather the relevant information from black employees and to deduct the requisite amount from their pay packets.



ON STRIKE . . . Southern Sun Airport Hotel workers

Khoali wants action

THE controversial Katlehong town councillor Mr Jacob Khoali has asked the Minister of Co-operation and Development, Dr Piet Koornhof, to intervene on his behalf following his suspension for 45 days from council activities, for alleged misconduct.

By MZIKAYISE EDOM

Mr Khoali was suspended two weeks ago by the Katlehong Town Council after his refusal to wear his council gown at the monthly meeting held on January 31

Mr Khoali is also said to have refused to take part in the proceedings of the meeting by leaving the council's chambers and sitting in the public gallery

He has told The SO-

WETAN that last Monday he sent a telegram to Dr Koornhof's office in Pretoria asking him to intervene on his behalf

He said "I also telephoned his office and I spoke to a Mrs Richardson, one of the secretaries in his office, making an appointment to see the Minister some time this week if possible, to discuss my suspension"

Mr Khoali denied that

he refused to wear his gown and to take part in the proceedings of the meeting. He claims that he was ignored deliberately by the "mayor", Mr A P Khumalo. Mr Khumalo refused to give him a chance to debate on some of the issues tabled before the councillors

He said "The deputy mayor Mr S S Lukhele drew Mr Khumalo's at-

tention that I had raised my hand to show that I wanted to say something in the meeting but still Mr Khumalo ignored me. The main reason why I was ordered to leave the chambers and suspended for 45 days is that I was against the resolution that the deputy mayor's monthly allowance be on par with that of the mayor at the expense of the community"

A spokesman at the Pretoria office said yesterday as far as he knew the office has not yet received Mr Khoali's telegram

Makro staff down tools

Labour Correspondent

ABOUT 350 workers at wholesaler Makro's Germiston branch downed tools on Friday and Saturday in the latest development in a long-running dispute over the sacking of a worker.

Workers returned to work yesterday, but the dispute has not yet been settled. The Commercial, Catering and Allied Workers' Union (CCAWUSA), which is recognised by Makro, has suggested it be settled by mediation, but the company is still considering this.

The dismissal which led to the strike occurred early last month. Workers reacted to it, but it was agreed that the firing would be referred to the appeal procedures in the recognition agreement between Makro and the union.

But last week this process ended without the worker being reinstated.

On Friday workers went on strike, demanding the worker's reinstatement.

A union spokesman said yesterday workers agreed to return after the company and union agreed that a mediator be called in to settle the dispute.

But a Makro spokesman denied that the company had agreed to mediation.

"We have received a proposal for mediation from the union, but will only decide on this in the next few days."

"Our understanding is that mediation is generally only used in cases where some broad dispute is involved, rather than to settle the case of an individual. We don't know whether it would be appropriate here."

He said the mediation proposal arose during talks between the union and the company after the strike occurred.

"We told them the issue would not be resolved by a strike and asked them to come up with a proposal to settle the deadlock. They suggested mediation," he said.

Swetlan 21/2/84

(152) (153) (154)

'Workers won't budge'

ABOUT 400 striking workers at the Dairy-Maid ice cream factory in Olifantsfontein have resolved not to return to work until management has addressed itself to their problem.

Workers downed tools last week after management refused to expel or transfer a white supervisor who allegedly went about sjambokking employees at the company.

By ALINAH DUBE

They complained that the official had assaulted a colleague and requested management to attend to the problem immediately.

A statement issued by the Food Beverage Workers' Union of South Africa in Pretoria yesterday pointed out that a workers' meeting over the weekend agreed not to end the

strike unless the supervisor was dismissed.

They indicated dissatisfaction over the way the dispute was handled by the company.

The organising secretary of the union, Mr Glen Mokoena, said company officials were using different ways to lure workers back to work. He said workers were not interested in offers which were not done through their union.

There is no proper means of communication between the company and its workers because of management's refusal to talk to the union, he said.

Attempts by The SO-WETAN to get the company's side of the story proved fruitless as the manager, Mr A van Rhyne, was said to be attending a meeting at head office.

22/2/84
152
187
183
140A
Star

Three hours of talks end strike at Kohler Plastics

Labour Reporter

Kohler Plastics yesterday decided to re-open its Robertville plant and reinstate the entire workforce of 220 at the end of this week.

The decision was made after three hours of negotiations with representatives of the Metal and Allied Workers Union.

The plant was closed on Monday and the 220 workers were dismissed after a strike over retrenchments which resulted from the extension working shifts.

In a statement, released yesterday, the company said it advised the works council of the change in shifts in mid-December. The plan, to change from a 45-hour, two-shift, five-day week to a 40-hour, four-shift, seven-day week, was designed to enable the plant to work continuously.

When workers arrived on Monday to start the new shift, 46 were told they were being retrenched because of the rationalisation programme. When the night

shift started, another 22 were told they were being retrenched. At this stage the entire night shift left the plant in support of their colleagues.

The strike continued yesterday morning when all of the workers were dismissed and the plant was closed.

Union representatives met management under the auspices of the National Industrial Council for the Metal Industry and the dispute was resolved. The workers are to return on the four-shift system on Friday.

152
~~2118~~ ~~110A~~ ~~1977~~
Mercury 22/2/84

Bid to settle pay dispute at fabrics plant

Mercury Reporter

A NEW bid to resolve a dispute over pay between the management and workers at S A Fabrics in Durban will be made today at a meeting of a conciliation board appointed by the Minister of Manpower

About 350 workers at the plant at Rosburgh went on a 10-day strike earlier this month in support of their demand for more pay. They returned to work after the appointment of the conciliation board.

But the workers decided to boycott all overtime work pending the settlement of their dispute with the management, according to a spokesman for the Fosatu-affiliated National Union of Textile Workers.

The union spokesman added that if today's wage talks broke down workers would consider further possible strike action.

The workers demanded an increase of 16 percent spread over the year and rejected a company offer of a 4 percent increase for the first six months. They also refused to collect their pay during the work stoppage.

A spokesman for S A Fabrics yesterday described the conciliation board meeting as 'normal procedure' and added that it was not company policy to divulge any information concerning workers' pay to the media.

RDM 22/2/86 (152) (15/2)

Strike by shopworkers settled

Labour Correspondent
ABOUT 50 workers at Checkers' Sasolburg store downed tools on Monday in protest against the dismissal of a deaf and dumb colleague, a spokesman for the Commercial, Catering and Allied Workers Union (CCAWU), Mr Mongezi Radebe, said yesterday

Mr Radebe said the strike

had been settled after eight hours when the company agreed to reinstate the fired worker

The negotiations which led to the settlement were conducted by workers without any assistance from union officials, he added

Company comment could not be obtained yesterday

According to Mr Radebe, the deaf and dumb worker had been fired from the store on Friday after allegations of theft had been levelled against him.

Workers reacted to the dismissal by stopping work at 10am on Monday.

After negotiations, the strike ended on Monday evening, Mr Radebe said

23/2/84
Rioters injure
three people

Own Correspondent

PINETOWN — Rioting Bata shoe factory workers here last night injured three people and stoned motor cars in an attempt to prevent production

Two temporary workers, Mr P Mkize and Mr Z Ndlovu, were stoned and beaten. An unidentified Indian member of the permanent staff was seriously injured by a brick hurled from the crowd.

Police used dogs to disperse the angry crowd of 300 from the Manchester Road factory.

Stan
152
10

152
~~Mercury~~
23/2/84
**Five-minute
ultimatum then
93 held, Court told**

Mercury Reporter

NINETY-THREE men, almost the entire black work force of the Umhlanga municipality, were arrested soon after police had given them a five-minute ultimatum to vacate the municipality's premises following a dispute over pay, a Verulam magistrate heard yesterday.

This was said by Mr Fred Mapamulu, a borough induna, at the trial of Mr Mandla Cele, one of 93 men who have pleaded not guilty to charges of trespass before Mr H J Hitchcock.

The outcome of the trial will affect all 93 men who face similar charges.

It is alleged that the men had defied an order to return to work, and were arrested for remaining on municipal property after they had been sacked in September last year.

Mr John Bannerman, Umhlanga's chief protection officer, told the Court that he had instructed the men to take their pay or action would be taken. He later summoned the police and the men were arrested.

Mr Bannerman denied that the arrests had been made while the workers were leaving the premises.

He said when he had instructed the men to leave they picked up sticks and stones, and one of them had hurled a stone which landed near the feet of a colleague.

Mr Mapamulu said he was unaware of anybody having sticks or of stones being thrown.

He said Mr Bannerman had instructed the men to take their pay and leave, failing which they would be charged with trespass.

The police arrived and gave the workers five minutes to leave, and while they were doing so they were arrested, Mr Mapamulu said.

Cross-examined by Mr Kesi Naidu, for the defence, Umhlanga's borough engineer, Mr James MacIntosh, admitted that a dismissal of the workers meant a forfeiture of all benefits.

Argument will be heard tomorrow.

SADIE man

(152) (152)

39 held outside Q'town mill

EAST LONDON — Police arrested 39 people outside the KSM milling company in Queenstown yesterday after complaints were received that workseekers at the plant had been assaulted and intimidated

Major C Langenhoven, of the district CID, said that uniformed police and members of the security branch went to KSM to investigate allegations of assault and intimidation of people, who were applying for jobs at the plant

Major Langenhoven said that his men arrested 39 people and were holding them pending investigations into the allegations.

There has been an industrial dispute at the KSM plant for the past two weeks resulting in the entire workforce of 150 resigning last Tuesday, according to management at the plant

Mr D Vani, secretary of the African Food and Canning Workers Union (AFCWU), denies that the workers resigned and claims that they were dismissed by the management

Mr Vani said yesterday that the AFCWU strongly condemned the action taken by the police and blamed the management at KSM for the delay in finding a suitable solution to the dispute

Mr D Galloway, personnel manager at KSM said yesterday that the situation at the Queenstown plant had not changed since last week but that management would be having further talks with the AFCWU later this week

Mr Galloway said that some of the former workers had collected their pay and that the plant was in operation. They had not started to recruit any full-time labour — DDR

23/2/84
D. Diputik

RDM 23/2/84

Workers return after 'yes' to new shifts

Labour Correspondent
KOHLER Plastics, which is owned by the Gencor group, has agreed after talks with the Metal and Allied Workers Union to reinstate 220 fired strikers at its Robertville plant on the West Rand

But this agreement only came after the company took the unusual step of declaring a formal dispute over workers' refusal to accept a new shift system

According to a company statement, the workers downed tools on Monday in

protest at the new system and retrenchments

The dispute was settled after talks between Kohler and MAWU under the auspices of the Metal Industries Industrial Council. The company says workers have agreed to return to work tomorrow and to accept the new system

Kohler said it announced to workers some time ago its intention to rationalise production by switching from a 45-hour, two-shift, five day week to a 40-hour, four-shift seven day week

The change, Kohler says, was due to come into effect in mid-January but was postponed in order to persuade workers to accept it

It said it had offered workers a subsidised bus service through Soweto six times a day, an attendance bonus, a shift allowance, and overtime for week-end work once the new system was introduced

At the end of last week, Kohler said, it declared a dispute and warned there would be firings if the new system

was not accepted this week

It said 46 workers were retrenched on Monday, prompting a strike by their colleagues on the first shift

These workers returned, but later another 22 on the night shift were told they were to be retrenched and the rest of this shift struck. Tuesday's morning shift also refused to work, and the company fired the entire workforce. Now, however, the dispute had been settled

Union comment could not be obtained yesterday

Argus 23/26
151
152/153

Rioting workers injure three

Argus Correspondent
PINETOWN. — Rioting
Bata shoe factory work-
ers here have injured
three people and stoned
cars in an attempt to
prevent production con-
tinuing

Police used dogs to
control the angry crowd
of about 300 who were fi-
nally dispersed from the
factory about 6 pm yes-
terday.

An Indian member of
the permanent staff was
seriously injured when a
brick, hurled from the
crowd, smashed the win-
dow of a van.

Workers say the unrest
started a week ago when
about 90 men in the rub-
ber department demand-
ed a 25 percent increase

APR 6 1952
Rioting
workers
injure three

Argus Correspondent

PINETOWN — Rioting Bata shoe factory workers here have injured three people and stoned cars in an attempt to prevent production continuing

Police used dogs to control the angry crowd of about 300 who were finally dispersed from the factory about 6 pm yesterday.

An Indian member of the permanent staff was seriously injured when a brick, hurled from the crowd, smashed the window of a van.

Workers say the unrest started a week ago when about 90 men in the rubber department demanded a 25 percent increase

ge in e old

By LOUIS BECKERLING
Business Editor

GOLD surged through the \$400 an ounce barrier on the London bullion market today amid increased fears that the Gulf war between Iran and Iraq could spill over into a wider conflict, jeopardising the West's oil supplies.

With the South African rand simultaneously showing strong gains against the dollar, the renewed interest in gold signals considerably boosted revenues for the gold mines and the State

Coming on the eve of the 1984/85 Budget, and at a time when the country faces a massive additional bill for importing maize, the news is highly encouraging for the South African taxpayer

Selected profit-taking in London saw the gold price sag slightly to \$401 shortly after today's opening at \$402,50. Although continued profit taking saw the price dip back to below \$400 to a mid-morning fix of \$399, dealers said the underlying trend was still towards gold and out of dollar-denominated investments

Assuming this price remained constant throughout the year, together with the current rand/dollar exchange rate of R1 \$0,8252 (up from Monday's 0,8133), and basing earnings on a gold output of some 660 kilograms, the foreign earnings for gold would be boosted some R300 million from Monday's levels

This compares, for instance, with the additional amount sought by the Minister of Finance, Mr Owen Horwood, through the recent increase in GST

Brokers said higher-priced "heavyweight" gold counters had been performing strongly since Monday under buying pressure from overseas investors who had reacted positively to news of the latest political accords between South Africa and her neighbours

The latest events in the Middle East have accelerated this momentum, and counters such as Vaal Reefs were today trading at R158,50, up from Monday's R147,50, and South Vaal at R81 up from Monday's R76. Among the marginals, East Dagga was today changing hands at 700c, up from Monday's 590c

On the money market yields on longer-dated stock began declining today

The yield on RSA 1987s fell from yesterday's 14,10 to 13,75, while bidders seeking Escom Loan 154 drove prices up to bring the yield down from yesterday's 13,78 to 13,52

Tyre firm workers on the job after stoppage

By SHIRLEY PRESSLY

PRODUCTION at a Port Elizabeth tyre factory ground to a halt yesterday during a work stoppage when about 550 workers — mostly hourly-paid — downed tools as the afternoon shift joined the morning shift at 2pm yesterday

The managing director of Firestone, Mr G P Morum, today confirmed the work stoppage

He said the workers had returned to work yesterday and that discussions between the union representatives and management were continuing today

At 10am today the workers again downed tools but an hour later were persuaded to return to the work floor while negotiations continued

Mr Morum said management had ceased negotiations with the union concerned and had requested the union officials to ask the workers to resume work

Mr Dennis Neer, general secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), said he had been called to the plant yesterday afternoon after the morning shift downed tools

When the afternoon shift reported at 2pm they joined the morning shift

Mr Neer and Uitenhage branch secretary Mr F Kobese and an organiser from Uitenhage, Mr M Mali, met management yesterday and again at 8 30am today

Mr Neer confirmed that the dismissal of two drivers was the central issue in the work stoppage

He said one of the driver's had been dismissed for allegedly "being ill and sleeping on the job" and the other for his involvement in an alleged assault

Mr Neer said the drivers had allegedly been dismissed earlier in the week

He said management claimed that the drivers had not been sacked but suspended pending an inquiry

The workers had agreed to go back to work when they were given this explanation and pending the outcome of talks between Macwusa and management

Mr Neer said that a few Naawu members who took part in the work stoppage had gone back to work early in the morning after they were addressed by Naawu officials

Mr Neer said he had heard rumours that the workers were asking for increased wages. At this stage it was only a rumour and no formal demands had been drafted

The main issue was the alleged dismissal of the two drivers, he said

Grisly vengeance for woman's murder

MANILA — Three men who raped and chopped in half a 30-year-old woman were roasted alive by tribesmen and tossed into a well packed with writhing cobras, Tempo newspaper said today

It said the three men were captured by a group of Mangyan warriors out to avenge the woman's death in the mountains of Mindoro Oriental province, about 160 kilometres south of Manila

The three men were burned alive and their bodies hurled into a well full of cobras, said Tempo. It quoted a tribal chief as saying it was punishment "in accordance with our ancient customs and traditions"



Yesterday
and, and
messmen
Cooper

Violence at shoe factory

LDM 24/2/84 (152)

Labour Correspondent

Violence has erupted at the Canadian-owned Bata shoe company's Pinetown plant, which has a workforce of more 1 500 and where workers have been on strike for the past week

According to police and the company, strikers used sticks and stones late on Tuesday afternoon to attack temporary workers at the plant. Three people were injured and passing cars were also attacked, they said

Worker sources said a woman worker had been shot on Tuesday by a company security guard and was now in hospital. The SA Allied Workers Union also claims that police attacked workers

A company statement confirmed that a security guard had fired shots at an "unruly mob" which, it alleged, had thrown stones at him, but said he only shot into the air

The strike at Bata began last Thursday when workers in a department organised by the SA Allied Workers Union downed tools

According to worker sources, other depart-

ments stopped work the next day. SAAWU's general secretary, Mr Sam Kikine, said workers were striking in support of demands for wage talks and were also demanding that they be allowed to resign from the Tucsa union. They were also protesting against the dismissal of two colleagues, he said

Bata, Mr Kikine charged, had rebuffed all attempts by SAAWU and a worker committee at the plant to negotiate with it and workers had been told they would be fired if they were not back at work by Monday

Bata said workers had been on an "illegal strike" and alleged that many wanted to work but were being prevented by a "group of militant strikers"

On Tuesday afternoon, it said, 15 to 20 people attacked two casual workers who were leaving the premises. Two security officers went to investigate and were stoned by the crowd. One fired five warning shots into the air

Johannesburg.

(15) (27) FM 24/1/84 (28)
Union and Pick 'n Pay

Sir — Some of the points made by Mr Raymond Ackerman in the "Face to Face" interview (FM January 27) deserve a reply.

Firstly, let us look at the accusation of paternalism against him and his company. This is certainly one of the causes of the problems he faced. He denies that his atti-

tude towards his workforce is paternalistic. At the same time he states that he wishes to continue "treating our staff as members of the family," one in which, no doubt, he sees himself as the father.

Another example of this attitude is that Mr Ackerman accuses "the union" of creating "a climate of distrust between workers and management" and of having "caused wildcat strikes." He seems to see the union as something apart from the workforce, which can manipulate workers to do things against their will and better judgment.

Mr Ackerman underestimates the intelligence of Pick 'n Pay workers. Any distrust which exists between them and management has been caused by wages and working conditions within the company. And no one other than the Pick 'n Pay workers decided that there should be a strike.

Furthermore, Mr Ackerman forgets that during December I warned management of the dissatisfaction among the workers regarding the wage increases. This prompted management to hold a meeting with shop stewards which, unfortunately, failed to resolve the problem.

During our forthcoming recognition talks, worker representatives will explain to Mr Ackerman and his colleagues more about the union and how it operates. They will also explain their view of management attitudes and the shortcomings in Pick 'n Pay's employment practices.

We are pleased that Pick 'n Pay intends to try to become the best payer in the retail industry. But Mr Ackerman should accept the reality that his workers are not yet as convinced as his customers that Pick 'n Pay provides the best deal.

*Ms E Mashini, general secretary,
CCAWUSA*

1 000 strikers face dismissal

Mercury Reporter

NEARLY 1 000 striking workers at the Bata shoe factory in Pinetown have been given an ultimatum to return to work today or face dismissal, according to workers.

The work stoppage entered its sixth day yesterday, following a refusal by the management to meet a demand by about 90 workers in the rubber department for a pay rise of 25 percent.

Workers from other departments downed tools in support of their colleagues' demand and now the issue has spread to union recognition.

According to a spokesman for the workers, the management refuses to recognise the black-dominated South African Allied Workers' Union at the factory.

'They are only prepared to talk to the Tucsaffiliated National Union of Leather Workers, which represents about 25 percent of the workforce,' he added.

Stoning

On Wednesday evening, a black woman was shot and wounded after security guards at the factory opened fire when a riot broke out as home-going workers were attacked by a knobkierie-wielding mob. Two others were also injured.

In a statement to the Mercury yesterday, Mr S Finlayson, the company's managing director, said the company had been in an illegal strike situation since Thursday of last week.

'In spite of numerous attempts by many employees to return to work they have been prevented from doing so by a group of militant strikers.'

He said the situation worsened on Wednesday afternoon when a group began stoning vehicles leaving the company's premises after work.

At 4 45 p.m. a group of 15 to 20 people attacked and assaulted two casual workers who were leaving the premises using sticks, stones and large rocks.

Threats

Two of our security officers went to investigate the fracas and were themselves stoned by the unruly mob. One of these officers drew a pistol and fired five warning shots into the air.

'It is also known that an unidentified person not employed by the company fired two shots in an attempt to protect his property. Police are investigating.'

'The company dissociates itself from the incident as it does not permit employees to carry weapons. The security guard had brought the weapon to work following threats on his life on Friday,' he said in the statement.

Mercury
24/2/84
452
1111
1111

RDM 24/7/84

Union in wrangle with council

Labour Correspondent

THE Randburg Town Council has told a black municipal workers' union not to recruit its workers until it supplies information on its aims and whether it is registered

This has led to charges that the council is interfering with the workers' right to join unions

Mr Joseph Kganakga, president of the SA Black Municipal and Allied Workers' Union (SABMAWU), which belongs to the Council of Unions of SA, charges that the council has written to the union saying it will have nothing to do with it. The council's personnel manager, Mr Johan Cronje, said, however, the council had written to the union asking it whether it was registered and seeking details of its aims, but had received no reply

"We then wrote to them saying that, until they answer, we would appreciate it if they refrained from speaking to our workers," Mr Cronje said

According to Mr Kganakga, SABMAWU had, on a number of occasions, won reinstatement for fired workers

Recently, however, the council had written to the union saying "that they don't want to have anything to do with us any more"

He said public sector employers such as the Randburg council seemed unwilling to deal with unions unless they were registered

"But there is nothing in the law which says we have to be registered before they talk to us," he added

Union leader freed on bail

ROM

25/2/84

152

Labour Correspondent
A PROMINENT black unionist Mr "Skakes" Sikhakhane was released from prison on R500 bail yesterday after appearing in a Potchefstroom court charged with holding an illegal assembly.
Mr Sikhakhane's bail terms require him to surrender his passport to police and to report daily to a police station. He is also not permitted to communicate with

State witnesses
He was arrested on Thursday after going to a Potchefstroom factory, Chubby Chicks, in an attempt to settle a dispute. He was held under the Internal Security Act for allegedly holding an illegal meeting.

Mr Sikhakhane is a veteran black unionist and general secretary of the Food, Beverage Workers Union, an affiliate of the Council of Unions of SA (Cusa).

According to union sources, he went to the factory on Thursday after management had allegedly "locked out" its workforce for joining the union.

Before Mr Sikhakhane could intervene in the dispute, however, police arrested him and some workers.

According to Mr Phiroshaw Camay, general secretary of Cusa, police arrested several of the plant's workers on Thursday after visiting bus stops in the area and asking commuters whether they worked at the plant.

If they said they did, they were arrested, he said.

A Potchefstroom police spokesman yesterday referred all queries about the arrested workers to the officer who had made the arrests. However, the officer concerned, a Lieutenant-Colonel Hill, could not be contacted.

Bata men to end strike

Mercury Reporter

STRIKING Bata shoe factory workers decided at a meeting yesterday to end their week-long strike and return to work on Monday.

This decision was taken after an undertaking by the management to meet representatives of the workers soon after all the workers had returned to their jobs. Mr Welcome Ntshangase, a spokesman for the workers, said after the meeting in a Clermont church hall yesterday.

He said the company had requested that all workers return yesterday, but the deadline was extended to Monday as most of the workers could not get the message in time.

Dealings

In a letter to workers, Mr D A Bell, the company's personnel and industrial relations manager, said 'The management had been advised by a group of seven workers, who claim to represent the wishes of the majority, that dealings with the present representative trade union are satisfactory.'

'The company urges all employees who are on strike to return to work immediately and having done so, the company will talk to the spokesmen of workers with a view to ascertaining the wishes of the majority of employees regarding their future representation.'

Mr Ntshangase, who is also organising secretary of the Leather and Allied Workers' Union — an affiliate of the South African Allied Workers' Union — said the majority of the workers no longer wanted the Tucsa-affiliated National Union of Leather Workers to represent them.

'In fact this was one of the grievances which led to the strike. The majority want the Saawu-affiliate to represent them at the factory, but the management refused to recognise this union.'

Mercury 25/2/84 (52)

RAM 25/2/84

Workers settle row over pay

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between a Natal textile company SA Fabrics and the National Union of Textile Workers — which led to one of only three legal strikes by black workers since the Government's labour reforms were introduced — has been settled, a union statement announced yesterday

The dispute was prompted by a union demand for a staggered 16% wage increase, to be introduced in three instalments between January and July SA Fabrics replied with a 4% wage offer

A formal dispute was declared and on January 26 workers struck legally at the plant. During the strike, the company threatened to sue the union and cancel its agreement with it, and also retrenched some workers

Workers returned to work when an official conciliation board was appointed to settle the dispute

In its statement yesterday, the union said the settlement meant workers would receive an 8% wage increase backdated to January

It said the agreement had come after two full days of negotiations and was adopted after a general meeting of union members agreed to accept it yesterday

According to the statement, a key point in the agreement is that further wage negotiations will take place in order to agree on a July increase

It added that 12 workers retrenched during the strike would be reinstated "immediately" and a detailed recognition and procedural agreement had been signed by the two sides

In exchange workers had agreed to work overtime for up to three months to minimise delivery hold-ups prompted by both the strike and a recent fire at the plant

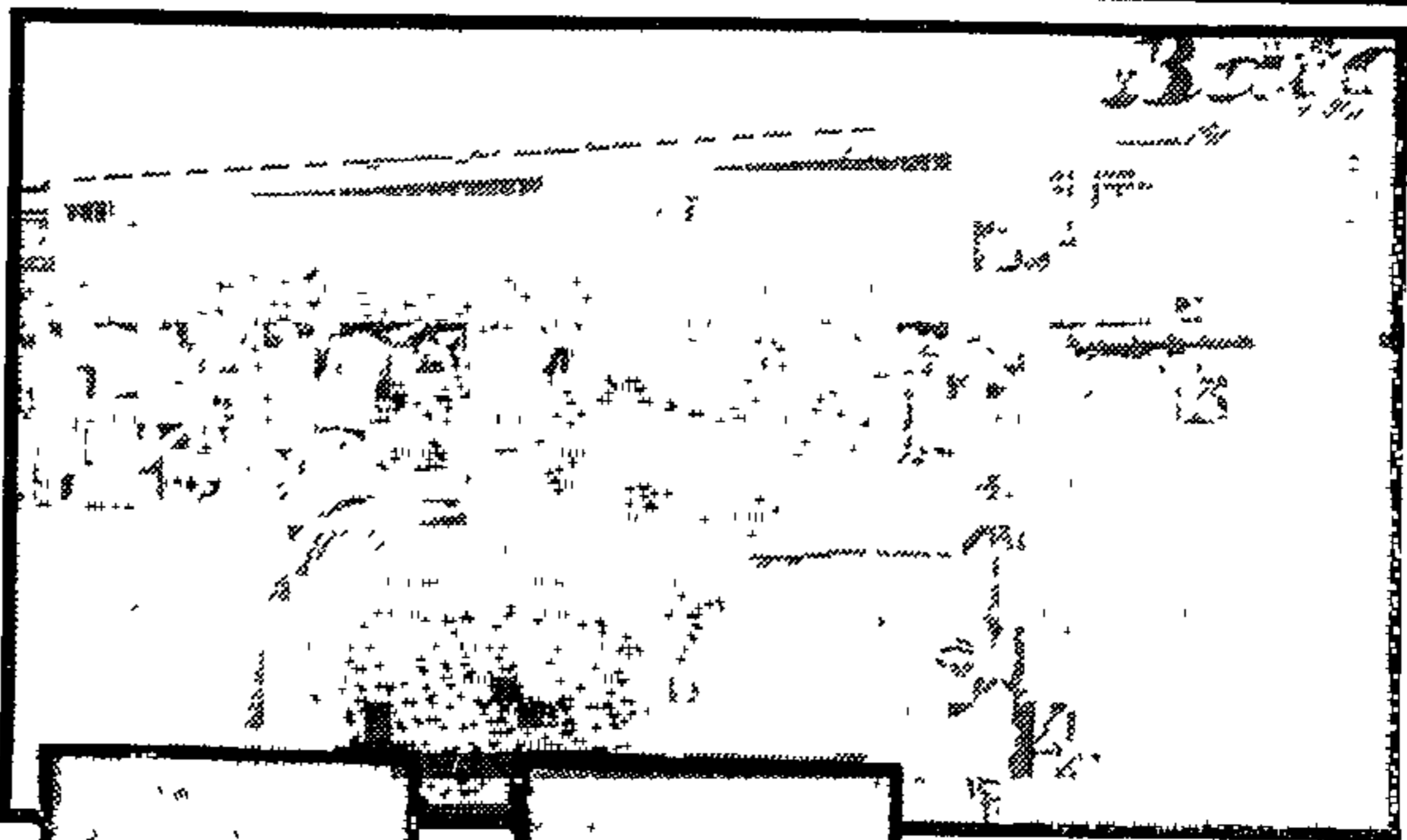
Peace talks follow strike violence

Bata
changed
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Tribune
26/2/84

152

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Striking Bata shoe company workers outside the plant on Friday before collecting their wages
Welcome Ntshangase (far left), the workers' spokesman, and Sisa Njikelana, vice-president of the S A Allied Workers Union

By

Barney Mthomboti
A TRANS-ATLANTIC telephone call to Bata Shoe Company in Canada this week brought to an end a week-long strike by more than 1 000 workers at the company's plant in Pinetown

They had been on strike since last Thursday because of a dispute over a pay increase and union recognition. The strike took an ugly turn this week when three workers were injured during an eruption of violence.

One, Miss Nomsa Mdadane of St Wendolins, is in hospital with a bullet wound in the chest after she was allegedly shot by a security guard.

The workers decided on Friday they would report for work tomorrow after management assured them they were prepared to talk to the

workers' spokesmen "with a view to ascertaining the wishes of the majority of employees regarding their future representation"

Workers saw this as a turn-about by management from the hard line it had taken since the strike began and decided to go back to work while talks on union recognition continued.

They are demanding a 30 percent wage increase and that management sign a recognition agreement with the Leather and Allied Workers' Union, and not the Tucsa-affiliated National Union of Leather Workers, which they say they were forced to join.

A spokesman for the workers, Mr Welcome Ntshangase, said there had been a perceptible change of attitude by management after he had contacted Bata's

headquarters in Ontario, Canada, on Wednesday.

"We contacted Bata's head office because we wanted them to get the workers' side of the story as well," Mr Ntshangase said.

He said Mr Thomas Bata, head of the company, had not been available, but he had been able to speak to his secretary-general, a Mr Cheasarie.

"Mr Cheasarie said they were very concerned about what was happening here but could not help because Bata here was autonomous. He however assured me they would contact Bata."

Mr Ntshangase said a letter to workers from Bata's industrial manager, Mr D A Bell, showed they had changed their initial attitude.

Mr Sisa Njikelane, vice-president of the SA Allied Workers Union, to

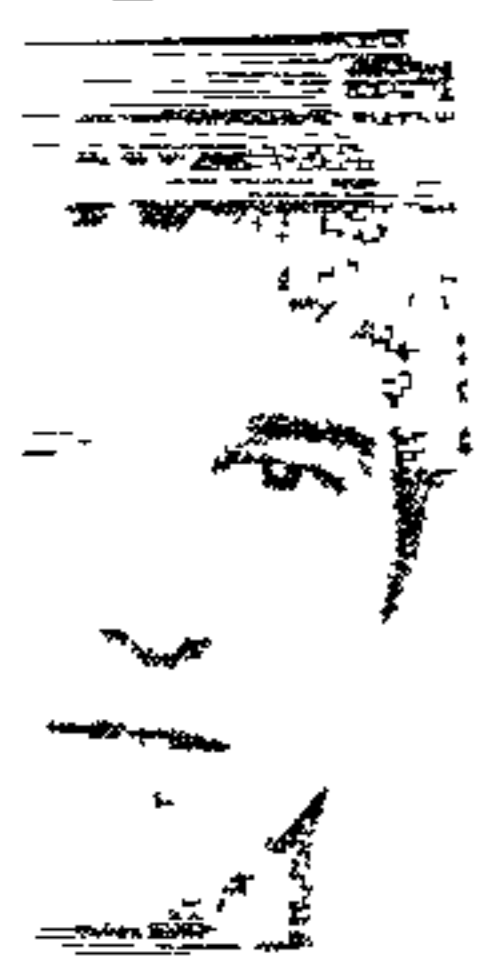
which the Leather and Allied Workers Union is affiliated, said the union would have no problem proving majority membership at Bata.

But Mr Terrance Davan of the NULW said all workers at Bata belonged to his union. He denied his union had a closed shop agreement with Bata.

Mr Davan said workers who joined the new union had been intimidated into doing so. "The dispute at Bata is a management-worker dispute. It is not union-worker dispute."

Bata management has refused to discuss the strike with the media except to release a short statement acknowledging the existence of the strike and dissociating themselves from the shooting which took place on their premises.

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Cape Times earns record profit

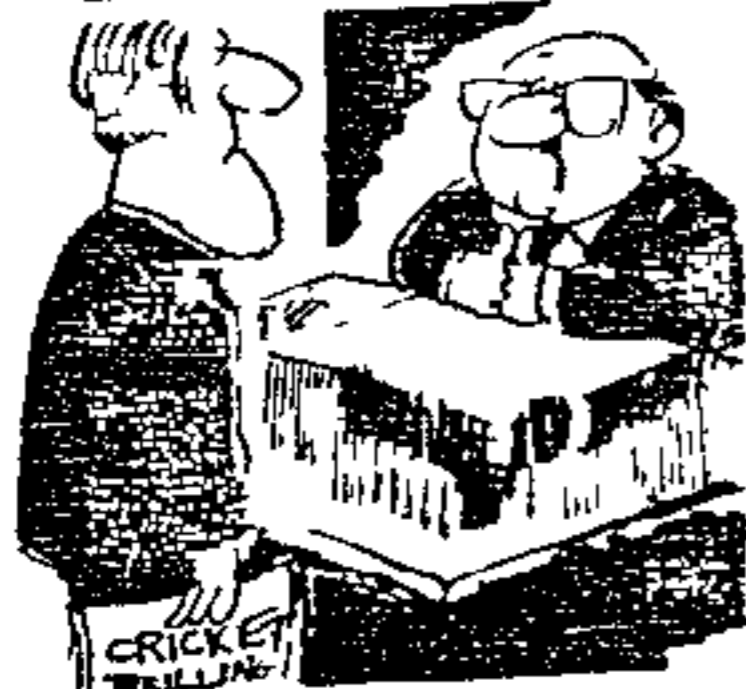
SOUTH AFRICAN Associated Newspapers has beaten its own forecast for 1983, producing an earnings improvement of about four percent for the full year. The Cape Times, in spite of facing the most severe competition in its history, gained market share in key areas and produced record profit, due to the "innovative approach" of its staff.

● Full report, page 12

BUSINESS BRIEF

Gold (close) \$394,95
FT index (close) 819,10
RDM 100 986,40

crack of dawn



"According to our records, Carruthers, you've now attended more granny's funerals than you have grannies"

Cape Times 25/2/84.
~~21/2/84~~ (152)
**Court restrains
3-mine 'strike'**

JOHANNESBURG — Three Gold Fields of South Africa gold mines were granted an urgent order in the Rand Supreme Court yesterday restraining the black National Union of Mineworkers (Num) from organizing a strike at the mines today.

Mr Justice H H Ntshangalana acceded to the application, brought to court less than 24 hours before the strike was allegedly due to begin.

The application was brought by Libanon, Venterspost and Kloof mines — all on the West Rand — who alleged that Num was planning to strike today.

A Gold Fields spokesman said the three

mines employed about 27 000 black workers.

The order granted on a temporary basis interdicted and restrained Num and Mr Vuvani Madolo, a union organizer, from "inciting and organizing any unlawful or illegal strike action at the three mines."

A full hearing has been set for March 27.

According to the papers Mr Madolo told a meeting of workers at the Libanon mine on January 26 that no one should go to work today.

Num held that the union had not encouraged its members to go on an illegal strike, and denied the company's allegations — Sapa

Iraq 'attacks tankers'

LONDON — Iraq yesterday attacked oil tankers berthed at Iran's Kharg Island oil terminal and began a blockade of the oil shipping routes from Iran, the Iraqi news agency said.

Iran did not immediately comment on the Iraqi report but has repeatedly threatened to close the strategic Strait of Hormuz at the entrance to the Persian Gulf if its oil exports are blocked.

Some 11-million barrels of oil bound for the United States, Western Europe and Japan pass through the Strait of Hormuz each day.

Iraq warplanes on Monday mounted destructive attacks on a number of oil tankers berthed at the Kharg Island, said the agency — UPI

● Iran claims 40 tanks destroyed, page 6

over 'Katie' pictures

even bett, who threatened to "smack her bottom and send her to bed" if she was fibbing. TV is giving her his full backing.

000 He has taken legal advice and warned that "fur will be flying through the air" if the photographer who sold the pictures, Mr Phillip Lindsay, cannot give a full explanation.

4 000 The suddenly wealthy Mr Lindsay insists that Katie did pose for the selection of 95 pictures two years ago — and

is threatening libel action against Katie.

"She is as good as calling me a liar. But she came into my studio and asked for the portfolio of body studies. I can prove scientifically that the pictures are not fakes," said Lindsay.

But Katie's parents continue to hit back with the mysterious claim that there was a secret reason why Katie could not pose in the nude.

They have not elaborated on the suggestion that she has a blemish on her body.

In her first interview on her relationship with Prince Andrew, Katie told the Press Association "I am a friend of Prince Andrew's but nothing more."

But it has not explained why he was such a frequent secret visitor to her home over nearly four months.

Business	8, 9	Aircraft	16	Column	7	Parliament	4
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Cape Times, Box 11,
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(Registered at the GPO
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Zola will have to mo

Plastics workers return

Sowetan 28/2/84
ABOUT 220 dismissed workers at Köhler Plastics at Robertville on the West Rand, have agreed to return to work tomorrow following a strike over retrenchments of colleagues at the plant.

~~(15)~~ ~~(15)~~ (15)
The workers, members of the Fosatu-affiliate, Metal and Allied Workers' Union (Mawu), all agreed to return after three hours of negotiations between the union and management under the auspices of the National Industrial Council

In a statement to The SOWETAN yesterday management said that the company had earlier announced that it was going to retrench certain workers on a last-in-first-out basis in order to "rationalise production"

RDM 28/2/84

Unionist workers appear in court

Labour Correspondent

TWENTY-SIX workers at the Potchefstroom food company Chubby Chicks were held by police for attending an alleged illegal gathering, which also led to the arrest of a prominent black unionist, Mr "Skakes" Sikhakhane, police revealed yesterday

According to a police spokesman, the 26 have now appeared in court and been released on their own recognisance

The spokesman said they were expected to appear in court again in a fortnight

Mr Sikhakhane, general secretary of the Food, Beverage Workers Union, was arrested outside Chubby Chicks last Thursday, after travelling to the plant during a dispute there

He appeared in court last Friday, charged with holding an illegal gathering, and was released on bail of R500

Other bail conditions were that he surrender his passport to police, report daily to a police station and that he not interfere with State witnesses

RAM 29/2/84 (152)

Brickworks faces action after firing 31

Labour Correspondent

A BLACK trade union is to take industrial court action against an Olifantsfontein brick company which allegedly fired 31 workers, including 14 union shop stewards, for protesting against the dismissal of a worker leader

A spokesman for the Building, Construction and Allied Workers Union said the union would ask the court for a temporary order instructing the company, Sterkfontein Brickworks, to reinstate the

workers

The union, an affiliate of the Council of Unions of SA, will allege in court that the workers were fired unfairly and the company was guilty of an unfair labour practice

A company spokesman refused to comment on the dispute yesterday

According to the union, the court action is the result of an incident at the brickworks at the beginning of this month in which Mr Bernard Diava, chairman of the

union's shop stewards' committee at the plant, was dismissed

A committee representing workers had taken up the firing with management, but without success

The committee had then gone to the company canteen, where workers were gathered for a meal break, to report back

Shortly after this the union alleges, the plant's factory manager went to the canteen and told workers that any of

them who supported Mr Diava must go to the factory gate

"All the workers went to the gate and all were told they were dismissed. But they were told to come back on the next working day

"When they did this, 31 out of 134 were fired, including 14 union shop stewards," the union spokesman said

He said attempts to persuade the company to reinstate the 31 had failed and the union had then decided to start legal action

Striking workers warned

(S)
(S)
(S)
Sowetan 29/2/84
MORE than 200 striking workers at Kohler Plastics at Robertville on the West Rand have been warned to return to work by tomorrow or face dismissal.

This was confirmed to The SOWETAN yesterday by a company spokesman who said that they were hoping that the workers would return.

"If they do not return we will be forced to take on new workers," the spokesman said.

The black workforce went on strike last week.

RDM 29/7/84 (152)

Call to boycott leading bank

Labour Correspondent

WORKERS fired after a strike at insurance giant Liberty Life last year are to launch a boycott of Standard Bank tomorrow, their union, the Insurance, Assurance and Allied Workers Union (IAWUSA), said yesterday

According to the union's president, Mr Joe Seoka, the campaign against Standard is an attempt to revive last year's consumer boycott of Liberty and its associate companies

Standard has an investment in Liberty and IAWUSA hopes the boycott will prompt it to persuade Liberty to take back the workers

But a bank spokesman said yesterday that, despite its investment, Standard was not involved in managing Liberty and could not become involved in the dispute

Mr Seoka said the boycott would be a national campaign but would focus at first on Standard's Jabulani branch in Soweto. Fired workers would picket the branch, he said

Last year's strike occurred after Liberty refused to recognise IAWUSA because it is open to blacks only

Liberty fired the strikers and IAWUSA then launched a boycott of Liberty and two companies associated with it, United Building Society and Sales House. However, the boycott petered out

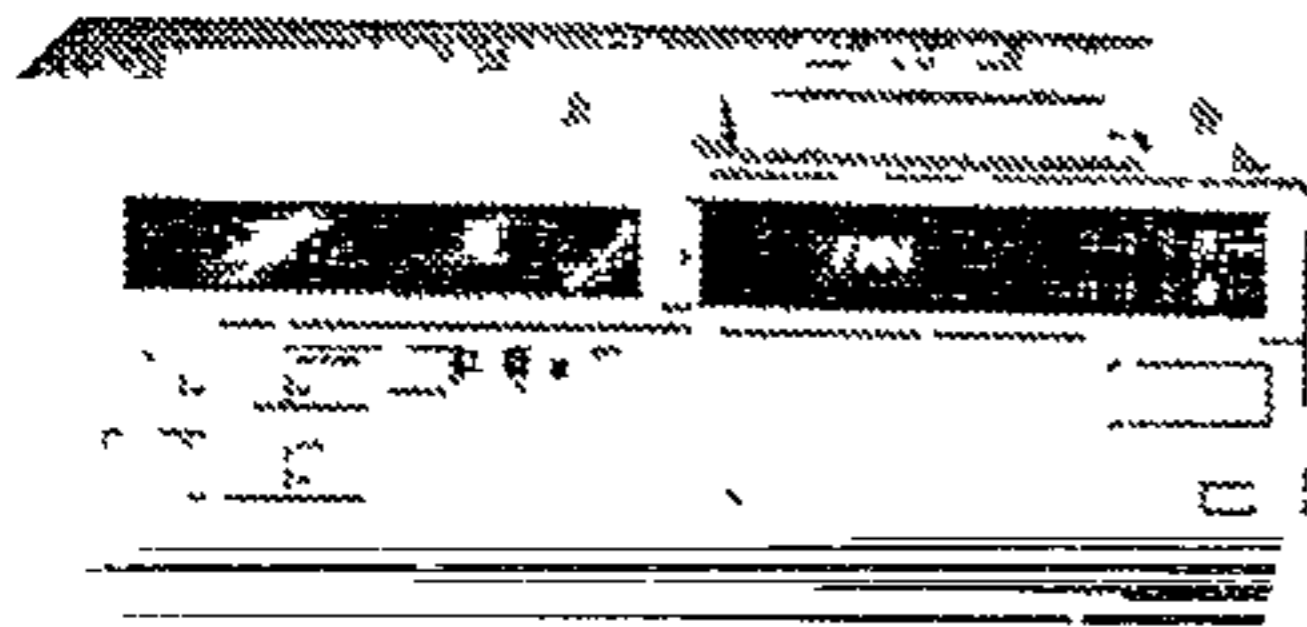
Mr Seoka charged that the boycott had dwindled because of "harassment and intimidation of boycotters". The union had now decided to revive it

"This time, we have decided to concentrate our efforts by campaigning against only one company associated with Liberty - Standard Bank"

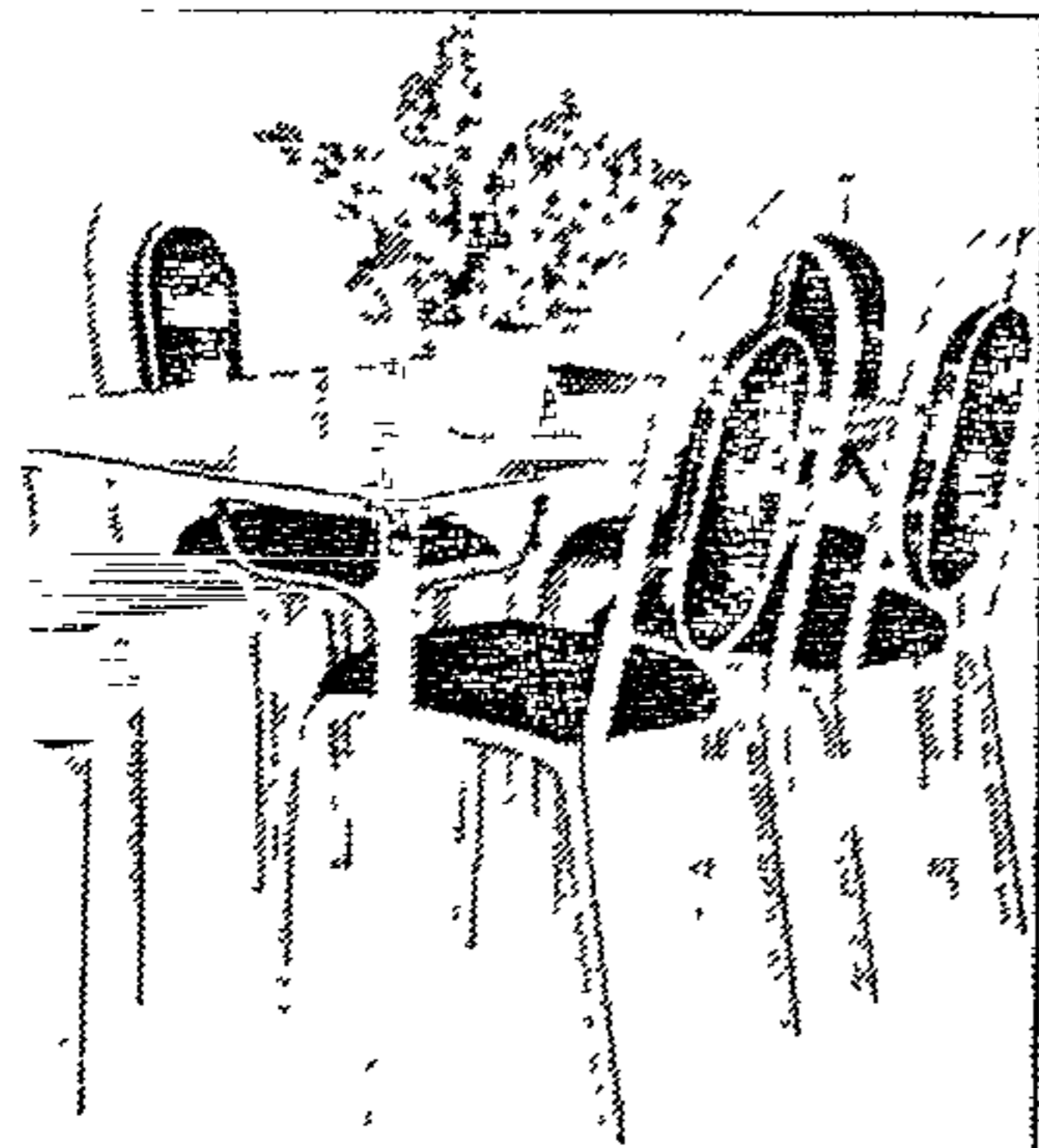
The main thrust of boycott activities would centre around the Jabulani branch, which shared a building with a UBS branch, he said

The union would appeal for support for the strikers who, he said, had been workless for four months because Liberty would not negotiate with them

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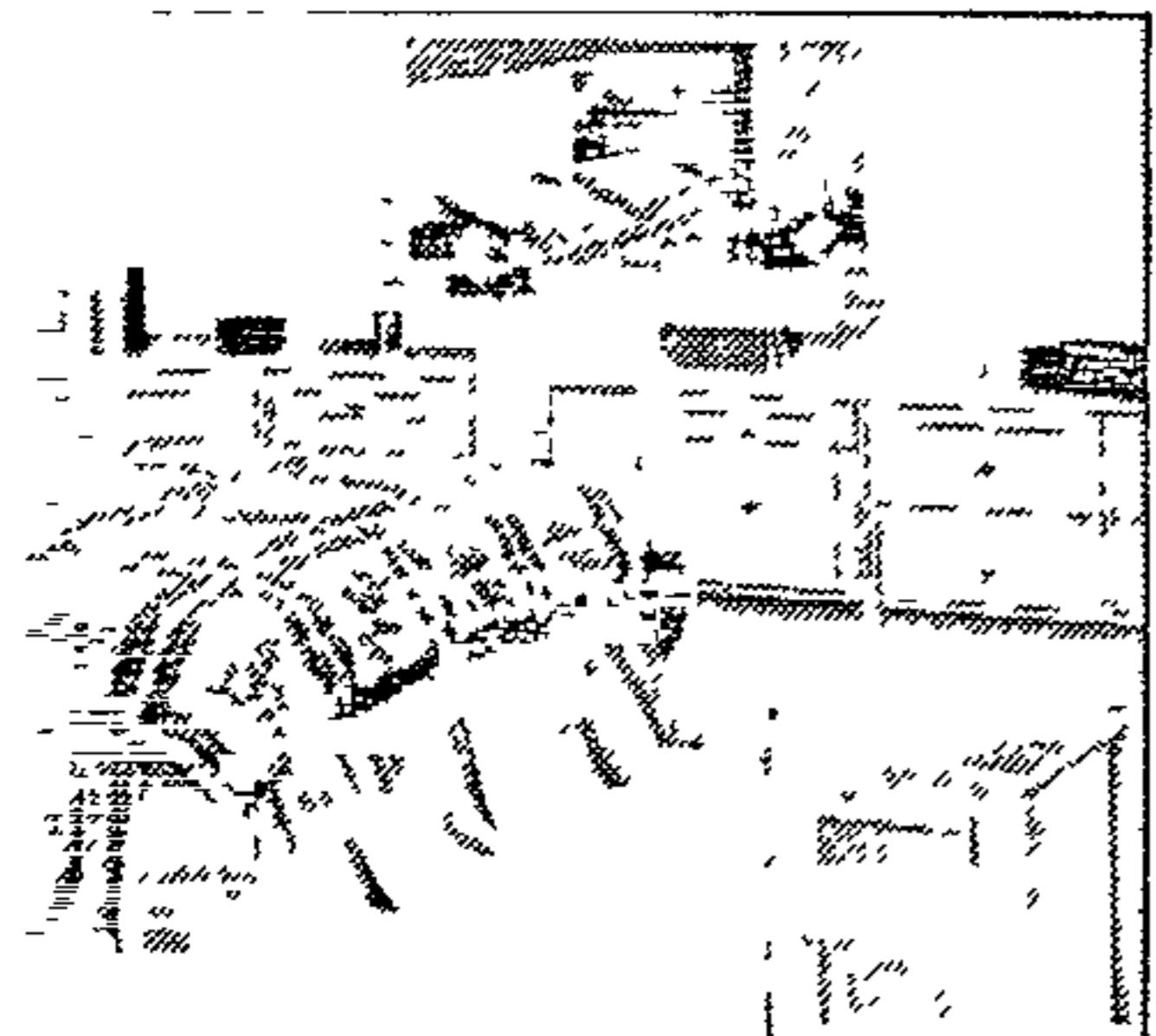


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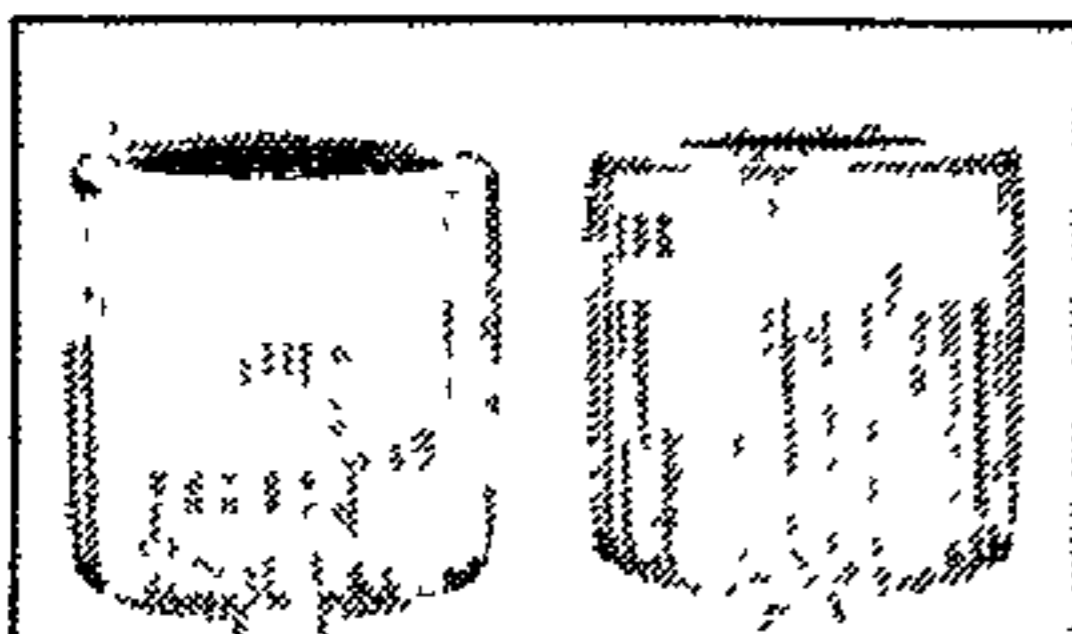
699⁹⁰

R74,20 deposit
R36,03 per month over 24 months



399⁹⁰

R42,40 deposit
R20,61 per month over 24 months.



Black union ^{Star} calls for a ^{29/2/84} boycott of ⁽¹⁵²⁾ Standard Bank ⁽⁵⁾

By Jo-Anne Collinge

Industrial Court action and a renewed boycott of institutions associated with Liberty Life are the dual strategies planned by the Insurance Assurance and Allied Workers' Union (Iawusa), which is seeking reinstatement of 90 members at Liberty and the recognition of the union.

The workers were fired five months ago after striking in protest at the company's refusal to recognise Iawusa. The company has maintained it will not recognise an exclusively black union.

The Rev Joe Seoka, president of Iawusa, said yesterday the first move in the renewed campaign would be to launch a boycott of Standard Bank, which has significant links with Liberty Life.

He appealed to churches, community organisations and firms throughout the country to support the boycott by withdrawing funds from Standard Bank. A special plea is to be made to the National African Federation of Chambers of Commerce (Nafcoc).

Tomorrow members of Iawusa will picket the Standard Bank in Jabulani, Soweto. "We will not intimidate clients but we will try to explain to them what the dispute is about and how breadwinners have been out of work without compensation for months," said Mr Seoka.

Iawusa attempted to launch a boycott of several other institutions associated with Liberty Life late last year. These included Sales House and the giant United Building Society. The campaign petered out shortly after some members were arrested and there was talk of intimidation charges, said Mr Seoka.

He added that Iawusa was taking legal opinion on Industrial Court action against Liberty Life on the grounds that workers' rights to associate freely with a union of their choice were being infringed.

MP tells of attack at farm

Pretoria Correspondent

Six men face charges of robbing a Conservative Party MP of six firearms, a hat, jacket, watch and R500 cash.

Mr Hans Schoeman was allegedly listening to a church service on his farm at De Wildt, outside Pretoria on the evening of February 20 last year when there was a knock at the door, according to papers before the Pretoria Supreme Court.

He opened it and four black men, one in a police uniform, entered his house under false pretences. They allegedly produced a firearm and demanded money, then assaulted Mr Schoeman, threatened to castrate him and tied him to a chair.

Mr George Phofedi (38) of Ga-Rankuwa, Mr Bigboy Legodi (28) of Mamelodi, Mr Joshua Marana (36) of Mamelodi West, Mr David Masombuka (55) of Mamelodi, Mr Exekiel Lekong (37) of Mamelodi West and Mr Stephans Alfred Malinga (26) of White River have been charged with robbery with aggravating circumstances and illegal possession of firearms.

They pleaded not guilty. The hearing continues.

MODERN RADIO

EST 1954

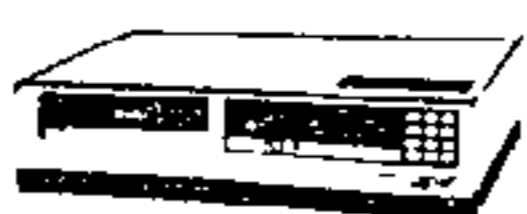
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VIDEO

Strike threat fizzles

A THREATENED strike at three West Rand gold mines failed to materialise on Tuesday night and shifts "went down" as usual.

Save for 1/3/80

An emergency court order granted late on Monday afternoon by the Rand Supreme Court, restrained the National Union of Mineworkers from organising the strike at the Libanon, Venterspost and Kloof mines — owned by Gold Fields of South Africa.

The strike, called in protest against a decision by Gold Fields to remove free office facilities from the Num, was to have begun on Tuesday night, at the change-over from the day shift.

After the court order was granted a Num organiser, Mr Vuyani Mudolo, told workers they should abide by it.

Woman (19) shot as 1 000 strike

Suzette
1/3/84
157

THE Pinetown police are investigating charges of assault following the shooting of a 19-year-old worker during a week-long strike by over 1 000 workers at Bata Shoe Company near Durban.

Miss Nomsa Mdadane, of St Wendolins Pinetown, was allegedly shot in the arm by a company security guard. She was admitted to the King Edward Hospital XIII and later discharged.

Three other workers, Mr P Mkhize, Mr Z Ndlovu and an unidentified staffer, were injured when violence erupted near the plant last week.

The incident has been confirmed by the police, who say they are investigating.

The workers, members of the Leather and Allied Workers' Union, an affiliate of SA Allied Workers' Union, went back to work this week after management had promised to continue discussions with them. They demanded 30 per cent pay increases and union recognition.

Workers meet at church

11/3/54
Sawyer
152

THE Food Beverage Workers' Union of South Africa has called on its members employed at the Dairy-Maid ice cream factory in Olifantsfontein to attend a meeting aimed at reviewing a two-week-long strike today.

A spokesman of the union said the meeting at the Roman Catholic Cathedral in Bosman Street, Pretoria, starts at 10 am. Discussions will be based on the strike by about 400 workers at the company.

Workers downed tools over dissatisfaction about a white supervisor alleged to be sjamboking black employees at the factory. Their demands were that management either transfer or dismiss the supervisor in question.

Workers
disrupt
Pinetown
factories

2/3/84
Own Correspondent

PINETOWN. — Strikes and labour unrest continued to disrupt production at two Pinetown factories today.

At Smith and Nephew, almost the entire 600-strong labour force downed tools on Tuesday over a pay dispute.

At Ninian and Lester, 120 of the 1 000 workers — mainly in the circular knitting and warping department — stopped work because of objections to the shift system. They have been fired for refusing to return to their jobs.

A spokesman for Smith and Nephew said the labour force came to the factory each morning and assembled in an orderly fashion on the recreation field inside the factory premises.

"We prefer to have them there than blocking the road."

The workers from Ninian and Lester have been told to collect their pay later today.

A group of about 40 is alleged to have attempted to intimidate workers still on the job at the factory this morning. They then moved off into Pinetown.

Striking

Mercury 12/2/84

workers

sacked

152
153
Mercury Reporter

ABOUT 80 striking workers at a Pinetown textile factory, Ninian and Lester (Pty) Ltd, were fired yesterday for taking part in an illegal strike, according to a spokesman for the company.

In a statement to the Mercury yesterday, the spokesman said the striking workers had also failed to return to work as arranged with the workers' union.

'The dispute was over dissatisfaction with the shift system

'The company advised the union and the workers last week that it was prepared to discuss reasonable alternative proposals to the shift system, but the workers went on strike without further consultations taking place,' the spokesman said.

The workers' representative — the National Union of Textile Workers — last night denied having made any arrangements with the company for the workers to return by a certain time.

'The union simply received an ultimatum from the company that if the workers concerned (members and non members alike) did not return to work by certain fixed times they might be dismissed'

SCORES of on-lookers watched as about 30 strikers fired by the giant Liberty Life insurance company picketed outside the Standard Bank building in Jabulani, Soweto, yesterday.

The pickets carried placards reading "Standard Bank and Liberty exploit Blacks Shame"; "Standard Bank reaps profits and blood money in Liberty Life" and "Support the workers and boycott Liberty".

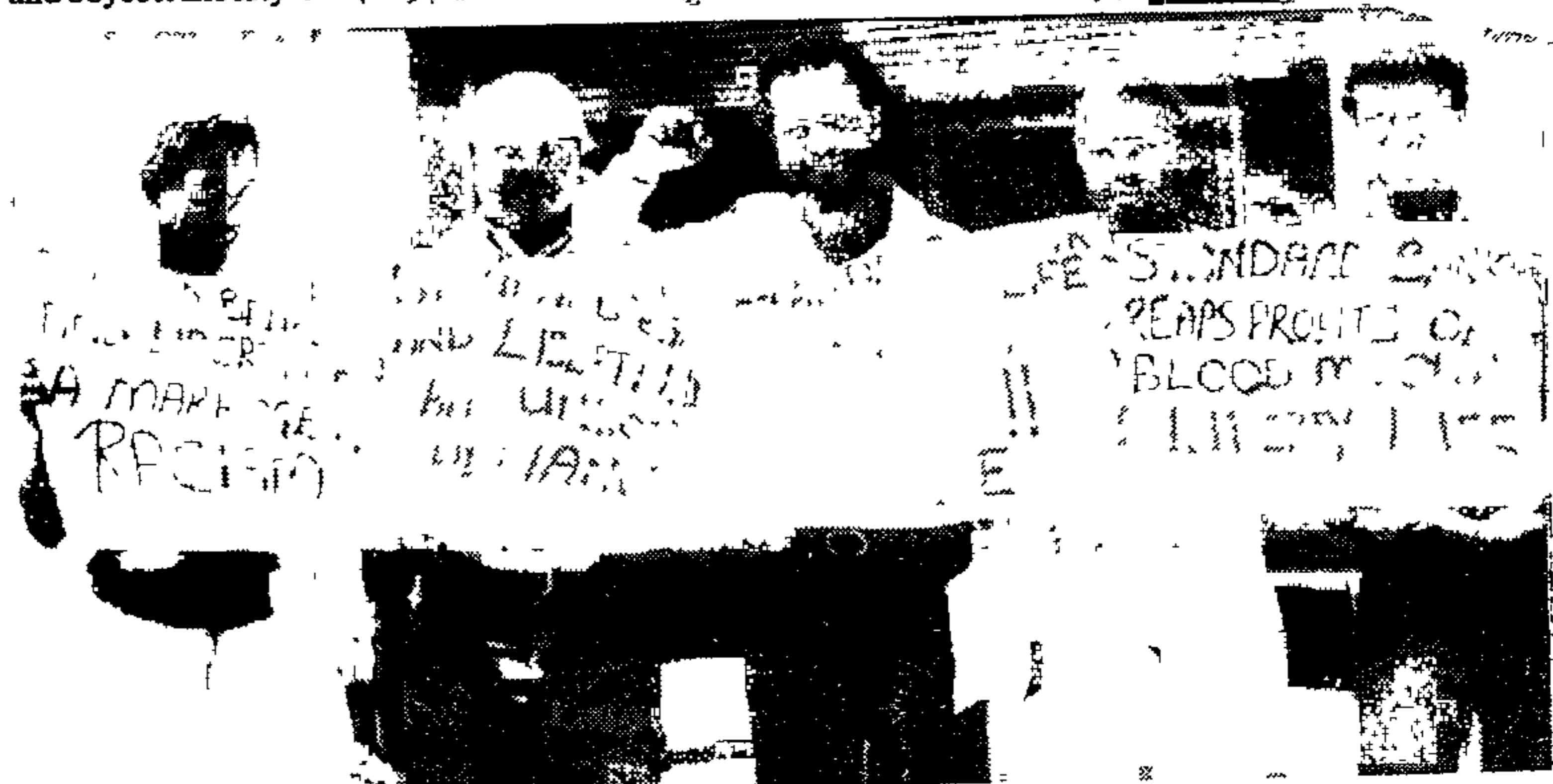
Strikers picket bank

They said they were protesting because the bank owned 50 percent of Liberty Life

The picket is part of a campaign by the Insurance and Assurance

Workers Union of South Africa (Iawusa) to win the reinstatement of strikers and the recognition of the union at Liberty.

About 90 workers were fired last September after they went on strike in support of demands that Liberty should recognise Iawusa. The company says it will not recognise the union because membership is open to blacks only.



LIBERTY LIFE STRIKERS: Picket outside Standard Bank.

N. Mercury 3/3/84

Union calls for urgent strike talks

152
~~157~~
~~158~~

Mercury Reporter

THE National Union of Textile Workers has called for an urgent meeting with the management of a Pinetown textile factory in a bid to avert the escalation of labour unrest following the dismissal of about 80 striking workers

The workers, who were protesting against the shift system at Ninian and Lester Ltd, were fired this week for taking part in an illegal strike

However, most of them have refused to collect their pay yesterday afternoon because they refuse to accept their dismissal

Mr D Driesdale, the company's managing director, last night confirmed that only a few of the dismissed workers collected their pay yesterday

Stoppage

Mr Isaac Ndlovu, the union's branch secretary, said yesterday that the NUTW called for the meeting to appeal for the reinstatement of workers for the sake of industrial peace

Meanwhile, the work stoppage by about 600 workers at another textile factory — Smith and Nephew (Pty) Ltd — where production has been disrupted — entered its fourth day yesterday with still no indication when the workers would return to work

Mr G K Johnson, the company's personnel manager, said no ultimatum was given to the workers, but if they still failed to return by Monday the company would be forced to review its stand

The workers downed

tools on Tuesday morning in support of their demand for an across-the-board increase of R12 50 a week and called for the scrapping of the productivity bonus scheme which, they claimed, discriminated against some

Mr Johnson said 'The company's practice is to settle such issues through the process of collective bargaining and we have requested the NUTW to assist us in getting the workers to return to work so that negotiations can continue'

The company was willing to increase current wage levels by 13.7 per cent

'In effect, the increase for the lowest paid workers represented a rise of R8 55 per week in basic pay and a further increase of R2 25 per week in productivity bonus' he added

Building a lasting relationship

Just as marriages can go sour, so can employer-union arrangements

So it is best to make the agreement as water-tight as possible, at the outset

Gentlemen's agreements are not good enough

When a union approaches an employer requesting recognition there are two essential pre-requisites which the union must satisfy

- It must possess a corporate persona capable of suing and being sued. For if the day comes when the two sides disagree, the employer may need to use legal machinery to oblige the union to make good its side of the bargain. The union at the outset should submit its constitution for inspection by the employer's attorneys

- The union should satisfy the question of "representivity". This does not necessarily mean that the union represents 50 percent or even 25 percent of the workforce. It may represent a mere 10 percent, but, if these are the people with skills at the top of the working hierarchy, recognition might be wise

It might be necessary to consider recognition of more than one union, representing different working segmentations

A recognition agreement with a trade union is similar in many respects to an antenuptial contract, writes **RODDY CAMPBELL**. Like the "anc", it is drawn up with the intention of framing a lasting relationship.

Assuming that management accepts the new labour dispensations, and is not a committed union-basher, it will protect its own interests in a recognition agreement by giving away some rights which will work in management's favour

A classically patterned recognition agreement includes

- A preamble. This usually is a statement of intent to work in industrial harmony and without the rest of the agreement, is almost meaningless

It will recognise the right of freedom to associate, not to associate, and to dissociate

- Definitions. These must be pinned down. What is a "week"? Is it five days or seven? What is the company? Is it the plant in Industria or is it the group interests in Cape Town, Durban and Port Elizabeth?

- Conditions of recognition. This section includes the right of the union to bargain, including whether it may bargain for all employees or merely for its members

- Shop stewards. This section usually will describe how they are elected, how many there will be, their rights, duties and responsibilities. As the stewards are elected from the shop floor, not appointed by the union, the agreement might consider what qualifications are necessary to achieve this status

- Shop stewards' preparation time is covered (and this is in management's interests as it obviates time-wasting). Typically, there will be a monthly meeting between the shop stewards' committee and management, and the recognition agreement will stipulate that the stewards may meet in company time to prepare themselves for the encounter

- Access. The union will need access to the stewards. This usually is granted by management, but in periods such as lunch-time or tea-breaks. In many cases management sets aside a room for such discussions

- Union subscriptions. A stop-

order facility for payment of union dues often is included as part of the recognition agreement. It is essential to build in a clause enshrining the right of the individual member to cancel his subscription. Otherwise intimidation may ensue

- Meeting procedures. These need to be defined and usually will provide for a monthly meeting to discuss on-going matters. These are distinct from the section dealing with annual negotiations of wages and working conditions — otherwise the employer will find himself in a year-round bargaining session

The annual negotiations should take place in a defined month and be concerned only with negotiating wages and conditions of union members

- Dispute handling procedures. These need clear definition so that disagreements between the parties may be resolved through negotiation in an orderly and rational manner

Finally, a typical recognition agreement will enshrine, in the form of appendices, the agreed disciplinary, grievance and redundancy procedures and codes

(Roddy Campbell is an industrial relations consultant.)

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LABOUR NEWS

Rosebank strike settled

By PHILLIP VAN NIEKERK
A STRIKE by the entire black workforce of Thrupp's in Rosebank was settled yesterday after talks between the management and worker representatives

The staff went on strike on Wednesday, demanding a R20 a week wage increase and calling on management to settle a list of grievances

After negotiations with representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa), the company agreed to pay an increase of R10 a week, shifting from its offer of R7,50 a week

In addition, it was agreed that Ccawusa

would be recognised, no worker would be victimised for going on strike and workers would be paid for the time they were out on strike

The company also agreed to look into a set of grievances involving working conditions

Mr R Keene, the managing director of Thrupp's, said, "The so-called strike has been settled to our satisfaction and to the satisfaction of the workers. We are happy that the workers have returned"

A union spokesman said they were pleased with the outcome of the dispute especially since small companies often tended to act negatively towards unions

Cripples' cash missing

Mail Reporter
A REHABILITATION officer at the Anglo American Corporation's Ernest Oppenheimer Hospital in Welkom has left the hospital following allegations that he was embezzling the money of crippled mineworkers

The man worked at the Khuseng Rehabilitation Centre, attached to the hospital, which houses between 70 and 90 paraplegics who have been

crippled in mining accidents. It is alleged that, as crippled workers were unable to go to a bank themselves, they entrusted their banking to hospital officials

An organiser for the National Union of Mineworkers in the Welkom area said the paraplegics had raised the issue of money going missing with the hospital authorities after an R852 cheque belonging to a patient

was found to be missing

A spokesman for Anglo American said the rehabilitation officer had "left our employ following an investigation into allegations of embezzlement"

The spokesman said the matter had been referred to the Welkom police and that all the missing money had been recovered. This included a cheque of R850 and cash of R177,44

Unrest, strikes continue

PINETOWN — Strikes and labour unrest continued to disrupt production at two large Pinetown factories yesterday

At Smith and Nephew, most of the 600-strong labour force downed tools on Tuesday over a pay dispute

A company spokesman said the workers went to the factory each morning and assembled in an orderly fashion on the recreation field inside the factory premises

At Ninian and Lester, 120 of the 1 000 workers in the circular knitting and warping department stopped work because of objections to the shift system

They were fired for refusing to return to their jobs and were told to collect their pay later yesterday

A group of about 40 allegedly attempted to intimidate staff still working at the factory yesterday morning — Sapa

Only semi-conscious, Jenna Mostert is comforted by her mother, Mrs Caroline



SOUTH AFRICA and Mozambique stood on the verge of peace last night after agreement was reached at historic talks in Cape Town on the main details of a non-aggression treaty.

The scene now seems set for a meeting between the Prime Minister, Mr P W Botha, and President Samora Machel of Mozambique to sign the accord.

There was strong speculation in some circles last night that the signing will take place either in Swaziland or Botswana with the latter being the more favoured.

At a Press conference after the talks yesterday the Minister of Foreign Affairs, Mr P W Botha, said in a statement issued jointly with the Mozambicans "The final text of the agreement will be ready for signature in the very near future. The date and venue for the signing will be announced as soon as possible."

The statement said the thrust of the agreement was that it would ensure that neither country would serve as the base for acts of aggression or violence against the other and that both countries would undertake not to use the territory of a third state for that purpose.

The agreement will provide for a joint commission to supervise the pact.

The four senior members of the Mozambican delegation, which was headed by the Minister for Economic Affairs in the President's Cabinet Ministers in the South African team — Mr P W Botha, the Minister of Law and Order, Mr Louis le Grange, and the Minister of Defence, General Magnus Malan — met Mr P W Botha for an hour during the afternoon.

During the meeting the teams "reviewed progress made in the security negotiations and other matters relating to bilateral relations between the two countries."

African delegations

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Workers still out on strike

Sawetor
6/3/84
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STRIKES at two textile factories in Pinetown continued yesterday with the entire workforce at Ninian and Lester downing tools to protest against last week's dismissal of 80 of their colleagues.

About 80 workers were dismissed at Ninian and Lester last week "for participating in an illegal strike and failing to return to work at the times arranged with the union", a spokesman for the company said.

The dismissed workers were told to collect their pay late on Friday. However, it was reported yesterday that only a few workers did so.

The branch secretary of the National Union of Textile Workers, Mr Isaac Ndlovu, said yesterday the workers were angry at the dismissal of their colleagues. He said they were hoping to hold a meeting with

LABOUR SCENE

workers yesterday.

Meanwhile the work stoppage at Smith and Nephew entered its fifth day yesterday. The personnel manager, Mr G K Johnson, said there had been no change in the situation.

Workers there went on strike last week in support of a basic increase of R12,50 across the board. They also called for the scrapping of the productivity bonus scheme which, they claimed, was unreliable and discriminated against some workers.
— Sapa.

Journal 6/3/84 152

Strikers' new move

THE FOOD and Beverage Workers' Union has resolved to take the Dairy-Maid ice cream factory to court in a bid to resolve a three-week-old strike.

At a meeting held at the Roman Catholic Cathedral at the week-

end, workers expressed uncertainty about their future with this Olifantsfontein factory which has since taken back some of the people who were on strike.

They said management was using tricks to lure workers back

Some, they said, were already occupying their positions while others were still out on strike.

The strike broke out three weeks ago after employees had complained that a white supervisor assaulted workers with a sjambok with authorities turning a blind eye to the problem. They wanted him sacked from the company.

1 000 textile workers still striking

Mercury Reporter

Mercury 7/3/84
152

STRIKES and industrial unrest continued to plague two large Pinetown textile factories yesterday where more than 1 000 workers had downed tools since last week, seriously disrupting production

At Ninian and Lester more than 500 workers are striking in support of the reinstatement of their 80 colleagues who were sacked last week. The company has agreed to reinstate all but 10, but the workers are still considering the offer.

Mr Isaac Ndlovu, branch secretary of the National Union of Textile Workers, said after talks with management that the 10 workers had been refused their jobs because they were allegedly involved in the intimidation of workers.

A company spokesman last night confirmed that talks had been held with the NUTW and added that there had been no change in the company's stand. 'The talks were inconclusive,' he said.

The management of a surgical supplies company, Smith and Nephew (Pty) Ltd, where about 600 workers are on a pay strike, have requested an urgent meeting with Mr Johnny Copelyn, general secretary of the National Union of Textile Workers, to help resolve the dispute.

The company's personnel manager, Mr Kelvin Johnson, yesterday confirmed that a telegram had been sent to Mr Copelyn requesting a meeting with him. The meeting is expected to take place this morning.

Although the work stoppage at the factory entered its sixth day yesterday, the company still withheld giving any ultimatum to the workers. Mr Johnson said it was company policy to first exhaust all avenues of peaceful negotiations before taking any drastic action.

'However, the company will be forced to reconsider its stand if the workers still fail to return to work this week,' he added.

Mercury 8/3/84 (152) ~~1984~~

One strike ends as workforce at second factory continues protest

Mercury Reporter

ABOUT 600 striking workers at a Pinetown surgical supplies factory, Smith and Nephew Ltd, yesterday decided to end their week-long strike and return to work today, according to a spokesman for the workers.

But the strike at another Pinetown textile factory, Ninian and Lester, continued as the entire workforce of more than 500 protested against the com-

pany's refusal to reinstate all the workers who were dismissed last week for taking part in what has been described as an illegal strike

The Smith and Nephew decision follows urgent talks between the management and Mr Johnny Copleyn, general secretary of the Fosatu-affiliated National Union of Textile Workers, earlier yesterday

The workers, who have

been on strike since last week in support of their demand for more pay, were later addressed by Mr Copelyn and other union officials.

Mr Kelvin Johnson, the company's personnel manager, could not be reached for comment yesterday, but in a statement to the Mercury earlier he said 'The company's practice is to settle such issues through the process of collective bargaining and

we have requested the NUTW to assist us in getting the workers to return to work so that negotiations can continue'

He said the company offered to increase current wage levels by 13,7 per cent

'In effect, the increase for the lowest paid workers represented a rise of R8,55 a week in basic pay and a further increase of R2,25 a week in productivity bonus,' he added

The workers demanded an across-the-board increase of R12,50 a week and the scrapping of the productivity bonus scheme.

According to a spokesman for the NUTW, Ninian and Lester agreed to reinstate only 70 of the 80 dismissed workers. 'The other workers are not prepared to accept the offer and are sticking by their demand that all 80 be reinstated'

Mawu workers strike

Scete
8/3/84

ABOUT 300 workers at a Boksburg firm downed tools yesterday demanding higher wages, after negotiations between their union and management deadlocked.

The entire work force at Dever Metals, near Dunswart railway station, are demanding an increase of 50 cents per hour.

Workers said they had been negotiating through their union, the Metal and Allied Workers' Union (Mawu).



Bus strike forces 40 000 to walk

152 *1401A* *Stew*
Own Correspondent *9/3/84*

DURBAN — A snap Durban Transport Management Board bus drivers' strike forced about 40 000 workers from the Pinetown and Ntuzuma areas to trek long distances to work today.

The strikers have been told to return to their jobs or face dismissal and prosecution under the Riotous Assemblies Act

Mr Alan Bray, the deputy general manager of the DTMB, said the strike had started over a "power struggle" between pro- and anti-Transport and General Workers' Union factions

The union men had apparently decided to stop work in an attempt to force the management to take sides

Mr Bray said it was not clear yet how many drivers were involved, but 145 buses on the Clermont run, 65 on the Ntuzuma route, which operates through kwaMashu, and another 23 at Klaarwater had failed to take to the road

Later this morning about 40 drivers had returned to work.

There had been no violence but "a bit of militance" after a meeting of union supporters last night

The DTMB had been told shortly after midnight that the strike would take place.

152 (15) (15) RDM 9/12/84

200 Landrost workers on strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 200 workers at Southern Sun's Landrost Hotel staged a one-day strike on Wednesday in protest at the arrest of a worker leader, Mr Robert Mkhize, under the Intimidation Act

They said Mr Mkhize, chief shop steward of the Commercial, Catering and Allied Workers' Union at the hotel, was arrested — apparently in connection with a previous strike at the Landrost — after the hotel manager laid a charge against him

The workers are demanding the manager's removal. The union says this is the

second incident in which police have acted against a union leader at a Southern Sun hotel

But a Southern Sun representative denied the company had asked police to act. It was company policy, she said, to ask police to intervene in labour disputes only where there was a threat to the safety of hotel guests or property

She said Mr Mkhize was arrested after several workers, who claimed to have been intimidated during a previous strike, made statements of their own accord to police

Mr Mkhize was arrested on

Tuesday and appeared in the Johannesburg Magistrate's Court on Wednesday morning charged under the Intimidation Act. He was released on R400 bail and his case was postponed to March 22

His arrest has been condemned by the local committee of the International Union of Food and Allied Workers, to which 10 unions belong

The committee has also called on food unions throughout the West to condemn the arrest

A catering union spokesman said yesterday workers had downed tools on Wednesday in reaction to the arrest

and had remained on strike for the rest of the day

He said the arrest followed an incident at another Southern Sun hotel in which a union leader was interrogated in a hotel room by a man who said he was a security policeman

Although workers had returned to work, the union would now, he said, take up two aspects of the incident with Southern Sun — the strikers' demand that they be paid for their time on strike and the manager's removal

Southern Sun's representative said yesterday the company would not agree to pay strikers for the day they had stopped work

Pay increase is an 'insult' say workers

N. Merany

9/13/84

Mercury Reporter

152 182 188

WORKERS at Tongaat Milling have rejected an 11,95 percent pay rise offer and are planning a protest until their wage demands are met, according to Mr Norman Middleton, a spokesman for the Food and Beverages Workers' Union.

He said yesterday that the workers were demanding an across-the-board increase of R15 a week, but the company offered R5

"The workers rejected the offer as they consider this an insult," he said, adding that the company was boasting that it was granting an increase of 11,95 percent.

"This may sound a substantial amount when one is earning R500 and upwards, but to the lowest paid worker, earning about R42 a week the increase is negligible," he added.

Mr Middleton said the decision to reject the increase followed several wage negotiation meetings which failed to resolve the matter. "We informed the company that the offer is not acceptable and as far as we are concerned the talks have reached a deadlock.

"The workers were prepared to reach a compromise by settling for an increase of R10, but the company refused to budge," he added.

Mr Bob Blair, the company's chief personnel manager, yesterday confirmed that the workers rejected the offer.

"Negotiations are still continuing. We hope to have the matter settled later in the month."

S. Dispatch (10/3/84)
Some charges dropped *(152)*

ZWELITSHA — Charges of intimidation against five students have been withdrawn in the magistrates court here

The charges against Mr Mcebisi Bata, Mr Luntu Bobo, Mr Andile Sishuba, Mr Zamile Mtana and Mr Bonginkosi Mgabadeli were withdrawn

Charges against Mr Malinga Gqeba have not been withdrawn

His trial has been postponed to April 26. He is out on warning.

Mr Sishuba and Mr Mgabadeli have been charged with escaping from lawful custody. They have not been asked to plead.

Their case was postponed to March 28 and were released on R40 bail — DDR

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No Indian homeland

THE Government considered the establishment of an Indian homeland 'an impractical idea' and had not instituted an investigation into the possibility of such a homeland, the Prime Minister said yesterday in reply to a question by Mr Daan van der Merwe (CP Rissik)

Mr Botha said if Mr van der Merwe could furnish him with the proposed borders for an Indian homeland, calculations could be made on how much it would cost - (Sapa)

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Pinetown workers down tools, demand more pay

Mercury Reporter

THE entire workforce at a New Germany company manufacturing household appliances downed tools yesterday, demanding more pay

A spokesman for the workers at Pineware (Pty) Ltd said they had asked for the minimum wage to be increased from R1 58 an hour to R2 an hour,

but their request had been rejected by the management

'The workers are obviously angry and decided as a form of protest to down tools. The entire work force of blacks, Indians and coloureds have refused to work till their pay demand is met' he said

The striking workers were later asked to leave

the company premises by the management

Representatives of the Metal and Allied Workers' Union were still holding talks with the workers late yesterday and were unavailable for comment

A spokesman for the company said 'We would not like to comment on the situation at our factory at this stage'

Rich and exotic concert fare

THE unconventional programme for this week's Natal Philharmonic Orchestra symphony concert was rich and exotic but by no means indigestible. The variety of styles was such that opinion is likely to be divided on what, if anything, constituted the high light or central point

Ravel's *Sheherazade* is seldom heard in Durban. A beautiful, evocative set of three rhapsodic songs, the intricate and atmospheric orchestration kept the NPO and David Tidboald on their toes

Barbara Knox has just the right type of voice and brought a controlled and fluid vocal line to Ravel's sensitive prosody with clear expressive words. It was a great pity that, through poor lighting, her face was invisible to a large section of the audience and that a badly placed microphone literally cut her in half

Ravel's *poeme choreographique La Valse*, which he described as a homage to Johann Strauss, is very difficult but also very rewarding. The music ebbed and flowed, swayed and whirled about the City Hall in the most delightful way

Tessa Uys gave a graceful, stylish performance of Mozart's *Piano Concerto in C Major* in which the slow movement was particularly enjoyable. It is deceptively simple and, if played a fraction too slow, it drags

MUSIC: Symphony Concert
 — Durban City Hall

But Miss Uys, David Tidboald and the NPO had the mixture just right

Having said that there was the uncomfortable feeling that Miss Uys like other pianists found the piano a problem particularly the upper registers which seemed to have no 'give'

The orchestra also seemed at times too weighty in the outer movements. Balance can be a difficult business

Bizet's delightful and spirited *Symphony in C Major* was not given what it deserved. It was rushed and sounded tense, even in the slow movement. Something seemed to be lacking in the first violins that was there in previous concerts. The tone and ensemble are not what they have been. The wind section too was bedevilled by intonation problems

Perhaps these small quibbles arise from the fact that this concert is two thirds of the way through a very heavy season which has made enormous demands on an orchestra with great potential and a promising future but which almost inevitably, is having some awkward experiences while expanding its repertoire

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Bus drivers refuse to go back to work

11/3/84
By Barney Mthombathi

THE strike by municipal bus drivers — which left thousands of workers stranded this week — resulted from the Durban Transport Management Board's unwillingness to negotiate with worker representatives, union officials said yesterday.

The strike enters its third day today and the drivers were in no mood to go back behind the wheel yesterday until the DTMB acceded to their demands.

The exact number of drivers out on strike is unclear. Management say about 200 — a third of the total — is out, while union officials put the number at 350.

The whole Clermont depot, which carries the biggest number of commuters, is out on strike, so is half the number of drivers at Ntuzuma, which also serves Kwa-Mashu.

The drivers are demanding recognition of their union, the Transport and General Workers Union, shop stewards and the scrapping of a works council system presently operating at DTMB.

DTMB's deputy general manager, Alan Bray, said the dispute was basically between anti and pro-union factions and that the strike was designed to force management to take sides. But this was flatly denied by the union.

"The dispute has a history as long as both my arms," Mr Bray said.

"Our attitude is they should go back to work before we can talk."

Mr John Mawbey, TGWU's branch secretary, said it was not true that the strike was caused by a power-struggle between two factions. The dispute centred around union recognition and DTMB's unwillingness to allow its workers freedom of association.

He said the board had granted the TGWU shop stewards, but had insisted the shop stewards sit on the works council, which also included non-union members and was chaired by a DTMB official. Thus the union had refused.

"We want a fully representative union, not a truncated-type of representation. We believe that a union is an independent organisation and when it has a plus 50 percent membership, it has the general right to represent its members, and we believe we have achieved this."

The workers wanted a committee of shop stewards, separate from the works council, which would negotiate with management for eventual recognition.

Mr Mawbey accused the DTMB's general manager Marshall Cuthbert of using "extremely heavy-handed" tactics to break the strike.

"He has given the drivers 48 hours to go back to work or face dismissal and has threatened us with the Riotous Assemblies Act because he says basically this is an essential service. If this is how he feels, then the only way to resolve it is to talk."

"Mr Cuthbert is taking the line that he won't talk until the drivers go back. We're willing to talk, but we won't go back."

Mr Mawbey said 55 percent of the drivers were members of the TGWU and that 350 drivers were on strike.

The drivers held a meeting at the Clermont depot yesterday and union organiser Mike Gwamanda said morale was high and there was no way some of them would go back to work.

Deadlock in talks with striking bus drivers

N. Mercury 12/3/84
152

Mercury Reporters
THOUSANDS of workers from Pinetown and Ntuzuma were again expected to be without Durban Corporation transport today following a deadlock in negotiations between striking bus drivers and the Durban Transport Management Board

DTMB general manager Marshall Cuthbert had warned that the drivers would face instant dismissal if they did not return to work today

But the 55 percent of Durban Corporation drivers, on strike since Friday, are expected to continue their work stoppage today unless a Works Committee, a rival negotiating body, is abolished by the DTMB

Angered

According to the Transport and General Workers' Union branch secretary, Mr John Mawbey, the board agreed to sign an agreement with the workers

yesterday allowing for union recognition but reneged when it was established that the committee would have to be abolished

'This angered the workers even more and they are determined to continue the strike until the committee is abolished,' he said

He stressed that there had been no intimidation or violence during the strike and that there some drivers were still driving

'Members of the affiliated Federation of South African Trade Unions (Fosatu) which has a strong following in Pinetown have apologised to commuters on the drivers' behalf'

Mr Cuthbert said although what the union had proposed over the telephone had sounded reasonable, when the final typescript of the proposed agreement had been seen late yesterday negotiations had broken down

Clauses insisting on the

dismissal of the leader of the 'rival faction' — those drivers still working and who did not belong to the TGWU — and on the abolition of the Works Committee had been 'too much to live with', Mr Cuthbert said

The striking drivers had been given 48 hours' notice on Friday and this would be effective today

'But I don't want to be ruthless about this. Those drivers who report for their shifts will not lose their jobs,' he said

700 strike over new tax system

N. Mercury 12/3/84

152
~~152~~
~~152~~

African Affairs Reporter

MORE than 700 workers of Union Flour Mills, Mobezi, decided at a meeting yesterday not to return to work today until the new black taxation system had been fully explained to them

The employees went on strike last Friday after expressing dissatisfaction with the explanation by an official from the

Receiver of Revenue Workers claimed that the official had said the taxes would go to the KwaZulu Government

A spokesman for the workers said they would not return to work until Chief Gatsha Buthelezi of KwaZulu had come to confirm what the official said

The workers claimed they were being over-taxed. They said they paid GST, KwaZulu tax

and now they were to be taxed on their earnings

The employees refused to sign the new tax forms when they were introduced for the first time, but when they got their weekly wages last Friday, they discovered that deductions had been made according to the new taxation system

Mr NJ Cranshaw, the firm's managing director, could not be contacted last night

152
 Police move in to talk as strikers ignore ultimatum

156 drivers sacked in bid to end Durban bus chaos

Mail Correspondent
DURBAN. — A total of 156 striking Durban Corporation bus drivers was fired yesterday after ignoring an ultimatum to return to work, Mr Marshall Cuthbert, general manager of the Durban Transport Management Board (DTMB), announced yesterday.

He said new staff was being recruited to replace the dismissed drivers, following a three-day strike which disrupted bus services for thousands of commuters.

The drivers on the green-line service went on strike on Friday, demanding the scrapping of a works committee — a rival negotiating body to the Transport and General Workers' Union.

The South African Police dispersed the fired drivers when they congregated at the Clermont depot shortly after

midday yesterday.

They were warned they were no longer employed by the Durban Corporation and would be arrested and charged with trespass if they failed to leave the premises.

Confirming this, Mr Cuthbert said the police had arrived at the depot and told the dismissed workers they had broken the law by taking part in an illegal strike.

They were also told summons would be issued against them and they were

ordered to leave the premises or be arrested.

"All of them left without incident I must compliment the police for the tactful manner in which they handled the situation," said Mr Cuthbert.

He said notices calling for replacement staff were displayed at the depots and the response had been "very good".

He said among those who applied for the jobs were some of the dismissed work-

ers.

"Each application will be considered on its merit," he said.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, said the workers had refused to accept that they had been dismissed.

"We were very close to reaching an agreement with the DTMB at talks over the weekend, but the DTMB was still unwilling yesterday to negotiate a few minor

amendments to a clause to pave the way for a settlement.

"The clause concerns the removal of the existing works committee, which has severely antagonised our members," he said.

Workers from Clermont, KwaDobeka, Klaarwater and Ntunzuma have been left stranded and forced to walk long distances to their jobs since the strike began on Friday morning.

Many have taken "special taxis" costing workers about R5 to get from Pinetown to Durban.

According to Mr Cuthbert, the strike has cost the DTMB between R25 000 and R35 000 a day.

He said the DTMB could not accept the demand that only TGWU members represent the running staff and that the existing works committee, which had roughly equal support, be abolished.

152
151
150

13/3/84 Sweeter

Cafe workers are dismissed

By ALINAH DUBE

THE Poynton's Cove, a cafe in Pretoria, has dismissed eight workers for allegedly going on strike.

According to a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (CCA-WUSA), the workers, all members of the union, went to work with the aim of confronting management for better pay and improved working conditions. But they arrived late for work and were all dismissed.

The union approached management in a bid to resolve the

dispute but the meeting ended in a deadlock.

The manager of the cafe, Mr Nic Nicolaow, said the employees were fired after they had all arrived at 11am and would not enter the shop. He said, he was aware of transport problems but for people to arrive all at one time and stand outside the building, meant they were on strike.

"I told all of the workers that they were fired after realising that none were prepared to come in when I asked them to do so. I even asked what their problem was, but nobody said anything," said Mr Nicolaow.

156 bus drivers fired, new staff taken on

N. Mawbey 13/3/84 Mercury Reporter (152) ~~1/1/84~~ ~~1/1/84~~

A TOTAL of 156 striking Durban Corporation bus drivers have been fired after ignoring an ultimatum to return to work, Mr Marshall Cuthbert, general manager of the Durban Transport Management Board, announced yesterday

He said new staff were being recruited to replace the dismissed drivers. The work stoppage started on Friday morning, disrupting bus services for commuters on some of the green-line services routes.

Commuters in the Pinetown and Ntuzuma areas will once again be faced with transport problems today as the corporation service there is still disrupted.

The strikers were demanding the scrapping of

a works committee — a rival negotiating body to the Transport and General Workers' Union.

After being dismissed, the drivers congregated at the Clermont depot and were later ordered to disperse by the South African Police.

They were warned they were no longer employed by the Durban Corporation and they would be arrested and charged with trespass if they failed to leave.

Confirming this last

night, Mr Cuthbert said the police had arrived at the depot and informed the dismissed workers they had broken the law by taking part in an illegal strike. They were also told summonses would be issued against them and were ordered to leave the premises.

'All of them left without any incidents. I must compliment the police for the tactful manner in which they handled the situation,' he said.

Dismissal

Mr Cuthbert said notices calling for replacement staff were displayed at the depots and the response had been 'very good'.

He said among those who had applied for jobs were some of the dismissed workers. 'Each application will be considered on its merit,' he added.

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, said the drivers had refused to accept their dismissal.

'We were very close to reaching an agreement with the DTMB at talks over the weekend, but the DTMB was yesterday still unwilling to negotiate a few minor amendments to a clause to pave the way for a settlement.'

'The clause concerns the removal of the existing works committee which has severely antagonised our members,' he said.

Many commuters yesterday claimed they had been forced to take 'special taxis' costing about R5 from Pinetown to Durban to get to work.

Mr Cuthbert said the strike had cost the DTMB between R25 000 and R35 000 a day.

AI 152
return
to work

Mercury Reporter

13/8/84
WORKERS at a New Germany company manufacturing household appliances ended their one-day strike over pay and returned to work yesterday following an ultimatum by management.

A spokesman for Pineware (Pty) Ltd yesterday confirmed that all the workers who downed tools last Friday were back at work. He declined to say whether their pay demand had been met, but confirmed that none of the strikers had been penalised.

The entire workforce at the Pinetown-based factory downed tools in protest against the company's refusal to increase their minimum wage from R1 58 an hour to R2 an hour.

The strikers were later ordered to leave the company premises and were given an ultimatum to return to work by yesterday or face dismissal.

The Fosatu-affiliated Metal and Allied Workers' Union, yesterday declined to comment.

First black tax strike hits Durban

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Durban plant, Union Flour Mills, have staged the first strike by black workers over their inclusion in the same tax system as whites.

Yesterday the strikers were told to return to work this morning or be fired.

The strike was sparked when a Government official told workers that the tax money they paid under the new system would be paid to the KwaZulu Government.

Our Durban correspondent reports that management at Union Flour Mills — where the 700 workers have been on strike since Friday over the new tax system — confirmed that workers were told to return or be fired.

And a tax official in Durban also confirmed yesterday that he had told workers their tax money would be paid to KwaZulu.

Workers, many of whom belong to the SA Allied Workers Union, say they already paid various taxes to the KwaZulu authorities and now want to meet KwaZulu's Chief Minister Chief Gatsha Buthelezi on the issue.

● The National Union of Clothing Workers (NUCW), which represents black workers, has added its voice to calls by emerging unions for the new tax system to be withdrawn temporarily.

Multi-million case veiled in secrecy

By DIANNA GAMES

A VEIL of secrecy was drawn around proceedings at the Rand Supreme Court yesterday at the start of a civil claim involving millions of rand and which will be fought by some of the country's most prominent lawyers.

The claim is being brought by a British businessman Mr Maurice Sellier, a Middle Eastern businessman Mr Ezra Nonoo, and Trade and Technology (Holding) Ltd, a foreign company.

Defendants in the case are Sasol, the Strategic Fuel Fund Association and the Honorary Consul General for Peru, Mr Helge Storch Nielson.

Mr F Cilliers SC, appearing for Sasol and the Strategic Fuel Fund Association, yesterday applied for the case to be held in camera.

The application was not contested and the order was made by Mr Justice D A Melamet.

Mr Justice Melamet further ordered that no publication of the pleas, evidence or documents before the court, legal argument or judgment on the case be allowed.

There has been a great deal of speculation about the case — described as one of the biggest law suits in South African history.

Appearing for the complainants were Mr S Kentridge SC, Mr S Cohen and Mr P Solomon.

Counsel for Sasol and the Strategic Fuel Fund Association, Mr F Cilliers SC, is assisted by Mr P Streicher and for Mr Nielson, Mr W E Cooper SC, is assisted by Mr J Du Plessis.

New accord in 'poisoned' relationship

By KEVIN DAVIS
and DAVID CAPEL

PIETER TOERIEN'S Promotions, who are running the Agatha Christie murder show, "The Hollow", have settled their differences with their former assistant stage manager Mr Jaques Theunissen.

Mr Theunissen, who was fired from his job shortly after police quizzed him on the alleged attempted murder of star South African actress Shelagh Holliday at the Andre Huguenet Theatre, will be paid out any money owed to him by the firm later today.

Pieter Toerien's personal assistant, Mrs Vanessa Barling, said last night the company was upset about the incident but wanted to "settle our differences" with Mr Theunissen.

"We have got our accountant to draw up a cheque for Jaques and he can fetch it any time."

Mr Theunissen was pleased they had reached a settlement "before I was forced to take legal action".

Ms Penny Charteris, Shelagh Holliday's agent, has denied Mr Theunissen's claims that the "rat poison drama" was "a publicity stunt".

A police spokesman said yesterday that tests on the green substance found in a kettle had not yet been completed.

Offered lift and robbed

By JOHN MILLER

A 76-YEAR-OLD Roodepoort man was robbed of R1300 yesterday by a stranger who gave him a lift home.

Mr Hendrik Crous withdrew money from a building society in Roodepoort soon after it opened.

As he was walking out, a stranger offered Mr Crous a lift.

When they stopped outside Mr Crous' house, the driver suddenly pinned Mr Crous to the passenger seat and took the money out of his pocket.

He then pushed him out of the car and sped off.

No arrest has been made yet.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by R A Gibson, Benjamin Pogrand, Peter Bunkell, newsbills by Patrick Corfax, headlines and sub-editing by Anthony Allison, cartoons by David Anderson, Gaskill, all of 171 Main Street, Johannesburg.

R120 000 for flood victims

By MONTSHIWA MOROKE

THE United States Government will donate R120 000 to the South African Red Cross to assist flood victims in the KwaZulu and Natal areas.

According to the United States Information Service (USIS), the US Ambassador to South Africa, Mr Herman Nickel, said the funds would be used by the Red Cross to provide food, fuel and blankets.

Aid is being given to supplement the already ongoing, extensive efforts of the Kwa-

Zulu authorities, the Natal region of the Red Cross and the South African Government "to combat the effects of this great natural disaster".

"This funding, from the office of foreign disaster assistance in the Department of State and authorised at the discretion of the American Ambassador, is an expression of the sincere concern of the American Government and its people for the thousands of South Africans affected by the floods," the USIS said.

Union official arrested while trying to settle strike

By STEVEN FRIEDMAN
Labour Correspondent

A KEY official of Fosatu's Paper, Wood and Allied Workers' Union, Mr Jeremy Baskin, was arrested yesterday outside a Johannesburg factory where he had gone in an attempt to settle a strike.

His arrest follows those of two other union leaders in the past few weeks. Several unionists were also arrested in January after arriving at plants to intervene in strikes.

Mr Baskin was arrested yesterday morning and, by

late yesterday afternoon, was still being held. A police spokesman who confirmed the arrest said however, he was due to be released on bail.

According to the spokesman, Mr Baskin has been charged with holding an illegal meeting.

Recently Mr Skakes Sikhakhane, the general secretary of the Food and Beverage Workers' Union, was arrested outside a Potchefstroom plant where he had gone to settle a dispute.

And the chief shop steward of the Commercial Catering and Allied Workers' Union, Mr Robert Mkhize, was arrested under the Intimidation Act last week. Both men are facing charges.

According to a spokesman for the union, Mr Baskin's arrest followed a strike at an Amalgam factory, Transpolly, over union recognition.

He said Mr Baskin went to the plant yesterday morning after learning of the strike and had found both West Rand Administration Board police — who were asking for

workers' pass books — and SA Police.

Mr Baskin was, however, the only one arrested, he added.

He said the strike started because workers had been sacked for belonging to the union.

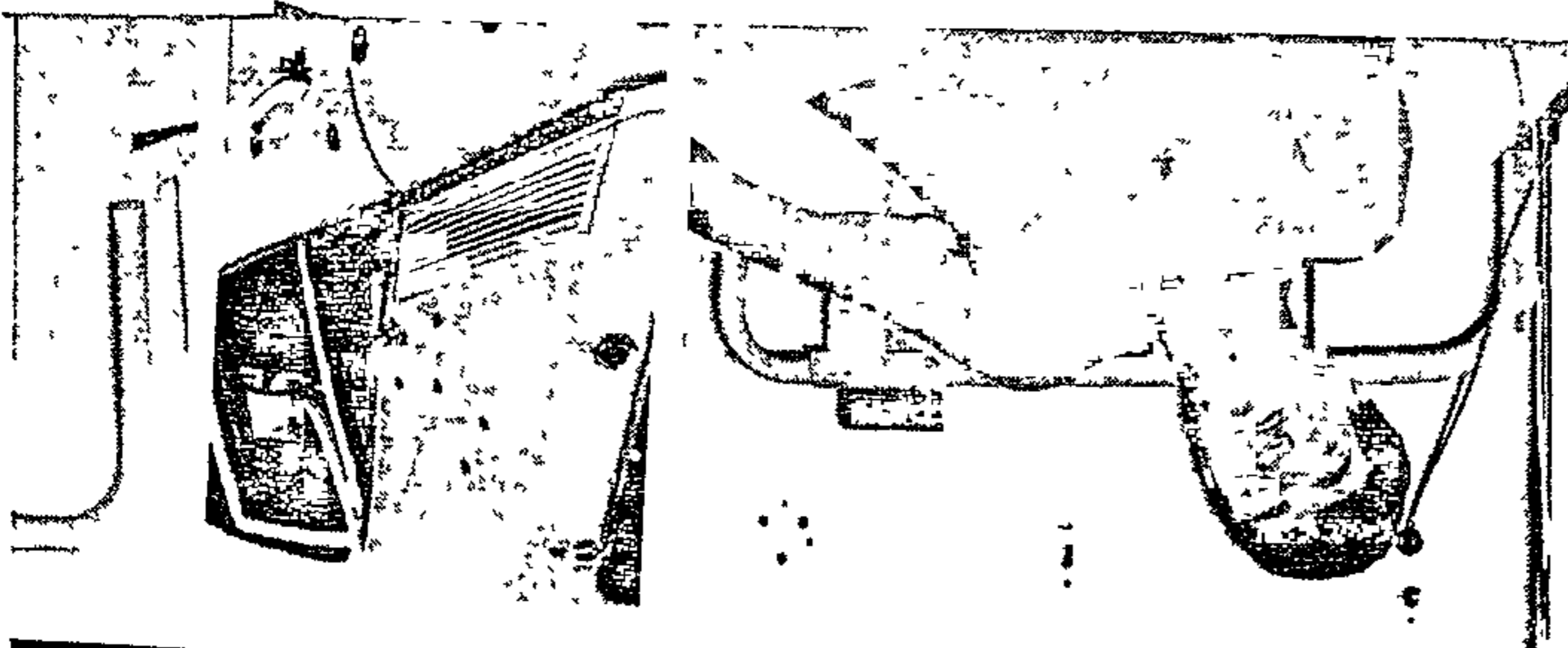
According to the paper workers' union spokesman, the plant's 85 workers approached management on Saturday to request recognition of the union.

Management responded by calling workers together and asking who the unions

leaders in the factory were, the spokesman said. They had not replied, but management then fired 11 workers who it identified as union leaders.

On Sunday four night-shift workers, all members of the union steering committee at the plant, were fired, he added, and workers then downed tools.

According to the spokesman, the company is refusing to negotiate with the paper workers' union. Comment from the company could not be obtained yesterday.



NEWS
Star Wars II begins
THE STAR wants to become a seven-days-a-week newspaper, even if it kills another publication in doing so, says the MD of South African Associated Newspapers — PAGE 2
'Tokokkie' death
MR CAMPBELL du Preez, of Faer-le Glen, Pretoria has pleaded not guilty to murdering a 13-year-old boy who played "tokokkie" at his

RAM 143184

Strike at (152) (141) (210) 'end of

the road'

PINETOWN — It is "the end of the road" for 156 illegally striking Durban Corporation bus drivers, the chairman of the Durban Transport Management Board, Mr Marshall Cuthbert, said yesterday.

The strikers, a faction of the Transport and General Workers' Union, were demanding that their union represent all drivers employed by the corporation.

The strike has stranded thousands of commuters in the Pinetown and Ntuzuma areas.

There was no point in the drivers asking for another meeting with the DTMB, Mr Cuthbert said.

"They are saying this is still a live issue. We are saying there is no further issue, it is the end of the road and they are no longer in our employ."

The sacked drivers, who could be charged under the Riotous Assemblies Act for staging an illegal strike, were cleared from the Clermont bus depot yesterday by police — Sapa

Union official

~~17A 17A~~ 152

in court
May 14/3/24

An official of the Paper, Wood and Allied Workers' Union (Pwawu), Mr Jeremy Baskin, made a brief appearance in a Johannesburg Regional Court yesterday charged with convening an illegal gathering

His appearance follows a strike on Monday at an Amalgam factory, Transporly, over union recognition

Eighty-five workers are on strike

Mr Baskin was not asked to plead and the case was postponed to April 11.

(52)
**Factory
fires
striking
workers**

Mercury 4/1/84

Mercury Reporter

MORE than 400 striking workers at Union Flour Mills in Durban, who are protesting against the new black taxation, were yesterday dismissed after ignoring repeated pleas by management to return to work

But, a spokesman for the workers said they did not accept their dismissal

'If we are fired then the factory must close down We are not go-

400 Mercury
15/3/84

sacked ¹⁵²
strikers
hired ³¹⁰
again

Mercury Reporter

MORE than 400 workers at Union Flour Mills in Durban, who were dismissed for striking illegally in protest against the new black taxation, have been reinstated, Mr Peter Wrighton, a director of the company, announced yesterday

The entire workforce was dismissed on Tuesday after ignoring an ultimatum by the management to end their three-day strike and return to work.

Mr Wrighton, who is also deputy managing director of the parent company — Premier Group — told the Mercury yesterday that the company decided to take back the workers following a signed undertaking by the workers' representative that they would abide by certain conditions

In terms of an agreement reached between the management and representatives of the Baking and Allied Workers' Union yesterday no wages would be paid for the period the workers were on strike.

No guarantee

Tax will be deducted at the single rate where the company has not been provided with the relevant information. Workers will in future agree to work overtime when reasonably requested by management to do so and this will be embodied as an addendum to the recognition agreement.

Workers will in future follow the grievance procedures laid down in such recognition agreement and will not resort to illegal strike action to settle disputes.

The company's management will communicate this agreement directly to the workforce.

Mr Wrighton said in turn the company had undertaken to take back workers without loss of privileges and would try to get a representative from the KwaZulu Government to address the workers but

YOU'RE AT

KOFFIEHUIS

Koffiehuis
Full Roast
Instant Coffee
750 g

2,89

Bakers
Eet-Sum-Mor
200 g

55^c

Table Top
Oven Chips
1 kg

2,55

Sea Harvest
Crispy Cutlets
600 g

2,39

Lightly Crumbed

Sea Harvest

and Allied Workers Union yesterday no wages would be paid for the period the workers were on strike.

No guarantee

'Tax will be deducted at the single rate where the company has not been provided with the relevant information Workers will in future agree to work overtime when reasonably requested by management to do so and this will be embodied as an addendum to the recognition agreement.

'Workers will in future follow the grievance procedures laid down in such recognition agreement and will not resort to illegal strike action to settle disputes

'The company's management will communicate this agreement directly to the workforce'

Mr Wrighton said in turn the company had undertaken to take back workers without loss of privileges and would try to get a representative from the KwaZulu Government to address the workers but the company could not guarantee this.

He said the workers were dismissed for striking illegally over the deductions made by the company under the new taxation proposals — 'an issue which was outside the company's ability to settle'

Refused

Earlier, workers said they wanted an explanation from KwaZulu because they were already paying tax to the KwaZulu Government.

Each worker paid R5 a year as KwaZulu Special Tax — the receipt for which was stamped in their passbooks.

They also claimed each parent who had a child at school had to pay R20 a child annually for school buildings in addition to the normal yearly school fees

As the Union Flour Mill workers refused to fill the IRP2 forms for PAYE tax deduction, the company was forced to base deductions from workers' pay as for single persons — a move which meant married persons who would have normally qualified for less taxation were paying more

This was confirmed by Mr Wrighton.

An employee who is married with four children and earning R83 a week had R5 deducted from his pay towards tax Calculated over the year he would have paid R240 in tax.

55c

Table Top Oven Chips 1 kg

2,55

Table Top
Ovenskyes
Oven Chips
1kg
JUST HEAT, SERVE HOT

Sea Harvest Crispy Cutlets 600 g

2,39

'Lightly Crumbed'

Sea Harvest
Crispy Cutlets
Boneless Skinless Hake Prime Cuts
Fry 10 minutes * Oven 25 minutes

Yogi Sip

Yogurt
Yogi Sip
1 l

89c

Table Top Petit Pois 500 g

1,89

Camembert
Camembert
125 g

1,69

Baumanns Water Bleach 125 g

49c

FIVE ROSES
Quality Tea
250 g

1,69

Aromat
TABLE SEASONING
PREMIERE ON
CO. ROSE WASTE JAR

49c

SUNLAND

69c

Stretch Fabric

Slimline
Deodorant Pads 20's

1,69

Striking drivers may return to work

N. Mercury 15/3/84
152

Mercury Reporters

ALL the striking bus drivers of the Durban Transport Management Board may return to work today after agreement was reached late last night between officials of the board and the Transport and General Workers' Union.

In a terse statement issued after a marathon meeting, Mr Marshall Cuthbert, general manager of the board, said: 'Management has reached agreement with the union which protects the rights of both union and non-union members of staff.'

But, Mr John Mawbey, branch secretary of the union, said the board's proposal had not yet been accepted by the union.

He said they would be told the details of the proposal early this morning.

Details of the proposed agreement were not available to the Press last night.

Mr Mawbey was optimistic that agreement could be reached, and the six-day dispute ended

A spokesman for the union said it appeared that more than 156 drivers were affected.

Mr Cuthbert said the board would retain the additional 31 drivers hired since Tuesday

Bus services in the western areas were disrupted as the drivers went on strike and demanded full recognition rights for the union and the scrapping of the Works Committee — a rival negotiating body.

The DTMB refused to accede to their demands and subsequently dismissed the drivers for taking part in what it described as an illegal strike.

The drivers refused to accept their dismissal.

Protest against Easter work planned

N. Mercury 15/3/84 152

Mercury Reporter

WORKERS in Durban shops are planning to protest against a move by the Durban Chamber of Commerce to have April 21 — Easter Saturday — declared a normal trading day for shops in central Durban.

The Commercial, Catering and Allied Workers' Union — representing thousands of shop workers — has called a meeting of shop stewards today to decide on a line of action.

Shop workers interviewed by the Mercury yesterday said they were not happy about working on April 21 as it would disrupt their Easter long

weekend. 'We work pretty hard all the year round — why can't we, too, have a break sometime,' said a sales assistant in a large West Street department store.

Mr James Aikman, assistant general manager of the Durban Chamber of Commerce, yesterday confirmed that the Chamber recommended to the Durban City Council that it allow shops to remain open on Easter Saturday

He said most local authorities on the Natal coast had amended the trading by-laws to enable shops to remain open on Easter Saturday. It was time the Durban City Council did the same.

RAM 15/3/84 (152) (40)

Flour mill fires 400 strikers

DURBAN — More than 400 striking workers at Union Flour Mills in Durban, protesting against the new black taxation, have been dismissed after ignoring management pleas to return to work.

But a spokesman for the workers said they refused to accept dismissal.

"If we are fired then the factory must close down. We are not going to allow other people to take our jobs. Our problem is not with the company," he said.

He added that workers were prepared to return if a "representative of the KwaZulu Government gives us an explanation for the

new tax, which we are told will be paid to Kwazulu"

Mr Peter Wrighton, deputy managing director of the Premier Group — the parent company based in Johannesburg — confirmed the dismissals.

Meanwhile, the Durban City Council this week instructed its management committee to meet the Durban Transport Management Board (DTMB) "as a matter of urgency" to discuss the dismissal of 156 striking bus drivers.

A delegation met the mayor, Mrs Sybil Hotz, and asked her to intervene in the issue.
— Sapa

RDM 15/12/84
Metal

unions want pay rise

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS in the giant metal industries have made demands for sharp rises in minimum pay which would see the wages of lowest-paid workers rising by at least a third. Union demands to the Steel and Engineering Industries Federation (Seifsa), which represents metal employers, also include calls for a shorter working day, more paid leave and redundancy pay for retrenched workers.

The demands of key metal unions were released this week after Seifsa and a trial council had agreed to set April 10 as the date for this year's official wage negotiations in the industries.

Seifsa's director, Mr Sam van Coller, said this week that Seifsa members would now discuss the union demands and reply to them when talks opened. The talks will cover about 300 000 workers and Building Unions (CMBU) — representing mainly skilled workers — and the Steel, Engineering and Allied Workers' Union (SEAWU), a member of the Council of Unions of SA, this week released their demands.

The Metal and Allied Workers' Union has already released demands for a R2,50 an hour minimum and a 50c "across the board" increase for all workers. The present minimum is R1,53. Mr Ben Nicholson, said the director of the CMBU, "wanted a change in the metal wage structure which would raise minimum pay to R2 and the minimum for high-est-paid workers to R5,50. Their present minimum is R4,41.

They also wanted workers to be guaranteed a rise of at least 12% on the present minimum for their jobs — which would raise skilled pay by just over 50c an hour. The general secretary of SEAWU, Mrs Jane Hlongwane, said her union was demanding a R2,53 minimum and a redundancy pay agreement which would give retrenched workers one week's pay for each year they had worked. These were the two "burning issues" for her union.

RAM 15/3/84 (152)

Workers in fifth month of protest

Labour Correspondent

MEMBERS of the Metal and Allied Workers Union (Mawu) at Defy Corporation's plant at Vulcania, Brakpan, have been staging an overtime ban since October last year in support of wage demands, it was revealed yesterday

The ban is still in force and last week workers also staged a demonstration in the company grounds in support of their demands

This is believed to be the longest overtime ban yet by black workers

Defy is one of the few companies in the metal industries which has agreed to negotiate directly with Mawu on wages and work conditions

The dispute which prompted the overtime ban began almost a year ago and centres around worker demands for a 25c an hour increase. The company has offered a 7c rise.

Mawu originally demanded a 50c rise, but has since scaled down its demands, while the company originally said it could offer no increase at all.

According to informed sources, negotiations between Mawu and Defy began last March when the company told the union it could not pay any increase and suggested that wage talks be postponed until October

In October, the company repeated its March stance and workers then launched a ban on overtime.

Talks between the two sides on the wage issue are still in progress

● Meanwhile, the Paper, Wood and Allied Workers Union announced yesterday it is to take legal action against Johannesburg plastic bag manufacturers Transpoly, which fired its entire workforce after a strike earlier this week.

A union official, Mr Jeremy Baskin, was arrested outside the plant.

Sacked N. Mercury drivers taken back

16/3/84

152

Mercury Reporter

BUS services in western areas, including Clermont and Ntuzama, were back to normal yesterday after 156 sacked bus drivers were reinstated

This was confirmed yesterday by Durban Transportation Management Board general manager Mr Marshall Cuthbert

Drivers on the board's green-line services who had been fired for taking part in what was described as an illegal strike, were taken back following talks between the board and the Transport and General Workers' Union

This followed a signed agreement between the board and the union recognising union and non-union employees, Mr Cuthbert said Staff hired to replace some of the dismissed workers would be retained, he added

He also confirmed that 11 of the board's buses were stoned in Clermont on Wednesday night, but denied that commuters had boycotted the bus service in protest against the dismissal of drivers

Damage was caused mainly to windows of buses, but all buses were back on the road yesterday

Mr John Mawbey, branch secretary of the union, said the union was very pleased that the matter had been settled

'At the meeting with the board, agreement was reached which will lead to negotiation of a full recognition agreement with the union,' he added

INDUSTRIAL RELATIONS ^{HA}

Natal tax strike ⁽⁵²⁾

Industrial relations in Natal are steadily worsening. Durban is experiencing its first strike related to the new Black Tax Act. Striking bus drivers have crippled the city's transport services, and further labour unrest is looming in the textile, clothing and leather industries.

Since the beginning of the year, there have been almost a dozen strikes in the Durban/Pinetown/Hammarsdale complex. The textile industry appears to be the hardest hit, and employers fear they are in for a tough year.

Industry's main worry at the moment is that the strike over the new Black Tax Act at Union Flour Mills (UFM) in Mowbray could precipitate a rash of similar strikes. Managements are worried about the similarities between the strike and the previous disturbances of 1979. Employers complain that government has not done enough to prepare the ground for the changes and has left the burden of explaining the new tax laws to them.

Taking the optimistic view, the Nat.

Financial Mail March 16 1984

factory in the past eight months

The theory that black militancy and inter-union rivalries are making themselves felt on the shop floor at the expense of industry is gaining ground. The strike by Durban bus drivers is certainly rooted in union discord. The Transport and General Workers' Union is seeking to replace an anti-union works committee.

Current speculation has it that as SA reaches accords with its neighbours, other forces are bound to internalise the struggle — meaning that internal political forces will come into play, including strike activity for political ends. The stand-off between unions which actively support the United Democratic Front and those linked to the Federation of SA Trade Unions (Fosatu) — which Natal employers see as avoiding political involvement — is also suspected of playing a part.

With Natal at the interface of black politics and with issues like the Black Tax Act and the recession providing large scope for the build-up of grievances, employers are preparing for further unrest.

NEW HOUSE ELECTIONS

Party posers

FM 16/3/84

Nomination day for elections to the coloured House of Representatives and the Indian House of Delegates in terms of the new constitution is expected to be Monday.



Labour's Hendrickse . . looking at the Indian house

July 16 At least one cross-ethnic surprise could be in the offing.

Freddie Peters, national secretary of the coloured Labour Party, says the election campaigns will begin in earnest after that. "For the moment we are concentrating on voter registration," he says. The elections are scheduled for August 22, the coloured people will elect 80 candidates, and the Indians 40.

The Department of Internal Affairs has drawn up rules to govern voter registration and the compiling of voters' rolls. Officials were due to outline the procedures to representatives of political parties and community leaders at a seminar in Pretoria this week.

Details of how the delimitation of constituencies is being conducted were also expected to be outlined. The Electoral Act of 1979 is being amended through the Electoral Act Amendment Bill, now before Parliament to bring electoral law into line with the new constitution.

Nevertheless, voters who were registered under the Coloured Persons Representatives Act of 1964, or under the Electoral Act for Indians of 1977 will be eligible.

As 669 913 coloured people and 365 782 Indians are registered in terms of the old Acts, government should to a substantial degree, be able to frustrate a "don't register" campaign by the anti-constitution United Democratic Front.

The real contest will remain one between those who advocate boycotting the new constitution and politicians who wish to use it to extract further reform measures from the government. On that score, victory or defeat will be decided by the size of the poll.

An intriguing political prospect arises

from Labour Party hints that it might contest the election for the Indian chamber, using Indian candidates in addition to the coloured house.

At the moment this remains no more than a vague prospect, although Labour leaders have expressed interest in the idea. *Prima facie* such a move would be a contravention of the Prohibition of Improper Political Interference Act — but it would be difficult for government to enforce the Act against those it wants in the new deal.

But if the Labour Party can contest both the Indian and coloured elections, what is to stop the Progressive Federal Party from entering the lists — possibly by fielding coloured and Indian candidates who, if not actually members of the PFF, can declare themselves to be in alliance with it and bound by its principles?

That is a prospect that government would find considerably less palatable than that of Labour Party members of the Indian house.

THE UNITED STATES

Oil mergers

The shark-feeding frenzy that has American oil firms devouring each other continued unchecked last week. The only limitation on the struggle has been Wall Street's capacity to provide cash for the participants to buy each other out. Now Washington is getting alarmed.

In what was the third multi-billion dollar merger proposal in less than a month for America's reshuffling oil industry, Mobil Corp. last week made a \$5.7 billion bid for Superior Oil. Unlike the other recent mega-mergers, Mobil conducted its negotiations

400 on strike

ABOUT 400 workers at a Boksburg firm on the East Rand went on strike yesterday morning, demanding the re-instatement of three of their colleagues who were fired this week.

ager of the company, yesterday said the company had no comment to make to the Press at this stage. *Sowetan*

(S2)
16/3/84
The entire work force at the Wrightech firm in Main Road, Boksburg, a subsidiary of the giant Barlow Rand group, refused to work after the firing of three of their colleagues by management in separate incidents this week.

According to workers interviewed by The **SO-WETAN** yesterday, two workers at the firm were fired on Monday, and when the workers' shop steward, Mr Stephen Mbatha, queried their dismissal with management yesterday morning, he was also fired.

Workers then decided to down tools until the three were reinstated.

Mr André Oosthuizen, the personnel man-

ADM 16/3/84 (152) (140) (183)

Move to widen dispute at plastic bag firm

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU's Paper, Wood and Allied Workers Union has vowed to turn its dispute with Johannesburg plastic bag maker Transpoly into a "test case" on the labour practices of small firms in paper and similar industries

It says it has contacted workers at companies which use Transpoly products and asked them to back strikers fired by the company this week

Yesterday, the union and company met for the first time in an attempt to settle the dispute since workers struck at the plant over the weekend. PWAU says the company refused to talk to it until now.

The talks did not produce a settlement and the two sides meet again today

During the strike, a union organiser, Mr Jeremy Baskin, was arrested outside the plant and charged with holding an illegal gathering

PWAU has threatened legal action against the company, charging that workers are forced to work an 84-hour week. Transpoly management refuses to comment on the dispute

A PWAU spokesman said yesterday that, if the talks did not produce a settlement, the union would intensify its campaign against the company

"We have contacted workers at companies which are customers of Transpoly, such as Pick n Pay and Triomf, and asked them to support Transpoly workers," he said. "We may also take other steps in support of the workers"

Although Transpoly employed only 85 workers, the union was "taking the dispute very seriously because we want to show that small firms, who get away with unacceptable labour practices, can do so no longer," he said

Yesterday, he added, workers demanded their reinstatement, that management pay them for the time they were on strike, that it agree to union recognition talks and that it ask police to withdraw charges against Mr Baskin

He said management agreed to reinstate some of the workers, but they were demanding that all be rehired

RDM 16/3/84
Union ⁽¹⁵²⁾
acts on ⁽¹⁵²⁾
BMW ⁽¹⁵²⁾
sackings

By STEVEN FRIEDMAN
Labour Correspondent

MOTOR firm BMW and Fostat's National Automobile and Allied Workers Union, who clashed in a recent strike at BMW's Rosslyn, Pretoria, plant are at loggerheads again — this time over the firing of 37 workers in wake of the strike

The union's general secretary, Mr Fred Sauls, says he has called on German unions to act in support of the fired workers and says NAAWU does not accept the sackings

And BMW said yesterday it had postponed indefinitely a meeting scheduled for Monday at which fired strikers were to have appealed against their sacking

The company says it did this because NAAWU twice failed to provide it with a list of names of fired strikers who it believed had been unfairly dismissed

The 37 workers were fired after two sets of hearings held during and after the strike

They centred around BMW charges that some workers "intimidated" supervisory staff and that supervisors had to be protected against assault

According to the company's figures, a total of 97 workers appeared at hearings, of which 37 were fired.

According to NAAWU, as many as 150 workers were originally to have appeared, but it says the company agreed to scale down this figure

The workers appealed against their sacking and NAAWU says they are still due to appear at an appeal hearing on Monday...

Mr Sauls said that, at this week's meeting of the South African council of the International Metalworkers Federation, to which NAAWU belongs, the IMF's general secretary, Mr Herman Rebhan, pledged overseas union support for local unions

NAAWU had asked a major German union, IG Metall, to act in terms of that commitment.

A company spokesman said yesterday the appeal meeting would not be held until NAAWU submitted the list BMW requested

Tax strikers win their jobs back

THE new Black Tax Act met with an angry response from workers at a Durban flour mill this week — the entire workforce of 420 people went on a four-day strike.

Management sacked them all on Wednesday and closed the mill "until further notice". But on Thursday, the workers were all reinstated without any loss of privileges — but without pay for days not worked

**CP Correspondent:
DURBAN**

The Union Flour Mill Workers — members of the Baking and Allied Workers' Union — found last Friday that increased deductions had been made from their wages in terms of the new tax law

Because they had refused to fill in forms registering them in terms of the new system, management was compelled by law to tax them as "single" persons — a

higher rate than they paid previously.

The workers immediately went on strike and called for KwaZulu Chief Minister Gatsha Buthelezi to explain why they should pay tax in both South Africa and KwaZulu.

A spokesman for Union Flour — a subsidiary of the giant Premier Group — said they had spent a lot of money on an education programme last month to explain the

new system to workers.

"But it seems to have failed," he said.

He added that management found itself caught between the Government and the workers, because workers had made it clear that their grievance was not with their bosses but with the State.

"It was with great regret that we dismissed the workers," he said. "But we're pleased that we worked out an agreement making their reinstatement possible."

152

~~scribble~~

~~scribble~~



for freedom.

Pic GIDEON NHLAPO

Drivers go back on the buses

City Press 18/3/24

TWO HUNDRED sacked Durban bus drivers have been given their jobs back after seven hours of talks between their union and management — and a massive one-shift bus boycott by sympathetic workers.

**CP Correspondent:
DURBAN**

The drivers were fired earlier this week when they refused to drive in protest at management's handling of a union recognition dispute.

Unions factories in Pinetown, who wanted to show that the community supported the drivers.

They were told after their dismissal that it was "the end of the road" for them as far as the company was concerned, and threatened with prosecution for striking illegally.

The shop-stewards said they would be prepared to "take action" in support of their colleagues.

In a bid to tell the Durban City Council their problems, a delegation went to Durban City Hall on Tuesday to meet Mayor Sybil Hotz.

On Wednesday, bus company management met representatives from Transport and General Workers' Union and an arbitrator.

Included in the de-
sacked drivers and
shop stewards from
Federation of SA Trade

On Friday morning, workers accepted the proposals made during the marathon talks, and immediately with no loss of privileges and status.

Pic — Page 2

**0 US,
side'**

City Press 18/3/24

coun- that the accord was
par- a step in the right
direction

**"AT DAMELIN WE DON'T ONLY
PROMISE A GOOD EDUCATION,
WE GUARANTEE IT."**

Mr J.P. Brummer, Principal, Damelin Correspondence College



Poll shows centres most risky for strikes

RAM
19/3/84
152

By GAIL PURVIS

TRADE unionists in East London and Johannesburg are more likely to strike than colleagues in other industrial centres

This is the conclusion of a leading British trade union negotiator, Mr Gerald Atkinson, whose visit, sponsored by the Institute of Personnel Management and Renwick Management Services, included Johannesburg, Cape Town, Pretoria, Port Elizabeth and East London

At each meeting he asked delegates to rate the potential for strikes attributable to six influences

Ratings near 30 indicated the potential for labour unrest as very high. Closer to zero the potential was at least predictable and organised

East London delegates listed most closely to 30 and only Johannesburg rated higher than 15

On a random scrutiny of Johannesburg industry, a delegate from the pharmaceutical business rated the unrest hazard at under 15, general engineering was at 15, a building concern put the score at 17; the electrical and electronics industry was 21

Mr Atkinson has been to SA more than 25 times and said he had been involved in the training of more than 500 senior managers

The Metal and Allied Workers' Union has said that it expects pay increases as high as 60% in negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa). Mr Atkinson's advice is hard-line.

He said negotiators should make no counter-offer; they should then counterattack and demand moderation

Then, and only if appropriate, management could enter the negotiations with counterdemands to allow for a better settlement.

RDM 19/3/84 □□□ (152) ~~152~~

LAST WEEK saw the latest in an ominous series of arrests of unionists.

In all cases, they have been charged with holding an illegal meeting.

In most, this arose because they went to factories to settle disputes and found workers outside. They then allegedly addressed them.



rain dance!

of childhood is shown in two faces of babyhood — one of anger, bitter recrimination and of a cheeky kind of joy that spells Having a bath is quite an exercise for most children. The exercise is a shared experience — in one bath whole world taking a peek at you. I guess why our man is almost doing of a jig in his anger about such. The other guy is having a ball, no doubt about that.

woman, who was born and spent all her life in Johannesburg, was ordered to get a Lesotho passport when she applied for a reference book because both her parents were born in Lesotho

Black people born in South Africa are deemed to be foreigners if both parents were born in another country. Their fathers can never acquire a right of permanent residence in South Africa because they are black.

The Sash also reported that President Lennox Sebe of Ciskei uses force to control Ciskeians because his government has very little to offer in return for support and loyalty

The report describes the function of the Ciskei Manpower Development Centre as most evil

Strikers ask for R9-million

THE 272 sacked strikers from African Cable in Vereeniging have rejected a R35 000 offer for an out-of-court settlement and are demanding R9-million from the company.

At a meeting at the Roman Catholic church in Evaton at the weekend the strikers said they wanted R35 000 each — as R35 000 divided among 272 of them means they would

get only R154,43c each

The meeting was a report-back on discussions held last month between the industrial council, management and lawyers representing the strikers

The strikers, all members of the Engineering and Allied Workers' Union (EAWU), were told that management approached EAWU with the R35 000 last month

Mayor must pay

THE MAYOR of Springs, Mr Gert Parsons, and his brother, Mr Dennis Parsons, were last week ordered

to pay R404,50 damages to a former employee, by a Springs Civil Court Magistrate.

The magistrate, Mr Sieg Vermeulen, granted Mr Jonathan Mathebula of Kwa-Thema, an executive member of the Southern Africa Black Taxi Association (Sabta), R4,50 for medical expenses, R200 for pain and suffering and another R200 for insult. Mr Mathebula was also awarded costs

Mr Mathebula claimed he had been assaulted by the brothers and threatened with a firearm after he had misplaced R90 belonging to the two brothers

Man is dying third death

WAZI man, died twice" he is dying this time for

Magagula, who is 65 years old, said last year his brother told him "stone dead" but where he was buried for years

His family prepared him for the funeral and were making arrangements when he suddenly moaned and stirred back to life

In the middle of last year, he was again found cold and apparently dead in his room and was in his coffin awaiting burial when suddenly he gave a "low moan" and slowly re-

turned to life

Mr Magagula, who is a great-grandfather many times, said he had eight wives and countless children before he became bed-ridden. He said that in those days "I had the women running after me, but now, look at me — my days in this world are numbered"

He said he had a

"creeping" sickness "My stomach is cutting me, my legs have shrunk, I cannot walk, and now I have also developed hiccups"

Mr Magagula said he would not go to hospital "I don't trust hospitals I know many who have gone to hospital and been brought back home dead" — Sapa

400 strikers may be sacked

THE entire workforce at a Boksburg firm, who have been on strike since last Thursday, were yesterday given an ultimatum: return to work or lose your jobs.

Sowetan 2/3/84
About 400 workers at Wrightech in Main Reef Road, a subsidiary of the giant Barlow Rand Group, downed tools last Thursday morning demanding the reinstatement of three of their colleagues who were dismissed early last week

(15)
Last Monday the company's management sacked two workers for unknown reasons and on Wednesday, a shop steward, Mr Stephen Mbathe, who questioned the sacking, was also fired. The following day the entire workforce refused to work until the three were reinstated.

FOSATU

Management at the firm has until now refused to discuss the workers' grievances with their union, the Metal and Allied Workers' Union (Mawu), which is affiliated to Fosatu. A spokesman for the union told The SOWETAN yesterday that the union has been refused entry to the company's premises.

If the workers lose their jobs about 160 of them may also lose their posh houses in Daveyton's Swazi Section, which the company built for them early last year.

Paper under fire

THE Insurance Assurance Workers' Union of South Africa (Iawusa) yesterday lashed out at a Johannesburg morning newspaper for bestowing an honour upon Liberty Life insurance company.

Saxton 22/3/84

The union said it noted with dismay the recent honour bestowed upon "racist Liberty Life" by the newspaper. "They (the newspaper) unanimously awarded the Annual Business Achievement Award to racist Liberty Life because of its outstanding contribution to the South African economy and in a wider context pursued the goal of excellence in all its areas of activity," Iawusa said

(S)

ROM 22/3/84
300 Wrightech strikers fired

By STEVEN FRIEDMAN
Labour Correspondent
ABOUT 300 strikers at the Boksburg plant of a Barlow Rand company Wrightech — regarded by Barlows as a "model company" which offers extensive benefits to black workers — have been fired, a company statement said yesterday

According to Wrightech, workers were sacked after striking for three days and failing to meet a return-to-work deadline on Tuesday

But a spokesman for the Metal and Allied Workers Union (Mawu) charged yesterday that workers arrived at the company to meet the deadline, but that management had refused to let them resume work.

"The gates were locked and a company official told them they could not come in

Later, senior management told workers they would be paid off," he said. He said Mawu was considering legal action against Wrightech

The strike was sparked by three dismissals, including that of Mawu's senior shop steward at the plant. The union charges that he was fired for taking up an appeal on behalf of a dismissed worker

One of the key benefits Wrightech offers workers is home ownership

But Mawu's spokesman said that the homes with which workers had been provided in terms of this scheme were now a key issue in the wake of the dismissals

"The workers fear they may now be evicted. We are seeking an urgent meeting with Barlow Rand to clarify the position," he said

The strike began last Thursday after two workers were fired for alleged breaches of discipline and the senior steward was sacked after, it is alleged, management objected to the way in which he performed his union duties

Wrightech's statement said 296 workers had been fired after "they failed to return to work at the specified shift starting times on Tuesday"

It said an appeal hearing into the three dismissals which sparked the strike was being conducted in terms of a procedure agreed between it and Mawu

Its personnel manager, Mr Andre Oosthuizen, said it was "unfortunate that workers chose strike action instead of making use of the agreed

procedure which was negotiated with the union"

He said the company was concerned "that workers chose to continue to strike after management conveyed to the union's shop stewards that we would allow an extension of time to lodge an appeal in terms of the procedure"

The company began recruitment yesterday and would consider applications from fired strikers, he said

Mawu's spokesman charged that the company first refused to allow an appeal into the firings. But on Monday it said it was prepared to hear appeals

The agreement said appeals must be heard within two days, he said. Mawu was, nevertheless, taking part in the appeals, due to be completed today

~~RDM 20/3/84~~
Manager
quits (15?)
strike-hit
hotel (26)

By **STEVEN FRIEDMAN**
Labour Correspondent

THE general manager of the Landdrost Hotel, whose removal was demanded by striking workers recently, has resigned

While black workers at the hotel have welcomed the resignation, management staff are circulating a petition protesting against it

Workers demanded the manager's dismissal after charging that he had called in police to act against worker leaders

The immediate cause of the demand was the arrest under the Intimidation Act of Mr Robert Mkhize, chief shop steward of the Commercial, Catering and Allied Workers Union at the hotel

The union's general secretary, Mrs Emma Mashinini, said yesterday that the manager had been asked to resign by Southern Suns, which owns the Landdrost

"Several work stoppages occurred at the hotel because this manager called in the police and we are pleased that the company has acted against him," she said

However, a Southern Suns representative yesterday denied that the manager had been asked to resign. He had done so "of his own accord," she said

According to sources at the hotel, the manager's resignation has prompted a backlash from senior managerial staff.

The sources say that eight department heads at the Landdrost have resigned in protest

Southern Suns' representative denied this, however

"There have only been three resignations by department heads and none of these were prompted by the general manager's resignation," she said.

At the time of the strike over Mr Mkhize's arrest, Southern Suns denied that the general manager had called police to the hotel

It added, however, that calling police in during disputes was against company policy and that any hotel manager who was proved to have called in police would face disciplinary action

Meanwhile, Mr Mkhize appeared in a Johannesburg magistrate's court on Thursday to face charges under the Intimidation Act. However, no evidence was led and the case was remanded to March 28

Strike at Checkers

TWENTY-EIGHT workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries

as agreed earlier in the month."

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers. Management had agreed to do so, they claimed, and had promised to increase their salaries from R170 to R220 a month from the end of March

Sowetan
March 1984

Workers go on strike

ABOUT 130 workers have downed tools at Lifestyle Cane in Doornfontein in protest against management's decision to cut their working hours by one and a quarter hours every day.

The workers are all members of the African Allied Workers Union (AAWU) and according to a union spokesman, management told the workers of the decision last Thursday.

A spokesman for the company said they were affected by the recession. "We asked the workers to work short time because we are affected by the recession like other companies. There is presently no dispute and the workers have to come back or we will remain closed indefinitely," he said.

Take worker back, order arbitrators

RDM
28/3/84
152
~~151~~
~~153~~

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

The worker's dismissal led to two strikes at the company's Germiston branch and the arbitrators were appointed after both sides agreed to abide by their decision.

This is believed to be the first time arbitrators have been voluntarily appointed by a company and a union to settle a dispute over a dismissal.

The arbitrators — Mr Paul Pretorius, who was chosen by the Commercial, Catering and Allied Workers' Union (CCAWUSA), and Professor P A K le Roux, who was chosen by Makro — decided that, instead of being fired, the worker should receive a written warning in terms of the company's discipline procedure.

A Makro spokesman said yesterday the worker had already been reinstated with full benefits.

The dismissal of the worker — for alleged assault and insubordination — led to a strike at the Germiston branch early in January.

Workers agreed to return after Makro asked them to use the appeal procedure against firings in its recognition agreement with the union.

The appeal machinery was set in motion, but it confirmed the dismissal. The union then declared a dispute with Makro and workers struck again.

In the wake of this strike, the two sides met to consider ways of settling the dispute and the union suggested mediators be called in. Makro rejected this and suggested arbitration instead, to which the union agreed.

"We didn't think mediation was suitable for this sort of dispute," the company's spokesman said yesterday.

"If you call in mediators, you are looking for some compromise mid-way between what the two sides want. But here we were dealing with a cut-and-dried issue. Either the firing was fair or it wasn't. We thought this was best settled by arbitration," he added.

He said the arbitrators had found that there had been insubordination on the fired worker's part — and so had decided that he be given a warning — but had been unable to determine the precise details.

The incident which led to the firing had led to two strikes and to "growing tensions" among workers at the Germiston branch and the company had felt that these consequences warranted the worker's dismissal.

The arbitrators, however, had not accepted this view.

"Nevertheless, we are happy to abide by the decision if it means restoring peace to the store," the spokesman said.

Fosatu

settles test of strength'

By STEVEN FRIEDMAN
Labour Correspondent

A DISPUTE between Fosatu's Paper, Wood and Allied Workers Union and a Johannesburg plastic bag manufacturer, Transpoly, which the union vowed to treat as a "test of strength" with smaller paper companies, has been settled

The dispute recently led to a strike at the company's Amalgam plant and the arrest of a union official, Mr Jeremy Baskin, for allegedly holding an illegal gathering. The company reacted by firing its entire workforce.

The union then took legal action against the company and also approached workers at major companies supplied by Transpoly, to ask them to take action in support of the fired strikers.

According to the union, workers at these companies responded sympathetically.

Although Transpoly only employs 85 workers, the union said it regarded the dispute as a key test. It said the industry was dominated by smaller firms whose labour practices, it charged, were "often abysmal" and said it hoped to use the dispute "as a warning to other companies with similar practices".

According to a PWAU spokesman, yesterday's settlement, which was negotiated with the help of the two sides' lawyers, will see half the fired strikers reinstated. They will return to work today, he added.

The other strikers, the spokesman said, would receive an out-of-court settlement totalling R35 000 in compensation for their dismissal. It is understood that this is equivalent to around three months' pay for each worker.

The reinstated strikers will also be paid for the time they were on strike, he added.

A further feature of the settlement is that two workers who were fired before the strike for alleged disciplinary infringements will have their case reviewed by both sides' lawyers.

The union's spokesman said that PWAU was "not entirely satisfied" with the settlement, but added that it had been a "compromise".

Transpoly has refused to comment on the dispute and the Rand Daily Mail was told yesterday that no company officials were available to comment.

RAM 28/3/84
152

If you had any

N. Mercury

28/3/84

152

153

154

Arbitrators order worker be reinstated

Mercury Correspondent

JOHANNESBURG—In what is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

The worker's dismissal led to two strikes at the company's Germiston branch and the arbitrators were appointed after both sides agreed to abide by their decision.

This is believed to be the first time arbitrators have been voluntarily appointed by a company and union to settle a dispute over a dismissal.

The arbitrators — Mr Paul Pretorius, who was chosen by the Commercial, Catering and Allied Workers' Union and Professor P A K le Roux, who was chosen by Makro — decided that, instead of being fired, the worker

should receive a first written warning in terms of the company's discipline procedure.

A Makro spokesman said yesterday that the worker had already been reinstated.

The dismissal of the worker — for alleged assault and insubordination — led to a strike at the Germiston branch early in January.

Workers agreed to return after Makro asked them to use the appeal procedure against firings in its recognition agreement with the union.

The appeal machinery

was set in motion, but it confirmed the dismissal. The union then declared a dispute with Makro and workers struck again.

In the wake of this strike, the two sides met to consider ways of settling the dispute and the union suggested that mediators be called in. Makro rejected this and suggested arbitration instead, to which the union agreed.

'We didn't think mediation was suitable for this sort of dispute,' the company's spokesman said.

'If you call in mediators, you are looking for some compromise midway between what the two sides want. But here we were dealing with a cut-and-dried issue. Either the firing was fair or it wasn't. We thought this was best settled by arbitration,' he added.

He said the arbitrators found that there had been insubordination on the fired worker's part — and so had decided that he be given a warning — but had been unable to determine the precise details.

The incident which led to the firing had resulted in two strikes and to 'growing tensions' among workers. The company felt these consequences warranted the worker's dismissal.

However, the arbitrators had not accepted this view.

RDM 29/3/84 (152) 28/3/84

Unfulfilled 'promise' so 28 workers strike

PIETERSBURG. — Twenty-eight workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries as agreed earlier in the month"

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers

Management had agreed to do so, they claimed, and

had promised to increase their salaries from R170 to R220 a month from the end of March.

However, when the workers received their pay this morning there were no increases and the 28 workers decided to down tools.

The union intervened and according to their organiser, Mr C Rasethaba, management promised that the workers would "definitely" get the increases on Saturday.

Mrs B Jacobs, the sales manager, declined to comment and referred queries to another official who could not be contacted — Sapa.

ADM 20/3/84 (152)

500 Triomf workers go on strike

By STEVEN FRIEDMAN
Labour Correspondent

MORE THAN 500 workers at Triomf Fertiliser's plant in Potchefstroom went on strike yesterday in protest against the company's refusal to refer a long-running wage dispute to an independent arbitrator

The strikers' union, the SA Chemical Workers' Union — affiliated to the Council of Unions of SA (Cusa) — claims the strike is legal. But Triomf disputes this and has given workers an ultimatum to return by 10am today or be fired

The strike follows wage negotiations between Triomf and the union, which is recognised at the plant. These deadlocked and the union declared a dispute

An official conciliation board attempted to settle it, but it too came to a deadlock about three weeks ago

A union spokesman said that, in the

wake of the deadlock, the SACWU had suggested the dispute be referred to an arbitrator, whose decision both sides would agree to accept. Triomf had rejected this

"Workers struck early this morning in protest and they are demanding that the company's chairman, Dr Louis Luyt, or one of two other company executives, meet them," he said

The spokesman said the strike was legal because workers had held a strike ballot in which the majority had voted not to work

Despite the ultimatum to return to work, the strikers would not do so unless one of the three executives met them

The spokesman claimed the minimum wage at the plant was R180 a month, which he labelled a "starvation wage"

"Workers want a living wage and want to know why Dr Luyt has money to

save Ellis Park but not to pay them what they are asking," he said

A spokesman for Triomf said that, in terms of the company's recognition agreement with the SACWU, workers would have to negotiate with people chosen by the company rather than by the workers

"It is our right to decide who will represent us," he said

He added that Triomf did not believe the strike was legal. He said labour law stipulated that workers had to wait 30 days after a conciliation board deadlocked before striking, and the workers had not done this

Wages at Triomf "are in line with those of other employers in the area"

Triomf had made a "substantial wage offer" which workers rejected "despite the fact that the fertiliser industry is in the midst of its biggest crisis in the country's history"

RAM 2/13/84 (152) (153)

Triomf dispute: Luyt steps in

By PHILLIP VAN NIEKERK
Mall Reporter

THE chairman of Triomf Fertilizer, Mr Lous Luyt, yesterday personally intervened in the wage dispute which brought more than 500 workers out on strike at the company's Potchefstroom plant on Thursday.

The workers returned to their jobs yesterday following a management ultimatum that they return by 10am yesterday or face dismissal.

The strike was over the refusal of the company to submit the wage dispute — which has been continuing for some months and reached deadlock three weeks ago — to an independent arbitrator.

A company spokesman said they had not changed

their increase offer but that Mr Luyt had offered to compensate the workers at the end of the year if the company's financial position improved by then.

The company argues that the fertilizer industry has been badly affected by the drought.

A spokesman for the union said they were still demanding that new increases be negotiated for July.

They had agreed to accept an offer that the minimum wage be increased to R260 a month from the beginning of April.

The union spokesman said the wages in Potchefstroom were far below the company's wage rate in the rest of the country.

Outlook for industrial peace looks glum — poll

By Roddy Campbell

A poll of 200 South African industrial relations specialists makes gloomy reading for employers.

More than 98 percent of the IR men and women believe that local industry is not even half-way to industrial peace.

The research was conducted by visiting IR consultant, Gerald Atkinson, when he was in South Africa earlier this month to lead a series of seminars arranged by Renwick Industrial Relations.

Based on research in 15 countries, it has been shown that as unions emerged there had been five major influences governing conflict.

- the youth and instability of the labour movement

As Gerald Atkinson then noted, that left only 1,5 percent of those polled who believed that South Africa was even half-way towards industrial stability.

The survey also suggests that the most tense spot is East London. There a disturbing 45,2 percent put the conflict situation at 25 or above.

A survey conducted in such an informal manner cannot be definitive but it strongly suggests there are several years of conflict ahead before the local IR scene reaches maturity.

The seriousness of conflict which reaches the stage of strike action is shown in terms of hard cash in a study carried out by Peter Mitchell of Renwick Industrial Relations Pine-town office.

THE COST OF RECOVERING

Annual Turnover	Fixed Overheads %	Fixed Overheads per annum	Fixed Overheads per day	Recovery turnover per day of strike at net profit on sales @		
				5%	10%	15%
1m	10%	100 000	R 408	8 160	4 080	2 720
	20%	200 000	816	16 320	8 160	5 440
	30%	300 000	1 224	24 480	12 240	8 160
5m	10%	500 000	2 040	40 800	20 400	13 600
	20%	1 000 000	4 080	81 600	40 800	27 200
	30%	1 500 000	6 120	122 400	61 200	40 800
10m	10%	1 000 000	4 080	40 800	40 800	27 200
	20%	2 000 000	8 160	163 200	81 600	54 400
	30%	3 000 000	12 240	244 800	122 400	81 600

- Conflicts within trade unions and between them
- The degree of acceptance of the union presence by management
- The "voice" or its absence which the union movement had in politics
- The degree and level of success of government support of the industrial relations system

In the case of South Africa, Mr Atkinson suggested a sixth influence — racial and cultural differentiations.

Delegates to the seminars were asked to rate each influence on a 0 to 5 scale, with a high rating if it was considered likely to generate conflict.

A maximum score of 30 would represent total chaos, a low score meant relative peace.

In Johannesburg, Cape Town, Port Elizabeth and East London combined, 16,9 percent of the IR practitioners scored 25 and above.

Another 49,3 percent rated the conflict scene at between 20 and 24.

Another 32,3 percent scored between 15 and 19.

Companies which have only a 10 percent fixed overhead will be few and far between.

Taking the more representative R10 million a year plant with a fixed overhead of 20 percent, which budgets for a 15 percent net on sales, it will have to sell R81 600 more of its output for every day lost through a total shutdown if the bottom line is to be unaffected.

Gerald Atkinson suggested there was nothing unique in the South African situation — it was merely that the country was encountering influences conducive to conflict later than most other industrial lands.

He emphasised the value of learning from the experience of firms which had come to terms with the new union presence and, in the process, achieved a climate of industrial peace together with a constructive relationship with the unions.

"Their experience has been well-researched and it has demonstrated that the intensity and duration of this period of conflict can be reduced by the actions of management."

● Roddy Campbell is an industrial relations consultant.

ROM 2/4/84 □□□ (152) ~~(151)~~

ARBITRATION as a way of settling disputes came under the spotlight twice last week.

At wholesalers Makro, two arbitrators ordered the reinstatement of a worker whose firing led to two strikes. They were called in by both sides, who agreed to abide by their decision.

Using arbitrators to decide on a sacking is rare, but has occurred in some disputes.

Labour law provides for arbitration, but in all these cases it was unofficial, with unions and employers themselves choosing the arbitrator.

This is a growing trend.

But last week also saw workers at Triomf Fertilizer strike after the company refused to submit a wage dispute to arbitration.

Makro suggested arbitration because the dispute was dragging on, causing labour tension, and there seemed no other way of laying the matter to rest.

Triomf resisted because it says it is simply not prepared to raise its wage offer. It seems the company believes the balance of power is on its side and would prefer a strike to a higher offer.

So the two cases show that arbitration may well be used more often — but only where both sides see an urgent need to settle a dispute.

After all, by calling in an arbitrator, they are allowing a third person to settle their dispute.

This means its use will continue to be limited.

d1

Fired 300 seek help

Sweelan 4/19/84

152
USA
1984

THE Metal and Allied Workers' Union (Mawu) has applied to the industrial court for the reinstatement of about 300 workers dismissed from Wrightech, a subsidiary of the giant Barlow Rand company in Boksburg three weeks ago.

The workers at the firm downed tools following the dismissal of three of their colleagues, including the chairman of the shop stewards committee at

Wrightech, Mr Steven Mbatha

After having been on strike for three days and failing to go back to work after the management had given them an ultimatum to do so or be dismissed, 296 of the workers were dismissed when they failed to return to work and only 29 others were not affected

Meanwhile, since last Wednesday the company has been recruiting new workers

RAM 4/18/84
152
**Union drops
court threat**

Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccaawusa) has dropped a threatened industrial court action against OK Bazaars which would have challenged the firing of a union shop steward at OK's Sandton store.

A union spokesman yesterday refused to confirm or deny that the action had been dropped. He said that only Ccaawusa's general secretary, Mrs Emma Mashinini, could comment and she would not be available until next week.

However, OK's industrial relations director, Mr Richard Blackwell, confirmed that the action had been withdrawn a week ago and that there was no longer any dispute between the company and union at Sandton.

The sacking of the steward, Mr Lucky Maloto, led to a strike at the store in January which ended in the firing of about 200 union members.

The union sharply criticised the mass sackings — which are unusual in strikes at major chain stores — but the company charged it was forced to take action because violent incidents had occurred during the strike.

The union alleged the firing was an "unfair labour practice" and asked the Minister of Manpower to appoint a conciliation board to settle the dispute — a prelude to industrial court action.

Memorial High
lands North will be held
at Doves and Wilmot
West Chapel 10 Jor-
son Str Braamfontein
on the 9th April 1984
10am morning. It is sug-
gested that donations in
lieu of flowers be sent to
Randleslaagte Memori-
al Highlands North En-
quiries DOVES AND
WILMOT 339-5967, van
Wsk

KLOPPERS
Johannes Jacobus (Han-
sie) Founder of J J
Kloppers and Co Funer-
al Directors, late of Sel-
court, Springs, will
leave the NG Church,
Delmas on Monday 9th
April 1984 after a ser-
vice at 10am for the
Delmas Cemetary.
DOVES AND KLOP-
PERS, Springs Tel
56-0501

KNOX
A memorial service for
Doris Keim (Dickin-
son) late of Kensington
Johannesburg will take
place at the Victoria
Methodist Church, Main
Street, Belgravia on
Thursday April 5th,
1984 at 3 pm. Suggest
donations in lieu of
flowers to Nerina
House 61 Northumber-
land Road, Kensington
2094

LABUSCHAGNE
A service for Edward
Pieter (Nokkies) late of
Karl Street Jeppe, Jhb
will be held at the Old
Apostolic Church of
Africa cnr 6th Avenue
and Bird Street, Mayfair
on Monday 9th April at
2 30 pm prior to the in-
terment at the West
Park Cemetary DOVES
& WILMOT Tel
339-5967

NAGEL
The funeral for Lorna
Doreen of Witbank will
leave the Doves and
Kloppers Chapel Geduld
Ext. Springs on Monday
9th April 1984 after a
service at 3pm for the
Springs Cemetary.
DOVES AND KLOP-
PERS Springs Tel
56-0501

PERDIKIS
The funeral cortege for
Othon, late of Kieve,
Bill Park, Sandton will
leave Doves and Wilmot
West Chapel 10 Jor-
son St, Braamfontein on
Saturday April 7 after
prayers which will be
said at 10am proceed-
ing to The Greek Ortho-
dox Cathedral of St Con-
stantine and Helen,
Wolmerans St, Joubert
Park, for a service com-
mencing at 10 30 am,
prior to interment at
West Park Cemetary
DOVES AND WILMOT
Tel 339-5967

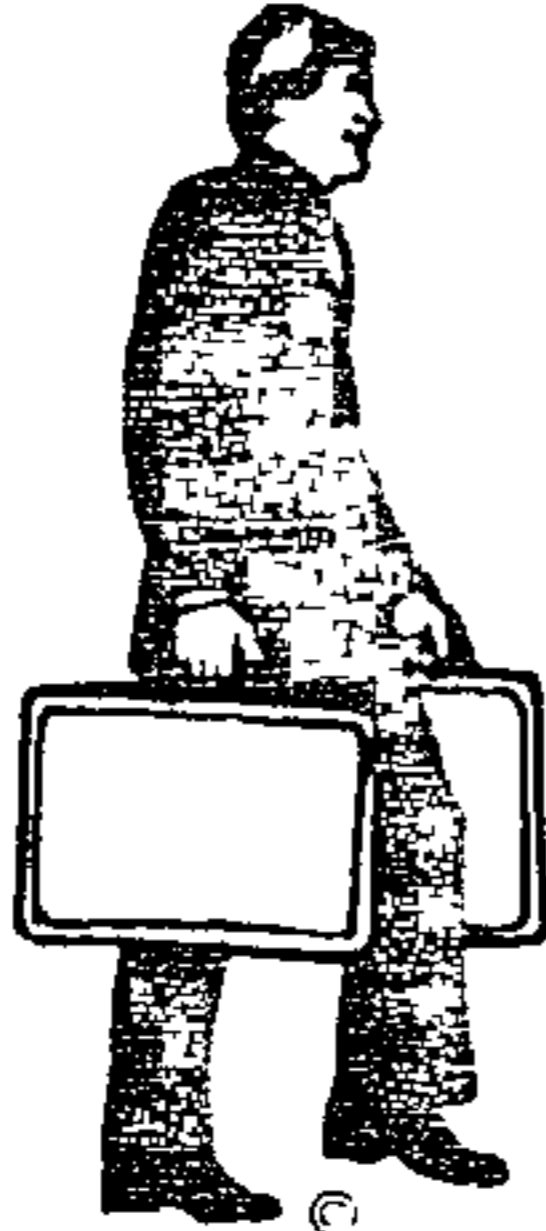
SMIT
A service for Lorraine
Ilona late of Windsor
Green flats Windsor
Randburg will be held
at Doves and Wilmot
West Chapel 10 Jor-
son Street Braamfon-
tein on Monday 9th
April at 11 am prior to
the cremation which
will take place private-
ly. Donations in lieu of
flowers may be sent to
S.A. Blood Transfusion
Services P O Box 93326
JHB DOVES and WIL-
MOT Tel 339-5967

SPOWART
The cremation service
for Martha Amelia
(Matty), late of Springs,
will take place on Mon-
day, the 9th April 1984
at 1-30 pm from the
Methodist Church, No
Springs Central. No
flowers by request. Do-
nations to Red Cross
Old Age Home, Springs.
DOVES AND KLOP-
PERS, Springs Tel
56-0501

VIVIERS
The cremation service
for Alexander Frank Vi-
viers late of Florida,
will be held in the Flori-
da Methodist Church,
Monday 9/4/1984 at
3pm. No flowers by re-
quest, donations to
charity, own choice.
WILMOT, McDOU-
GALL and ROETZ Tel
763-3871

WAPENAR
A Requiem Mass for An-
astasia Alida late of Cos-
mos House, Kensington
will be celebrated at St
Charles Roman Catholic
Church Road No 3, Vic-
tory Park on Saturday
April 7th at 10 30 am
prior to interment at
West Park Cemetary
DOVES AND WILMOT
Tel 339-5967

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office a new lifestyle
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exciting world of
travel—wherever it
takes you. When
you have new needs,
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the solution.



The Star
Classified 633-2600

When a
person wants
to buy photo
equipment
where does
that person
begin?



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has used the
Classified
columns of
this newspaper,
that is!
They'll tell you
about the
fantastic results
they achieved
in a very short
time and at very
little expense!

The Star
Classified 633-2600

Furniture workers (152) still firm on pay bid

Russells furniture factory workers stated yesterday that they would stand firm in a bid for higher wages.

All 150 workers at the Wadeville factory went on strike at 8 am and, singing freedom songs, waited all day for the results of negotiations between management and representatives of the Commercial, Catering and Allied Workers' Union (CCAWUSA).

"We have a strong spirit," said a workers' representative. "We will continue to strike until we are no longer hungry."

Union men said that management is reluctant to grant the increase of R40 demanded by the workers.

They want the workers to return to the factory floor while negotiations continue, but the workers have refused.

Workers are dissatisfied with working conditions—citing the high-handed attitude of their bosses as the cause of the problem.

Policeman allegedly hit boxer

West Rand Bureau

An incident in which the South African lightweight boxing champion, Aladdin Stevens, was allegedly knocked cold in a Randfontein police charge office had a sequel in court this week.

Detective Sergeant Piet Wessels appeared before Mr MC Pretorius in the Randfontein Magistrate's Court on a charge of common assault.

Mr Stevens was apparently in the charge office making a statement when he was said to have been knocked out by a punch.

The boxer is ranked number five in the world and known as a formidable fighting machine.

Detective Sergeant Wessels was warned to appear in court again on May 4.

Victims put in cupboard

East Rand Bureau

A 76-year-old Germiston pensioner was threatened with a knife and tied up by an intruder yesterday.

Police said a man threatened Mrs Martha Human of Elm Road, Primrose, and a domestic servant in her home at 10 30 am. He tied them to chairs and put them in a cupboard.

He ransacked the home and made off with a revolver, radio and an unknown amount of cash.

A police spokesman said the women were able to free themselves shortly afterwards and raise the alarm. They were not injured.

Primrose shop assistant Mrs Charmaine Caetano (25), of Ranson Office Supplies, was also robbed at knifepoint yesterday. An amount of R400 was taken.

'Isolation' of H

By Fiona Macleod

Barbara Hogan, serving 10 years for treason, has brought allegations of maltreatment and the withholding of privileges against the head of the new Johannesburg Prison and the Commissioner of Prisons.

She claimed in an application before the Rand Supreme Court yesterday that she "may not survive mentally and physically the cruel and inhuman treatment".

Hogan applied for an order compelling the prison authorities to afford her the rights and privileges provided for convicts.

Mr Justice P J Schabert postponed the case to August 20.

Hogan made certain allegations in an affidavit, and Brigadier Cornelius Geldenhuys

Mathee, head of

submitted a reply.

Hogan said she

exercised outdoors.

Brigadier Mathee

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cleaning and sew-

finished by lunch.

relax in an open

Hogan said she

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Brigadier Mathee

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Strike over wages

152
~~151~~

By JOSHUA
RABOROKO

ABOUT 150 workers at Russell's furniture warehouse in Roodekop, near Wadeville, yesterday went on strike demanding wage increases and the recognition of their trade union.

A spokesman for the Commercial, Catering and Allied Workers' of South Africa (Ccawusa) representing the workers, said that the workers downed tools after management had refused to meet their demands.

The company's managing director, a Mr Storrock, was said to be out of town by his secretary and not available for comment

South 5/4/84

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STRIKES

The trend is upward

(152) Fm 6/4/84

Expectations, following January's rash of strikes, that 1984 would be a particularly strike-prone year are well on the way to fulfilment. In fact, an analysis by industrial relations consultant Andrew Levy indicates there have been 40% more man days lost in strikes over the last three months than during the whole of 1983. This is using the Department of Manpower's 1983 statistics for comparison.

If the trend continues — as some observers expect — Levy's earlier prediction that economic recovery will be accompanied by new and unprecedented levels of industrial

47

action will come true.

Rather than try to quantify strikes, which poor record-keeping makes a chancy business, Levy concentrates on identifying trends. He bases his 1984 first quarter analysis on a comparison with the results of a major survey he conducted last year.

He says independent unions have been involved in more strikes this year than those affiliated to the two major emerging union federations — the Federation of SA Trade Union (Fosatu) and the Council of Unions of SA (Cusa).

This represents a change from previous years when Fosatu unions dominated strike action. According to Levy, this does not mean that Fosatu unions are less active or less militant. It could, however, indicate that these unions are making greater use of legal mechanisms, especially the Industrial Court, to achieve their aims.

The sectors most affected by strikes so far this year are, in order, the retail, engineering, textile, food and automobile industries. This, too, is a change from patterns isolated by Levy in the past. Previously the engineering sector seemed most vulnerable, while retailing was only tenth on any potential hit list. Textiles was ranked fourth, food second and the automobile industry third.

Strike "triggers" (issues that cause strikes) are unchanged from 1983, says Levy. Wage disputes, unfair dismissals and job grievances were the cause of 80% of the strikes examined.

Levy notes that the triggers seem to conform to a cyclical pattern — with one type predominating according to the time of year. He predicts that wage strikes will predominate between now and the end of July or August.

He also notes that the predominant wage triggers are all important factors in job security — and that many of them are not

external factors but are subject to management control.

Geographically, according to Levy's figures, there were roughly three times as many strikes in the PWV area as in Natal, the eastern Province and Border combined. This pattern, unchanged from last year, Levy regards as "proof" that the latter areas are not significantly strike prone — despite popular perceptions to the contrary.

He says the majority of strikes this year were over in one day, or less — although some lasted from three to five days. It is

Strike activity increasing this year, declares survey

LABOUR WEEK

BY STEVE FRIEDMAN

RAM 9/14/84 (152)

DESPITE recession and tougher employer attitudes to strikers, strike activity in the first quarter of this year jumped by 40%

That is the finding of labour consultancy Andrew Levy and Associates in a follow-up to a strike survey conducted last year

The survey does not claim to be the final word on strike statistics. It argues, with justification, that it is impossible for anyone to know exactly how many strikes have occurred. But it is a useful indicator of trends.

It finds most strikes were triggered by pay and related issues — showing the economic pressure placed on workers by price rises in basic necessities.

The first survey found Fosatu union members were involved in most strikes, but it says their share of strike activity has dropped this year.

This may show that, because of the tougher climate, Fosatu unions are persuading members to use other avenues, such as courts, to pursue grievances.

But this could end if the crack-down on the industrial court continues.

Remarkably, the survey says the retail trade is now most strike-prone — it was 10th last time.

It also says stoppages have been shorter this year. So either workers are less able to sustain longer strikes now or both sides are getting better at settling them.

But it seems economic pressure on workers is such that tough employer stances — and the fact that most strikes have ended in worker defeats — are not quelling the strike trend.

WORKERS GO BACK AFTER STRIKE

MORE than 1 000 workers at Unilever factory in Boksburg who went on strike over what they described as "sexual harassment" yesterday returned to work pending negotiations between management and their union.

The workers, members of the Food Beverage Workers' Union, last week downed tools after claiming that a black security guard had found a white manager having sex with a white female employee who has since been dismissed

However the company's spokesman has denied the allegations of sex, but confirmed that there was a work-stoppage and the workers had since returned to their jobs

Sowetan 10/4/84
Strike at Russells may spread (152) (138)

THE strike by over 150 workers at Russells furniture warehouse in Roodekop near Wadeville, is likely to gain momentum as several workers employed by the group have threatened to down tools in solidarity with the strikers.

This was confirmed to The SOWETAN yesterday by an organiser of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), who said that other workers have threatened to join the strikers if the management was not prepared to meet their demands

The organiser said that the workers were looked-out when they arrived for work yesterday They left the premises and later assembled at the union offices in the city

The workers, all members of Ccawusa, last week went on strike in demand of a wage increase and recognition of their union They demanded a R40 increase across the board They are earning R49 per week

The union spokesman said that they have held talks with management concerning the workers' demands Management has "blatantly" refused to give workers increases, he said

This attitude, he added, has prompted workers at other Russells outlets to threaten similar action The workers are to hold a meeting today at Khotso House

Management has declined to comment on the matter

600 get a hearing

ABOUT 300 of the 600 workers who have been unemployed since being sacked by their company, African Cables near Vereeniging, will put their case to the Industrial Court today.

The workers, members of the Engineering and Allied Workers' Union, had earlier rejected two offers — out of court settlements of R35 000 and R100 000 — last month on the grounds that each worker would receive

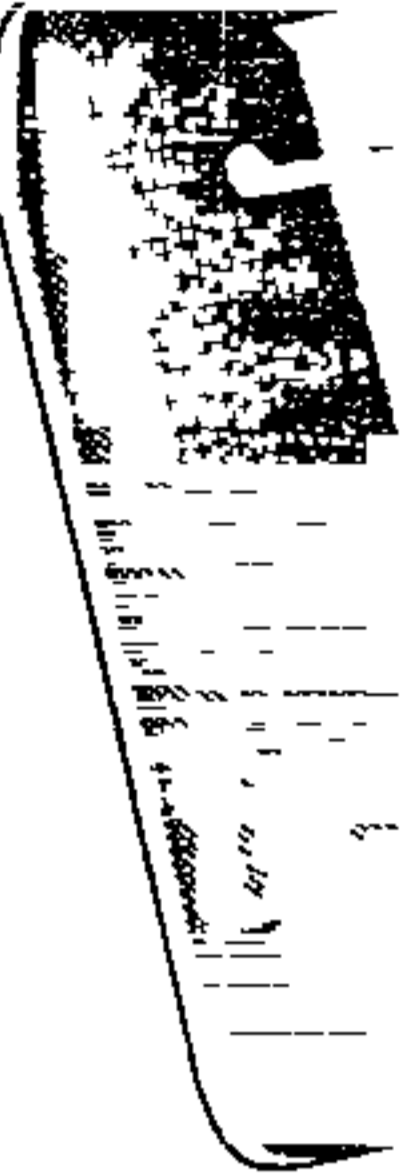
only R150 and R330 each

The workers are demanding R35 000 each and the stage is set for both management and workers' representatives to argue the issue in the court

More than 600 workers at the plant went on strike during January after management had announced that it would no longer be working short-time and workers would be expected to work on Fridays

under the supervision of
 or the college and

SK



Sowetan 10/4/84

Strike at Russells

THE strike by over 150 workers at Russells furniture warehouse in Roodekop near Wadeville, is likely to gain momentum as several workers employed by the group have threatened to down tools in solidarity with the strikers.

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may spread

Union of SA (Ccawusa), who said that other workers have threatened to join the strikers if the management was not prepared to meet their demands

The organiser said that the workers were locked-out when they arrived for work yester-

day They left the premises and later assembled at the union offices in the city.

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The union spokesman said that they have held talks with management concerning the workers' demands Management has "blatantly" refused to give workers increases, he said.

This attitude, he added, has prompted workers at other Russells outlets to threaten similar action The workers are to hold a meeting today at Khotso House

Management has declined to comment on the matter

~~152/165~~
**327 workers to ask
court for jobs back**

ROM Labour Correspondent 10/4/84

THE INDUSTRIAL COURT is to be asked today to order the temporary reinstatement of 327 workers fired during a dispute at African Cables's Meyerton plant earlier this year.

It is believed that this is the largest number of workers ever to have brought to court a joint request for reinstatement.

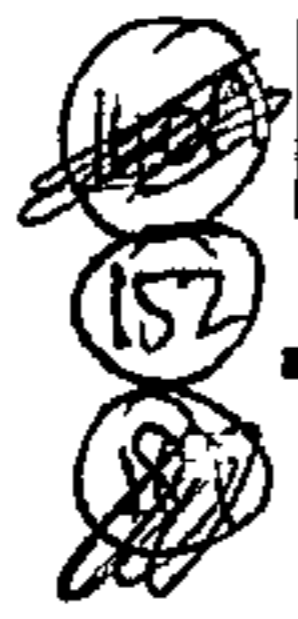
And it is understood that they have already turned down two out-of-court settlement offers by the company.

The workers, who are members of the Engineering and Allied Workers Union, were fired in January after a dispute about the introduction of a longer working week.

The company, which had been working a four-day week, told workers it was switching to a five-day week and that they would have to work on Fridays.

The workers allege the four-day week was negotiated with them but that the change was not its introduction without negotiation, they allege, is an "unfair labour practice".

African Cables has responded by arguing that management is entitled to introduce a longer working week on its own initiative.



... 0112LK5
Sowetan 11/4/84

Fired workers talk to union

By JOSHUA
RABOROKO

THE Fosatu-affiliated Metal and Allied Workers' Union (Mawu) is to hold consultations with hundreds of its members who have been re-trenched by B and S Engineering and Steelbrite of Brits in Bophuthatswana.

Mawu's spokesman told **The SOWETAN** yesterday that the company has closed down one of its plants — Steelbrite — and laid off about 240 workers

These received small severance pay

The company became the scene of a major labour dispute last year when Mawu's struggle for recognition was strongly resisted, and a shop stewards' committee was dismissed

This was followed by a work stoppage to pressure management to reinstate the sacked workers. Management later dismissed the entire workforce and re-employed 400 of the 600 workers



ARG US 11/4/84 Dairybelle workers at the Epping depot this morning.

600 milkmen stop work — deliveries disrupted

Labour Reporter

MILK deliveries in the city were disrupted today when about 600 workers at Dairybelle dairies stopped work

Hundreds of workers from three Dairybelle depots gathered outside the company's main depot in Epping early today, demanding to speak to the management

Workers said they were demanding recognition of the trade union they had joined, the Retail and Allied Workers' Union (Rawu), as well as the reappointment of three migrant workers whose contracts had not been renewed

Several large retail stores in the city-Sea Point area, where Dairybelle operates, confirmed they had had no deliveries by this afternoon

Spokesmen for the major stores said they had been told by Dairybelle that "the trucks were running late" or that there was a "production problem"

Groote Schuur Hospital, also in the Dairybelle area, received its milk late

The atmosphere at the depot was tense. Hundreds of workers sat in the yard of the factory while security guards and supervisors kept a close watch

Tension increased when a photographer from the community newsletter, Grassroots, was arrested at the plant

Mr Ryland Fischer said he had been taking photographs in the driveway of the depot when supervisors told him to leave

He said when he tried to walk back to his car a supervisor ordered him into the reception area and called the police

He has been charged with trespassing

Earlier an Argus reporter asking about the reasons for the stoppage was told by a supervisor to leave the area

"You have got no right to be here. This is no concern of yours," he said

Repeated attempts to speak to the manager of Dairybelle, Mr M Henning, were unsuccessful

The supervisor, who would not give his name, said Mr Henning was "too busy to talk to you and he does not want to comment"

Several workers who slipped out of the factory gates to talk to the Press, said they were demanding that management recognise their union

"We are not going back to work until they sign for the union"

They also said they were asking for a minimum wage of R300 a month

"Some of us already get that, but there are some who only get R240 a month. We work very long hours from early in the morning to late at night," said one man

A spokesman for Rawu said workers were angry because three active union members had not had their contract renewed when they had expired

Woman, 22, shot dead in Durbanville house

Crime Reporter

A 22-year-old woman was shot dead, allegedly during an argument in her lounge, and minutes later a man gave himself up to the police

Mrs Tina Arnold was found in the lounge of her home in Village Close, Kenridge, Durbanville, with two bullet wounds in the head at about 2 30pm yesterday

Police have taken possession of a 9mm pistol

A car parked in the driveway had been packed with women's clothing and a hand-drawn map of the area was lying on the floor

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet close

"I saw the man drive up and

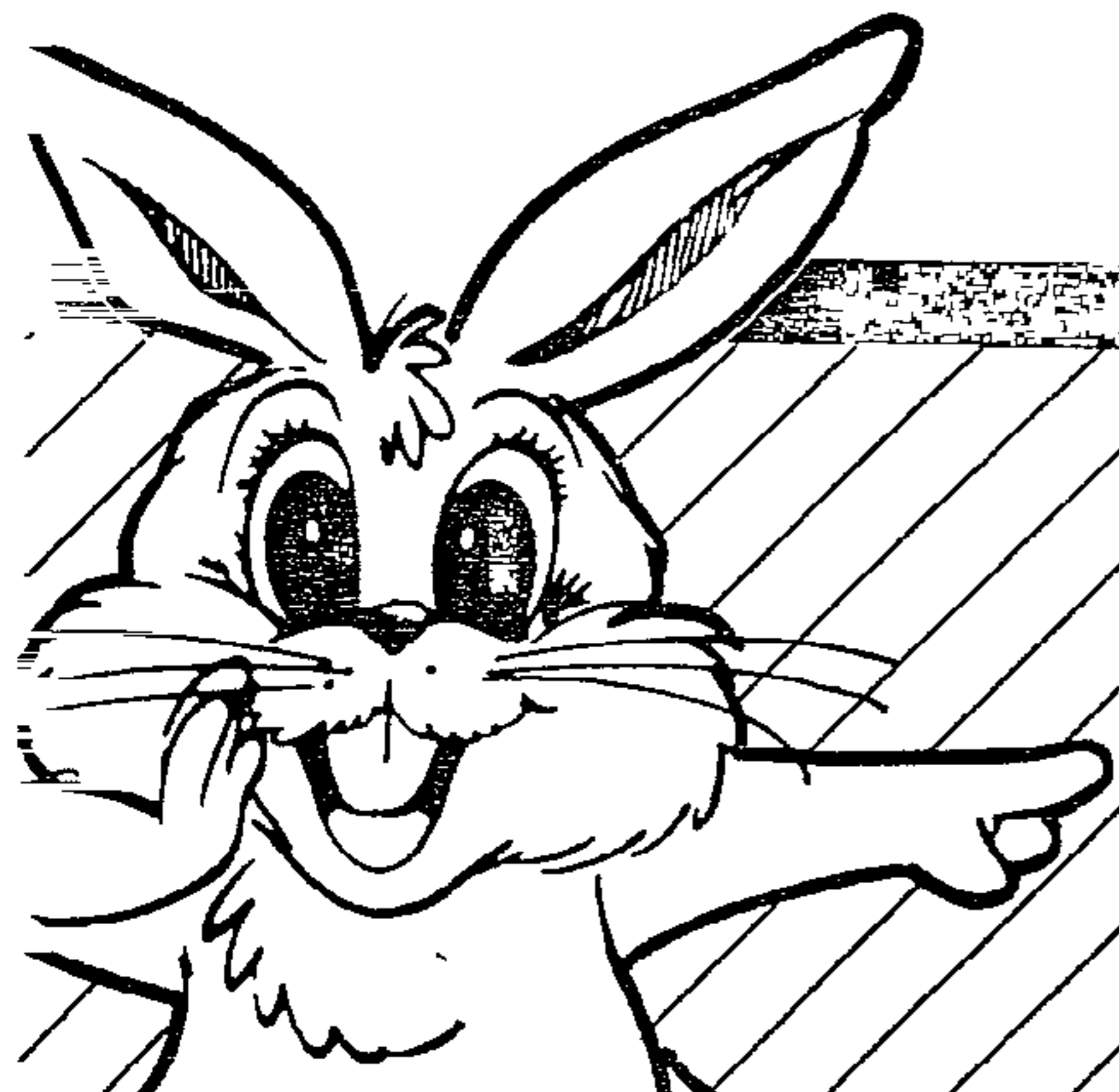
enter the house," said a shaken Mr Donnelly "Minutes later we heard shooting and the man ran across to our place and asked us to get help because he had shot someone"

The Donnellys and other neighbours said that Mrs Arnold had been "very pretty" but none had been her close friends. They saw her only when she drove in and out of

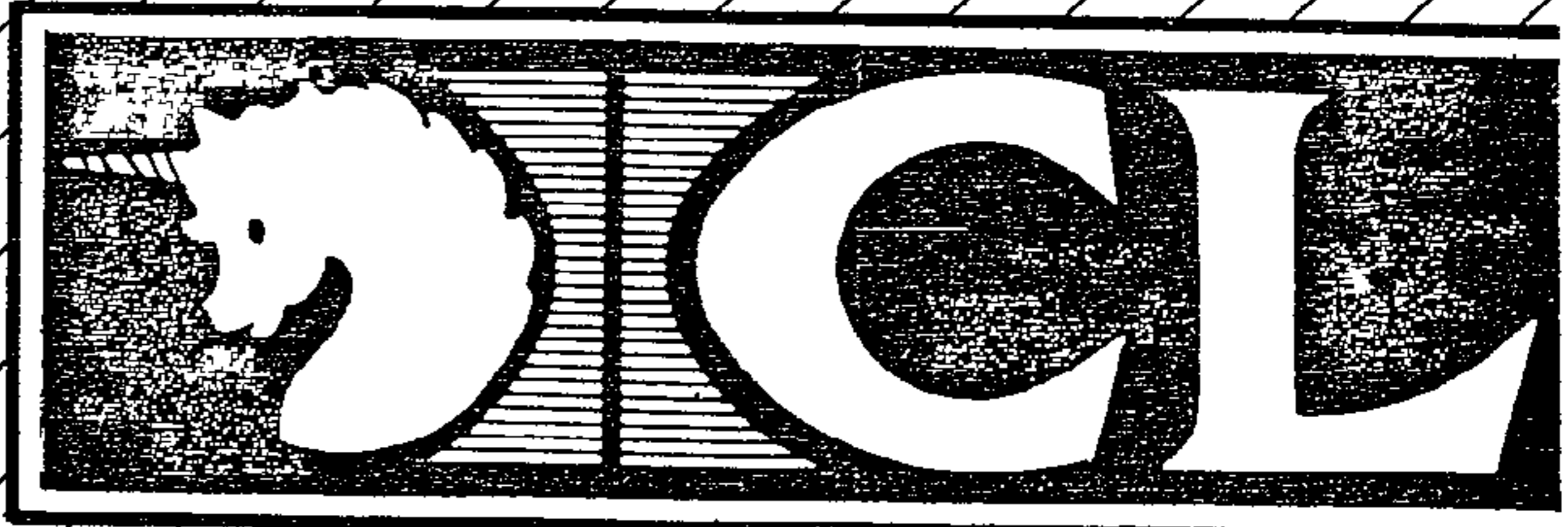
her driveway, they said

Durbanville police and members of the Cape Town murder and robbery team were at the scene soon after Mr Donnelly had raised the alarm. A man, who is expected to appear in court tomorrow, gave himself up at the scene

A murder docket had been opened, said Captain Jan Calitz, police liaison officer



YOU PAY



RAM 10/4/84 (152)

Russels strike into second week

Labour Correspondent

WORKERS who downed tools in support of pay demands at the Russels furniture group's Roodekop warehouse a week ago are still on strike and refuse to return until their demands are met, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday. He also claimed several Russels stores had joined the strike, now involving more than 200 workers.

But a company spokesman said only the warehouse and one store were affected and that a little more than 100 workers were involved. He added that the workers had been fired after ignoring a return-to-work deadline last Thursday, but had been invited to return to their jobs without losing any service benefits, he said, but added that not all would be re-hired.

The union has asked the company for a meeting today to discuss the strike, but it is not yet clear whether Russels will agree to this. The strike began last Wednesday and followed a demand by workers for a R40 a week increase. According to the union, the minimum wage is now R49.

The union's spokesman said when the company told warehouse workers that no increases could be offered, they demanded a R40 rise was "negotiable", he added. Workers were prepared to reduce their demands if the company made them a wage offer.

He confirmed that workers had ignored last week's deadline, but charged they had arrived at the warehouse on Monday to find the gates locked. "Workers say they are willing to work, but the company must first agree to an increase."

A Russels' spokesman confirmed that the warehouse was not operating, but said that only the store nearest to it had joined the strike. "Most of our staff are against the strike. They have stayed at work despite intimidation," he said. Russels could not grant warehouse workers an increase because "any raise would have to be passed on to all workers in the group and we simply cannot afford that at present."

(157) KAM 17 191484 (1204115)

300 'unfairly-fired' workers pack court

Labour Correspondent

MORE than 300 workers fired from the Meyerton Plant of African Cables in January packed a Johannesburg auditorium yesterday to hear their application for temporary reinstatement argued before the industrial court.

The workers, members of the Engineering and Allied Workers Union, allege their firing was "unfair"

In papers before the court, they allege they have been out of work for three months since their sacking, that some are starving and that others face eviction from their homes

They have declared a dispute with the company and are asking the court to reinstate them temporarily until the dispute is settled

The dispute which led to their firing was sparked by a

decision to change from a four-day to a five-day week

This meant workers had to work on Fridays

But 327 of the plant's 600 workers refused to work the Friday shift, charging they had not been consulted about the change. They were fired as a result

Yesterday's hearing was taken up with argument by Mr M Brasseley, who is appearing for the workers

He told the court the company erred in firing the workers because it should first have held an inquiry into their refusal to work the shift rather than immediately dismissing them

Mr R Harper, who is appearing for African Cables, is due to reply today

The case is believed to be the biggest application for mass reinstatement the industrial court has seen

Dispute stops work at factory

ARGUS
12/4/84
152
R77

Labour Reporter

PRODUCTION at a wool-packaging plant stopped today when most of the workers left after a dispute on short time.

Workers at the Boere-makelaars Koöp BPK (BKB) in Epping said they had been working short time for about five months

"We don't work on Wednesday afternoons. But the management has sometimes brought casuals in Yesterday afternoon they asked about 50 workers to stay on," said a spokesman for a workers' committee.

"Dismissed"

"The workers said they were not prepared to do so until management took all the workers back on full time. The 50 workers were dismissed this morning.

"All the workers sat down and asked to speak to the general manager. He refused to speak to us and we were given half an hour to start work or leave."

The workers, who belong to the Fosatu-affiliated National Union of Textile Workers (NUTW), have denied they are on strike

Not locked out

The regional general manager, Mr H J Scholtz, said the management had not locked them out

"The workers went on a sit-down strike," he said

The dispute over short time has been brewing for several months. Workers say they are angry that the management employs casual workers on Wednesday afternoons and on other days.

"We have been getting only R37,25 a week since we started short time. It seems to us there is enough work to put us all back on full time," the spokesman said

Mr Scholtz said there was not enough work to employ workers full-time

"But we have told them that we can rotate full-time work, so they all get a chance," he said

The workers have denied they have been consulted

Milkmen strike after 2 are fired

CAPE TIMES 12/14/84 (152)

By CHRIS BATEMAN
MILK deliveries in the City and northern areas were disrupted yesterday as 600 deliverymen at Dairybelle dairies went on a day-long strike demanding the reinstatement of two co-workers and the recognition of a labour union.

The strike followed several meetings between workers and officials of the Retail and Allied Workers Union (Rawu) and last week's non-renewal of year-long contracts with two migrant workers.

Several hundred workers milled around outside the Epping dairy while company security officials tried to prevent journalists from speaking to them — in one case calling police who eventually charged a Grassroots newsletter photographer, Mr Ryland Fisher, with trespassing.

The workers then returned to the dairy to be

addressed by the depot's general manager, Mr Maarten Henneng.

In an interview afterwards Mr Henneng said the two workers had "in spite of many requests, not done their job effectively" and he refused to renew their contracts.

The workers had demanded that he sign a contract with the union which he would not do while "they hold a shotgun to my head".

He would meet union officials today, he said. Mr Henneng was confident that workers would return today.

A major retailer and a former secretary of the Cape Town and Sea Point Traders Association, Mr Abduragham Khan, last night said he would boycott Dairybelle products if the two workers were not reinstated.

A United Democratic Front spokesman called for the "immediate recognition of the perfectly reasonable demands".

- sounds
- 6 15 Ezabasha/Olutsha (Youth Magazine Programme)
- 6 32 The Word For Soweto
- 7 00 Izindaba (News)
- 7 13 Ibuzwa Kwabaphambile (Social Literacy) Learning to drive isn't as easy as it might seem. We see how to get a driving licence.
- 7 35 Ezisematheni/Undaba-Minyeni (Actuality)
- 7 42 Durban Regional Round-up
- 8 03 Kuselebani Ekhishini (Women's Magazine)
- 8 13 You And The Law Tonight we look at the legal implications of turning 21.
- 8 20 Free Enterprise Mr Makheta explains how he started off his business and how he managed to rise above the average, small shopowner to become the owner of a supermarket.
- 8 32 Ezemidlalo (Sport)
- 9 00 Izindaba (News)
- 9 28 Imozulu (Weather)
- 9 31 Ezenkolo/lphunga Elimnandi (Epilogue)

★Times Choice★

★ TONIGHT'S CHOICE — TV1 at 9 45pm Portfolio

TV 2 review

WITHOUT the beautiful choreography of University of Cape Town graduate in classical dance Andre O'Neil, I doubt that the new series Suga Shek would have been so exciting.

Last night was the second episode of this dazzling production and although it was only meant for the young, adult viewers have also found it excellent.

The programme had a little bit of everything but for me the modern dance sequence was lovely.

Izigemegeme ZikaJantyi (Iron Horse) has certainly given Wednesday viewing a new lease of life. When one considers the mind-exhausting item programmes we get every night, cowboys — even though we have to bear with the inadequate Zulu dubbing — are welcome.

This channel scored another winner for sport fans with the live coverage of the Manchester United/Juventus soccer game from Old Trafford.

JOE GUWA

Police disperse crowd of 1 000

CAPE TIMES 12/14/84

Own Correspondent
PORT ELIZABETH — Trouble flared at the Cradock township of Ilngelible yesterday where a 1 000-strong singing and chanting crowd was dispersed with tearsmoke.

There were reports last night that a shopkeeper's house was stoned and two youths — aged 14 and 15 — were picked up by the police during the disturbance.

According to Lieutenant-Colonel Gerrie van

Rooyen, police liaison officer for the Eastern Cape, nearly 1 000 people stormed and stoned police after they were warned to disperse, following a march through the township.

He said the trouble started when about 25 people returning from the trial of Mrs Sheila Calata, wife of one of the men detained in recent Cradock unrest, Mr Ford Calata, gathered in a group outside the township.

He said the crowd tried unsuccessfully to get pupils to leave schools, following the conviction of Mrs Calata, who was sentenced for wearing an illegal T-shirt.

Mrs Calata, who appeared in the Cradock Magistrate's Court yesterday morning for wearing a "Free Mandela" T-shirt, was found guilty and fined R250 (or three months) with a further three months conditionally suspended for three years.

Too late for classification

DEATHS

CLOETE — Fanie past District Governor (1967-68) Lions International District 410A, passed away peacefully April 9 1984. Deeply mourned and always remembered for his outstanding service to the underprivileged by all his fellow Lions. Sincere condolences to Salome and all his family.

DE GRUCHY — Constance Havergal passed away peacefully on Wednesday April 11 1984. Deeply mourned by Leslie, Rosemary, Susan, Allan and Richard. Funeral service to be held at Holy Redeemer Church, Sea Point on Friday, April 13, at 10.30am. Cremation private. Donations may be sent to Holy Redeemer Church Fund.

WERTH — Ench, passed away suddenly on April 11 1984. Deeply mourned and sadly missed by his sister Frieda Kosie and family.

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200 on strike ^{Seweter} 12/4/84

MORE THAN 200 workers at two companies on the Reef were yesterday on strike over wages, recognition of their unions and the dismissal of a colleague (152) (12/4)

About 23 workers at Jumbo Wholesalers in Johannesburg, members of the African Allied Workers' Union, yesterday went on strike after a shop steward was sacked by management

A company spokesman said that the workers all returned to work late yesterday and negotiations between their union representatives and management would take place.

At Russells Furniture Warehouse, near Wadeville, about 150 workers yesterday entered their seventh day on strike over wages and the recognition of their trade union — Commercial Catering and Allied Workers' Union of SA (Ccausa).

Industrial court action under way

KSM
12/4/84
152

Labour Correspondent

THE unregistered National General Workers Union is to launch Industrial Court action against a Pretoria firm, MM Steel, the union's general secretary, Mr Donsie Kumalo, said yesterday

He said the union had decided on court action after 19 members were allegedly fired for refusing to resign from the union

Mr Kumalo also charged that the company had not honoured a retrenchment agreement with the union whereby workers who had been laid-off were to be given first option on jobs when vacancies occurred

Mr Kumalo said the jobs of the 19 fired workers had not been offered to workers who were retrenched earlier

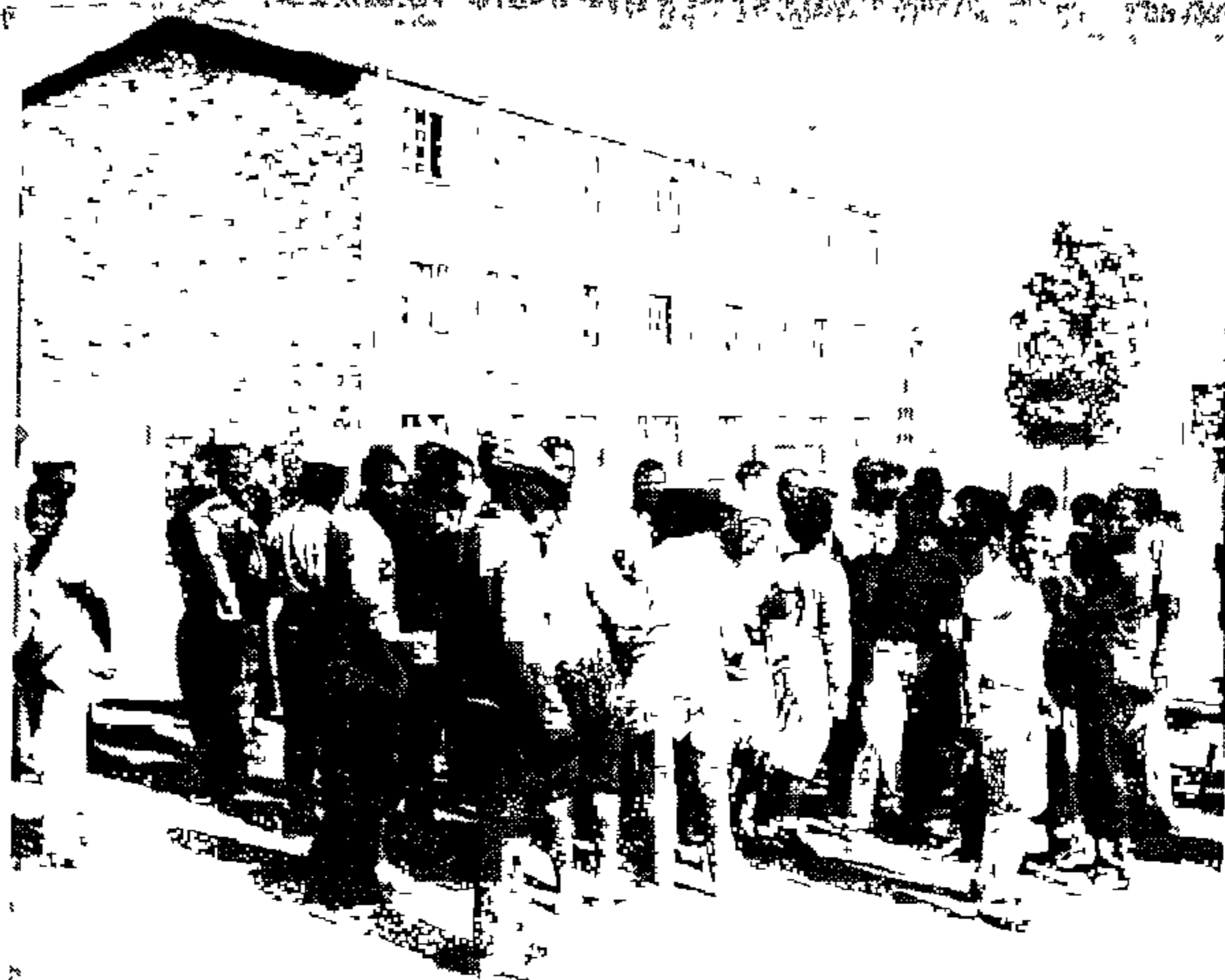
Comment from the company could not be obtained

The NGWU has repeatedly threatened court action against the company and has accused it of refusing to recognise the union and of attempting to force workers to resign from it

This has been denied by the company

Mr Kumalo said the union had also declared a dispute with another Pretoria company, Bold Stone

While he gave no details, the union has accused the company in the past of refusing to recognise it Bold Stone has denied this and, at the time the allegation was first made, said it was engaged in recognition talks with NGWU



Several of the workers who marched from the BKB Depot in Epping, outside their hostel in Guguletu yesterday.

CAPE TIMES 13/4/84

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1984

Wool packers walk off the job

By CHRIS BATEMAN

MORE than 140 Epping wool packers stripped off their working overalls and marched about 8km to their Guguletu hostel yesterday after 60 of them had been fired for refusing to work shorter shifts.

The general manager of BKB wool brokers in Epping, Mr Gideon Scholtz, said afterwards that he considered all the workers fired unless they returned to work today.

The month-old dispute over rotational shifts on a Wednesday afternoon came to a head when Mr Scholtz fired 60 of the workers who refused to work the Wednesday afternoon shift this week. It was the fourth week the 140 workers had not worked the shift, which has been covered by casual outside labourers.

'Pleaded'

A spokesman for the National Union of Textile Workers, who claim to represent most of the workers, said the workers had unsuccessfully pleaded with Mr Scholtz to reconsider full-time shifts before walking out.

"We consider this a

lock-out, not a strike," she said.

Mr Scholtz said the trouble began in December when his depot experienced a marked drop in wool bales.

He had told the workers that "either we reduce numbers or we work short-time" and they had agreed to the latter, all working half-days on Wednesdays.

At the end of February, wool receipts had increased and he had introduced a rotational system of shifts on Wednesday afternoons.

They objected

The labourers objected to this and began refusing to work the shifts. He was "forced to bring in the casual labour".

He said 75 workers were "proven" members of a separate local union and accused NUTW of "trying to get in on the act now".

A NUTW spokesman said the workers were paid an average R1 an hour and "the extra few hours on a Wednesday afternoon makes all the difference to them".

The NUTW had submitted a list of their members to Mr Scholtz late yesterday and were awaiting the outcome.

Argus 6/13/84
**Workers locked out
of Epping factory**

Labour Reporter

WORKERS at an Epping wool packaging firm say they were locked out of the factory today when they tried to return to work after a dispute.

The workers claimed they were locked out, while the regional general manager of the cooperative involved, Mr H J Scholtz, said the workers were on strike

The 147 workers walked out of Boeremaa-kelaars Koop Bpk (BKB) yesterday after a month-old dispute about short-time.

"NEGOTIATED"

Mr Scholtz confirmed today the workers were outside the gates and said their return to work would be "negotiated".

"But we definitely won't take them back today," he said

A spokesman for the Fosatu-affiliated National Union of Textile Workers, which claims majority membership at the plant, said today's situa-

tion "proves this is a lock-out"

"The workers are tendering their services, but the gates are closed."

The union spokesman added that company representatives had said they wanted to speak to a Department of Manpower official before entering discussions with the union

Mr Scholtz confirmed he was speaking to a manpower official today.

Dairy

CMT TINES 13/4/64

strike

truce

152
139
Staff Reporter

AN UNEASY truce prevailed yesterday between the newly-formed Retail and Allied Workers' Union (Rawu) and the management of Dairybelle dairies in Epping, where 600 milkmen went on strike on Wednesday.

The milkmen returned to work yesterday after receiving assurances by the general manager, Mr Maarten Henneng, that he would "deliberate" with the union in an attempt to establish if they were representative of the workers.

The workers initially demanded that management accept the union as their representatives and that two migrant workers whose year-long contracts management refused to renew, were reinstated.

Mr Henneng blamed Rawu for the strike, accusing them of "agitating" the workers, and declined to meet with union officials yesterday.

A spokesman for the newly-formed union, Mr Alan Roberts, said his officials were "merely acting on workers' instructions".

CAPL TIMES 13/4/84

Photographer charged

Crime Reporter

PHOTOGRAPHER
With a community newspaper, Grassroots, was charged with trespassing after he had gone to photograph a strike at the Dairybelle dairy in Epping on Wednesday

Mr Rylands Fisher, 23, claims he was held in the foyer of the firm for about two hours before being taken to the Pine-lands police station, where he was charged with trespassing

Captain Jan Calitz, a police liaison officer, said police had arrested Mr Fisher after Dairybelle personnel had summoned the police

Mr Fisher was released and was given the option of paying a R50 admission of guilt fine or appearing in court on the charge on April 25

APR 15 1984 (152)
13/4/84 (139)

Dairy strike: Management, union to meet

Labour Reporter

OFFICIALS of the Retail and Allied Workers' Union (Rawu) meet Dairybelle representatives today to try to resolve the dispute which brought 600 dairy workers out on strike earlier this week.

Rawu, a recently formed union, claims majority membership among factory workers and deliverymen at Dairybelle.

Workers struck on Wednesday to support demands that Rawu be recognised by management and to demand that two migrant workers, whose contracts had not been renewed, be reinstated.

Mr Maarten Henning, general manager of Dairybelle, was not available for comment today.

The union spokesman said workers had met last night and were still "very angry" about the situation.

"Foremen have been intimidating them and telling them they should resign from the union," he said.

Commenting on the strike yesterday, Mr Henning said he was not going to negotiate with a union while it brought his factory "to a standstill".

Mr Henning said he thought workers had been victimised into joining the union and he challenged Rawu to a secret ballot.

Union officials said they would welcome such a ballot.

Decision on sacked 327

THE fate of the 327 African Cables workers dismissed in January this year is still to be decided by the Industrial Court, in the single biggest application by workers for reinstatement

After the two-day hearing in Johannesburg this week, judgment is due to be handed down on Monday by the court

Depending on the outcome, the case is likely to point the way for the future course of applications to the court arising from mass dismissals

The evidence which emerged during the course of the two-day hearing outlines the anatomy of a mass dismissal, which, say labour observers, should never have happened

Altogether 590 semi-skilled and skilled workers were fired from the Meyerton plant of African Cables on January 10 this year out of a workforce of 1 200

The action followed a change in the work schedule from a four-day week (short-time) to a full week. The workers claimed management had

SOWETAN Reporter

not consulted them about the change as they had promised, and as a result virtually the entire shift failed to clock in on Friday, January 6

Under the short-time system, they would not normally report for work on the Friday, but according to management they should have been at work following the change

On Monday the workers returned, but ceased work mid-morning and asked for the managing director, Mr P Muller, to explain to them personally why neither the works council nor the workers had been consulted about the change

Mr Muller refused to address the workers en masse but said he would speak to small groups or the works council. This was not acceptable to the workforce

Nafcoc blessing service

THE National African Federated Chamber of Commerce (Nafcoc) is to hold a thanksgiving and blessing service on Sunday at the Soshanguve Community Hall to mark the start of a project to build a R12-million conference centre in the area.

Mr Gabriel Mokgoko, Nafcoc national organiser, said they were inviting churches, businessmen and other community organisations to the service. It will be conducted by ministers of various denominations

There will be a fundraising during the service, where the community and businessmen will be asked to buy tickets for R20 each for the erection of the centre

Two cows will be slaughtered on the site and their blood will flow in the traditional fashion, as was done in 1975 when Afrbank was established in Ga-Rankuwa

NEW END

PARENTS of students boycotting schools in Pretoria and Bloemfontein have been invited to meetings on Sunday and Monday.

The chairman of the Flavius Mareka High School committee in Pretoria, Dr C P D Marivate,

Sisters — and



WHO said beautiful ladies don't Mothimonye sisters (From left), all the way from Soweto to Mamelodi Sundowns at

Saveh 13/4/84 152

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	TAKE IT HOME — B B King 6,99
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ARETHA'S GREATEST HITS — 9,99

PROMISE — Miriam Makeba — 6,99

WARNING ON :

EMBASSIES in Maputo have been warning citizens not to use the road between K

the Mozambican capital, informed. The warnings follow an increase in in an area south of Maputo, including power supplies to the capital. On Thursday a truck was destroyed by mortar fire from Komatipoort.

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ARCUS 13/4/84

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Court costs becoming 'a national scandal'

THE HIGH cost of litigation in South Africa is fast approaching "a national scandal", says Mr Harry Schwarz (PFP Yeoville)

Speaking in the debate on the Hoexter Commission's report, he said the high costs, delays and involved procedures should be dealt with urgently

"People are being deprived of their rights as a result of it"

Many subjects had been covered in the report and its recommendations now had to be prepared in the form of legislation and circulat-

ed Afterwards the individual Bills should be referred to select committees for study

Many of the subjects investigated by the Hoexter Commission were not political in nature, and referring the matter to select committees would ensure the best way to reform

Mr Schwarz said the Government should accept the concept that all people be tried before the same courts As far as a family court was concerned, he felt the Minister would find wide support for it — Sapa.

The Minister of Justice should resign — Dalling

Parliamentary Staff

THE MINISTER OF JUSTICE, Mr Kobie Coetsee, should resign after the Hoexter Commission's findings about the state of affairs in his department, the Assembly has been told

Mr Dave Dalling (FPF Sandton), the chief Opposition spokesman on justice, said the commission's report showed malfunctions, inadequacies, deterioration and stagnation in virtually every facet of the portfolio for which the Minister was responsible

Mr Dalling's attack drew sharp reaction from Mr Coetsee and other Government speakers during yesterday's special debate on the Hoexter Commission's report

They accused Mr Dalling of "malicious verbosity", "virulence" and "mud-slinging".

Speaking after the Minister's introductory address in the debate, Mr Dalling said the Minister had failed to respond to important findings and criticisms in the report

"He has not even begun to address the problems of a proper administration of justice in South Africa if he thinks the way to deal with overcrowded prisons is purely to build more prisons," Mr Dalling said.

It was high time the Government gave serious attention to "glaring weaknesses" in South Africa's system of administration of justice

These weaknesses had been pointed out to the Government year after year in the Press, by the judiciary, by the Opposition, by private citizens, by black leaders and by universities

Calling for the Minister's resignation, Mr Dalling said Mr Coetsee had failed to appreciate the needs of his department and of the judiciary

He had failed to take the necessary steps to remedy these shortcomings. He had been "timid to the point of delaying needed reform".

"Minimal"

The Minister's influence in the Cabinet had to be "minimal" if he had to wait for a report such as the one from the Hoexter Commission before dealing comprehensively with the problems of his department

"I truly believe the Minister of Justice should seriously reconsider his position in the light of this report," Mr Dalling said

Rejecting Opposition criticism, Dr H M J van Rensburg (NP Mossel Bay) accused Mr Dalling of seeking to lower the standard of debate by



Mr Dave Dalling

Mr Kobie Coetsee

Mrs Helen Suzman

ARGUS 13/4/84 (152) *[Signature]*
 'More like sausage machines than dispensers of justice'

Parliamentary Staff

BLACK commissioners' courts should be abolished because they had become "symbols of discrimination and oppression," the Assembly heard

Speaking during the special debate on the Hoexter Commission report, Mrs Helen Suzman (FPF Houghton) said these courts were "more like sausage machines than dispensers of justice"

Fair trial procedures required by law were not employed in them, yet they were an integral part of the justice system

The Hoexter Commission said it was "monstrous and untenable" that commissioners in the black courts actually carried out the administrative work to implement Government policy.

SYNONYMOUS WITH APARTHEID

"Since Government policy is synonymous with apartheid, the commissioners are hopelessly compromised and their courts have become symbols of discrimination and oppression, especially in the urban areas where they hear so many thousands of pass-law-cases," she said

The issue of separate courts for blacks sparked heated clashes during the debate, with the Opposition, on the one hand, calling for the same judicial system for all races, and Government speakers, on the other, saying blacks had the right to "black justice"

And while the opposition criticised the "sausage machine" nature of the courts, Nationalist speakers praised the officials of the court for handling such a vast number of cases

Mr Z P le Roux (NP Pretoria West) rejected Mrs Suzman's criticism of

But she also expressed concern about the practical implications of such a step

"Magistrates will simply not be able to cope with thousands upon thousands of pass-law cases, more especially as more attention will be paid to the normal judicial procedures.

"DIVERTED FROM THE COURTS"

"When legal defence was provided to the squatters from KTC and Nyanga, the commissioners' courts in the Western Cape were totally gummed up in 1981, and the Government's solution was to simply divert from the courts and about 4 000 people were summarily deported from the Republic.

"Will this be the fate of pass offenders who are not South African citizens if sent to magistrates' courts instead of commissioners' courts?"

Turning to the overcrowding in prisons, Mrs Suzman said not only was a revision of the judicial arrangements needed but a "revision of the wretched laws themselves"

"The fact that the prisons are crammed with thousands of breadwinners — not criminals — who have landed there for minor technical offences, breeds blacks contempt for the administration of justice in general and the criminal courts in particular.

"And contrary to sound social norms, the serving of a prison sentence is no longer regarded as a stigma by many black inhabitants of the country," she said

Mr Z P le Roux said more investigation was needed into "black justice". There were many problems involved. The manner of litigation differed in black courts...

making personal attacks and politicising the report of the Hoexter Commission

Dr van Rensburg said the Government had taken the initiative in appointing the commission and had formulated its terms of reference

"Sick, tired"

Was that evidence of complacency or of indifference to problems in the administration of justice?

"We are sick and tired of opposition attitudes to the maintenance of law and order. We don't need their advice on the administration of justice," Dr van Rensburg said

Mr Louis Theunissen (CP nominated) said the commission's findings and recommendations were important and should be thoroughly studied. Some of the recommendations, however, were questionable.

There would be much pressure from humanists and moralists for the commission's recommendations to be accepted immediately.

Positive

Such acceptance and implementation might not be wise.

Mr Pat Rogers (NRP King William's Town) said the commission's report was a major positive factor in the reform process in South Africa.

The National Party and the Government could not run away from the contents of the report. The Government should be given credit, however, for having appointed the commission and for "getting to the roots of problems in the reform process".

Replying to points raised in the special debate, Mr Coetsee said he was also attending to the implementation of the recommendations of the Galgut Commission's report, while other matters would also be circulated for comment.

The Minister, who had limited time for his reply, said Mr Dalling had made a "malicious attack" on him in order to score a few political points

commissioners.

"THEY DO NOT MAKE LAWS"

"They do not make the laws, they have got nothing to do with the Acts they administer," he said

Earlier, Mrs Suzman said she fully agreed with the recommendation of the Hoexter Commission that that black commissioners' courts be amalgamated with the ordinary courts

These courts handled a tremendous number of cases and, if one considered the small number of appeals there were, one had to take one's hat off the officials.

● The State earned R1 155 840 from fines paid by blacks convicted of influx control offences in the major urban areas last year.

ARGUS

13/4/84

152

RDM 13/4/84
**Talks as
Russels (152)
strike (27)
ends**

By **STEVEN FRIEDMAN**
Labour Correspondent

STRIKERS at the Roodekop, Germiston, warehouse of furniture store group Russels ended their week-long stoppage yesterday after talks between the company and the Commercial, Catering and Allied Workers Union (Ccawusa), the union's general secretary, Mrs Emma Mashinini, announced yesterday.

Mrs Mashinini also announced that Ccawusa yesterday signed a new wage agreement with newspaper distributors Allied Publishing which will raise minimum pay by more than 20%.

This means minimum pay at Allied has more than tripled in three years.

At Russels, about 120 workers at the warehouse struck last Wednesday after management rejected their demand for a R40 a week rise and said the company could afford no increase at all.

The union says several Russels stores joined the strike and that more than 200 workers took part, but the company says only one store was affected.

During the strike, Russels dismissed the workers.

Mrs Mashinini said yesterday, however, that the workers had returned "en bloc" and all had been reinstated.

"Had the company agreed to discuss worker demands originally without turning them down flatly, the strike would have been avoided," she charged.

Comment from the company could not be obtained yesterday.

At Allied Publishing, which recognises Ccawusa and has negotiated wages with it for some years, Mrs Mashinini said the union and company had agreed on increases ranging from R14 a week to R21,85.

Allied's managing director, Mr RJ Mitchell, confirmed the agreement and said the new minimum for the highest job category would be R160,45 a week.

ROM. 13/4/84 (152) (1/5/84) (1/5/84)

Dismissal sparks metal strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 100 workers at Wadeville company, Wadekor, are on strike over the firing of a colleague, a spokesman for the Metal and Allied Workers Union said yesterday

But a company spokesman denied this

He confirmed there had been "some upset" over the firing

But he said Wadekor's 1500-2000 workers were all at work.

He also confirmed a MAWU charge that the company called police in to intervene in the dispute

He said this was done because "some people were threatening workers", not because there had been a strike

The union says police refused to intervene

According to a union spokesman, the stoppage is the result of the dismissal of a woman worker who was sent to clean the flat of a manager.

She had been fired for "not doing the job properly," he said

He said Wadekor rejected union requests for talks on the firing and on two occasions workers demonstrated at the plant, calling on the company to negotiate with

them, but met with no response

They then struck on Wednesday

Management, he said, had now agreed to meet the union this morning

The company's spokesman confirmed that a "tea girl" had been fired "for a variety of reasons", but did not elaborate

"There has been some upset, but it is nothing serious," he added

Police were called when people who were "threatening" workers had refused to leave the premises when asked to do so, he said

RDM 14/4/84

Court order restrains shop stewards

152

By STEVEN FRIEDMAN
Labour Correspondent

THE Natal Supreme Court has granted the major sugar company C G Smith a temporary interdict barring 13 shop stewards of the Sweet, Food and Allied Workers Union from preventing it employing a worker at its Noodsberg mill.

The interdict was granted late on Thursday by Mr Justice Shearer in chambers after C G Smith brought an

urgent application for an order restraining the union and the stewards from "threatening, intimidating or assaulting" the worker, Mr J Khumalo, or any other workers who did not belong to the union

The company also asked for an order requiring the union and stewards to "use their best endeavours" to ensure union members did likewise

The union is recognised by the com-

pany at the mill and says 90% of workers there belong to it

The company's application follows an incident in which workers alleged that Mr Khumalo, who does not belong to the union, had assaulted a union member

They demanded his dismissal but the company decided against firing him

About 150 workers allegedly grabbed Mr Khumalo and attempted to expel him from the mill

RBM 14/1/84 (152)

365 fired in alcohol test dispute

By STEVEN FRIEDMAN
Labour Correspondent

MAJOR fertiliser company Triomf yesterday fired at least 365 workers at its Potchefstroom plant after a strike in support of workers who refused to undergo an alcohol test, a company spokesman said yesterday

The plant employs more than 400 workers and the spokesman said more could be dismissed if the night-shift did not obey an ultimatum to return to work

The strike is the second to hit Triomf's Potchefstroom plant this year

Triomf's spokesman said yesterday that the latest dispute had begun early on Thursday morning, when the company conducted an alcohol test on black workers

"This is a routine test and we have been doing it for 18 years. We are obliged to in terms of the Factories Act," he said. He added that white workers were subjected to the same test last week

According to Triomf's

spokesman, eight workers refused to take the test and subsequently walked off the job. They were joined by the entire workforce

He said the company had later given workers an ultimatum to return to work or be dismissed and had allowed them a "period of grace" which meant they could return after their shifts began. However, they refused to return, he said, and were fired

"We will now hire new workers and begin training them. We have sufficient

stocks of fertiliser to last until September," the spokesman said

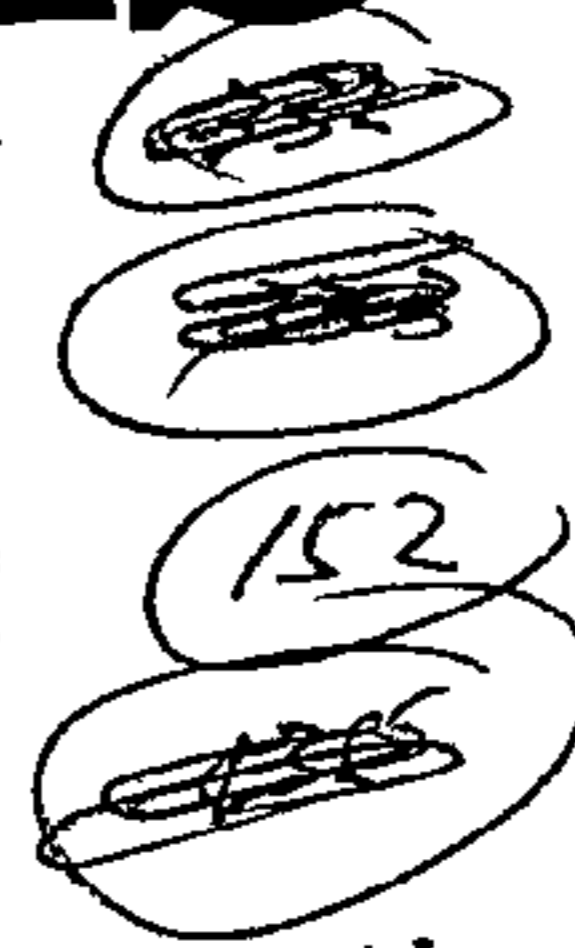
Asked whether strikers were being invited to re-apply for their jobs, the spokesman refused to comment

He added, however, "If strikers want to come back to work and say they stopped work because they were intimidated, we would obviously have to look at that"

Comment from the union could not be obtained yesterday

City bus dispute

ARGUS 10/4/84



Thousands delayed as drivers ban overtime

Staff Reporters

THOUSANDS of commuters using Peninsula buses faced severe rush-hour disruption on their homeward journeys today because drivers have refused to work overtime.

The dispute left many passengers stranded this morning and it is feared that specially hired buses for the Easter weekend could be affected

The drivers, employed by City Tramways and Associated Bus Holdings, decided at a meeting yesterday not to work overtime until their demands were met

Up to 250 000 commuters use the buses daily. Many routes are affected by the action, including the heavy-volume Mitchell's Plain and Atlantis services



City Tramways bus drivers outside their depot in Woodstock today.

A City Tramways spokesman would not say whether special arrangements would be made to cope with homeward-bound passengers today. But he did not foresee a problem for the weekend and promised that "contingency plans" would be made if necessary.

Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, representing most of the drivers, said today the drivers worked under "sub-human conditions"

Drivers want 15%

He said the drivers wanted a 15 percent wage increase and a 40-hour week, and the union wanted broken shifts abandoned

City Tramways has offered a six percent increase and a further two percent for drivers of new buses with increased standing room

Another member of the union's executive committee said today "We will refuse to work overtime until our demands are met"

City Tramways said in a statement today "The company must express its dissatisfaction with the current behaviour of the union seeing that the existing agreement between the parties expires only on May 6

"Commuters in the Peninsula can rest assured that the company will do anything in its power to ensure that services operate as closely to normal as is possible under the circumstances"

Union demanding changes

The company has asked the union to postpone the expiry date of the agreement for three months but the union is demanding changes to the agreement and has refused to accept the request

Drivers interviewed today said they worked under tremendous pressure for very little reward or job security

They said they were sympathetic to the needs of commuters but experience had shown they would not have their grievances redressed without putting pressure on the management of the company

Overtime work was voluntary but members of the union who worked overtime during the dispute were liable to be expelled, they said.

One driver said he regularly rose at 3 10 am and by the time he returned home in the evening he was too tired to speak to his wife

Tuesday, April 17, 1984

Striking foundry workers Mercury 17/4/84 (152) ~~151~~ negotiate pay increases

Mercury Reporter

THE entire black workforce — about 850 — at Apex Foundry, at Isithebe, that went on strike last week over a pay dispute, was yesterday given increases of up to 18 percent with a promise of more in September

Last Thursday workers downed tools and demanded a 35 percent

hike After talks yesterday between company officials and the National Union of Sugar Manufacturing and Refining Employees, an immediate 18 percent rise and a further 15 percent in September was agreed upon

An Apex spokesman said that all workers were back at work following yesterday's negotiations

He said the new in-

creases would be paid on a sliding scale with those who were least paid receiving up to 18 percent

'We have also promised further increases in September when all wages will be again reviewed,' he said

The union's general secretary, Mr Selby Nsibande, said workers were happy with the outcome of the negotiations

Wool CAPC TIMES 18/4/84 packers

still
away

Staff Reporter

MORE THAN 140 Epping wool packers who walked off their jobs last Thursday in protest at the use of casual labour on short shifts yesterday continued their stay-away

The general manager of BKB woolbrokers, Mr Gideon Scholtz, said he was confident his labour force would return to sign new contracts today, adding that he was willing to enter into negotiations with their labour union, the National Union of Textile Workers (NUTW)

The dispute, over rotational afternoon shifts on a Wednesday, reached deadlock on Monday

Mr Scholtz said yesterday that the new contract would include clauses that the workers continue to work short-time or overtime

Workers fired

The month-old dispute came to a head on Thursday when Mr Scholtz fired 60 workers who had refused to work the rotational shift the day before. None of the 140 labourers had worked the shift for four weeks and were angered when Mr Scholtz hired casual labour to fill the shift.

Mr Scholtz said the shift was introduced to gain more working time for his labourers after his depot had had a slight increase in wool-bale receipts. Earlier the depot had experienced a marked drop in wool-bale receipts and he had reduced Wednesdays to half-days

1 000 go on strike

MORE than 1 000 workers at three companies went on strike over wages and the dismissal of colleagues in Johannesburg and Durban yesterday.

About 500 workers at Farmfare, Wynberg, went on strike over the dismissal of 31 colleagues, 300 workers at Cable Tops in Olifantsfontein downed tools over wages and 400 workers at Mondl Paper in Felixto near Durban struck over a clock-card

By JOSHUA RABOROKO

A shop steward of the Sweet, Fruit Workers' Union said 31 colleagues were dismissed following their attempts to get management to recognise the union. Management preferred talking to the liaison committee rather than union shop stewards.

Mr van der Merwe, manager of the company, said "We are not talking to the Press on the issue. We are busy with managerial work. No comment."

A Food, Beverage Workers' Union spokesman said that the workers at Cable Top asked for a R20 wage increase and the transfer of a supervisor who used abusive language. Management said it was not prepared to comment at this stage.

A spokesman for Pwawu said that workers at Felixton went on strike because they were dissatisfied with the clocking system and various "frustrating methods" introduced by management recently.

The strike has no links with wage negotiations at four other Mondl paper plants.

A trade unionist confirmed that Pwawu would meet Mondl Paper today in a final attempt to settle a dispute. They would discuss a company plan to bargain with the union directly — but only if the union belonged to the industrial council.

Pwawu has previously rejected the conditions of negotiating at the industrial council level and has since declared disputes with the company — the refusal to bargain wages directly outside the IC and demands for a R3-an-hour minimum wage.

OK DEEP CUTS

And keeps them low!



Gants
Guava Halves
55c

Gants
Smooth Apricot Jam
First Grade
119

Helderberg
Fresh Garden

Pot O'Gold
Light Meat
Tuna 200 g
89c

Pot O'Gold
Pork Shoulder
450 g
165

Baumann's
Tennis Biscuits
200 g
65c

Beacon Slab
Chocolates
All Flavours 100 g
45c

RDM 19/4/84 (152) (140A) (14)

Stoppages mar paper talks

Labour Correspondent

A MEETING between Anglo American Company Mondi Paper and unions, aimed at settling a key dispute between Mondi and Fosatu's Paper Wood and Allied Workers Union, was interrupted dramatically yesterday when members of PWAU at three of the company's mills staged work stoppages

The meeting was still continuing last night and few details of the stoppages were available, but a brief company statement said the affected mills were those at Merebank, near Durban, Springs and Piet Retief

A PWAU source said workers had been due to stage a lunch-hour demonstration at

the mills in support of union demands. This, he said, could have been interpreted as a stoppage

Recently, PWAU, which claims majority support at five of Mondi's six mills, formed a shop stewards council composed of worker leaders at the five mills and demanded that Mondi negotiate directly with this council over wages.

The council also demanded a R3 an hour minimum wage for Mondi workers.

The company, which supports negotiations at official industrial councils, replied that it would only negotiate pay with PWAU if it joined the council and agreed to negotiate jointly with other unions in the industry

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CAPL. TIMES 19/4/84
152
**Everite workers
strike for 5 hours**

By RIAAN DE
VILLIERS
Labour Reporter

HUNDREDS of black and coloured workers struck for five hours at Everite's Brackenfell asbestos manufacturing plant yesterday morning in support of a demand that two men in charge of black hostels on the site be fired

Workers returned to work pending a meeting between union officials, shop stewards and management yesterday afternoon

But the dispute was not resolved and the union warned later that further industrial action was "imminent"

According to a statement by Everite, union officials also warned management yesterday that "violence could ensue" if the hostel supervisor was not removed from his accommodation

Management had therefore "reserved the right" to use additional security measures, the statement said

Union officials were reporting back to workers last night.

Mr David Lewis, general secretary of the GWU, said the talks had deadlocked when management refused to fire the two men and also rejected a "union compromise" that one of them be suspended pending a disciplinary inquiry

Mr John Wayland, regional manager of Everite, said a worker delegation had demanded the dismissal of the hostel manager and supervisor on Monday

At yesterday's meeting, management insisted on a full investigation before suspensions or dismissals could be considered and proposed a full inquiry today

(152)

Fire started after dispute

20/4/84

EAST LONDON — Police are investigating a fire which broke out in a storeroom at the old Summerpride drive-in site late yesterday afternoon after an alleged pay dispute

The fire broke out in a room of the old projection booth which was rented by an insurance company to store cotton salvaged from a fire at Consolidated Textile Mills last year

Mr John Glen-Leary, who stays on the property adjoining the old drive-in, which is being used to house the salvaged cotton, said he was exercising his dog when he saw about 80 people milling about the projection booth

"I thought this was strange until I realised that the workers employed by the insurance company to sort the cotton were being paid before the long weekend", he said

"While I was watching, I saw a man come round the corner of the building with what seemed like a food container"

"He threw the container into the back room and then threw a match in after it. After that there was an explosion and just flames and black smoke"

Mr Glen-Leary said the fire brigade arrived after about 10 minutes "If they hadn't arrived so quickly, the fire could easily have spread to the surrounding houses"

Colonel R E C Hardy, the district commander, said he believed there was some disagreement between the 80 workers employed to sort the salvaged cotton and the paymaster

Major W W Brown, the police press liaison officer for the Border, said no arrests had been made but police were investigating a case of malicious damage to property

A spokesman for the Fire Department said the fire was brought under control soon after they arrived but the cause could not be established

He said they were still investigating — DDR

RJM 20/4/84 (152) (165) (184)

324 are reinstated in key decision

By STEVEN FRIEDMAN
Labour Correspondent

THE Industrial Court has ordered African Cables to temporarily reinstate 324 workers fired in a dispute in January — the biggest mass reinstatement ever ordered by the court

Labour lawyers see the decision as a key advance for worker rights, adding that arguments advanced in it could have implications for other cases

A total of 327 workers, all of whom belong to the Engineering and Allied Workers' Union, requested temporary reinstatement from the court, alleging that the company was guilty of an "unfair labour practice"

All but three have been granted reinstatement. The order instructing the company to re-hire them took effect on Wednesday and lasts for 90 days

Attempts to settle the dispute through the machinery in labour law will now continue and it could come before the court again for a final decision

Comment from African Cables could not be obtained yesterday but, in terms

of the order, it must now either pay the workers their wages for the next three months without re-hiring them, or allow them to return to their jobs

In argument before the court, the company said that re-hiring the workers would force it to fire other workers taken on to replace them

The dispute which led to the sackings occurred in early January when the company, which had been working a four-day week, told workers they would have to work on Fridays

Workers charged that they had not been adequately consulted and many refused to work on the first Friday they were required to. They allege that the company responded by calling in police

The court was told that workers were then asked to sign a document agreeing to certain work conditions and were dismissed if they did not

In argument before the court, counsel for the workers alleged that African Cables acted "unfairly" by requiring workers to sign a form setting out new work conditions or face dismissal

Because the forms set out new conditions workers, by refusing to sign, were not refusing to honour their existing contracts but to agree to new ones

It was also alleged that management acted "unfairly" by not consulting workers about the change and not granting them an appeal against their sacking

Work contracts were commercial agreements, it was argued, and employers therefore had to have a commercial reason for ending them. No such reasons existed in the dispute, it was alleged

The company denied the forms set out new conditions and said they simply confirmed existing ones. It also denied that it had to negotiate the change with workers and said those fired could have requested the right to appeal

According to a statement by the union yesterday, 599 of more than 900 workers were fired. Of these, 195 were later re-employed

The union said it would press for the reinstatement of the three workers, who did not win reinstatement, when the dispute is finally settled

RDM 20/4/84 (40) (152)

Paper workers to ballot on strike

Labour Correspondent

WORKERS at at least one mill owned by Anglo American's Mondi Paper — at Merebank in Durban — are to hold a legal strike ballot on May 3 after talks between the company and their union failed to settle two key disputes

This follows stoppages by workers at three Mondi mills during the talks — held on Wednesday. By yesterday strikers at all three had returned to work

It is expected that workers at other mills could also hold strike ballots

This could bring to a head two disputes between Mondi and the Paper, Wood and Allied Workers Union (PWAU) which are regarded as key tests for both sides

The PWAU has declared a dispute with the company over its demand that mini-

mum pay be raised to R3 an hour and also over Mondi's refusal to bargain directly with it on wages instead of at an official industrial council

Wednesday's meeting, which was attended by other paper unions besides the PWAU, was held to discuss a Mondi plan allowing for direct wage talks if all paper unions take part and the PWAU joins the industry's industrial council

While progress was made towards a settlement, this foundered when Mondi refused to set a date for pay talks until PWAU joined the council

The union plans to hold a ballot among members on whether or not to join the council but has not yet decided when this will be held. No date was set, therefore, and the threatened strike ballots stem, according to the union,

from worker dissatisfaction at delays in arranging the talks

Wednesday's meeting was interrupted when workers at Mondi's Springs, Piet Retief and Merebank mills downed tools in support of the PWAU's demands

A union statement said the stoppages lasted between two and six hours and involved 33 workers at Piet Retief, 250 at Springs and 150 at Merebank

Springs and Piet Retief workers resumed work on Wednesday, and those at Merebank yesterday. But Merebank workers gathered at noon to hear the outcome of the talks and were dissatisfied when told no date for negotiations had been set. As a result, they decided to hold a strike ballot

At Wednesday's meeting, the union said, it had agreed

to negotiate along with other unions on wages as an interim measure for this year

It wanted negotiations to cover all Mondi's operations, but the company wanted three sets of talks because its mills produced three differing products. Progress had been made towards settling this, but no finality was reached

Mondi's refusal to set a date for wage talks until the union joined the council would mean an indefinite delay, the PWAU said, because it was not possible for the union to say when its ballot on this issue would be held

A Mondi statement said talks continued on Wednesday "notwithstanding" the stoppages

Mondi said it would now report on the talks to the industrial council

CAPE TIMES 20/4/84

Bus drivers dispute leads to long delays

Staff Reporter

CITY Tramways' bus schedules have been extensively re-organized to accommodate a refusal by the company's drivers to work overtime, resulting in up to 20-minute breaks between buses at peak hours and hourly breaks at off-peak times

This was "the average overall effect" of the three-day-old dispute, Tramways spokesman, Mr Bob Krause, said yesterday

The re-shuffle is an attempt by the company to counter threats by bus drivers to abandon their buses at the end of their shifts

Shifts

A spokesman for the Tramway and Omnibus Workers Union, Mr D C Benade, said the union decided on the overtime ban because of the drivers' dissatisfaction with a wage offer by management and the spreading of shifts, in some cases over almost 15 hours

The dispute has been referred to the Minister of Manpower for arbitration

Mr Benade said he did not believe the employers' association was entitled to take the dispute to the minister for a decision after just one industrial council meet-

ing ended in deadlock.

"They can't do that unilaterally at this stage," he said "Either we must agree to it, or three meetings must end in deadlock first"

As far as he knew, no other special meetings with the employers' association were planned, he said

Taking a dispute to the Industrial Court normally ruled out the possibility of a legal strike, he said, but in the case of the Tramway and Omnibus Workers' Union, it had never been a possibility

'Essential service'

"We are an essential service, so we may not strike anyway," he said "But there have been bus driver strikes in Durban and Johannesburg, and no action was taken against them"

Meanwhile, the overtime ban and partial work-to-rule would continue, he said

Mr Benade said some drivers were "scabbing" by working overtime. It was decided at the general meeting that scabs would be expelled from the union

Mr Krause declined to comment beyond outlining the effect of the dispute, saying that the arbitration was "confidential"

Fired workers flock to factory after landmark court ruling

25/4/84 Stan
By Carolyn Dempster,
Labour Reporter

152
~~152~~
~~152~~

The 324 workers dismissed by African Cables in January flocked back to the company's Vereeniging plant yesterday after being granted a temporary reinstatement order by the Industrial Court last week

The ruling is believed to be a landmark in labour relations, as this is the single biggest group of dismissed employees to be granted a Section 43 order by the court

African Cables has been given the option of physically reinstating the 324 workers, or paying them for the 90-day period set out under the order without re-employing them

Mr J Muller, managing director of African Cables, said 58 of the workers had already returned and the company was going through the question of re-registration with the remainder of the claimants

"We will have decided on the question of physical reinstatement by the end of the week," he added.

Three of the 327 original applicants were not granted reinstatement and the Engineering and Allied Workers' Union will attempt to obtain a settlement.

Union sources said they hoped the resumption of the status quo would be final and the whole matter would be settled amicably

The order was dated from April 18, meaning workers will not get benefits or backpay accruing since January.

The mass dismissal stemmed from a change in working shifts

CONSULTATION

Workers refused to clock in for work on January 6, saying they had not been consulted as promised

More than 500 employees were fired, but 190 were later re-employed by the company

Strike at factory ¹⁵² in Brits ~~152~~

~~Star~~ Labour Reporter

Star 25/4/84

Between 300 and 400
workers at Auto Cable
Manufacturing in Brits
went on strike this morn-
ing

This is the second spon-
taneous stoppage at the
factory this year. Accord-
ing to a source close to
the factory, the strike
was sparked by the dis-
missal of an employee

The strikers believe
their colleague was fired
as a result of his union
organising activities
within the company. The
Metal and Allied Work-
ers' Union is organising
in the firm, but so far the
company has refused to
hold talks with the union.

Mr R Shusse, manag-
ing director of Auto
Cable, refused to speak to
the Press about the
strike.

ARGUS 25/4/84

Workers down tools over wage dispute

~~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~~ 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Labour Reporter Rosenberg was unavailable

WORKERS at Rex Trueform stopped work for about an hour today after a wage dispute, according to a worker spokesman

A worker outside the factory said that by midday today, the dispute had not been settled

The newly formed Clothing Workers' Union (CLOWU) said workers on the fourth and sixth floors — mainly machinists — had stopped work in support of a demand for a R10-a-week increase

Most workers at Rex Trueform belong to the Western Province Garment Workers' Union in terms of a closed-shop agreement

However, CLOWU claims that workers have turned to the new union for assistance

"We believe that the workers' demand for a R10 increase is reasonable in the light of increasing prices of food and fares," said the spokesman

He added that clothing workers were "the lowest paid in the manufacturing industry"

"Qualified machinists with three years' experience get an average of R54 a week"

The managing director of Rex Trueform, Mr Norman Gillard, was not available for comment

However, his secretary, who would not identify herself, said "We have nothing to say. We've really got no problems here. Everything is settled"

The chairman of the industrial council for the clothing industry, Mr A

25/4/84
Strike ballot

MEMBERS of the Paper, Wood and Allied Workers' Union employed by Anglo American's Mondi paper mills are to hold a legal strike ballot next week following a deadlock over two disputes between the two parties.

The union's general secretary, Ms Refiloe Ndzuta, yesterday said that hundreds of workers at Piet Reef and Merebank and Springs who held a work stoppage last week had all returned to work.

The workers had stopped work following a dispute between the parties over the union's demand for a minimum wage rate to be increased to R3 per hour and over Mondi's refusal to bargain directly with it on wages instead of the industrial council.

She also said that the union was planning to hold a ballot among members on whether or not to join the council. The date of the meeting will be discussed in Durban on Sunday.



Super Sponger
 2 Ply
 Roller Towels
119
 2 Rolls of
 65 Sheets



Ellis Brown
 Coffeelets
 Coffee Bags
169
 250 g

Isotonic
 Game
 Cold Drink
45c
 350 ml



Gold DE
 Vegetab
 Curr
 Choice Gr

Nestle
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Chocolat
 All Variete

Lexington
 20's Filter
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Ta.
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 Class 1
 5 kg P

EXCL

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25/4/84
Plan to merge councils opposed

152 125

Machinists strike over pay dispute

CAPE TIMES 26/4/84

Staff Reporter

MACHINISTS at Cape Underwear in Epping and at Rex Trueform in Salt River went out on strike yesterday morning, disrupting production for several hours, after being refused demands for a R10 pay increase at both places.

At Cape Underwear about 74 machinists walked out and were dismissed for refusing to obey management calls to resume work after tea-break yesterday morning.

Most of the workers belong to the 60 000 strong Garment Workers' Union (GWU) — the largest single union in the country — which is protected by a closed-shop agreement with employers. It is also affiliated to the Trade Union Council of South Africa (Tuca).

In Epping negotiations with management involved a R10 increase over present salaries of R54 a week for machinists, R47 for layers-up and R125 for cutters.

A management statement said that a "few workers" had refused "to resume their duties whereupon their services were terminated". There was an "instigated" strike for a short period, the statement said, with no details of workers' demands.

Most workers went back to work after lunch without their demands being met.

The GWU assistant secretary, Mr Cedric Petersen, was jeered at when he tried to talk to workers at the site. "We do not do selective negotiations at a factory level, but we do so on an industry level," he said.

At Rex Trueform, pamphlets calling for a strike, if a R10 pay increase was not met, were distributed among about 300 machinists. The managing director, Mr Norman Gillard, said there had been a stoppage but that work was continuing "normally".

It is believed the strike by between 10 and 20 people lasted for only a few hours.

174 strikers charged

152

Pretoria Correspondent

28/4/84
S. J. van

Charges of ~~trespassing~~ have been laid against 174 men and women following a strike at a Brits cable-manufacturing firm.

The men and women appeared in a Brits Magistrate's Court late yesterday. The hearing was postponed to June 25 and bail was set at R100 each.

The strikers, all members of the Metal and Allied Workers' Union, were arrested at the plant of Auto Cable Manufacturing Company.

g
e

Production back to normal at factory

Labour Reporter

PRODUCTION was back to normal today at Rex Trueform after a work stoppage at the factory, according to the company

The managing director of Rex Trueform, Mr Norman Gillard, said workers, who stopped work in support of a demand for a R10-a-week pay increase, had been told that Industrial Council negotiations between the "official" Western Province Garment Workers' Union and the Cape Clothing Manufacturers' Association were in progress

Seventy-four workers at Cape Underwear in Epping were dismissed after stopping work in support of a similar demand, according to the Clothing Workers' Union (Clowu)

The company today refused to confirm or deny the dismissals

In a statement Mr A Falconer, a director of Cape Underwear, said there had been an "instigated work-stoppage yesterday for a short period".

Clothing workers, particularly qualified machinists, have complained increasingly about their wages, which are among the lowest in the manufacturing sector.

DEFENDING

A qualified machinist gets about R54 a week.

Defending the Industrial Council, which sets wages for the 60 000 clothing workers in the Western Cape, Mr Gillard said it was a "strong council, which has created stable working conditions"

RDM 26/4/84 (152)

Police action centre of row

Labour Correspondent

ARRESTS of strikers fired by Triomf Fertilisers at its Potchefstroom plant a fortnight ago have sparked a row between the company and the SA Chemical Workers Union.

Sixteen strikers were arrested on the day of the strike and a further three several days after it.

All 19 were released on paying bail of R500 and have been charged with intimidation. They are to appear in court on May 2.

Yesterday, another six fired strikers were arrested at their hostel and charged with trespassing. They appeared in the Potchefstroom Commissioner's Court yesterday and are due to appear again today.

A spokesman for the union, which belongs to the Council of Unions of SA, charged yesterday that in both cases the arrested workers had been pointed out to police by a company security officer, Mr J J van Zyl.

He said Mr Van Zyl was listed as the complainant in the intimidation charges and alleged Triomf called in police and actively cooperated with them.

He said the police action had prevented a return to work by the strikers.

A Triomf spokesman yesterday confirmed that the company alerted police to the strike, but denied it had been a party to the arrests.

He said Triomf offered strikers the use of facilities on company premises to enable them to avoid arrest, but that they turned this offer down.

The strike was sparked by the refusal of several workers to undergo alcohol tests. Workers downed tools in their support and were given an ultimatum to return to work or be fired.

Triomf fired the entire workforce — about 400 workers — when they ignored the deadline. None has returned to work and Triomf's spokesman said yesterday that the company began a campaign to recruit new labour on Tuesday.

RAM 25/4/84 (152) ~~1984~~

176 metal workers held after Auto Cables strike

By STEVEN FRIEDMAN
Labour Correspondent

ALTOGETHER 176 workers were arrested yesterday during a work stoppage at Auto Cables in Brits

They appeared in court late in the day

The stoppage was sparked by a dismissal and the workers face the prospect of two months in jail because their union, the Metal and Allied Workers' Union, fears it will be unable to raise bail for them

A metal union spokesman said yesterday most of the workers were women who now faced the prospect of being separated from their children for a long period

The workers were arrested yesterday morning after the company fired about 300 strikers and told them to leave the premises. They allegedly refused

During the incident, police allegedly searched the briefcases of two senior union officials, general secretary Mr

David Sibabi and organiser Dr Bernard Fanaroff, in the company's security office.

They also allegedly asked Mr Sibabi to produce his pass

The arrested workers appeared in court yesterday afternoon and bail was set at R100 each. They were remanded to appear again on seven different days, beginning on June 25

A union spokesman said the union was attempting to raise the R17 600 needed to bail the workers out. "But a sum like that is way beyond our means and I fear workers may spend the two months in prison," he said

"Auto Cables are responsible for separating scores of workers from their children simply because they disagreed with it over a dismissal," he charged

He called on the company's chairman, Mr L C Spinazze, to make a statement on the arrests, but Auto Cables yesterday refused to comment.

According to the union, the strike was prompted by the dismissal last week of a worker who was a prominent union activist at the plant, Mr Piet Machete

Workers struck for one hour last Thursday, but returned to work pending talks on the sacking. Yesterday they resumed their strike after no progress had been made towards settling the dispute, the union said

It said workers had been fired after striking for three hours and police were then called to remove them from the premises

A police representative said the factory's manager met workers and union officials yesterday morning and asked workers to return to work, but they had refused

Later the workers were fired and asked to leave but they refused to do so. The riot squad was then called and when the workers continued to refuse to leave they were arrested, the police said

Benoni strike goes on

152 Labour Reporter

The strike by 400 workers at Dunlop Industrial Products in Benoni continued today after a deadlock in wage negotiations brought workers out at 3 pm yesterday.

Mr BH Beebee, director of Industrial Products, said the strike was illegal and "not authorised by the Chemical Workers' Industrial Union", which is negotiating on behalf of workers.

There have been five meetings between the union and management in an attempt to set wage increases. Management advanced its last offer yesterday, which was rejected by the union.

Mr Beebee said the strikers had been told that negotiations would not be resumed as long as strike action continued.

27/4/84 Workers dispute

for improvements in pay and call-out allowances, production bonuses, pay and the special pay paid to artisans substitute for others yesterday the Chamber offering an 8,5% pay increase with no improvement in fringe benefits. This was upped to a total increase of 10% at yesterday's talks.

CMU dropped yesterday a 15% pay demand with the fringe benefit added up to a total of 20%, to a 10,5% package increase.

Johan Liebenberg, industrial relations director for Chamber, declined to comment "at this stage".

Chamber and the unions settled on an 8% increase last year plus a 1% in employer contribution to the Mine Employees' Fund.

Dumped baby boy 'doing fine'

Mall Reporter

AN ALBERTON schoolgirl who will appear in court soon in connection with a newborn baby found abandoned on Monday, was discharged from hospital yesterday and is at home with her parents.

The baby boy, currently at Germiston's Willem Cruywagen Hospital was reported to be "still very badly bruised, but otherwise fine".

He was found head down and naked in a plastic bag in the back yard of a service station by garage owner, Mr Peter Kandrakidis, who said he was "ice-cold and crying weakly". The umbilical cord was still attached.

Police said yesterday the girl would probably appear in court next week.

She received blood transfusions earlier this week.

KDM 27/4/84 152 140/185 400 workers at Reef factory in pay strike

Labour Correspondent

ABOUT 400 workers at the Dunlop Industrial Products plant in Benoni went on strike yesterday after the company and the Chemical Workers' Industrial Union — affiliated to the Federation of SA Trade Unions — deadlocked over wages, a union representative said.

She said the number of strikers could grow as it was possible that night shift workers would join the stoppage.

The strike comes as Dunlop and another Fosatu union, the Metal and Allied Workers' Union are locked in a continuing dispute over wages and other issues in Natal.

Mawu and Dunlop remain deadlocked over wages at the company's Durban tyre plant and, at one point, the union declared a dispute with the

company over union recognition at its Ladysmith plant as well.

The union has declared a dispute with the company at the Durban plant and, in a secret ballot last year, workers voted to strike.

Workers at the Durban plant have held talks with Dunlop workers at Benoni and Ladysmith in an attempt to launch joint action in support of their wage demands.

The strike at the Benoni plant began yesterday afternoon after CWIU officials reported back to workers that wage talks had deadlocked.

The union's representative said the CWIU was demanding a rise in minimum wages of 35c an hour from May 1, but that the company was offering an 18c rise to come into effect on June 1.

Comment from the company could not be obtained yesterday.

R3m spent on housing workers

Mall Reporter

THE BMW motor company yesterday opened a R3-million section of a major housing project for their employees at Mabopane, Pretoria.

Mr D P Kirby, the company's industrial relations executive, said the project had been BMW's number one priority. The company intended to complete it by the end of September.

"We realised that the need of workers should be fulfilled for they are the people who are doing the work and who need to rest after the heavy, all day labour," he said.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by David Hazelhurst and Peter Bunkell newswriters by Pat Carfax, headlines and sub-editing by Paul Holroyd, cartoons by David Anderson all of 171 Main Street, Johannesburg.

ty insurance renewal reminder

parties as they could be chased from so many...

said many motorists are not aware that, according to law, third party discs to be placed on the left-bottom corner of the windscreen and that if new third party was put before April 30, the old

disc should not be removed until that date.

Mr Denzil said the price of a third party for a private vehicle was R20,60, a vehicle used for a lift club was R23,60, rental cars were R54,60, taxis R56,60, trucks R50,60, buses R220,60, school buses R34,60 and motor cycles R4,60 (under 50cc) and R12,60 (over 50cc). Third party

ties for caravans will cost R4,60.

Sapa reports that the AA has said insurance companies were concerned at the slow renewal of compulsory third-party insurance.

"The recent announcement by the Department of Transport Affairs of an increase in the third-party insurance

premium could have caused some delay in the forwarding of renewal notices, so some motorists may not have been notified in time," the spokesman added.

"Nevertheless, it is a serious offence to drive a vehicle without third-party insurance on a public road. It is also illegal to replace the old token before the time."

NT ans mask redeems all

ALLET
AEFORD DANIEL
MEFO AND JULIET

... State
... Pretoria

... variations are eye-... but this very promising dancer has, as yet, little... in repose.

Consider, for instance, the... menacing presence Malcolm Burn in the role Tibalt. Even when he has... to do, he is there.

The company acquits itself... throughout. Highlights... the lovely pas de deux... by Weller and Raisack, particularly those... for the balcony and bedroom scenes by... Killar, the bravura

dance of the troubadours in the second act by Kit Lethby, Dewi Fairclough, Nigel Hannah, the harlots of Dianne Finch, Marion Lindsay and Mandy Brak, and most exciting of all, Joseph Clark's impressive debut in the role of Mercutio.

With his incredible agility and engagingly impudent air, Clark makes immediate impact, notably in his taunting of Tibalt in the ballroom scene.

But is he mature enough, I found myself wondering, to realise the full potential of his complex character, to give credence to that subtle blend of mockery and bitterness that so exemplified Edgardo Hartley's memorable reading of the role?

The duel scene quickly resolved my doubts. Clark is — well — mercutial.

Malcolm Burn, making a welcome return to the com-

pany after his triumphs in "Swan Lake" and "Giselle" in Utah, is in excellent form as Tibalt and Philip Betley is a rollicking, mischievous Benovolto.

Jeremy Coles dances Paris with sympathy and elegance.

Kenlyne Sutherland is again the Nurse — is there a better? I have not seen her.

Ian Harper and Liane Lurie make strong debuts in the roles of Lord and Lady Capulet, as does Spanish dancer Theo Dantes in that of Friar Lawrence. Ken Yeatman's entrance as the Duke of Verona has impact.

There is attractive ensemble work, notably from Beverly Bagg, Stella Horwitz, Sandra Bloch, Karen Henning, Rolene Menachemson and Annette Everitt as Juliet's friends, and again from Horwitz, Bloch, Everitt and Bagg as troubadour girls.

INTERNATIONAL guitarist Narcisco Yepes is in Johannesburg for a three concert season, starting next week.

His first will be in Wits Great Hall this Tuesday, the second in the Lunder Auditorium on Sunday, May 10, and the third in the Johannesburg Civic Theatre at 8.30pm on Wednesday, May 30.

Yepes will be conducting two master classes on Saturday, May 19. These have been made possible through the collaboration of Adcock-Ingram Ltd, L'Alliance Musi-

Guitarist Yepes for SA concerts

cale and the Classical Guitar Society of South Africa.

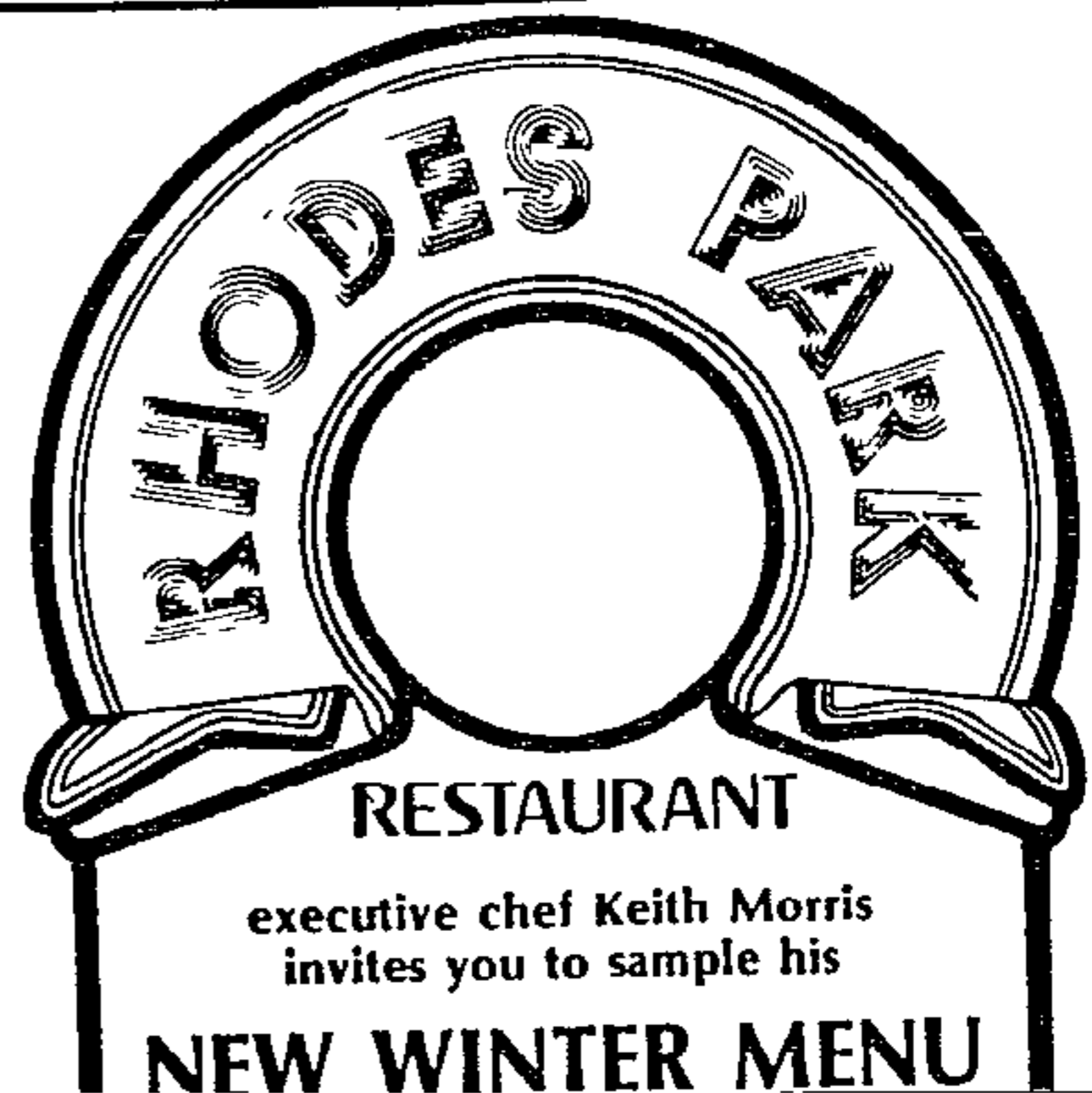
The closing date for applications, either as participants or as observers, is May 9.

For further information, contact the secretary of the School of Music at (011) 716-3879.

achieving some depth

V REVIEW

to "Midweek", although Murphy did say that the pro-... mainly because of the ace interviewer, Willem de Klerk, and his guest, the former



RESTAURANT

executive chef Keith Morris invites you to sample his

NEW WINTER MENU

**Fired GWU workers
defect to rival union**

ABOUT 80 Garment Workers' Union (GWU) members involved in a strike at Cape Underwear in Epping on Wednesday had defected to the rival Clothing Workers' Union (Clowu), a Clowu spokeswoman said yesterday

The workers had been dismissed after refusing to work on Wednesday when their demands for a R10 wage increase was refused by management

The strikers tried to speak to workers returning to work, but were prevented by police from doing so, the Clowu spokeswoman said

The strikers who have been gathering at the Anglican Church hall in Bonteheuvel are said to be receiving help from local residents, who have been supplying food to them

GWU secretary Mr Cedric Petersen said that workers arrived in good spirit yesterday morning and were not aligning themselves with those who had been dismissed

"If those (dismissed) workers come to us for advice we will refer their case to the Industrial Council," he said So far none had come

Cape Times 27/4/84
152
Staff Reporter

How can the Doors of Learning and Culture be open to all? The Freedom Charter defines the goal of a just education system in this way: "The Doors of Learning and Culture shall be opened to all." The aim of this paper will be to look at each part of that aim:

- the doors of learning
- How are we to define the 'doors of learning' in 1984?
- shall be opened
- How?
- to all
- How can that 'all' be as inclusive as possible?

This analysis will draw heavily on two of the most important writers on education this century has produced - Ivan Illich and Paulo Freire.

EDUCATION FOR JUSTICE

Paddy Kearney

PHM 28/4/84 (152) ~~11/11/84~~

Strikers return, but dispute unresolved

By PHILLIP VAN NIEKERK
STRIKING workers at the Dunlop Industrial Products plant at Benoni returned to their jobs yesterday but will decide this weekend what action to take over the deadlocked wage dispute with the company.

About 650 workers went on strike on Thursday in support of wage demands.

A spokesman for the Fosatu-affiliated Chemical

Workers' Industrial Union said the workers were demanding a 35c an hour increase from May 1 while Dunlop was offering an 18c increase from June 1.

Both the union spokesman and a Dunlop statement confirmed that the workers returned to their jobs at 9 30am yesterday after which union officials met with management.

They said neither side was

prepared to budge and union officials addressed the workers at lunch-time. The situation at the factory remains deadlocked.

The Dunlop statement, issued by Mr B H Beebee, director of the company, said the company was still prepared to talk but warned that there would be no further negotiations if the strike action continued.

The union spokesman said

there was a 36-hour no-dismissal clause — preventing management from dismissing workers 36 hours after the start of a strike — in the recognition agreement with the company.

The union believed this clause meant the workers could return and then strike again whereas the company had warned the union that if the workers went out again they faced dismissal.

ment

Vertical text on the left side of the page, possibly bleed-through or a separate column of text, including the word "ment" at the bottom.

UNION SHOWDOWN

OVER STRIKE PARTY

29/4/84

~~152~~

152

~~152~~

City Press

FIFTY enraged members of the Commercial, Catering and Allied Workers' Union had a showdown with union general secretary Emma Mashinini this week to get back more than R1 000 from their strike fund.

At an explosive meeting which broke into anger, threats and tears, Mrs Mashinini was asked to hand part of a R5 000 SA Council of Churches grant to the fund.



A weeping former OK Bazaars worker at this week's meeting mirrors the hardship she and her colleagues have endured since losing their jobs early this year.

Pic: PETER SETUKE

The union members — who form part of the group of 213 Sandton OK Bazaars Hyperama workers sacked early this year after a strike — want to use the money to pay legal fees in their bid for reinstatement.

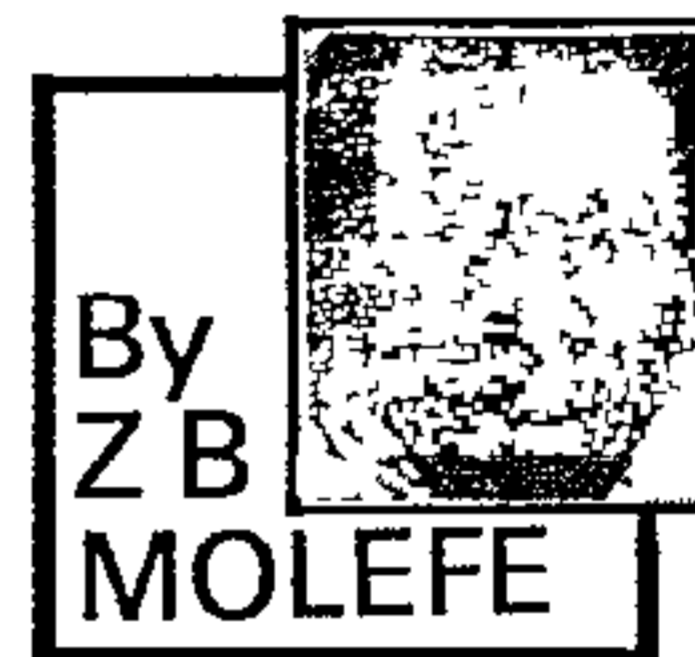
Forty-eight union members finally received R1 759,76c. Two other members could not be paid R70 which the union could not account for, said union members.

This week's showdown was the result of an ultimatum given to Mrs Mashinini last week — although the workers said their dispute with the union general secretary dates back to the day they went on strike.

Worker spokesman Lucky Melato, a former shop steward at the Hyperama, said they had been shocked to learn that Mrs Mashinini had gone overseas on leave only two days after the strike.

"She should have taken care of the situation when the strike broke out. We couldn't understand her trip when we had been paying subscriptions to a union we believed would fight for us."

Mr Melato also re-



vealed that they had only received R400 from their union.

This, he pointed out, worked out to each dismissed worker receiving R1,50. For this reason, a dismissed workers' fund raising committee had been set up to seek help from colleagues at OK Bazaars branches and from township businesses.

About R3 180 from the SACC was given to the union's branch executive committee at a meeting in February, and 138 dismissed workers were paid out.

But Mr Melato said they had only found out about the SACC donation by chance, when they saw a letter from the council at the union offices.

Mrs Mashinini refused to comment. "I'm not prepared to comment," she said. "But let me warn you. You must handle this with care, because you know who you are dealing with."

INDUSTRIAL RELATIONS - STRIKES

1984

MAY — AUGUST,

Fired clothing workers in 'strike vigil'

By RIAAN
DE VILLIERS
Labour Reporter

MORE than 130 fired strikers from Cape Underwear sang and chanted on the fourth day of their "strike vigil" in a Bonteheuwel church yesterday.

The workers, almost all women, are being organized by the Clothing Workers' Union (Clowu), a new, independent union battling for a stake in the giant Cape clothing industry.

The workers regard themselves as being on strike after a demand for a pay increase was refused by Cape Underwear management last week.

The company regards them as having been fired.

The workers and union officials say they have conveyed their willingness to negotiate to management, and are awaiting a reply.

"We will wait here until our demands are met," they said.

Mr Allan Falconer, a director of Cape Underwear, said he would comment fully on the situa-



Fired Cape Underwear workers singing in a Bonteheuwel church yesterday

tion today.

The dispute is seen as crucial for the future of Clowu, a new, independent union formed last year in an attempt to challenge the massive, established Garment Workers' Union (GWU) which has 60 000 members and is protected by

a closed-shop agreement with employers

In an important development, the GWU has asked employers to bring forward wage increases due to all clothing workers in July in terms of the existing industrial council agreement, a highly placed source in

the industry said yesterday

He added the union had also asked employers to consider granting bigger increases

This is seen as an attempt to retain support of clothing workers in the face of independent

worker demands. There were short stoppages at several other clothing factories last week.

The fired Cape Underwear workers said they would continue to meet in the church until their demands were met and hoped they would be joined by more workers.

They said they originally numbered 52 but their ranks had swelled to 137.

They have been marching to and from the factory every morning and at lunchtimes.

Spokesmen said they were still members of the GWU but had also joined Clowu since Wednesday.

● A young clothing worker who had joined the strikers was removed from the church by relatives yesterday and was taken away in a car, despite remonstrations by union officials and striking workers.

The secretary of the industrial council for the Cape clothing industry could not be reached for comment. The council chairman, Mr A M Rosenberg, declined to comment.

100 GREAT SAVINGS BABYWEAR

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Cape Times 11/5/84

Hearing 'clears' Everite man

Labour Reporter

EVERITE announced yesterday that a superintendent at its black worker hostels had been "cleared of charges brought against him by fellow employees" at a disciplinary hearing.

The hearing came after workers struck briefly at the company's Brackenfell asbestos manufacturing plant two weeks ago in support of a demand that the hostel superintendent and supervisor be fired.

They claimed they had been ill-treated by the two men concerned. Workers, the General Workers' Union — to which most of them belong — and management eventually agreed on a disciplinary hearing.

Everite said yesterday the hearing had been presided over by a senior personnel executive of the company and had been attended by an employee representative who was also a GWU shop steward.

The hearing had sat for nearly 20 hours and heard 22 witnesses.

The statement quoted Everite's regional manager, Mr John Wayland, as saying there were "no grounds to justify disciplinary action against the supervisor".

The hearing to investigate allegations against the hostel manager — who has been on leave — would be held "shortly", it added.

Union officials could not be reached for comment. At the time of the strike, they warned further industrial action could result if the issue were not resolved.

Chopper used to fight fire

Staff Reporter

THE Department of Forestry yesterday used a helicopter to dump water on a runaway fire on the slopes of the Twelve Apostles range of Table Mountain.

The Assistant Deputy

Cabinet to review 100km/h speed

Political Staff

SOUTH AFRICA'S maximum speed limit of 100km/h is to be reviewed by the Cabinet and it is possible that an announcement will be made this week during the budget debate on the Department of Mineral and Energy Affairs.

Several organizations, including the AA, have appealed from time to time for an increase in the limit.

The annual report of the department, which has been tabled in Parliament, said that fuel conservation measures such as the speed limit were constantly reviewed "in the light of prevailing circumstances".

The expected imbalance between petrol and diesel consumption did not materialize last year because of a reduction in diesel sales resulting from the drought and a slowdown in the economy. There had also been a marked increase in the sale of petrol.

"It may therefore not be necessary to stimulate petrol sales by, for instance, increasing speed limits to rectify a possible imbalance — to balance the barrel should trend in time."

"Regarding the price, we have received information that the Cabinet said the debate to be discussed at ca's oil is scheduled for Friday limit cussed

Too late for classification

BIRTHS

HANEKOM — To Chrismar and Petrus a girl born on April 30 at the Jan Marais Clinic. Thanks to doctor and staff.

DEATHS

FREEMAN — Victoria May RRC passed away peacefully on Saturday April 28. Fondly remembered by Margaret. No flowers by request, donations if so desired to Animal Welfare Society P.O. Box 5395, Walmer Port Elizabeth 6065.

BUTCHER — Alfred Gordon passed away peacefully on Sunday April 29 1984 aged 74 years. Deeply mourned by his loving wife and family. Memorial service at the Human and Pitt Chapel Church Street, Wynberg today May 1 at 2pm. Cremation private. Donations in lieu of flowers may be sent to charity of own choice. Arrangements Human & Pitt Wynberg Phone 77 1101.

BRIGGS — Reg Sadly missed but always remembered. To the Briggs family your loss is greater than ours. Thoughts are with you all. Richard Jeremy and Neil.

GUTHRIE — Alexander passed away peacefully April 29. Deeply mourned by his wife Jean and family. Service at Matland Crematorium Chapel on Wednesday at 9:20am. Arrangements Goodall & Co. Phone 24 3357.

HARRISON — Michael William, passed away peacefully April 30. Deeply mourned by his loving wife Aimee, children Robert, Adrian, Odette and Sonja. Service at Matland Crematorium Wednesday 2nd at 1:20pm. Arrangements Goodall & Williams Waterfall & Hardick Phone 47 1150.

LAMPRECHT — Dom Bill passed away suddenly on April 30. Deeply mourned and sadly missed by Raymond, Iris and children.

HUSKISSON — Victor Joseph passed away suddenly on April 30. Deeply mourned by his mother, brothers, sisters and families. Service at the DR Church, Kommetjie Road, Fish Hoek, on Wednesday May 2 at 2pm. Thence to Noordhoek Cemetery. Arrangements Human & Pitt Phone 77 1101.

LAMPRECHT — Elias Albertus (Bill) aged 75 years passed away suddenly on Monday April 30. Deeply mourned by his wife Sadie and son Adrian. Service at Huis Luckhoff, Alma Road, Rosebank, on Wednesday May 2 at 11am. Private cremation. Arrangements Goodall & Williams Waterfall & Hardick Phone 47 1150.

LAMPRECHT — Bill my beloved husband suddenly passed away on April 30. Deeply mourned by his beloved wife Sadie.

LAMPRECHT — Pappie and Oupa passed away suddenly. Deeply mourned by his daughter Petro, son in law Dennis, grandchildren Monique and Mark.

LAMPRECHT — Bill Pappie and Oupa passed away suddenly. Deeply mourned by his son Adrian, daughter Hazel, grandchildren Dirk, Estelle

24 provis seats nan

Staff Reporter

THE Delimitation Commission yesterday announced the 20 provisional constituencies for the Cape Peninsula and four for the Port Elizabeth-Uitenhage complex in terms of the new dispensation for the "coloured" House of Representatives.

They are Tafelberg (including Walvis Bay), South Cape, Retreat, Grassy Park, Ottery, Liesbeek, Rietvlei, Hanover Park, Silver Town, Elsie's River, Bonteheuwel, Heideveld, Manenberg, Strandfontein, Bishop Lavis, Matroosfontein, Pinedene, Mitchells Plain, Belhar and Kasselsvlei.

The PE-Uitenhage constituencies are Chatty (including Uitenhage), Bethelsdorp, Gelvandale and Schauderville.

Under the new de-

function C sentati, the P- and th- complexities of the ru! loading percent mum of gible situation the at constit- Walv prev- South C fall und This consti Cape F ready and re- ized This mission tions fi parties newly stituen in the Tower Centre,

'Missing' I safe at hc

Staff Reporter

MEMBERS of the Mountain Club of South Africa and Metro Rescue personnel combed the slopes of Table Mountain yesterday in search of four "missing" hikers who had already made their way down after spending the night huddled together above Skeleton Gorge.

"After planning the Ka but at con, I to take event nearly t "We down vine b about 2 should

MD considers request to meet union

CALL TIMES 2/5/84 (152) (135)
By RIAAN DE VILLIERS
Labour Reporter

THE managing director of Cape Underwear Manufacturing yesterday declared he was considering a request to meet the Clothing Workers' Union, which is organizing workers fired after striking at the factory last week.

In an interview, Mr Cecil Beekman said he had received a letter from the union in which it provided some information about its organization and asked for a meeting.

"I am considering this — but as we employ 680 people it is obvious that they do not represent the majority of our workforce," he said.

Some 50 workers were fired after striking for more pay at the Epping factory last week.

They are meeting in a "strike vigil" on every working day in a Bonteheuvel church, where they are being organized by Clowu — a new rival union to the established Garment Workers' Union.

They have since been joined by more workers and the group now numbers more than 130.

In a detailed statement on the dispute, Mr Beekman said pamphlets distributed since February had repeatedly "caused labour unrest" at the factory.

After a short work stoppage over wages by a "small minority" of workers, management arranged



Labour

for a representative of the Garment Workers' Union to address the workers to air their grievances through the "correct channels".

It also investigated its standing within the industry regarding pay and benefits and reported back to workers that it was "proud" of the package offered as wages were well in excess of the industrial council minimum levels and many other fringe benefits were offered.

This satisfied most workers but a "group of instigators" then demanded that workers should strike.

Workers were told to return to work within five minutes or consider themselves as having been dismissed.

Most returned but 49 did not and were asked to leave.

Since then more workers had stayed away. These were being considered as "normal absentees" and were welcome to return, he said.

Mr Beekman said wages were negotiated on an industry level and the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Garment Workers' Union to bring forward — and improve — an increase due on July 1.

"Management cannot condone wild-cat stoppages instigated by people outside of the normal industry infrastructure and to tolerate this would lead to unbelievable instability in the industry," he added.

ROM 2/5/84 (152)
**Clothing ~~firm~~
firm to meet
new union**

Mail Correspondent

CAPE TOWN — The managing director of Cape Underwear Manufacturing yesterday declared he was considering a request to meet the Clothing Workers' Union, representing workers fired last week following a strike at the plant.

In an interview yesterday, Mr Cecil Beekman said he had received a letter from the union requesting a meeting with management.

"I am considering this — but as we employ 680 people it is obvious that they do not represent the majority of our workforce," he said.

Some 50 workers were fired after striking for higher pay at the Epping factory last week.

They are holding a "strike vigil" in a Bonteheuvel church each working day.

Clowu is a new rival union to the established Garment Workers' Union.

The dismissed workers now number more than 130.

CAPE Times

3/5/84

~~152~~ ~~152~~

Clowu talks possible

Labour Reporter

CAPE Underwear Manufacturers and the Clothing Workers' Union (Clowu) may negotiate later this week over the fate of workers fired after striking at the firm's Epping plant.

Mr Cecil Beekman, managing director of the clothing firm, said he was considering a request for a meeting from the union.

Yesterday, he said he had made an offer for a four-man management delegation to meet with a union official and three workers on Friday morning. He was still awaiting a reply from Clowu.

A union spokesperson said the offer would be discussed by the workers yesterday afternoon.

Clowu, a new union formed in opposition to the giant Garment Workers' Union, has been organizing 49 workers fired for striking for more pay at the factory last week.

The workers have been meeting daily in a "strike vigil" in Bonteheuwel churches. The group now numbers over 130.

LABOUR

Factory No to wage talks on plant level

Labour Reporter

CAPE Underwear Ltd, whose factory is the scene of a wage dispute, is not prepared to negotiate wages on a plant level as this would cause "chaos" in the industry

Mr Cecil Beekman, managing director, said it was "impossible" to hold factory negotiations in a "labour-intensive" industry

He added, however, that the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Western Province Garment Workers' Union (WPGWU) "to bring forward the negotiated increase which is due on July 1 and to possibly consider improving it"

About 150 workers, some of whom were dismissed after a brief work stoppage last week, are continuing to meet in a church hall in Bonteheuwel

Increase

The workers are demanding a R10-a-week increase

The minimum wage laid down for a qualified machinist is R54 a week

The clothing industry is the largest employer in Cape Town, with more than 60 000 people working in more than 400 factories

Mr Beekman said the company was "proud of its current employment package, which is well in excess of the minimums laid down by the Industrial Council agreement and which includes many fringe benefits which are in the interests of the welfare of our workforce".

He said the stoppage had been "instigated by a small minority of workers".

The management had asked workers with grievances to go through the "correct channels" and approach the WPGWU with their grievances, Mr Beekman said

Agreements

The giant union, with 60 000 members, is protected by closed-shop agreements in most clothing factories in the Western Cape.

Most of the dismissed workers, who consider themselves on strike, have joined the recently formed and unregistered Clothing Workers' Union (Clowu)

Mr Beekman said Clowu had written to the company, which was "investigating its credentials"

"The total organisation at this point comprises one officer and whatever workers she can get to join"

He added it was "obvious" that Clowu was not representative of the company's workforce of 680

Company 'normal' after strike

RBM Labour Correspondent 3/5/84

A BRITS company, Auto Cables, says the situation at its plant has returned to normal following a strike last week which led to the arrest of 176 workers — apparently for trespassing

It says it is hiring new workers to replace those who were arrested after being fired by the company

The workers appeared in court last week after striking in protest against a dismissal. The company fired them and they were arrested after allegedly refusing to leave the premises

They were granted R100 bail each, but their union, the Metal and Allied Workers Union, said it feared it would be unable to raise the amount then, and that the workers would have to remain in prison until at least June 25

It said many of them were mothers, and sharply criticised the company's role in the dispute

In a statement yesterday, Auto Cables's managing director, Mr R Schusser, defended the company, charging that the worker whose dismissal led to the strike had been fired "for lawful reasons".

He denied that the firing was related to the sacked worker's active support for Mawu.

Mr Schusser said workers had struck in protest against the firing "notwithstanding offers by management to hold a further inquiry into it"

Mawu alleges that workers were fired after striking for only three hours, but Mr Schusser charged they had continued their stoppage despite "repeated" warnings to return to work, and were sacked as a result.

They had then refused to leave "despite requests by management and police"

Mr Schusser said the company's "production requirements" had necessitated an early return to full production and it had therefore hired replacements

Employer to meet strikers

Cape Times 4/5/82

By RIAAN DE VILLIERS
Labour Reporter

A MEETING will take place this morning between management of Cape Underwear Manufacturers, an official of the Clothing Workers' Union and workers fired after striking at the firm's Epping plant last week.

While the meeting may be crucial to the dispute, there seemed to be little prospect of a negotiated settlement yesterday.

Mr Cecil Beekman, managing director of Cape Underwear, said he would attend the meeting because the union had requested it.

Ultimatum

However, he was not prepared to consider re-employing 49 workers dismissed after ignoring a management ultimatum to return to work last week — and was not prepared to discuss the matter either. Any impression previously created by press reports that he would consider taking back the workers was incorrect, he added.

The original 49 workers have since been joined by other workers from the plant.

Earlier this week, Mr Beekman said any workers who had gone absent since the strike on Wednesday were "welcome to return".

In a statement, Clowu's general secretary, Ms Zubeida Jaffer, said the union would do "everything to try to settle the dispute".

However, she added that workers remained "strong in their demand for a R10 increase".

While she would not elaborate, it is thought the union and worker delegation will continue to demand the increase as well as the return of all workers.

Meanwhile, top churchmen and other prominent figures have written an open letter to Cape Underwear management in which they express hopes that the dispute will be "speedily resolved".

Among the signatories are Dr Allan Boesak, president of the World Alliance of Churches, the Rev Syd Luckett of the Anglican Church, Dr J C Adonis of the N G Sendingkerk and Sheikh Nazeem Mohammed, president of the Muslim Judicial Council.

They and others held an interdenominational church service for the workers in a Bonteheuwel church yesterday.

The letter was then read out and signed and taken to the factory by a delegation of three churchmen.

It said the strike was a "terrible sacrifice for workers and their families" and said they had a "desire to reach a reasonable and just settlement".

In response, Mr Beekman said later "The company reiterates its commitment to discuss in good faith any problems relating to employer-employee relationships on the basis of accepted industrial relations practices".

He added the company had already agreed to meet Clowu at their request "against this background".

Dispute (152) looms over pay

Star
Labour Reporter

4/15/84
A dispute is looming at Hart Ltd in Umbilo, Natal, where 700 workers staged a work stoppage this week to find out why management was refusing to give wage increases

A meeting of representatives of the Metal and Allied Workers' Union and management after the stoppage on Wednesday failed to resolve the matter

The union says that the company refuses to discuss wages and conditions of service outside the industrial council.

Union attempts over the past few months to get the company to discuss wages, a service allowance and a funeral benefit scheme with the shop steward committee have failed

RDM 5/5/84

Talks fail to end pay dispute

By STEVEN FRIEDMAN
Labour Correspondent

MANAGEMENT at Dunlop Industrial Products in Benoni met Fosatu's Chemical Workers Industrial Union yesterday in an attempt to settle their wage dispute which led to a strike by 400 workers last week — but the meeting failed to produce a settlement.

According to a statement yesterday by a director of the company, Mr B H Beebee, both sides changed their stance at the talks, but the union withdrew its reduced demands after rejecting a new company offer.

Mr Beebee said Dunlop "remains available for further negotiations" but added that CWIU had "given no indication" on when it would seek further talks.

Workers struck last week after negotiations between Dunlop and CWIU deadlocked. CWIU demanded a 35c an hour increase from May 1, and the company offered an 18c an hour rise from June 1.

They returned to work pending further negotiations.

Mr Beebee said CWIU had reduced its demands yesterday and requested a 30c increase from May or a 25c rise in May, followed by a further 8c in September.

"In good faith", the company changed its offer to 14c in May followed by 9c in November.

After reporting back to its members, however, CWIU had withdrawn its reduced demand "and returned to its previous position of 35c per hour immediately," Mr

~~139~~ 152 ~~139~~ 1984

Deadlock in 'strike' talks.

Labour Reporter

TALKS between Cape Underwear management and a Clothing Workers' Union delegation deadlocked yesterday when management refused to take back 49 workers fired after striking at the firm's Epping plant last week.

Following the all-day meeting in a City hotel, 130 workers involved in the dispute — who all regard themselves as being on strike — decided not to return to work unless everybody was taken back.

Forty-nine workers were originally fired after striking but were subsequently joined by others, bringing the total to 130.

Ms Zubeida Jaffer, secretary of the newly formed Clothing Workers' Union, said in a statement that management had "deadlocked" the talks through its refusal to reinstate the 49 workers who were "initially forced out of the factory".

The 130 striking workers, believing the dispute had been "forced

on them by management due to their reluctance to listen to their wage demands", unanimously resolved late in the afternoon not to return to work unless everybody was accepted back, she said.

Mr Cecil Beekman, managing director of Cape Underwear, confirmed the talks had deadlocked because management had refused to take back the 49 workers, in line with its attitude announced earlier this week.

However, he reiterated that workers who had gone "absent" since then were "welcome to return".

'Unrelated'

As the majority of its workers were members of the Garment Workers' Union, which was the trade union party to the industrial council, the company had "no alternative" but to accept this as the forum for collective bargaining purposes.

The Cape Clothing Manufacturers' Association would meet on Tuesday to consider a GWU request for a general wage increase throughout the industry.

Regarding the 49 workers, management could not condone a situation in which employees "refused to resume their duties" in support of a wage demand which was "totally unrelated to the current discussions within the industrial council", he added.

182
7/15/52

1,000 strike at lead plant in Jo'burg

Labour Reporter

About 1,000 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, struck this morning.

A spokesman for the General and Allied Workers' Union, which claims a representative majority at the plant, said the strike had been sparked by grievances over wage increments and the management's refusal to recognise the shop stewards' committee.

He said wage increases had not yet been discussed, nor had the management made any promises about increments. But workers had tired of waiting for a rise.

He added that the police had been called in shortly after the start of the strike.

Sources at the plant confirmed that the entire workforce was "standing around outside"

The managing director, Mr D Friedman, was not available for comment

KAM 7/5/84 152

Fired dockworkers in pension dispute

Mail Correspondent

PORT ELIZABETH — Half of the 600 dock workers dismissed in February last year after a go-slow strike in September 1982, have allegedly not received any pension refunds from their former employer, South African Transport Services (SATS)

Three former dockworkers who are members of the General Workers' Union (GWU), put at 300 the number who had not yet been paid — but a SATS spokesman claimed all the workers had received money due to them.

The three GWU members approached Mrs Margaret Hayward of the Black Sash in

Port Elizabeth for help last week

Mrs Hayward told the delegation that Mr John Malcomess, PFP MP for PE Central, had taken up their case with the Minister of Transport Affairs, Mr Hendrik Schoeman, who had already said in writing he would investigate their claims

Decision tomorrow on fate of 17 miners

By Carolyn Dempster,
Labour Reporter

The fate of the 17 West Driefontein mineworkers, who were granted temporary reinstatement after being dismissed from the mine in September last year, is to be decided by the Industrial Court tomorrow

Lawyers appearing for the workers are to make application for the temporary reinstatement order to be extended until the dispute between Gold Fields and the National Union of Mineworkers over the dismissals has been resolved

The reinstatement order, which was backdated, is believed to be the longest-running status quo order yet handed down by the court. The mineworkers were fired on September 22 for refusing to go underground to work in what they considered to be an unsafe area.

West Driefontein decided not to re-employ the 17 dismissed mineworkers who are all members of the National Union of Mineworkers, but in terms of the order have been paying the men full salary and providing them with accommodation for the past seven

months

So far all attempts to resolve the dispute between the union and Gold Fields have failed. A conciliation board was unable to bring the two sides together and the Industrial Court sat for a week last month in a bid to make a final ruling

Evidence presented before the court revealed that the union played no part in persuading the mineworkers not to go underground. Instead, the mineworkers were urged by union organisers to go back to work until the matter had been resolved by union representatives in discussion with the mine management

The hearing on the dispute has been postponed "indefinitely", which leaves the 17 mineworkers in a predicament as the reinstatement order expired last Friday

If the men lose their jobs, they will also lose the right to stay in the area and will be forced to return home

A ruling on the issue is likely to have far-reaching implications for the mining industry if it is held that mineworkers are within their rights by refusing to work in an area they consider to be unsafe

7-hour stoppage at firm

ABOUT 400 workers at Industrial Lead Works in Johannesburg yesterday had a seven-hour work stoppage demanding increased wages and the recognition of their trade union.

The workers members of the General and Allied Workers' Union, said they were demanding a R2,50 per house increase in their weekly pay, the recognition of their union and that management should attend to a list of other

grievances In a joint statement the parties said that the workers agreed to go back to work pending further discussions between them. The company had also agreed to recognise the union on condition they were

satisfied that it (union) represented the majority of the workers The company has further undertaken not to deduct workers' wages as a result of the lost time, provided they returned by 2pm yesterday

negotiating and craft' incident The State alleged killed Mr Solomon (60) and Mr Rakgoale (76) on February 5

Motor firm signs accord

SIGMA Motor Corporation has signed a new conditions agreement with the National Automobile and Allied Workers' Union (Naawu).

In a statement to The SOWETAN yesterday, the corporation's spokesman said the new agreement which covered "some significant matters" will become effective as from May 12

The main elements of the agreement which covers all hourly rated employees except artisans are a general increase ranging from 10 cents to 13 cents per hour based on the grading of the employee and a productivity incentive guaranteeing a minimum payment of 10 cents per hour in recognition of the improved productivity already achieved by the labour force over the past quarter

Details of the agreement will be explained at a Press conference in Johannesburg today

New bus service

THE Vaal Bus Company is to introduce its luxury bus service in Evaton in the near future following a public request for faster transport in the area.

LOOK WHAT'S IN YOUR MIRROR BAG

ON MAY 20

Mirror Sport

Woman's Mirror

Show Mirror

Africa Mirror

YOUR MIRROR

SOWETAN SUNDAY MIRROR

S7586

COI

Vertical text on the right margin, possibly a page number or reference.

RAM 81584
Strike for
~~152~~ 152
recognition

Labour Correspondent

ABOUT 400 workers at Johannesburg Industrial Lead Works staged a brief strike yesterday in support of demands for the recognition of the General and Allied Workers' Union and a R2,50 minimum wage

In a joint statement, GAWU and the company said the strike had been settled "amicably". The company had agreed to negotiate a recognition agreement if the union proved it represented the majority of workers

At a meeting between management and union officials, as well as worker representatives, the company agreed not to deduct money from the workers' pay for the strike, provided they returned to work by 2pm

152

Concor strikers awarded pay increase

Mail Reporter

WORKERS at a Concor construction site in Tshiawelo III yesterday staged a two-hour pay strike and threatened to again down tools today if their demands were not met by management

Yesterday afternoon, the site manager Mr Johan Badenhorst said the situation was back to normal. He said the matter had been settled with the workers and they were "happy"

Yesterday morning the workers refused to work and milled around until Mr Badenhorst approached them. Later a seven-man delegation was appointed and a meeting held with site management

The workers demanded an increase, and said also work conditions were not satisfactory

Mr Aubrey Nyoka, a qualified carpenter, said "I rate R1 40 an hour, which is

too little for my qualifications and standard of living. The company also deducts R10 which they say is a stamp duty. This is unfair, because I am not a migrant labourer"

Mr Badenhorst said the workers had been given an increase, although he would not say how much it was

He said "In my opinion it was not a strike. It was just a site matter that was settled with no hassles"

Amicable agreement ends short-lived strike

Labour Reporter / 52
A strike by about 400 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended amicably yesterday when workers agreed to return by 2 pm after being given certain assurances by management

The workers downed

tools early yesterday morning after management's refusal to recognise shop stewards belonging to the General and Allied Workers' Union (Gawu) or their demand for R2,50 per hour minimum wages

In a joint statement yesterday, by the Industrial Lead Works man-

agement and Gawu, the company undertook to negotiate with the union as soon it submitted satisfactory proof that it represented the majority of the workers at the plant. Negotiations would cover a recognition agreement and procedural agreement dealing with grievances and disputes

8/5/82
Management also agreed not to make any deductions from workers wages as a result of the time loss, provided the strike ended by 2 pm

The agreement was reached after a meeting between worker representatives, union representatives, management and their legal advisers

Rom. 8/5/84 (152)

SA union strikes 'escalate sharply'

GENEVA — Black trade union membership in South Africa is increasing at an unprecedented rate while the number of strikes has escalated sharply, the International Labour Organisation said in its report published yesterday.

"Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10%," the report said.

"The number of strikes in South Africa escalated sharply in 1982 to reach the highest level for 20 years.

"Nearly 142 000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40% higher than in previous years. An upsurge in industri-

al action brought the number of strikes in 1983 to 336," it said.

The International Labour Organisation (ILO) report said that codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the wage gap between black and white workers.

The ILO will debate the report at its annual conference which takes place in Geneva during the visit of the Prime Minister Mr P W Botha to Europe.

The ILO, a United Nations-specialised agency which expelled South Africa in 1976, attacks the Labour Relations Amendment Bill, saying it will increase Government controls over trade unions.

N. Mercury 9/10/82

152

300 drivers still on strike at motor firm

Mercury Reporter

THE strike by about 300 drivers at Motorvia, a Pinetown motor vehicle ferry service company, entered its second day yesterday with no indication when it would end

The company's premises at Westmead were packed with new cars and trucks waiting to be delivered to garages throughout the province yesterday

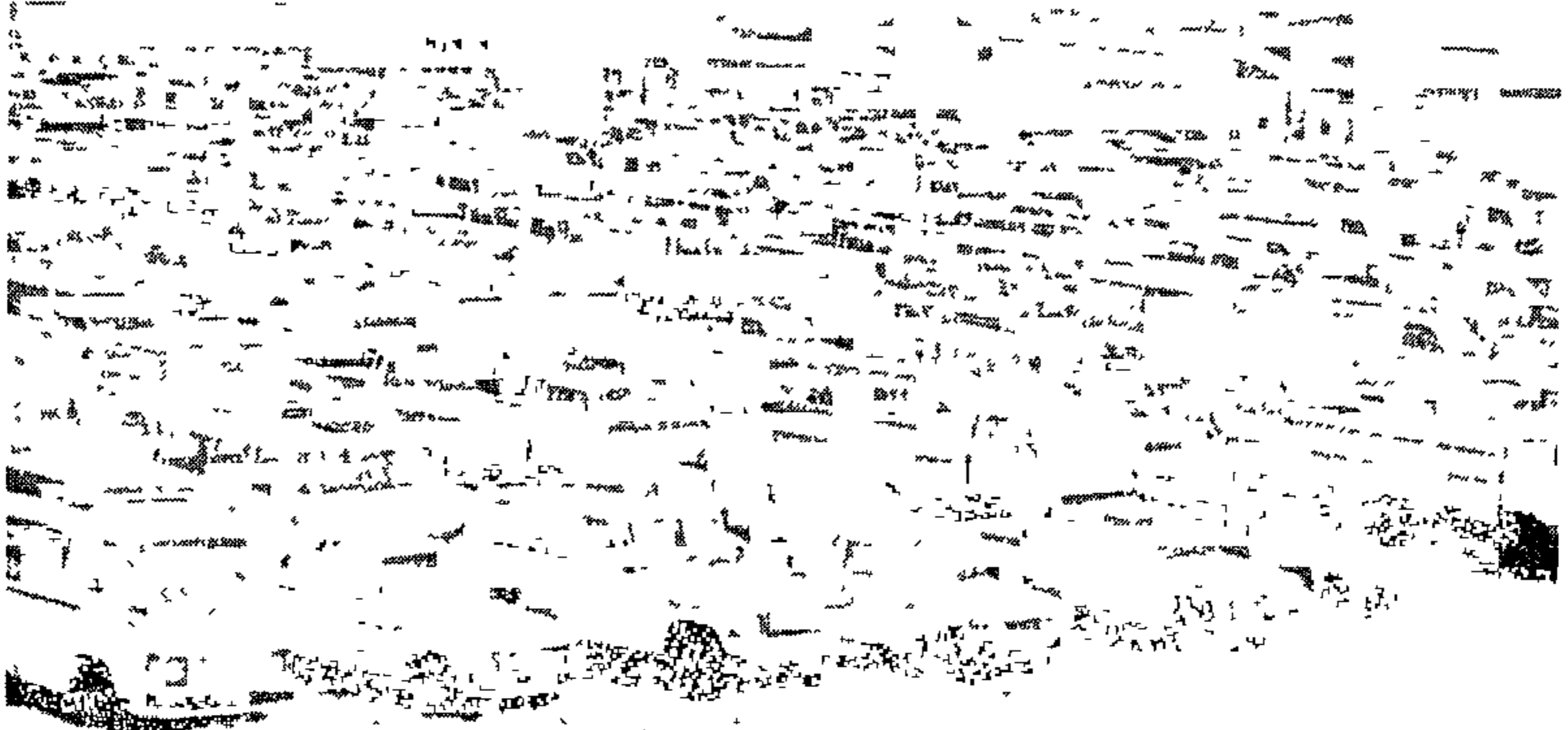
The striking drivers were assembled at the offices of the Transport and General Workers' Union while union representatives held urgent talks with the company management to help resolve the pay dispute

Mr P J Marais, Motorvia's managing director, said negotiations were being held with workers' representatives and a statement would be issued later

The union spokesman, Mr John Mawbey, said the workers were striking over two issues — the long delay by the company in reaching agreement with the union over a new pay rating system and a demand for the payment of a basic wage for all drivers

'Drivers were not given a basic wage but instead paid for the number of trips they made. We have been pressing the company since last year to pay workers a basic wage and scrap the trip rate system as it is illegal

'At a meeting with the management on Friday the matter was raised again and the company offered to pay drivers a basic wage of R55, but this was rejected as they want a minimum wage of between R70 and R80 a week,' he added



New cars and trucks stand idle at Motorvia's premises in Pinetown as the 300 drivers continued their strike over pay yesterday

IR consultant pinpoints major strike cause as unfair dismissal

Stam
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By Bill Levitt

Last July 7 the industrial court stunned the business world with stinging judgment in a labour relations case involving the United South African Motor Workers' Union and Fodens Pty Ltd

The judgment reinstated three Fodens employees who it ruled had been wrongfully dismissed, forced the firm to recognise and negotiate with the union, ordered it to cease making derogatory remarks about the union and demanded it stop victimising employees for being union members.

"This case was an important first in South African industrial relations," says Andrew Levy in his book, *Unfair Dismissal*, published by Divaris Stein Publications. The age of collective bargaining had begun

Levy, a labour relations consultant, thinks one of the most important — and confusing — issues in industrial relations is unfair dismissal and that it is one of the most common events that triggers strikes.

An incorrect decision to dismiss may lead to fines, damages, reinstatements, or costly out-of-court settlements

What was important in the Fodens case, says Levy, was that irrespective of law or the contract of employment, the company was found guilty of committing an "unfair labour practice" purely because it had reacted in an entirely predictable way to the presence of a black trade union.

"Past practice, it seemed, was no guarantee of future success"

The concept of an unfair labour practice is based on a consideration of equity or fair play. Although the law should be fair, it sometimes is not and the question of fairness becomes a determining factor, he says.

Three things should be considered before people are fired, Levy recently told a business seminar on dismissal

"Could I, should I and will I get away with it?" said Levy "If the answer to any one of these questions is no, dismiss or fire at your own peril."

What is good law is not necessarily good practice nor good labour relations.

For instance, if a company finds out that its best heavy equipment operator has a phoney licence, it might be proper to fire the man but more practical to help him get his licence

"Temper legality with the question does it make sense?" Levy told about 200 managers from all sectors of the economy.

Discretion, which means the ability to decide as one seems fit, remains an important aspect of good management

"Most often the least equipped are forced to make decisions and inevitably you have a messy situation," Levy said.

If managers are ill-equipped to handle situations as they arise, companies end up learning about unfair labour practices through disputes rather than from a less painful experience such as negotiation

"You must understand mitigating circumstances," he noted

"Remember, no matter how right it is, if it doesn't work, it's wrong"

Levy recommended that companies should have rules of conduct which should be generally known right down the line, consistently applied and allow for differing circumstances

But rule books, which tell employees how many indiscretions they can be fired for, can become overbearing and have a negative impact on morale and productivity

Levy told of one company which attempted to fire an employee for sleeping on the job when a plant manager found an employee apparently sleeping with his lunch on his lap

Shouting, "you're fired, you're fired," the official threw the man out. He was later reinstated because the shop steward successfully argued he was merely "saying grace".

The company changed its manual to read that employees would be fired for sleeping on the job or resting their eyes — something Levy feels becomes counterproductive.

Levy's book deals with several issues warranting dismissal, including absenteeism, drunkenness, poor performance, theft and strike action.

"There is no mystery involved in the achievement of fairness," Levy writes. Most people have an innate sense of fair play. All that is required is the ability to exercise it without being prejudiced by any vested interest

"This treatment should be fair enough to ensure fairness and to avoid an unfair labour practice"

The book also contains algorithms or charts which indicate what action to take for specific events, a glossary of basic-labour relation terms and a bibliography which includes useful reference books

WORKERS ON STRIKE IN NATAL

Star 10/5/84 Own Correspondent

DURBAN — About 1 000 workers, mostly members of the Metal and Allied Workers' Union, are on strike at eight plants in Natal today.

Seven hundred workers from seven factories in Isithebe at Mandini went on strike yesterday.

Three hundred drivers at the Motorvia plant in Pinetown entered the fourth day of their strike today.

A spokesman for the kwaZulu Development Corporation said that the seven plants affected were Kempar Appliances, Henred-Fruehauf, Mintex, Castle Lead Works Natal, F A Poole, kwaZulu Non-Ferrous Castings and TBA Industrial Products.

A spokesman for the Metal and Allied Workers' Union said that the workers went out on strike at Kempar over a number of issues, including unfair practices, and people from the other companies came out in sympathy.

In Pinetown, the Transport and General Workers' Union representative, Mr Mike Gwamandla, said the management of Motorvia had not yet come up with a basic wage offer to replace the present policy of each driver being paid for every trip

ROM (52) 11/5/84

Factory force takes action in sympathy

DURBAN — About 1 000 workers, mostly members of the Metal and Allied Workers' Union, are striking at eight plants in Natal today

Seven hundred workers from seven factories in Isithebe at Mandini went on strike yesterday, while 300 drivers at the Motorvia plant in Pinetown have been on strike for four days

A spokesman for the KwaZulu Development Corporation said the seven plants affected were Kempar Appliances, Henred-Fruehauf, Mintex, Castle Lead Works Natal, F A Poole, KwaZulu Non-Ferrous Castings and TBA Industrial Products.

A spokesman for the Metal and Allied Workers' Union (Mawu) said the workers went on strike at Kempar over "a number" of issues, and employees of the other companies took action in sympathy

Workers were willing to return to their jobs if Kempar management was prepared to resolve the issues, he added.

A spokesman for Kempar declined to comment today

In Pinetown, the Transport and General Workers Union representative, Mr Mike Gwamandla, said Motorvia's management had not yet settled a wage dispute with the striking drivers.

"The members want a basic wage instead of getting paid per trip, as is the case right now," he said

The problem arose after a supervisor at Kempar allegedly put pressure on workers to resign from Mawu.

"A number of workers were sacked and new staff hired. This angered workers in the neighbouring factories who decided to down tools in sympathy with the Kempar workers," the spokesman said

Repeated attempts to contact the management at Kempar Appliances failed, but a spokesman for the Isithebe township manager's office confirmed that workers "at a number of factories" were on strike.

Two of the companies affected, Henred Fruehauf Trailers and Poole Industries, confirmed work stoppages — Sapa

10 000 workers clash with bosses

MORE than 1000 workers were involved in labour unrest over dismissals and trade union recognition in Johannesburg and Springs this week.

About 200 workers at Edison Electro Plating in Benrose were fired after management had accused them of belonging to the Steel Engineering and Allied Workers' Union.

The union's general secretary, Mrs Jan Hlongwane, said several attempts by the union to meet management on the issue were unsuccessful. The union has asked for legal advice on the matter.

Go-slow

More than 50 workers at the Carlton Hotel in Johannesburg were yesterday ordered off the premises after a two-day go-slow demanding a minimum wage of R350 per month.

Management was busy with negotiations with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) representing the workers by late yesterday.

Union

At four other hotels — Sandton Sun, Landrost, Parklane and Rand International Hotel — over 200 workers yesterday continued their go-slow demanding a R350 per month minimum wage and that management recognise their union (Ccawusa)

About 700 workers at East Rand Gold and Uranium company reported back to work yesterday after management had promised to negotiate with the National Union of Mineworkers.

Sandton Sun fires 175 staff after go-slows, strikes

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By Carolyn Dempster, Labour Reporter

Southern Sun fired 175 members of its Sandton Sun staff today after a series of go-slows and sporadic strikes at the hotel. The action follows almost a week of labour unrest at the Sandton Sun and five other Johannesburg hotels where staff are demanding a minimum monthly wage of R350

The lowest monthly wage is currently R196.

The Commercial, Catering and Allied Workers' Union, which has members at the six hotels, reported that about 500 members were either on a go-slow or out on strike at one stage or another at the Carlton, Sandton Sun, Johannesburger, Landdrost, Rand International and Park Lane hotels.

More than 30 members of the housekeeping staff at the Sandton Sun began a go-slow on Tuesday morning. This later developed into a strike by housekeeping staff and other hotel workers, resulting in the closure of some of the hotel's facilities.

Last night the hotel had to appeal to the Hotel School for assistance after black hotel workers floundered tools and walked out in the middle of the evening meal. This morning management fired 175 of the striking workers because the strikes were in breach of agreed hotel and union procedures.

One of the demands of the striking staff was that the company enter into industry level wage bargaining with other hotels in the Johannesburg area.

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LABOUR RELATIONS
Stevedoring blues

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The General Workers Union (GWU), which is the dominant stevedoring union, is turning its attention to smaller stevedoring firms which it accuses of exploiting workers. It warns "Pay exploitive wages and you'll face union action"

The warning was made after a strike at Keeley Forwarding (KF) in Durban won the reinstatement of two workers the union says were dismissed because of their union activities.

The GWU's branch secretary, Mike Mor-

ris, says the dispute at KF, which is newly unionised, was a union victory. GWU, which claims about 3 000 stevedoring members, has recognition agreements with the industry's principal employer, SA Stevedoring, in all major ports.

But it is concerned about the proliferation of smaller stevedoring companies, many of whom use casual labour, and whose small size makes them extremely difficult to unionise.

In the case of KF, Morris says the company was paying stevedores around R39 a week — approximately half the rate paid by the bigger employers. GWU also regards KF as having a history of resistance to unionism. Morris says a clause in the company's employment contract reads ominously "As for union members, we are less concerned about them. We hope all is understood"

The company has now agreed to meet union officials who will push for a wage review.

Says Morris "Some of these employers have emerged from nowhere and are trying to take us back to the dark ages of 1979 (when) the average wage of stevedores was around R23 a week. We want to make it clear that progress is inexorable. They can't turn the clock back."

Vertical text on the right margin, possibly bleed-through or a separate column of text, including some illegible markings and numbers.

Dunlop ^{KOM} agrees to pay rises

By PHILLIP VAN NIEKERK

A WAGE settlement has been reached between the Chemical Workers' Industrial Union (CWIU) and management at Dunlop Industrial Products in Benoni, scene of several recent work stoppages over wages

In terms of the agreement, which was concluded yesterday, workers will receive two wage increases

The first increase of 18c an hour across-the-board comes into effect from May 14 while the second increase of 8c an hour will come into effect on November 12

A statement from the company said there would be no further negotiations on wages for the next 12 months.

The Dunlop Benoni settlement comes within days of a settlement to the five-month wage dispute between the Metal and Allied Workers' Union (Mawu) and Dunlop Tyres in Durban

Both the CWIU and Mawu are affiliated to the Federation of South African Trade Unions (Fosatu)

● Mawu and Deutz Diesel Power of Maritzburg have reached an out of court settlement in connection with five workers who were retrenched without the union being consulted

In terms of the settlement, Mawu is to be paid out an undisclosed amount for the workers who will be guaranteed re-employment if there are suitable vacancies

The company is to recognise the union's shop steward committee.

Arrested pupils in court today

Underwear workers to meet management today on dispute

Labour Reporter
REPRESENTATIVES of striking Cape Underwear workers and officials from the recently-formed Clothing Workers' Union (CLOWU), say they will meet the management of the company today to discuss the dispute.

This will be the second meeting between CLOWU, which is trying to wrest support from the giant Garment Workers' Union, and the management of Cape Underwear.

Managing director of Cape Underwear, Mr Cecil Beekman, said today he could not comment on the matter.

About 110 workers walked out of the factory two weeks ago in support of a demand for a R10-a-week increase.

Commenting on increases of about 7 percent, negotiated by the Garment Workers' Union (GWU), which is protected by a closed shop agreement in most clothing factories in the West-

ern Cape, a CLOWU spokesman said there was still a feeling of "dissatisfaction" among the workers.

The clothing industry last week agreed to bring forward and increase wage rises previously negotiated by the GWU.

A R4 minimum across-the-board increase, which will come into effect on May 18, has been agreed upon.

Qualified machinists at present earn R54 a week.

The CLOWU spokesman said the rise in general sales tax to 10 percent and the possibility of an increase in bus-fares "would eat up most of the increase".

REPORT-BACK

Mr Cedric Petersen, assistant general secretary of the GWU, was not available for comment today.

The GWU held a report-back meeting with the workers on Saturday in Salt River.

However, reporters were barred from the meeting and no details have yet been released.

The CLOWU spokesman said most Cape Underwear workers, who originally went on strike, had not yet returned to work.

He said the workers were being paid about R30 a week, which is being donated by sympathisers.

Argus Correspondent
PRETORIA. — The three Atteridgeville High School pupils who were arrested on Friday during a clash with the police resulting from the school unrest in the township are to appear in court today.

Lieutenant T F Jefferson, Police liaison officer, said the three pupils will face charges of public violence and damaging state property.

Meanwhile the Minister of Education and Training, Mr Barend du Plessis, has given the more than 6 000 boycotting pupils until tomorrow to return to classes and continue with normal tuition, failing which the schools would be closed until next year.

Early this morning the students were seen going to school but they did not have their books with them.

No change

The ultimatum was today confirmed by the regional director for the Northern Transvaal schools, Mr P G H Felstead.

He said as far as he was concerned "the decision to close the schools if the boycotts continued until tomorrow has not been changed."

However, a delegation from the Atteridgeville Town Council appealed to Mr du Plessis during their meeting in Cape Town last Wednesday, that the schools should not be closed.

Mr du Plessis also repeated his desire "for an effective education to take place" and he joined the delegation in its appeal to all concerned parties to help prevent the closing of the schools.

Mr du Plessis's deadline coincides with the appearance in court of five other pupils arrested a fortnight ago.

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CAPE TOWN 14/5/54

Hotels 'OK' despite strikes

Own Correspondent
JOHANNESBURG —

Hotel spokesmen in Johannesburg and in Sandton claimed yesterday that their hotels were running smoothly and all their customers' needs were being attended to despite a strike by workers since last Wednesday.

The strikes at the Sandton Sun, Carlton, Johannesburg, Rand International and Mariston hotels are the result of a row with the Commercial, Catering and Allied Workers Union.

Union workers are to hold a general meeting today to discuss the situation.

The managing director of the Johannesburg Hotel, Mr Stanley Hoffman, said yesterday that everything was running "normally".

He said that some workers, "about 50 or 60", had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow action in the housekeeping section which involved 30 workers. She said 12 workers had been dismissed and replaced.

Spokesmen for the Sandton Sun and Mariston hotels would only say everything was "fine".

Hotels which the union claimed last week were also affected by the strikes denied that this was so yesterday. These include the Landdrost, the Sunnyside Park, the Mark and the Park Lane.

The biggest dismissal of staff so far has been at the Southern Sun's Sandton Sun Hotel, where 175 workers were fired on Friday.

Strike at hotels falters as union says it spreads

By Carolyn Dempster,
Labour Reporter

The strike by about 500 hotel workers at eight Johannesburg hotels showed signs of foundering today, despite union claims that the strike was spreading.

Hotels which have been the target of go-slows or strikes within the past 10 days are the Sandton Sun, Carlton, Landdrost, Johannesburg, Mariston, Rand International, Mark and Jacaranda.

The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma Mashinini, met the Southern Sun management early today in a bid to reinstate the 175 Sandton Sun staff fired on Friday last week.

The action was taken following a go-slow by housekeeping staff which began last Tuesday and erupted into a strike on Thursday.

The striking hotel workers have demanded a basic minimum monthly wage of R350 instead of the current minimum of R196, and industry-level bargaining.

The response by most of the hotel managements to the labour unrest has been a verbal warning followed by a written warning and then dismissal.

At the Carlton 12 of the

housekeeping staff lost their jobs when they refused to resume normal duties after a warning from management.

At the Johannesburger, 50 staff have been fired according to the manager, Mr Stanley Hoffman, and the hotel is taking on new staff.

Mr Hoffman, who is also a director of the Mark Hotel in Berea and head of the Hotel Association, said repeated attempts by employers to persuade workers to resume their duties while negotiations continued, had met with failure.

"The association takes note of the inability of the Commercial, Catering and Allied Workers' Union to play a positive role in the current disputes, and accepts that this must lead to a reevaluation of employers' attitudes toward the union as far as future collective bargaining is concerned," he added.

At the Mariston 70 per cent of the hotel staff downed tools on Friday morning. Hotel manager Mr W A Westphal said he had not heard from the union by midday today and would be employing new staff in the meantime.

"If the old staff come back within the next day they will get their jobs back, there is no question about that," he said.

RDM 14/5/84

Hotels are 'fine despite strike'

By JEANETTE MINNIE

HOTEL spokesmen in Johannesburg and Sandton said yesterday that their hotels were running smoothly and all their customers' needs were being attended to despite a strike by workers since Wednesday last week.

The managers of the Sandton Sun, the Carlton, the Johannesburger and the Mariston confirmed that their staff were on strike because of a row between the Commercial, Catering and Allied Workers Union (Ccawusa) and the hotel industry.

The Rand International Hotel's manager refused to comment on whether his staff was on strike or not. The managing director of the Johannesburger Hotel, Mr Stanley Hoffman, said yesterday that everything was running "normally" and that "no services have been discontinued".

He said that "about 50 or 60" workers had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow strike by 30 workers in the housekeeping section.

She said that 12 workers had been dismissed and they had been replaced.

Spokesmen for the Sandton Sun and Mariston hotels said that everything was "fine" but would not comment further.

Hotels which Ccawusa said last week were also affected by the strikes denied yesterday that this was so.

The biggest dismissal of staff so far has been at the Southern Sun's Sandton Sun Hotel, where 175 workers were fired on Friday.

The union is demanding that hotels form an industry-wide bargaining unit to negotiate outside the industrial council with a Ccawusa joint shop stewards council.

Another demand is that the hotels negotiate a R350 a month minimum wage.

The present industry minimum is R196 a month.

LABOUR

RDM 15/5/84 (152) (121) (289)

Talks start to settle Southern Sun hotel strikes

By PHILLIP VAN NIEKERK
Mail Reporter

WHILE hundreds of Johannesburg hotel workers continued to stay away from work yesterday, the Commercial, Catering and Allied Workers' Union (Cawusa) began talks with management from the Southern Suns hotel group in a bid to settle the week-old dispute

The situation at Southern Suns, the hardest-hit of the hotel employers, has escalated since Friday when 175 workers from the Sandton Sun were dismissed for failing to return to work

A Cawusa spokesman said that, according to company figures, there were now 550 workers on strike at four Sun hotels, including the Sandton Sun, the Landrost, the Rand International and the Airport hotel

Talks on the reinstatement of the workers are to continue today. A spokesman for Southern Suns declined to comment as the talks were still in progress and promised to issue a statement today

Yesterday's negotiations came after a weekend in which several hotels were reduced to skeleton staffs, inconveniencing

guests, many of whom had to cater for themselves

The talks followed the return on Sunday of the union's general secretary, Mrs Emma Mashinini, who was out of town when the dispute blew up

The industrial action started as a go-slow last week by staff demanding that the various hotel employers agree to discuss a new industry-wide wage with a Cawusa shop stewards committee. The workers were demanding a minimum wage of R350 a month

Following the dismissals last week, union officials accused management of escalating the conflict by refusing to negotiate over their demands

The Hotel Association in turn said the strikers had refused to make use of the already-existing bargaining machinery in the industry and warned that the strikes threatened the hotel industry's relationship with Cawusa

Apart from the Southern Suns hotels, others to be hit by the strikes include the Carlton, where at least 12 workers were fired last Thursday; the Mariston, and the Johannesburger, where about 50 to 60 workers have been fired

It is understood that the union has so far not been able to initiate talks with these hotels

Banned books: man acquitted

A Sowetan man was acquitted by a Johannesburg Regional Court this morning on charges of possessing banned publications which he said he had found stuck to the fence in his yard and which he had asked his wife to destroy

Mr Stanley Tseko Mokaiwa (32) of Zone 1, Meadlowlands, pleaded not guilty to possessing two copies of "Mayibuye", an ANC publication, and a publication of the South African Communist Party, called "The African Communist"

The magistrate, Mr WG Rosch, found that the State had failed to prove its case and that Mr Mokaiwa's story was possibly true

Hotel talks collapse: 400 may be dismissed

By Carolyn Dempster, Labour Reporter

More than 400 hotel workers face dismissal after talks between Southern Sun hotel management and representatives from the Commercial, Catering and Allied Workers' Union (Ccawusa) ended in a stalemate yesterday

The discussions were being held in a bid to resolve the week-long dispute involving 550 workers at four Southern Sun hotels

Negotiations deadlocked when the union refused to ratify the firing of 197 hotel workers, part of a six-point offer tabled by the hotel management.

The list of proposals handed to the Commercial, Catering and Allied Workers' Union included

- The withdrawal of the union's demand for industrial wage bargaining outside the industrial council
- The disciplining of any union offi-

cial party to intimidation during the course of the strike

● The 197 workers dismissed at the Sandton Sun, Landdrost and Rand International would not be re-employed under any circumstances

● The company would not take legal action against Ccawusa in respect of losses incurred and would refrain from further dismissals provided workers return to work today

● The parties undertake to renew their discussions regarding the conclusion of a recognition agreement between them as soon as possible

● A certain union official be re-assigned within the union

Mrs Emma Mashinini, general secretary of Ccawusa, said today the workers were determined that they should all be reinstated or not at all

"I don't think the talks will continue because management has not given us any room to negotiate," she said

Association will not act against bookie

The Transvaal Bookmakers' Association will not take action against leading Johannesburg bookmaker Mr Bill Ferguson, who has been recommended to be warned off by the Jockey Club

The chairman of the association, Mr Lionel Sutton, said today the decision taken by a stipendiary board inquiry of the Jockey Club did not concern Mr Ferguson's acti-

vities as a bookmaker. The Transvaal Bookmakers' Association is the only organisation with powers to withdraw Mr Ferguson's licence

The stipendiary board recommendation will now have to go before the executive of the Jockey Club for approval even if Mr Ferguson does not appeal against the decision

If confirmed Mr Ferguson will be unable to

operate even though the Bookmakers' Association will not take action against him.

Mr Ferguson is an on-course bookmaker and if warned off he will be prohibited from entering the racing courses

The Jockey Club's stipendiary board inquiry was instituted as a result of riding instructions given by Mr Ferguson to jockey Robert Hill before

the running of the second race at Turffontein on March 17.

Hill rode Mr Ferguson's filly Champagne Lady, which started favourite, but was beaten into third place

According to a Jockey Club statement issued yesterday, Mr Ferguson's instructions were essentially "not to let the horse win"

Two found guilty of sex across colour

By Joe Openshaw

The community is concerned about suffering caused by implementation of the Immorality Act, a Johannesburg magistrate heard today

"A commission is considering scrapping the Act," the magistrate was told. The magistrate, Mr TL Prinsloo, was being addressed in mitigation of sentence by Mr JAE de Klerk, who appeared for a Johannesburg municipal bus driver found guilty of having sex with a coloured woman

The bus driver, Conraad Johannes Koortzen (57), of Finsbury Court, Hillbrow, and the coloured woman, Belinda Minnaar (27), of Wagner Street, Daveytonville, Roode-

poort, were both found guilty of contravening the Immorality Act and sentenced to six months' imprisonment, suspended for three years

Another coloured woman, Miss Isabel Muller (27), also of Wagner Street, Daveytonville, was found not guilty of contravening the Act and discharged

The three had pleaded not guilty.

A 20-year-old railway detective constable, Mr Charles Francois du Toit, said he was standing on the balcony of the Monte Carlo Hotel on February 12 last year when he saw Koortzen and Minnaar sitting in a car parked below.

Miss Muller arrived into the hotel. He then went into a room door on the outside

He unlocked the door and Minnaar, dressed in a dress, was having sex on the bed. He also in underclothes

He got into touch with Koortzen. Three were taken to the room. Koortzen said he had been drinking at the time and took a temporary receipt, he said —

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16/5/87

Dispute talks deadlock over 'sackings deal'

Mail Reporter

TALKS between Southern Suns and the Commercial, Catering and Allied Workers' Union (Ccawusa) aimed at resolving their week-long dispute deadlocked yesterday, when the union refused to endorse the dismissal of 197 workers

The company offered the union a seven-point proposal in a bid to end the strike by more than 550 Southern Suns workers at the Sandton Sun, the Landrost and the Rand International

The workers, along with hotel staff from at least three other Johannesburg hotels, were demanding that the hotel managements negotiate at industry-level around their demand that the minimum wage be increased to R350.

A statement from Southern Suns last night said all their hotels affected by strike action were "running normally and staff is being replaced in positions vacated by strikers".

The statement said Ccawusa had rejected a proposal by the company in which the union would have had to agree that 147 workers at Sandton Sun and 50 workers at the Rand International and the Landrost, who had been dismissed, would "not

be re-employed under any circumstances"

In terms of the proposal, the company was "prepared to refrain from further dismissals provided that workers not yet dismissed report for duty at their rostered times on Wednesday May 16 and resume normal standards of work performance"

According to company figures, there were about 300 workers out who had not yet been dismissed

Spokesmen for Ccawusa were unavailable for comment last night, but it is understood that union officials were unhappy at endorsing the dismissals, the number of which were increased overnight by 50

The company statement said they had also requested that the union withdraw its demands for industrial wage bargaining outside the industrial council, that the union "disassociate itself from the incidents of intimidation which took place during the dispute" and that a certain union official be reassigned within the union and no longer play an active role in the organisation of Southern Sun employees

The proposal also urged that both parties renew recognition talks and that wage bargaining start as soon as they were concluded

PHM 17/5/84 152

Hotel workers end their strike

By PHILLIP VAN NIEKERK

HUNDREDS of Southern Sun workers in the Johannesburg area ended their week-long strike yesterday when they returned to their jobs or accepted a discharge by being paid out

A spokesman for the company said last night that of the 197 workers fired at three Southern Sun hotels, 127 collected their pay yesterday while 80 of the other 350 workers on strike were reinstated

The workers, most of them from the Sandton Sun, returned after talks between management and the Commer-

cial, Catering and Allied Workers' Union (Ccawusa) broke down on Tuesday

Ccawusa refused to endorse the dismissal of the 197 workers Mrs Emma Mashinini, general secretary, said yesterday that the company had "dictated" the terms for an agreement and had refused to look at Ccawusa's counter-proposals

The company spokesman said a number of workers had returned, chiefly to the Sandton Sun but also to the Landdrost and to the Rand International

Only 80 had been re-employed be-

cause it was impossible to process them all at once, she said

Meanwhile, a spokesman for the Maristons — where about 45 workers were fired when they returned to work yesterday — said the situation would be "re-assessed" on Friday

● A Ccawusa spokesman announced yesterday afternoon that they had negotiated an overall 25,3% wage increase, including a 40% increase in the lowest grade with Metro Cash and Carry The company also agreed to start negotiating a maternity agreement

FROM 1815/84 (152) (11/15/1916)

Bosses at Barlow paper firm are 'union bashers'

By PHILLIP VAN NIEKERK

ABOUT 500 workers from the Uniply plant at Cato Ridge, near Durban, were waiting yesterday to hear if management was going to sack them all, reopen talks with their trade union or close the factory down.

The workers were suspended at full pay on Tuesday after they went on a series of strikes and work stoppages and finally a go-slow, in protest against the company's sacking of shop stewards who were involved in organising a May Day demonstration.

The workers first struck on May 3 after four shop stewards were fired, following the demonstration. After an appeals committee hearing, at which two of the shop stewards were reinstated, workers struck again.

On Tuesday, management suspended all the workers who were on a go-slow, and informed the union they were considering

several options, which included closing the plant, firing all the workers, reducing the workforce, or settling the plant's labour problems.

A spokesman for the Paper, Wood and Allied Workers' Union (PWAU) said they saw the threat to close the factory as a union-bashing technique, as the union was particularly strong in the Uniply factory.

She said this was consistent with the tougher line now being taken toward emerging unions by Barlow Rand, owners of Uniply.

Mr Leon Conradie, human resources executive for Barlows' building division, said the proposal to close the factory was one of several options which the company faced, and was "obviously not an attempt by Barlows to crush the union".

Mr Conradie said the company had not yet reached a final decision.

152

~~SOWETAN~~

Hotel strike talks stalled

THE Commercial Catering and Allied workers' Union of South Africa (Gcawusa) has rejected a Southern Sun Hotels' six-point offer following strikes affecting the company.

SOWETAN Reporter

Sowetan 18/5/84

The union's general secretary, Mrs Emma Mashinini, said yesterday that the sacked workers have asked them to seek their reinstatement en bloc. Talks ended in a deadlock.

The talks are being held in an attempt to resolve the dispute which sparked off a strike by over 500 workers at Southern Sun's five hotels — Sandton Sun, Landdrost, Rand International, Airport and Sunnyside Park.

Part of the six-point

offer made by the hotel is the withdrawal of the union's demand for industrial wage bargaining outside the industrial council, the 197 workers sacked at the four hotels would not be re-employed under any circumstances, the parties will renew their discussions regarding the conclusion of a recognition agreement.

The union also confirmed that some of the sacked workers at Carlton Hotel, have been reinstated.

Southern Sun fires 197 hotel employees

By Carolyn Dempster,
Labour Reporter

Altogether 197 Southern Sun hotel workers have been fired as a result of the week-long labour dispute at the Sandton Sun, Airport Hotel, Landdrost and Rand International hotels

Southern Sun management stated today that 147 Sandton Sun employees had been dismissed for participating in sporadic strikes at the five-star hotel,

31 hotel workers at the Landdrost Hotel lost their jobs and 19 employees of the Rand International were fired

All but 33 of the remaining 350 union members at the Sandton Sun who were faced with dismissal had returned to their jobs, said management.

The figures confirm that more than 550 Southern Sun hotel workers were involved in the go-slow or strike which spread to five other hotels in the

Johannesburg area

The two major demands of the striking workers included a R350 a month minimum wage — the current minimum is R196 — and industry-level bargaining

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, said the wage grievances were legitimate as an Industrial Council survey had shown that hotel workers were among the lowest paid employees.

The discussions between Southern Sun and the Commercial, Catering and Allied Workers' Union have been suspended after a deadlock in negotiations last week.

The union was negotiating a recognition agreement with the hotel chain.

Southern Sun management said it had been willing to deal with recognised trade unions and their representatives but that during the strike certain unionists had not behaved in a reliable way

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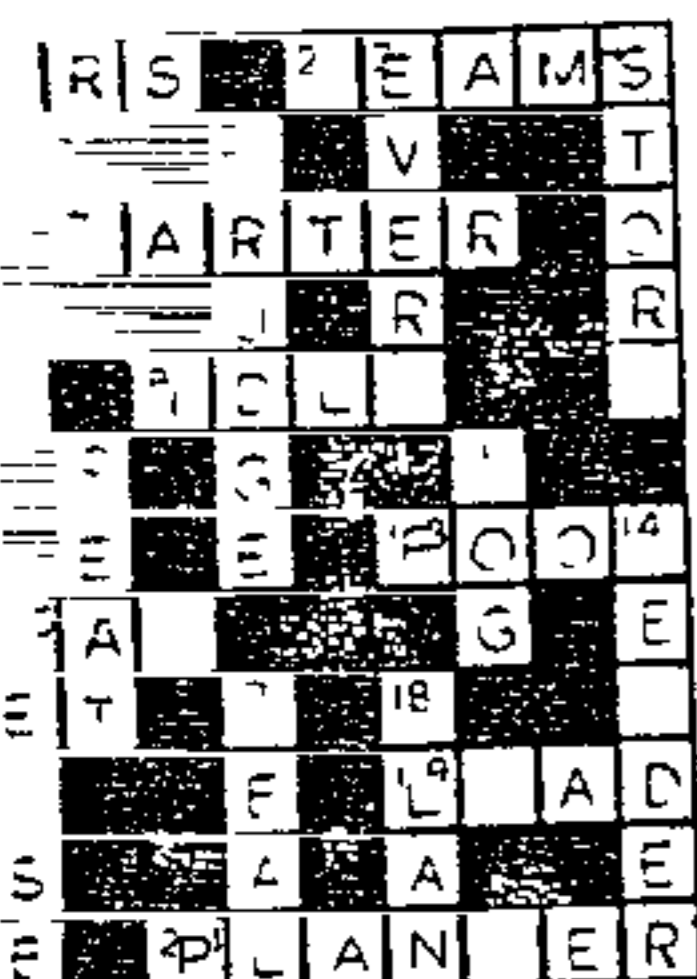
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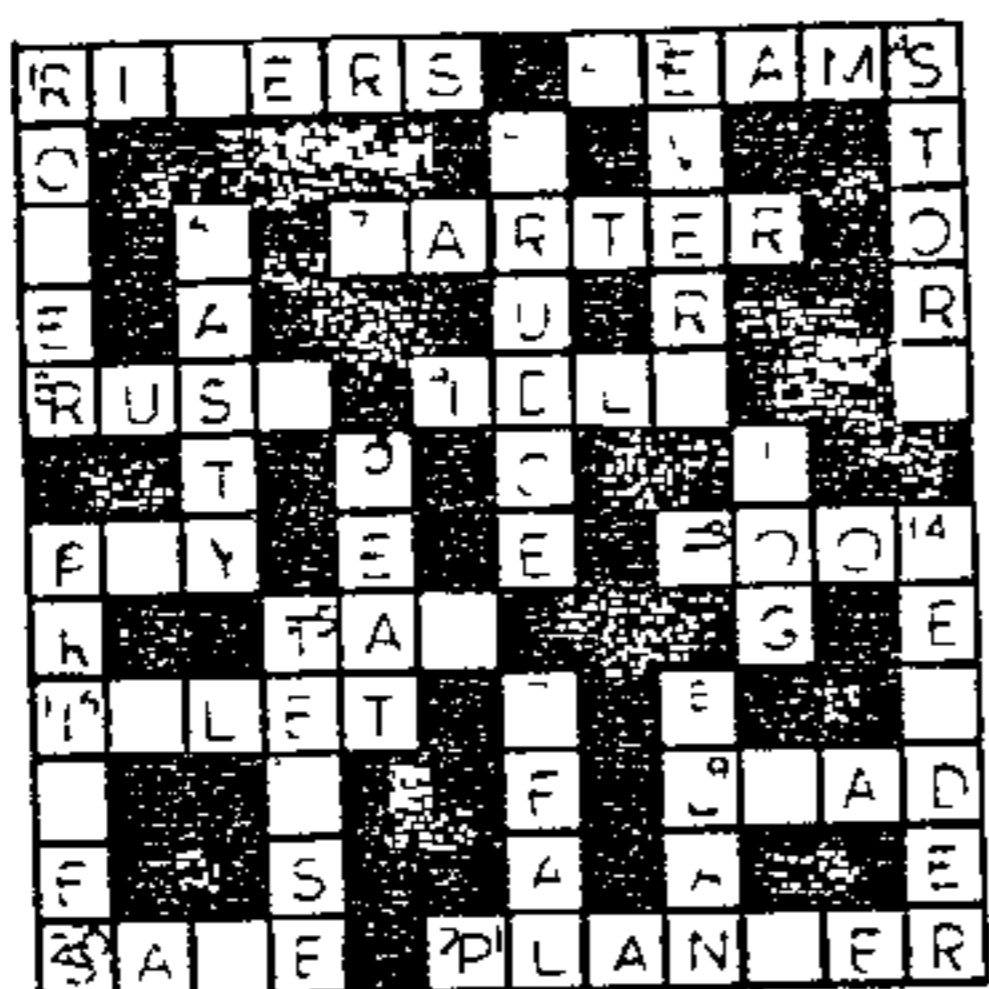
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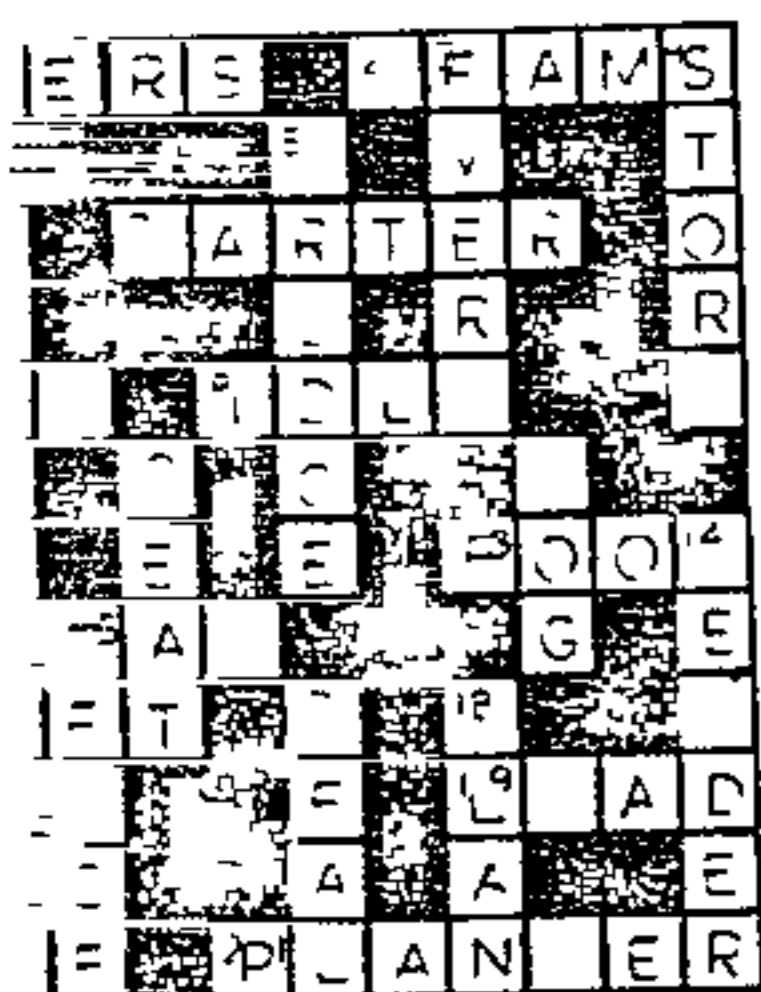
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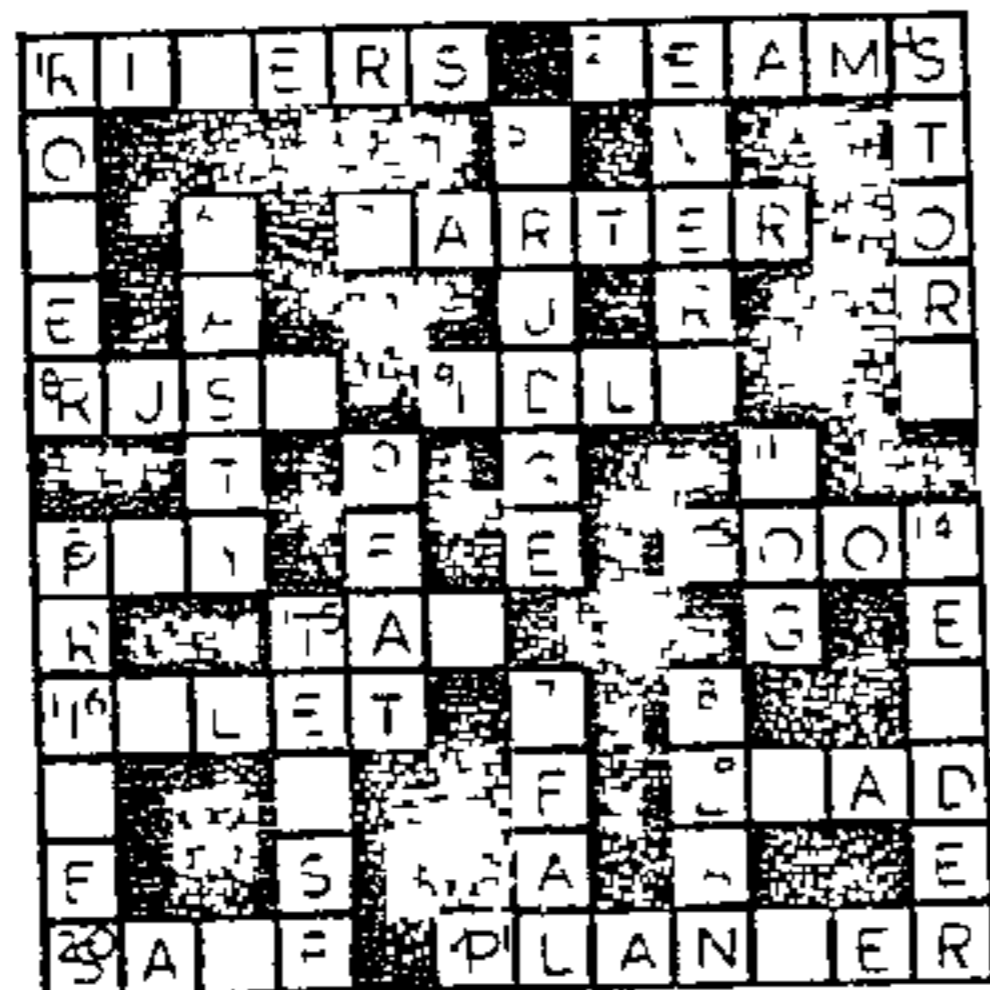
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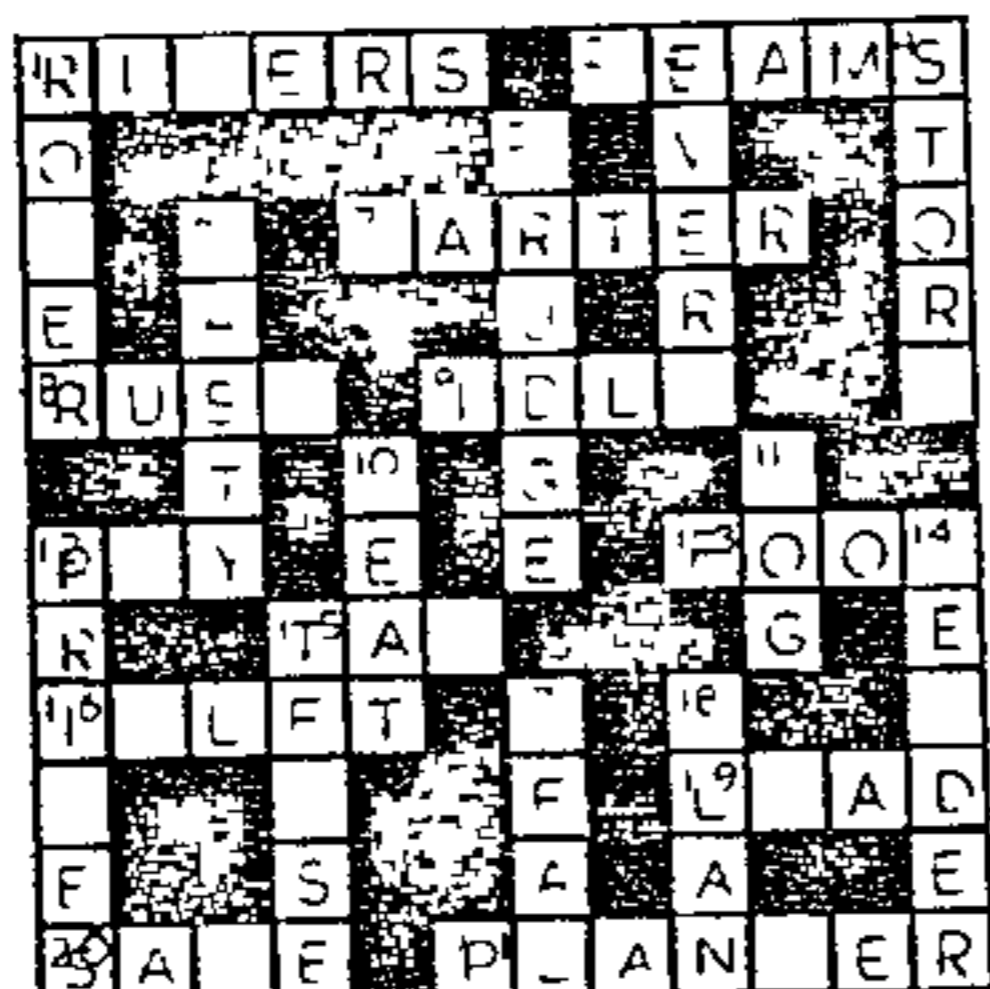
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CAPE TIMES 19/5/84
Underwear dispute over

By RIAAN DE VILLIERS
Labour Reporter

THE dispute between Cape Underwear Manufacturers and workers fired after striking at the factory three weeks ago was settled early last night when the parties involved reached agreement at the factory in Epping

The agreement was announced in a brief joint statement by management, worker representatives and the Clothing Workers' Union (Clowu), which has been organising the group involved in the dispute

It said an "amicable" agreement had been reached between management and the workers. They would return to work on Wednesday next week.

Management and union spokesmen declined to comment further.

The dispute started

when 49 workers were fired after striking in support of a R10 pay demand. They were later joined by more workers who left the factory.

The outcome appears to be a negotiated settlement in which management has agreed to take back all the workers. In return, the workers appear to have relinquished their original wage demand.

Workers involved in the dispute gathered in a Muizenberg hall yesterday afternoon, where they presented a short play depicting their experiences during the dispute.

While relatively few workers were involved, the dispute has been unusually important and its outcome may have a major bearing on labour relations developments in the massive clothing industry, which employs more than 60 000 workers.

Clowu is a new union, formed recently in opposition to the giant Garment Workers' Union of the Western Province (GWU), which is officially recognised by employers and is protected by a closed-shop agreement.

While Clowu was not formally involved in the original wage dispute, it subsequently organised workers involved.

The dispute is said to have been the first strike in the giant Western Province clothing industry since 1936.

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Meamun 21/5/84 (152) (11/11/83)

Sacked 500 to be replaced

Labour Reporter

THE Uniply factory in Cato Ridge will begin recruiting new staff today to replace more than 500 workers who were fired on Friday after a go-slow campaign.

The entire production staff at the woodboard factory was suspended last week after protesting against the dismissal of two shop stewards, who were fired for allegedly organising a May Day demonstration.

Announcing their dismissal, a spokesman for the company said the management 'regrettably came to the unhappy decision to terminate the employment of the weekly paid production staff after very careful consideration of all the relevant factors'.

All employees affected by the notice would receive an additional one week's pay. The company was taking steps to engage a new work force as quickly as possible, he said.

The factory had had labour problems for a considerable time.

Matters came to a head earlier this month when four shop stewards were fired for allegedly organising a May Day demonstration.

Two were reinstated after the Paper, Wood and Allied Workers' Union intervened.

The company refused to reinstate the remaining two — which led to a series of work stoppages and the go-slow campaign.

Fewer strikes last year, Minister says

ARGUS 22/5/83 152

Parliamentary Staff
THE number of strikes and work stoppages decreased last year and more use was made of conciliation machinery, the Minister of Manpower, Mr P T C du Plessis, told the Assembly.

Introducing his budget vote, Mr du Plessis said the number of strikes and work stoppages decreased from 394 in 1982 to 336 in 1983 and the number of workers involved decreased from 141 571 to 64 469.

Most of the strikes were as a result of wage disputes (37 per cent). Strikes were relatively short — 52 per cent lasted less than a day. Only seven out of every 1 000 workers were involved in strike action last year compared to 16 out of 1 000 the previous year.

The membership of registered trade unions increased by 63 294 in 1983 and stood at 1,3-million at the end of the year. More than 36 per cent of the members are black.

Mr du Plessis said 118 applications were received for conciliation boards in 1983, compared to 60 in 1982. Of these 33 were approved, 27 were refused and 24 were withdrawn.

The number of cases referred to the Industrial Court increased from 41 in 1982 to 168 in 1983.

Mr du Plessis emphasised that the Industrial Court was independent and that neither he nor his department could interfere with its decisions.

Number of ¹⁵² strikes down, unemployed ^{22/5/84} up in 1983

By Carolyn Dempster,
Labour Reporter

A sharp drop in the number of strikes, rising unemployment, and greater use of the official collective bargaining and conciliation machinery were some of the key features of labour relations in 1983.

These facts are contained in the annual report of the Director-General of the Department of Manpower, Dr Piet van der Merwe, which was released in Pretoria last week.

In spite of the continuing recession and a rapidly growing pool of unemployed, the number of registered trade union members rose by 63 294 during the year, from 1 225 454 in 1982 to 1 288 748 in 1983.

The department also reported the registration of five new trade unions.

It was estimated that there were 59 unregistered trade unions with a membership of 140 004 workers at the end of the year.

"A significant part of the labour force remains unorganised, but these workers are becoming increasingly aware of the opportunities of organising themselves into trade unions," Dr van der Merwe points out in the report.

TURNABOUT

The upward trend in work-stoppages and strikes since the introduction of the new labour dispensation in 1978 also showed an abrupt turnabout in 1983.

Altogether 64 469 workers from all race groups took part in a total of 336 strikes and work stoppages, in comparison with 141 571 workers who participated in 394 strikes and stoppages in 1982.

More than 50 percent of the strikes lasted for one day or less, while 0,6 percent continued for longer than 14 days.

The majority of strikes occurred in factories.

Wage grievances were the main cause of strikes, while worker dissatisfaction with employers' methods of handling disciplinary issues came a close second.

Dr van der Merwe states that while it is difficult to speculate about the reasons for the decline in the number of strikes, "the most important reasons are probably the downturn in the economy, the practice followed by employers of dismissing workers who go on strike, and making do with fewer employees."

"Also the increasing willingness of unions to resolve disputes through official bargaining channels."

BARGAINING

Indicators that both employees and employers were making greater use of the statutory bargaining and arbitration machinery were

● The number of cases referred to the Industrial Court almost quadrupled, necessitating the appointment of an additional member to the court.

● Applications to the Industrial Court for reinstatement, Status Quo orders, rose steadily from one in January to 23 in December.

● During the year, 118 applications were made to the Minister of Manpower for the appointment of conciliation boards, compared to 60 applications in 1982.

In an effort to promote training, the department allocated R17 million — nearly a quarter of its annual 1983/4 budget — to training schemes.

The number of people participating in the schemes dropped from 525 583 in 1982 to 505 229 in 1983.

"Considering the exceptionally favourable training incentives available, it is rather disappointing that employers do not provide training or retraining for their employees on a larger scale," said the director-general.

Other highlights of the manpower scene during 1983 were the appointment of an advisory council for occupational safety; the Technical Committee on Manpower and Education began operations; and amendments were drafted for the Labour Relations Act 1956, the Wage Act 1957, the Basic Conditions of Employment Act 1983 and the Workmen's Compensation Act 1941.

Reef company hit by strike

A SHOT was allegedly fired, a black worker assaulted and threatened with a knife when workers went on strike at GEC Traction Signal Company near Germiston yesterday.

Three workers were physically forced out of the company premises after a deadlock in talks between shop stewards and management over the recognition of the Fosatu-affiliate Metal and Allied Workers' Union and other working conditions

Workers are appealing to their counterparts employed by GEC in Britain to help them, and have called on Barlow Rand to intervene in the matter. The company is a subsidiary of

SOWETAN
- Reporter

Barlow Rand
A Mawu spokesman said trouble started when two shop stewards were dismissed by management following what management termed "an infringement of procedure" by the stewards

They were physically rushed out of the company premises. When they tried to tell the workers what had happened, a shot was allegedly fired by a security officer.

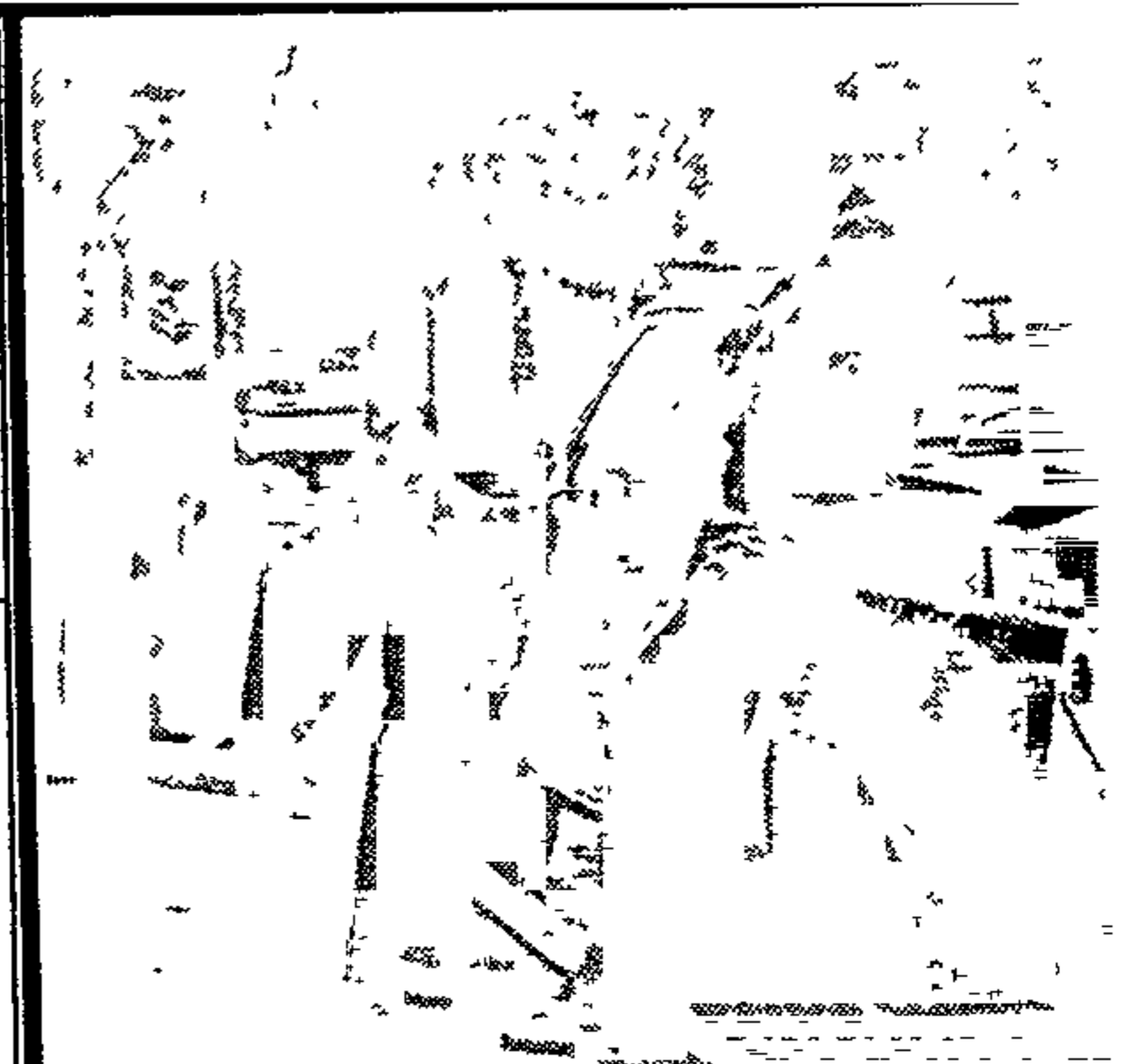
Mahlobo jailed for 20 years

SITHABISO Mahlobo (25) of Escourt, convicted of high treason for bombing two Supreme Courts in Maritzburg last year, was yesterday sentenced to 20 year' imprisonment.

Mr Justice D D V Kannemeyer sentenced Benedict Martins (27) of Imbali to 10 years' imprisonment after he was found guilty of terrorism

Duma Gqubule (19) of Edenvale, was sentenced to 30 months, suspended for five years, on condition that he does not contravene the provisions of the Internal Security Act during the period of suspension

Nkosi hit by bombs



LITERATURE Members of the Security Branch sit which Azapo's literature was loaded yesterday.



PRESENTATION All smiles after race

Black students at Cape

HUNDREDS of protesting black students broke a door and forced their way into the University of Cape Town's Bremner administration office block yesterday and mobbed a senior staff member who tried to talk to them.

Later reports said the students "seemed to have staged a sit-in inside the building"

The group — about 400-strong — broke some glass panels after besieging the building for about an hour, preventing staff from entering or leaving the building

Professor John Reid, deputy vice-chancellor, was mobbed when the protesters stormed the building and some UCT

The students demanded to speak to the principal and vice-chancellor, Dr Stuart Saunders, to protest against the alleged victimisation of 11 students who have been summoned to appear before a disciplinary committee

Dr Saunders is in Pretoria

The 11 students have been charged with disobeying an instruction from Dr Saunders to leave the site where they had erected tents opposite Jameson Hall to

SACKED DAIRY WORKERS CALLED

Snofer
23/5/84

152 #13 186

THE Food Beverage Workers' Union has requested the more than 300 of their members who were recently fired at the Dairy Maid Ice Cream factory near

Olifantsfontein, to report to their Pretoria offices immediately.

In a statement released yesterday, the union's regional chairman in the northern Transvaal, Mr Moses Motsoenyane, also announced that the union, after failing to have their members reinstated, "is persuing the matter through the conciliation board and preparing to go further if need be."

He said attempts to

resolve the matter with the company had failed after management had rejected their proposal to reinstate about 400 of their members who were dismissed in February this year after going on strike

Mr Motsoenyane said the workers went on strike in support of a call for the dismissal of a white superintendant who was allegedly assaulting workers and is now facing charges of assault.

Sacked workers march in protest

N. Mercury 24/5/84

152

152

152

Labour Reporter

FIVE hundred discharged Uniply workers staged a protest march to the factory in Cato Ridge, yesterday, after deciding to make an urgent application to the Industrial Court for an order to have them reinstated

Police kept a close watch and there were no incidents. On arriving at the factory gates, the workers were handed their pay packets which they accepted. They then left the factory.

Speaking after an earlier workers' meeting in Inchanga, Miss Pat Horn, Natal branch secretary of the Paper, Wood and Allied Workers' Union, said union legal advisers were being briefed and it was likely that a court application would be made.

'In terms of Section 43 of the Labour Relations Act, temporary relief for rein-



Discharged Uniply workers march to the factory in Cato Ridge yesterday.

statement may be sought pending the appointment of a conciliation board by the Minister of Manpower,' she said.

The workers had decided to accept their pay, but they did not consider themselves dismissed, she added.

The entire workforce of 550 was fired last week after a go-slow campaign in protest against the dismissal of two shop stewards, fired for allegedly organising a May Day demonstration at the factory.

Among those dismissed

were some with more than 10 years' unbroken service. Mr Bhuka Hlengwane, 78, said he had 14 years' service with the company and he was worried that he would not find alternative employment because of his age.

A spokesman for Uniply

said it was the prerogative of discharged workers to make a court application if they so wished.

He said he was pleased that they had collected their wages which had been available since Friday.

**Labour
front**

250 still out after sackings

Sweeter 20/5/84 152

THE estimated 250-strong black workforce at South African Traction Manufacturers near Germiston yesterday continued their strike in protest against the dismissal of three shop stewards.

The workers, members of the Metal and Allied Workers Union (Mawu), went on strike last Friday after management had accused the shop stewards of violating disciplinary procedure.

Management met union officials and explained that the three had been dismissed and that they had the right to appeal in terms of the disciplinary procedure.

Dismissal

Meanwhile more than 300 members of Mawu employed at Formscalf in Wynberg, yesterday returned to work after going on strike over the dismissal of a shop steward.

Management agreed to reinstate the workers following discussions with the union's representatives. Management has also undertaken not to victimise the workers.

At another company, Metmak, Johannesburg, management has started re-employing selectively sacked workers who are members of the Steel Engineering and Allied Workers' Union, following a strike action at the plant.

The union's general secretary, Mrs Jane Hlongwane, said the

workers had followed a colleague who was dismissed by management. This resulted in a strike which led to their dismissal. The union has sought legal advice.

At Edison Plating Works, Benrose, the 300 striking workers

have returned to work, but management has indicated to Mrs Hlongwane that it was going to retrench about 50 of the workers.

This action, she said, was seen by the union as "victimisation of members" and "we intend

taking it to the industrial court."

McPhail Coal Company has confirmed that over 250 workers who went on strike over wage demands, have all returned to work. The workers downed tools on Friday.

Strike ^{Meeting} halts ^{24/5/84} brick ⁽¹⁵²⁾ deliveries ⁽¹⁵²⁾

Labour Reporter

BRICK deliveries were halted for several hours yesterday when about 70 truck drivers at the Corobrik plant in Briardene, Durban, went on strike in support of their demand for more pay

A spokesman for the drivers said although they had received a 14 percent increase in pay last month, they felt it would be absorbed by the coming increase in sales tax

'We want our starting pay to be raised from R89 a week to R150 a week. This would enable the workers to provide the basic necessities for their families,' he said

The drivers reported for duty at the 6 30 a m shift but refused to take out their loads. They assembled on the premises and later a deputation held talks with the management

Mr Brian Waberski, Corobrik's managing director, said yesterday that all the workers were back at their jobs at 10 a m and his company's operations were back to normal

He had not been informed of the details of their demands

'Further meetings will be held between representatives of the workers and management,' he said.

Colgate workers down their tools

By JOSHUA
RABOROKO

ABOUT 300 workers of Colgate Palmolive, members of the Chemical Workers' Industrial Union, downed tools in protest against a wage offer at the Boksburg plant yesterday.

A union spokesman said the stoppage started at midnight, following a report-back meeting during the meal break. Day shift workers joined the night shift in the canteen.

Workers were incensed at management's offer of 10 cents per hour increase on the minimum for a one year period. The offer amounts to a 4,3 percent at a time when inflation is rising.

They have since refused to return to work to allow negotiations to proceed today. They will not sign any offer unless it provides a living wage.

Stewards

Meanwhile representatives of the Metal and Allied Workers' Union (Mawu) were busy negotiating with the management of South African Traction Manufacturers near Germiston.

About 250 workers returned to work yesterday after three of their shop stewards were dismissed by what management termed "violation of disciplinary procedure".

C. Herald
Strikers *26/5/84*
to return

(15)

CAPE Underwear management has agreed to re-instate all its striking workers. This decision came after negotiations between Cape Underwear management and the Clothing Workers' Union, which represents all the striking workers

The more than 100 striking workers had demanded a R10 increase in wages

After a recent Industrial Council meeting for the clothing industry, workers were granted a minimum raise of R4. According to the CLOWU secretary, Ms Zubeida Jaffer, workers at Cape Underwear had been granted a R5 increase by management there. The workers had accepted this and would not push ahead with their R10 increase demand.

Firings trigger most SA industrial unrest

S-Times 27/7/84

DISMISSALS are now the most significant strike trigger on the South African labour scene — and unfair dismissal is the most confusing contributor.

The confusion is caused largely by the breadth of the definition "unfair labour practice" that is bandied about in industry. Even the legal concepts are difficult to define as each case is judged on its individual characteristics.

A guide to management bewildered by the intricacies of labour relations comes in a book — *Unfair Dismissals* — by industrial relations consultant Andrew Levy.

Case studies

Unfair Dismissals deals with legislation, discusses contracts and how they should end, prohibited dismissal, victimisation and reinstatement.

There are also case studies for practical background and a synopsis of common problems that plague management when it comes to hiring and firing.

According to Mr Levy, dismissals have triggered about 25% of South African strikes in the past 13 years. It ranks above grievances and comes second only to wage disputes.

Today's emphasis on unfair dismissal has brought home to management the fact that it does not have the right to fire which it thought was the employer's prerogative.

Legal limits

Increasingly the courts are placing limits on management's firing powers which are further constrained by the demands of aggressive unions in collective bargaining agreements.

Many employers find themselves presumed guilty until they have proved their innocence on the delicate question of unfair dismissal. Its wide interpretation makes it the most frustrating aspect of IR for management.

By Angus Macmillan

In spite of confusion over the definition of unfair labour practice, Sir John Wood, professor of law at Sheffield University in England, says South Africa should not be too keen on hard and fast rules.

From the British experience, he suggests that severe legislation is an aggravation. "Rather let a code evolve. Too much legislation will bog you down and could lead to more confrontation."

Onus

An interesting observation in the book is that striking employees never dismiss themselves — employers often hold that they do.

Mr Levy describes self-dismissal as a legal, physical and anatomical impossibility and useless as a defence to a charge of unfair dismissal.

In most cases of alleged unfair dismissal the onus is on the employer to prove his innocence. If victimisation is claimed by an employee, it is up to the employer to prove that it did not occur.

Mr Levy says "The most graphic example of victimisation I have heard of is to put a man on permanent night shift, cleaning out the inside of a sewage tank with a toothbrush — but without an aqualung."

His company, Andrew Levy & Associates, has entered into an industrial rela-

tions training venture with the Contact training group. Called Gemini IR Training Systems, it will be a separate organisation with directors from both companies.

Randall Falkenberg, Contact's managing director, says the marriage will combine Contact's skills training expertise with Andrew Levy & Associates IR knowledge.

"For example, we have a negotiating skills course that will supplement their wage bargaining programme. The aim is not to provide off-the-shelf packages, but systems approaches."

Market

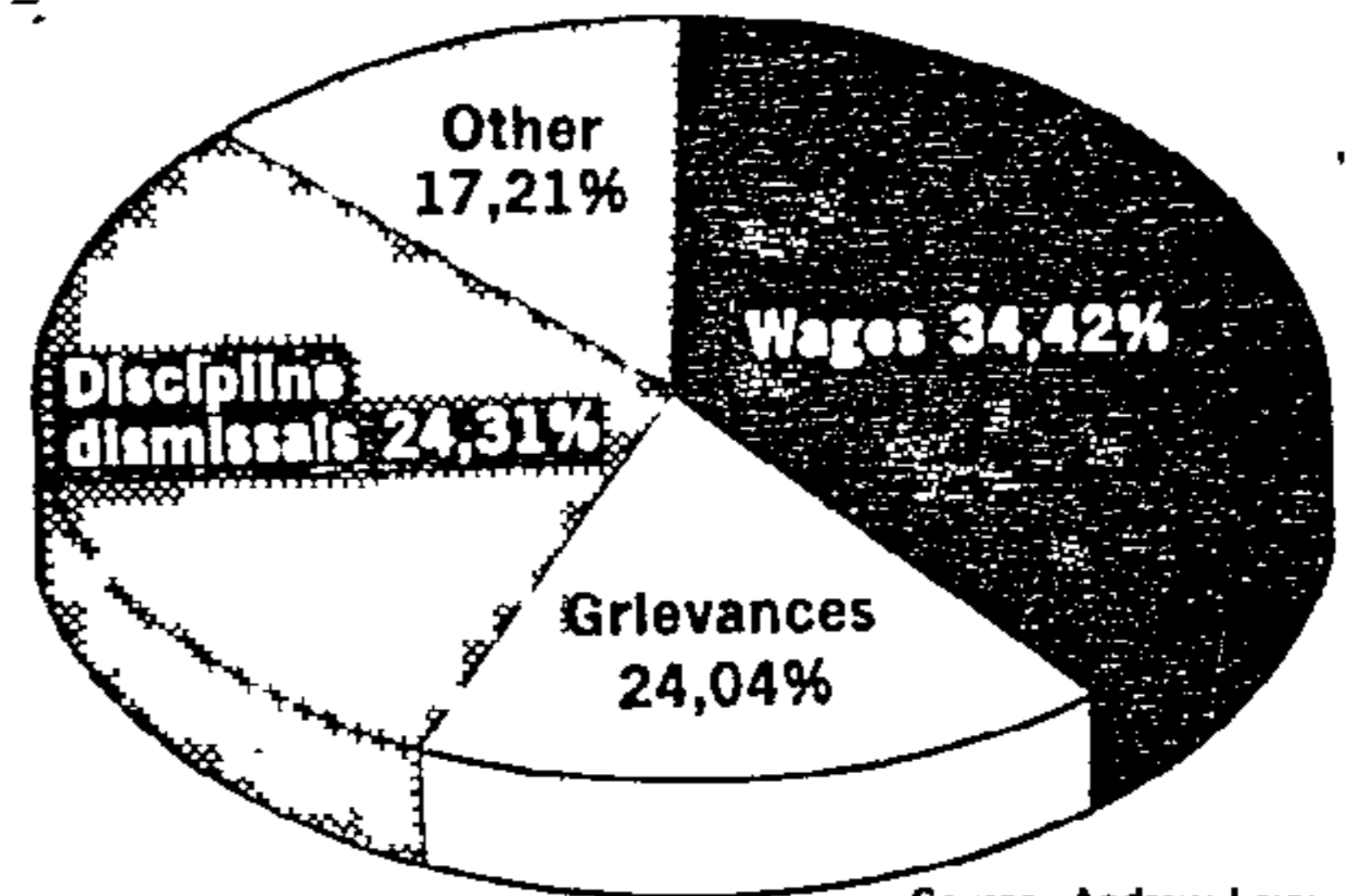
Both companies say the potential market is large as industry becomes more aware of the need for IR knowledge from the human resources director down to shop-floor level.

Unfair dismissal, effective negotiating, strike management, labour legislation and supervisory development are included in Gemini's course content.

According to Gavin Brown, a Gemini director, the shop floor is where the skills are most needed. But it is up to management to arm supervisors with such skills.

He says "If there is a managing director in South Africa with more than 1 000 employees who thinks IR is unimportant, he won't be around much longer."

Distribution of strike triggers 1979 to 1983



Source: Andrew Levy

Strike over dismissals at SATM persists

Mail Reporter
WORKERS at SA Traction Manufacturers near Germiston yesterday continued their strike in protest against the dismissal of three Metal and Allied Workers' Union

(Mawu) shop stewards. The 250 workers downed tools on Friday. A spokesman for Mawu said the company was negotiating an agreement with the union and had for some time

refused to afford interim recognition to the elected shop stewards. The strikers refused to work until the company discussed the matter with union representatives.

Union refuses to back pay-rise offer

By PHILLIP VAN NIEKERK
THE National Union of Mineworkers (NUM) will not recommend the pay offer of Chamber of Mines gold mines to members when they meet at a special mini-conference on June 9 to debate the offer.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the purpose of the conference was to decide on a course of action, not to seek a new mandate for negotiations with the chamber.

The wide gap between the chamber's offer and the NUM's demands means that a dispute, which could lead to the first legal strike by black mine-workers in South Africa, is now probable.

The chamber has offered the NUM minimums ranging from 9.5% to 10.9%, which would be the smallest pay increases for black mine-workers since the beginning of the 70s.

The NUM, which is negotiating along with the much smaller Federated Mining Union, is demanding a 25% increase for all members on the eight mines where it is recognised.

While the union is only recognised in certain categories on eight chamber gold mines, the deal it reaches with the chamber is likely to affect almost all black workers on chamber gold mines.

The union began the talks on Thursday with demands of 60%, 40% and 30% for the various grades and Mr Ramaphosa said yesterday they had no mandate to go lower than the final 25% demand made on Monday.

"As they're not prepared to go much higher — though they have maintained they have one more offer to go — and we have no mandate to go lower, we have had to call the special congress to confirm our rejection of the offer."

"We won't even ask congress to accept the offer. We are going to ask the workers to decide what they should do."

Meanwhile, talks with the chamber on pay for NUM members in the coalmining industry are due to start on May 4.

Mr Ramaphosa said he would be pushing the chamber to place their final offer on the table at this meeting. This would allow the union, if necessary, to discuss the issue of coalmine wages at the special congress as well.

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Hotel employee is charged over strike

By Andrew Beattie

An employee of the Landdrost Hotel appeared in the Johannesburg Regional Court yesterday charged with intimidating workers at the hotel to go on strike on February 3

Mr Robert Mkhize (31), address given as Senaone South, Soweto, denied the charge

A State witness, Mr Nelson Ndhlovu, who worked in the scullery, told the court that Mr Mkhize "dragged him into the canteen" where a Commercial, Catering and Allied Workers' Union meeting regarding a strike for higher wages was taking place. Mr Ndhlovu said he was also threatened with assault.

The magistrate, Mr S J Badenhorst, rejected the prosecutor's application that Mr Ndhlovu's evidence be rejected because of contradictions. He said the court "reserved its decision on this to

a later stage".

Another State witness, Mr David Tshabalala, had a self-admitted "slip of the tongue" when he contradicted himself several times over what time he had reported the alleged intimidation to his supervisor.

Mr Tshabalala claimed that Mr Mkhize had threatened him with assault if he did not join the strike.

He pointed out that he had not himself laid charges against Mr Mkhize, but that this had been done by the general manager of the hotel.

He said that he had only joined the hotel two weeks before the strike and knew nothing about CCAWUSA.

"I had heard that people who boycotted strikes were beaten up, and I was scared," said Mr Tshabalala.

The hearing continues today. Mr Mkhize is on bail of R400.

Mr M F Miller prosecuted and Mr R Sutherland defended.

Unionist 'intimidated workers'

By LINDA ENSOR

A SHOP STEWARD of the Commercial, Catering and Allied Workers' Union appeared in the Johannesburg Regional Court yesterday on two charges of intimidation arising from a strike at the Landdrost Hotel on February 3.

Mr Robert Mkize of Senoane, Soweto, a cashier at the hotel at the time of the strike for higher wages, was alleged to have organised a meeting of the workers.

To compel his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend the meeting, or alternatively to demand higher wages, Mr Mkize allegedly assaulted and/or injured Mr

Ndlovu by pulling him around and verbally threatened both of them that he or others would assault or injure them if they did not attend the meeting.

The former general manager of the hotel, Mr Stannek, denied the suggestion made by Mr Mkize's legal representative, Mr R T Sutherland, that pressure had been brought to bear by the hotel's management on Mr Ndlovu and Mr Tshabalala to make false allegations against Mr Mkize.

Mr Stannek said that, when told by members of the staff that they had been threatened with injury if they worked, he informed them that the management of the

hotel would not be able to protect them after they had left work. He suggested that they could complain to the police.

Mr Ndlovu, a worker in the scullery department, testified that Mr Mkize had grabbed his belt as he was coming out of a lift on the 18th floor and told him that they were not working that day. Mr Mkize allegedly pulled him for some distance into the canteen, where the workers had gathered.

He later reported the incident to his supervisor and Mr Stannek.

As his evidence contradicted the statement he made to the police, the prosecutor requested that his evidence be

discredited. The magistrate, however, reserved judgment on the issue.

A cleaner, Mr Tshabalala, also said that as he emerged from the lift on the 18th floor he had been grabbed by Mr Mkize and taken to the canteen. He reported the incident to his supervisor and later to Mr Stannek. He was afraid, as Mr Mkize had said that he would be injured if he worked.

He had been employed for only about 10 days.

Both Mr Ndlovu and Mr Tshabalala said they did not want to go on strike but wanted higher wages.

The case continues today. Mr Mkize is on R400 bail.

R35 000

Labour Reporter

In an out-of-court settlement, the Transvaal packaging firm Transpoly has agreed to pay R35 000 to 40 of the 72 striking workers dismissed from the plant in March

The remaining 32 workers who were fired are to be reinstated

The settlement signifies a major advance for the Paper, Wood and Allied Workers' Union (PWAU), which has also been recognised by Transpoly as the representative union in the plant.

PWAU's initial attempts at meeting management to discuss a recognition agreement were cut short when the company started dismissing union activists

The action led to an 18-day strike by 74 workers at the plant. The police were called to the scene and management reportedly refused to talk to the union. A union organiser was arrested and

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payout for strikers

LABOUR BRIEFS

charged under the Intimidation Act as a result of the strike

As part of the settlement, negotiations have already begun between the union and management

● A December deadline has been set for the dissolution of the General Workers' Union of South Africa, after which the union will officially re-emerge as the Retail and Allied Workers' Union (RAWU). The president of the Pretoria-based union, Mr Donsie Khumalo, said the intent was gradually to transform the general union into an industrial union.

"Our strongest element is in the retail trade, in Pick 'n Pay's northern Transvaal division where we have over 50 percent membership," he said

Once the 'retail' union had been formed, a mandate would be obtained from members whether or not to apply for a place on the feasibility committee which is drawing up proposals for a new union federation

Mr Khumalo said he did not think the new union (RAWU) would constitute a threat to the Commercial, Catering and Allied Workers' Union

● After two years of negotiations, Bakers biscuit company has signed a recognition agreement with the Sweet, Food and Allied Workers' Union (SFAU)

The agreement covers the union's 700 members at the company's Westmead factory near Pine-town. SFAU have already embarked on negotiations and have preliminary agreements with two other factories in the Bakers group — in milling and the bread and cake division

Medunsa hit by food strike

CANTEEN workers and students at the Medical University of South Africa (Medunsa) yesterday went on strike — the workers demanding the reinstatement of a fired worker and the students supporting the workers. The students went on

a food boycott after the workers had gone on strike. Late yesterday the students were in talks with the principal, Professor L T Taljaard to try and solve the issue. The students have warned of stronger action should the work-

ers demands not be met.

The workers involved include the staff of Fedics Food Services which supplies meals to the students

A source close to the students said the students were also unhappy with the dismissal of an employee as they felt the authorities acted against the worker in a face saving gesture rather than attending to the problem of a food-shortage on the campus.

Unfairly

Workers yesterday demanded the immediate reinstatement of their co-worker whom they said was treated unfairly. They said one of the chefs was fired from work during last week after some fish went missing.

"It has not been proved that the man was responsible for the disappearance of fish in the kitchen and what worsened the matter was that he was not involved in the allocation of food at work. His job only entailed preparing food at the canteen," said one of the workers

Rector

Workers said they would not go back to work unless their demand was met by management. None of the Fedics company officials was available for comment as the personnel officer and the manager were said to be engaged. When The SOWETAN contacted the office of the rector to find out how the strike affected the students, his secretary said he was in a meeting and that she did not think he would be prepared to discuss the matter with The SOWETAN.

Witness:

union ¹⁵² 

members

beat me

SPW 30/5/84
By Andrew Beattie

A scullery supervisor in a Johannesburg hotel told a city Regional Court yesterday that he was beaten up by union members for refusing to join a strike and "feared his life was in danger".

Mr Leonard Khumalo was giving evidence at the trial of Mr Robert Mkhize, who has been charged with two counts of intimidating workers to go on strike at the Landdrost Hotel on February 3.

Mr Mkhize (31), address given as Senaone South, Soweto, denied the charges.

THREATENED

Mr Khumalo said that Mr Mkhize called him a "sell-out", and threatened to assault him if he did not join the Commercial, Catering and Allied Workers' Union (CCAWU-SA) strike at the hotel.

He said that he had later been assaulted by men "present in the courtroom" and had needed several stitches.

"I have never needed a union in my life, and if anyone is going to promote my interests it is management," he said.

A State witness, Mr David Tshabalala, who also claimed that Mr Mkhize threatened him with assault, failed to appear in court yesterday. A warrant was issued for his arrest.

Mr R Sutherland defended and Mr MF Miller prosecuted. Mr SJ Badenhorst presided.

Shop steward faces charges of intimidation

By LINDA ENSOR

A SUPERVISOR at the Landdrost Hotel told the Johannesburg Regional Court yesterday he had been threatened with injury by the shop steward of the Commercial Catering and Allied Workers Union.

Mr Leonard Khumalo said Mr Robert Mkize, who is charged with two counts of intimidation, had called him "a sellout" and said he would be injured if he did not join the strike at the hotel on February 3 this year.

Mr Mkize, of Senoane in Soweto, is alleged to have organised a meeting of workers and allegedly compelled his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend the meeting to demand higher wages.

Mr Khumalo said he had seen Mr Mkize pushing Mr Ndlovu and Mr Tshabalala towards the canteen on the 18th floor where the meeting of workers was being held.

Mr Khumalo reported the incident to the hotel's general manager and later went to John Vorster Square to make a statement. He said

that during a second strike at the hotel on May 12 he had been assaulted and had to have cuts on his head and chin stitched.

Mr Khumalo alleged that these incidents arose out of Mr Mkize's designation of him as a "sellout". He had never been a member of the union and the union had not assisted him in any way.

"What management says is important to me, not what the union says," he said.

His version of the events contradicted those given by Mr Ndlovu and Mr Tshabalala.

In reply to a suggestion by Mr R T Sutherland for the defence that he wanted to get Mr Mkize out of the Landdrost Hotel by whatever means — even by fabricating a story to incriminate him — Mr Khumalo said that on the contrary Mr Mkize wanted to see him dead.

A warrant for the immediate arrest of Mr David Tshabalala, who was supposed to appear in court yesterday for cross-examination by the defence, was ordered.

Mr Mkize is on R400 bail. The case continues today.

Sowetan 30/5/84
Medunsa hit by a boycott ⁽¹⁵²⁾

ABOUT 3 000 Medical University of South Africa (Medunsa) students boycotted lectures yesterday morning to "strengthen their solidarity" with the striking canteen workers and the students whose schools were closed by the Department of Education and Training (Det) early this month.

Employees of a food catering firm struck on Monday after their colleague was fired from the university's canteen. The company later replaced striking workers with employees from other branches. Students refused to eat at the dining hall in support of the striking workers.

Students' representatives told The SOWETAN that the entire student body had vowed not to attend lessons nor to eat at the canteen unless the workers' demand of reinstating a dismissed colleague was met. Mr Michael Moecketsi, it is alleged, was fired after fish went missing in the kitchen.

Demands

A meeting of students and workers demanded that:

- Workers' salaries be improved;
- More workers be employed to assist in the dining hall;
- Three-month pay maternity leave be implemented;
- Uniforms be improved;
- Workers be entitled to a weekly day off;
- A local unit manager be transferred; and
- The Minister of Education and Training, Mr Barend du Plessis, be requested to open the closed schools in Pretoria and also attend to the students' problems in Cradock and Graaff-Reinet.

The rector of Medunsa, Professor L T Taljaard, confirmed the strike and also stated that a meeting was to be held with the Fedice officials. He said he had tried to persuade students to attend lessons while the matter receives attention.



RECTOR: Taljaard.

GOVT M

THE MYSTERY surrounding the fate of 11 Leandra families who are facing a forced removal threat deepened this week when neither the Government nor the local community council would say what is going to happen to the families.

This follows a meeting held last week between local community councillors, the Chief Magistrate of Evander and of-

OK DEEP CUTS PRICES
and keeps them low!

 <p>Revlon Hi & Dri Roll-On Deodorant 1.25 50 ml</p>	 <p>Revlon Milk Plus 6 Moisturiser 4.59 125 ml</p>	 <p>Revlon Intimate or Aquamarine Bath Oil 4.69 400 ml</p>
 <p>Revlon Intimate or Aquamarine Super Moisture Lotion 3.15 350 ml</p>	 <p>REVLON MILK PLUS 24 HOUR MOISTURISER 1.25 125 ml</p>	 <p>REVLON MILK PLUS 6 SHAMPOO & CONDITIONER 4.15 350 ml</p>
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(152)
**Union appeals
to Koornhof in
Natal dispute**

By PHILLIP VAN NIEKERK

THE Sweet, Food and Allied Workers' Union (SFAWU) has appealed to Dr Piet Koornhof, the Minister of Co-operation and Development, to take urgent action over a dispute between the union and the Port Natal Administration Board (PNAB)

The SFAWU is an affiliate of Fosatu and the Minister's response could be an important indication of state employers' willingness to deal with emerging unions

The union appeal follows a strike in demand of higher wages by about 500 workers at the PNAB-controlled Congella Brewery in Durban on Monday

In a statement the SFAWU said the union had been trying for the past few months to negotiate with the PNAB but had been consistently told it was only the Minister who could agree to increases

The statement said the workers were "sick and tired of the PNAB hiding behind the Minister. Our union has been recognised and we therefore demand the right to negotiate right inside the factory"

"Workers have returned to work on the assurance that management has telexed the Minister asking him to take urgent action on their demands"

A spokesman for the De-

partment of Co-operation and Development was unable to contact any of the officials at the PNAB for comment yesterday afternoon but confirmed that the strike had occurred

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has approved a statutory conciliation board to resolve the deadlocked wage dispute between the SFAWU and sugar giant C G Smith

A statement from the Fosatu-affiliated SFAWU yesterday said both the company — which is owned by Barlow Rand — and the union had applied for the board and had agreed on an independent chairman

The SFAWU is recognised at three of C G Smith's six mills in Natal — the only three mills which negotiate wages outside the industry's industrial council. The National Sugar and Refining and Allied Industries Employees Union, which is a party to the council, is recognised at the other three.

The union statement said "We are set for more difficult negotiations. Workers are in a desperate situation. We are determined to win a living wage which will allow us to live like human beings and not animals."

A spokesman for the company refused to comment yesterday but confirmed the board had been approved

Unionist is
~~137~~ ~~134~~ (152)
acquitted of
~~137~~ ~~134~~ ^{Star}
'intimidation'

31/5/84
By Andrew Beattie

A jubilant trade union shop steward was acquitted by a Johannesburg Regional magistrate yesterday on two charges of intimidating workers at the Landdrost Hotel to go on strike

Mr Robert Mkhize (31) of Senoane South, Soweto, a member of the Commercial, Catering and Allied Workers' Union, was found not guilty by the magistrate, Mr P J Badenhorst

Mr Leonard Khumalo, Mr David Tshabalala and Mr Nelson Ndhlovu had all testified that Mr Mkhize had threatened to assault them if they did not join the strike at the hotel on February 3

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Unionist cleared of intimidating fellow workers

By LINDA ENSOR

A SHOP STEWARD of the Commercial, Catering and Allied Workers' Union was yesterday acquitted in the Johannesburg Regional Court on charges of intimidating fellow workers.

Mr Robert Mkize, 31, of Senoane, Soweto, was found not guilty of having compelled his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend a meeting of workers at the Landdrost Hotel on February 3 or alternatively to demand higher wages.

There was a strike at the hotel on that day and Mr Mkize was alleged to have assaulted and/or injured Mr Ndlovu and threatening both the men with assault or injury if they did not attend the meeting.

The magistrate, Mr S J Badenhorst, said the witnesses' evidence differed so vastly

“that the court is left with the impression that they were either blatant liars or that what they had described was a mere figment of their imagination”.

“Taking into account the unsatisfactory evidence of the witnesses, the probabilities were that the defence case was “reasonably and possibly true”

Mr R T Sutherland, for Mr Mkize, argued that Mr Mkize was not involved in the incidents — which he doubted had occurred at all — and that the evidence against him was fabricated because Mr Mkize posed a threat to Mr Leonard Khumalo, a supervisor at the hotel.

Mr David Tshabalala failed to appear in court for cross-examination yesterday, despite a warrant of arrest issued the previous day for his failure to appear on that day.

OIL PROCUREMENT Salem indictments

The Salem case just won't go away. Whether or not it is related to other allegations about malpractices in oil procurement, it has achieved an international life all its own. This may — eventually — give SA a full picture of what happened, and who was involved.

Certainly the Americans are unlikely to hold a pending court case, arising from the Salem fraud, *in camera* — as SA invariably does in cases involving oil procurement.

A Federal Grand Jury in Houston has indicted several of the principal actors in the case on multiple counts of fraud, perjury, conspiracy to defeat the ends of justice, interstate transportation of stolen property,

and tax evasion.

The Grand Jury indictment is a necessary preliminary to trying those involved. Although at least one of those indicted is believed not to be in the US, and thus outside the reach of the American courts, the others are likely to be tried.

Indicted are Fred Soudan, who carried out the deal as head of a company called American Polamax, his brother in law Abdul Wahin al Hazou (a Syrian), and South African Jim Shorrocks. Shorrocks disappeared from his Houghton home when news of the Salem case became public and is believed to be abroad.

Soudan was indicted for selling oil he did not own to SA and then covering the theft by scuttling the ship that was supposed to be carrying the oil to Italy.

He is charged with defrauding Shell In-

ternational Trading, a branch of Royal Dutch Shell, Lloyds of London, Pontoil of Italy, and the Strategic Fuel Fund Association (SFFA).

The indictment charges Soudan and the others with perjury, filing false tax returns, interstate transportation of stolen property and 13 counts of fraud by wire (telephone, telex or telegraph).

According to the US Justice Department, Soudan obtained a contract to sell oil to the SFFA although he owned no oil. He used the contract to obtain a \$12m loan from Mercabank, and used that money to buy the Salem. He then contracted to carry 200 000 t of oil for Pontoil from Kuwait to Italy.

But *en route* he unloaded the oil in Durban and then scuttled the ship to conceal the theft. Shell had bought the oil from

EMMA MASHININI

Behind the strikes



Emma Mashinini is the general secretary of the Commercial Catering and Allied Workers' Union of SA (Ccawusa). The union has been involved in a number

of contentious strikes — including those at Pick 'n Pay, the OK and at a number of top Witwatersrand hotels.

FM What is Ccawusa's membership?

Mashinini: Today we have 40 000 members (up from 15 000 in 1981), almost all of whom are paid-up. One of the reasons for our growth was the explosion in the retail industry itself, so many shopping centres have gone up. But the union has also grown by establishing new branches around the country. In addition we have always had some members in the hotel sector and last year we started a concerted drive to organise there.

How many recognition agreements do you have?

We have agreements with OK Bazaars, Allied Publishing, Woolworths, Top Centre, Foschini, Gallo, 3-M, CNA, Makro, Metro Cash & Carry and Edgars. We are negotiating recognition with Pick 'n Pay and Checkers.

Ccawusa has had a high profile in the last few years because it has been involved in a large number of strikes. To what do you attribute this?

We organise primarily in the retail trade, although we do have members in the hotel trade as well. Wages in these sectors are miserable. In the hotel sec-

tor workers earn around R200/month, while in retailing they are just beginning to earn above R250/month. This has been the primary cause of strikes. Unfair dismissals and poor working conditions have also been at issue.

Ccawusa members have struck a number of times while the union was negotiating recognition agreements — like at Pick 'n Pay and Southern Sun. Isn't this tactically unwise? There is a perception that the union leaders are not in touch with members and that much of their work consists of trying to put out fires lit by militants.

One thing must be made clear: the union leadership is not responsible for calling strikes. Wages and working conditions are the issues. Building up a relationship with management does not replace those. A union-management relationship must filter down to the shop floor. Management often seems to use recognition talks to delay discussing wages and the workers get impatient.

What caused the recent strike at a number of Johannesburg hotels — the Sandton Sun, the Carlton, the Rand International, the Maristons and the Johannesburger?

The strike was caused by a wage dispute. All the workers at the various hotels came out at the same time after they heard the outcome of negotiations between the Witwatersrand Liquor and Catering Trade Employees Union at the Industrial Council for the Liquor and Catering Trade (Witwatersrand and Vereeniging). Those negotiations resulted in a 25% increase for the lowest-paid workers — which meant that some workers with very long service would

only get R218/month. Our members demanded that the different managers negotiate with a Ccawusa shop stewards' committee. The managers refused, saying joint negotiations can only be held at the Industrial Council. Ccawusa is not yet ready to join the council. Southern Sun hotels said they would not dismiss everybody but asked the union to sign an agreement that certain workers should be dismissed. We could not do this. Sandton Sun fired 147 workers, the Landdrost fired 13 and Rand International fired 19. Those hotels have recruited new workers. We have not yet re-started recognition talks with them. It has been said that a union official, Oscar Malgas, incited the Sandton Sun workers.

Oscar Malgas was not involved in causing that strike. He in fact tried to get the workers to go slow instead. It is claimed that there are huge divides in Ccawusa — and especially that the Natal and Vaal Triangle branches are disaffected.

There were problems in the Vaal — very serious problems about the running of the office — which we had to query. These have been rectified. No one has been expelled but there has been a lot of reconstruction in that particular branch. There are no problems with the Natal branch.

What is the quality of Ccawusa's relationship with companies in which there have been strikes?

The Pick 'n Pay recognition negotiations are going slowly. Checkers recognition talks are nearly complete. At OK our talks were suspended because of a strike but we now have an agreement.

face to face

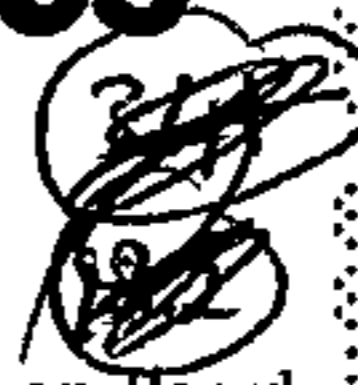


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'Poverty wages' halt brewing

city news 3/6/84 (172)



FIVE hundred Port Natal Administration Board brewery workers downed tools this week over what they describe as "poverty wages".

The strike affected the Congella Brewery as well as all its depots and bottle stores

The 500 went back to work after they were given assurances that the Minister had been sent an urgent telex to take action.

Doctors' strike could hit patients

Save for 6/6/84 152

WARDS at KwaZulu's Edenvale Hospital in Maritzburg will have to close and non-emergency cases will have to be turned away unless black doctors at the hospital received their arrear pay soon, according to senior medical superintendent Dr Derek Lawson.

The black doctors, who make up 15 percent of the medics at the hospital, have declined to work overtime since June 1 because they have not yet been paid money owed to them for increases in rates for professional allowances and overtime work

Whites

In the meantime white doctors have been working extra time to fill in the overtime duties of their black colleagues

Black doctors are paid by the KwaZulu Government while the white doctors who are paid by the Department of Health received their increases several months ago

Dr Lawson said the position was very difficult but under control at present

Wards

"If the problem is not resolved very soon, we will have to close wards and turn away all non-emergency cases," he said

According to Dr Daryl Hackland, KwaZulu's secretary for health and welfare, the cheques are being processed

EAST LONDON — One man was acquitted and another pleaded not guilty to a charge of preventing workers from entering their place of employment on January 11 this year

Man acquitted on lack of evidence

Mr Mandlenkosi Voyi, 19, and Mr Siphuwu Sityebe, 29, both of Mdantsane, appeared in the regional court before Mr D Cronje

Mr Voyi was discharged after the state closed its case

Mr Cronje said no evidence against Mr Voyi had been presented

Mr Sityebe denied that he had kicked or hit

workers outside the gates of Buffalo Timber at 6.45 am on January 11 this year

Mr March Mboma said Mr Sityebe and a group of about 10 others had confronted workers approaching the gate and told them they shouldn't go to work

Mr Sityebe told the court he had been walking from the Wilsonia

station to Buffalo Timber when police in camouflage uniform released a dog

Mr Sityebe said he did not run away because he had not committed a crime

Mr Sityebe said a dispute between the management and workers had begun in December last year before the factory closed for the

Christmas holiday

The dispute began when management refused to discuss allegations that white employees had assaulted black employees, Mr Sityebe said

On January 10, the first day after the holiday, the management wanted to selectively employ workers

This did not satisfy the

workers and they were told to return the next day

The workers had returned to Buffalo Timber to ask the management to employ all the people who wanted to work, Mr Sityebe said

Mr Radewell Matutu said he had been walking about two metres ahead of Mr Sityebe when the police car approached and let a dog loose

Mr Matutu said he had not seen Mr Sityebe assaulting anyone

The case was postponed until June 13 for judgment — DDR

Smoker 8/6/84

Sandton clinic workers strike

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ABOUT 200 nurses and labourers of the plush Sandton City clinic went on strike yesterday after management allegedly turned a deaf ear to their demands.

The staff, which includes theatre sisters, cleaners, cooks, maintenance, security and creche staff, downed tools after management allegedly:

- Fired a shop steward for his association with their union — the Black Health Workers' Union of South Africa (BHWUSA);
- "Mysteriously" decided to transfer the security personnel after they were found to have joined the union, and
- Were unable to explain why only black people were searched.

Prisoners

The workers also complained that their changing rooms and food "pigs" were fit "for

Even prisoners get better food than us," one worker said.

The situation became tense last week, according to the workers' spokesman, after management announced that they were going to transfer the security personnel. An urgent meeting by union members was called after negotiations with management agreed to investigate the security personnel's case.

On the same day after the "truce" the shop steward was fired. Thereafter management refused to talk to the workers' representatives. A spokesman for management yesterday refused to comment and said a statement would be released today.

City dairies on strike. Deliveries disrupted

APC 5
8/6/84

Labour Reporter

WORKERS at two Cape Town dairies went on strike today, severely disrupting milk deliveries in some areas

At Union Dairies in Tokai the atmosphere was tense as policemen gathered outside the workers' hostels

About 150 bottling and delivery workers sat in silence as police patrolled the picturesque farm on which Union Dairies operates

Police barred reporters from the site and refused to let them interview workers

When questioned, a police sergeant said he had been ordered by the managing director of Union Dairies, Mr C Bearne, "not to allow the Press to talk to workers".

Mr Bearne said he did not want to comment on the dispute

"I don't want you to talk to the men, although you can see we have a problem," he said.

Police prohibited reporters from talking to a union organiser on the site

At Van Riebeeck Dairy in Parow, about 400 workers stopped work today

Workers said they were protesting about the lack of "call-in-cards" — a system whereby migrant workers are recalled annually without breaking their contracts — and were demanding two assistants on each of the milk trucks

A spokesman for the Retail and Allied Workers' Union, which is negotiating a recogni-

tion agreement with Van Riebeeck, said some workers had gone on leave of up to three months and that this had seriously affected their chances of obtaining permanent rights in urban areas in South Africa

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company had supported workers with affidavits in their application for Section 10 rights

A call-in-card system was in use, he added.

"We would be delighted if workers got their Section 10 rights, but it is childish of them to blame us for not getting them," Mr Whitfield said.

He said workers who wanted two assistants on the milk trucks should approach their

supervisors, instead of going through the union

Referring to the police presence at Union Dairies, Captain Gerhard van Rooyen, police liaison officer, said police were observing the situation and were there to "maintain law and order" if necessary

Two trucks on the scene had nothing to do with the strike, he said

They had come to fetch milk for a nearby army camp

~~200~~ 8/6/84
FM

ishment of labour-intensive industries on the urban periphery; that "backyard," or cottage, industries should be encouraged in black residential areas, and that labour-intensive relief projects be embarked upon in the homelands

MINE TALKS Signs of settlement

There could be more sound than fury in the negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions for NUM members on gold and coal mines. This is despite seemingly ominous developments in the two sets of negotiations during the past week.

The parties were due to meet again this week, on the gold negotiations, after the FM went to press.

Last weekend a special national conference convened by the NUM in Klerksdorp rejected the chamber's offer for minimum wage increases of between 9,5% and 10,9% on nine chamber gold mines. On Monday, the union declared a dispute in the negotiations to set wages and working conditions for its 4 600 colliery members.

The NUM's original demand for its gold mining members was for a minimum wage increase of between 30% and 60%. It also demanded a string of changes to working conditions — but these matters have not been pursued in the talks, which have focused on wages.

In the first round of the gold negotiations the chamber offered increases which averaged between 8% and 8,5% on minimum rates. In a second meeting on May 21 the union lowered its demand to a 25% increase and announced that it did not have a mandate to go any lower. In return, the chamber offered increases ranging be-

tween 9,5% and 10,9%. It added that the offer could be improved if the NUM obtained a mandate to negotiate further.

The NUM's announcement that it would hold a national conference to consider the chamber offer raised fears that the union would start the process leading to a legal strike. But despite the Klerksdorp conference's rejection of the offer it seems that a new mandate was obtained. NUM general secretary Cyril Ramaphosa refuses to give details.

On Tuesday Ramaphosa told the FM "The conference rejected the chamber's offer and instructed the negotiating team to go back to demand that the chamber make a final offer before we can reconsider our 25% demand. There is no way we can accept anything lower than last year. If the chamber does not make a satisfactory offer we will have to declare a dispute."

The key factor in the third meeting was expected to be precisely what the NUM conference indicated would be a "satisfactory" offer. There still seems to be some room for flexibility on both sides.

But time is running out. Black miners' wage increases are traditionally introduced on July 1. However, indications are that if the chamber matches, or goes somewhat higher, than last year's settlement of 9% for some categories and 15,7% for others, the offer will fit the conference's mandate.

The coal negotiations, in which the NUM tabled the same demands for its members at five chamber collieries as the original gold demands, took a different course. According to the chamber, it advised the NUM at the start of Monday's meeting that it would not table a response to its demands as it wanted the union to motivate and clarify its proposals. The union, the chamber says, refused to do so without an assurance that the chamber would make an immediate offer in response.

Ramaphosa claims that the chamber has

committed an unfair labour practice by failing to bargain in good faith. He says the union has applied to the Minister of Manpower to appoint a conciliation board to consider the matter. This could open the way for the NUM to go to the Industrial Court.

But — and this is crucial — Ramaphosa also says that the union has sent a letter to the chamber saying it is prepared to continue negotiations on Monday.

Although the NUM appears to have taken a tough stance on both the gold and coal negotiations, the possibility of settlement still exists. This could indicate that Ramaphosa is not particularly confident of winning in a confrontation against an adversary such as the chamber.

FM 8/6/84

METAL INDUSTRY TALKS Conflict ahead

The Steel and Engineering Industries Federation of SA (Seifsa) may have paved the way for unrest in the metal industry. It has announced that it is no longer prepared to negotiate with three trade unions which rejected its pay offer in this year's negotiations.

Seifsa's final offer in the drawn-out talks at the metal industry industrial council was a minimum 40c/hour increase for skilled workers and 20c/hour for unskilled workers, as well as improvements in site workers' allowances and holiday leave bonuses. Two weeks ago most of the 14 unions involved in the negotiations — including all but one of the unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) and the Yster and Staal Unie — accepted Seifsa's offer.

But three member unions of the SA Coordinating Council of the International Metalworkers' Federation — the SA Boilermakers' Society (also a CMBU member), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — rejected it. The Boilermakers and Seawu called on Seifsa to make another offer. Mawu stated that it rejected the offer and would refer the issue back to its members.

Now that Seifsa has rejected this call the indications are that when the industrial council meets next week it may decide to go ahead and ask the Minister of Manpower to publish the 1984 agreement and apply to have it extended to non-parties.

The Metalworkers' Federation unions' reaction to Seifsa's action has been delayed as several key officials are attending a federation conference in Dublin.

It seems that confrontation will be inevitable when the federation unions finally formulate their response. It is also likely that the International Metalworkers' Federation itself, which has in the past intervened in SA labour disputes, will be drawn into the fracas.



Ramaphosa ... wants as much as last year

CAME

9/6/84

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Workers strike at two dairies

Staff Reporter

STRIKES by workers at Union Dairies in Tokai and Van Riebeeck dairies in Parow Industria were resolved last night after management of both dairies had agreed to the workers' demands.

The workers are members of the Retail and Allied Workers' Union (Rawu), which has been negotiating for recognition with the two firms.

Mr Alan Roberts, secretary of Rawu, said last night the strike at Union Dairies had been called off at 7pm. Between 90 and 100 workers had stopped work because a key worker whose contract had expired had been promised re-employment only in five months' time.

"The workers felt this was unfair and demanded that he be reinstated after one month's leave. Management promised that the worker could return at the beginning of July."

Earlier, a union spokeswoman said the worker was an active union member and workers believed he had been victimized.

At Van Riebeeck, all 500 workers had gone on strike in support of demands that drivers of home-delivery milk trucks be given

two assistants instead of one and that workers should be placed on "call-in" card systems which automatically renewed contracts each year, according to Mr Roberts.

The strike was called off at 1pm yesterday following negotiations.

"When workers' contracts expire, management often uses this situation to re-employ workers selectively. Workers demanded they be given assurance of re-employment," Mr Roberts said.

Management had promised that call-in cards would be introduced and workers had understood this would happen at the end of the month.

The spokeswoman said management has signed a preliminary recognition agreement with the union committee.

Management dismissed all workers yesterday morning after the committee had refused to meet management before union officials arrived, she said.

Mr Lloyd Whitfield, managing director of Van Riebeeck, was quoted as saying that a call-in card system was in use and that the company had supported workers' attempts to obtain Section 10 rights.

June 1984

~~Sowetan~~ 152

200 Naawu workers strike

ABOUT 200 workers at Precision Castings in Pretoria yesterday downed tools, demanding that management recognise the National Automobile and Allied Workers' Union (Naawu).

The union's organiser, Mr R Msiza, said management had refused to talk to the

SOWETAN Reporter

union after they had presented them with a draft of the union's constitution

"We feel very bad about the attitude of management because we were aiming at wage negotiations with them

soon," he said

The workers have demanded that management should talk to their leaders. All attempts were fruitless and they decided to take strike action

The company's managing director, Mr C A Struwe, said he had no comment

ARCUS 11/6/84

Workers back after milk strikes end

Staff Reporter

TWO strikes, which severely disrupted milk deliveries, have been resolved.

About 400 workers at Van Riebeeck returned to work on Friday at 1 pm after being on strike since arriving at work.

Workers were demanding a call-in card system to avoid broken contracts. The managing director of Van Riebeeck, Mr Lloyd Whitfield, said he would investigate grievances.

Milk deliveries in the Mui-zenberg-Tokai area were also back to normal following an all-day strike at Union Dairies on Friday.

The dispute was over the alleged victimisation of a colleague.

KRM, 13/6/54
**200 workers
down tools**

Mail Correspondent

PIETERSBURG — More than 200 workers, mostly members of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa), went on strike at the new Checkers store in Pietersburg yesterday in support of a worker who was arrested by police after allegations of theft.

The manager of the store, Mr A Botes, refused to talk to the Press except to describe the situation as "bad"

Yesterday afternoon white cashiers manned cash tills normally manned by black cashiers

Sacked workers

ask for jobs back

Labour Reporter

FOUR striking workers, who were fired by a Pinetown textile factory to set an example to other workers, have asked the Industrial Court to have them reinstated.

An application for a reinstatement order was made by Mr Chris Albertyn on behalf of Mr Ephraim Hope and three other former employees of Ninian and Lester (Pty) Ltd who were among 80 workers at the factory who went on strike on February 29 in protest against the shift system.

In papers filed in Court, the applicants said the work stoppage continued until March 5, followed by the dismissal of all the striking workers.

The company agreed to re-engage them on March 12, but only took back 75 of the remaining workers. They accused the company of 'selectively re-engaging its workers in a manner which was wrongful and unfair in that it failed to treat its employees equally'.

Treatment

They also claimed that the company did not hold a disciplinary inquiry to determine whether there were any circumstances which might justify inconsistent treatment being meted out to them.

Mr D B H McGregor, a director of the company, said that in terms of an agreement between representatives of the National Union of Textile Workers and senior shop stewards during a wild cat strike at the factory, all the dismissed workers were to be re-employed.

He said the five had been identified as being involved either with the instigation of the illegal strike or in the intimidation of other workers during the illegal strike.

The president of the Court, Mr D R van Schalkwyk, reserved his judgment. Mr B Acker appeared for Ninian and Lester (Pty) Ltd.

Pretoria workers dismissed 'unfairly'

Sowetan
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THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) has lodged a complaint with the Department of Manpower on behalf of five members who were dismissed by the Spar's Water Glen branch in Pretoria this week.

A spokesman for Ccawusa Mr David Molele said the union's members were fired from work after they had complained of not being paid for working overtime. He said the manager accused workers of stealing and said he would deduct R12 from the weekly

By ALINAH DUBE

wages of each cashier to replace the R2 500 his business went short of

Unacceptable

"This was unacceptable by the workers. They tried to explain that they did not know how the shop incurred losses and also suggested to the manager that security be tightened to avoid victimisation of workers. They were then ordered off the premises and threatened with the police if they came back or were

seen anywhere near the area," Mr Molele said

The dismissed workers are Cynthia Kubyane, Yvonne Mahoro, Lenah Golden, Mirriam Tjeta and Leatitia Mphuthulo. They all earned R62,50 weekly irrespective of how long each had worked for the company.

The manager of the company Mr Leon Uys told The SOWETAN that he would not discuss matters affecting his employees with the Press.

Water cuts in Soweto

RESIDENTS living in Jabulani, Zola and Tladi must expect their water to be cut from 8 am to 4 30 pm today, the West



HOORAY: These "little bundles of fun" came to the 5th birthday of Mamatsabu Maphike (behind)

Bop resid hit author

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being "treated unfairly" by officials who locked the houses with-

take over by the Bophuthatswana government. He said only private companies showed interest in providing housing for their employees and that the under-privileged would remain hopeless for a long time.

Roads

"Rents in Mabopane are increasing from time

300 Nigel workers on strike

By JOSHUA RABOROKO

ABOUT 300 workers at Nigel Carriage yesterday entered their third day on strike, demanding the reinstatement of a sacked colleague.

The workers, members of the Metal and Allied Workers' Union (Mawu), downed tools on Tuesday after a colleague was dismissed for allegedly going on tea time before the scheduled time.

A Mawu spokesman said that the workers have vowed that they would not return until their colleague was reinstated. They felt that the dismissal was "unfair" and have charged that they tried to open discussions with management on the subject, but their attempts have fallen on deaf ears.

The union was locked in talks with management in an attempt to resolve the matter.

A management spokesman said that they will only talk to the Press on the matter today.

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ROM ~~SECRET~~ 152 June 1984

Wage dispute leads to demands

Mail Reporter

HUNDREDS of Metal and Allied Workers Union members at BTR Sarmcol in Howick marched on the company's offices yesterday where shop stewards presented management with petitions calling on them to reopen wage negotiations, a Mawu statement said last night

The action was a follow-up to the attendance of two Mawu representatives at the AGM of BTR South Africa on Wednesday, to inform shareholders of the wage dispute at Sarmcol.

The Mawu representatives told the meeting that the company's proposed wage increase was 27% below the household effective level, that company profits were substantial and that wages for other workers doing the same job were at least 25% higher

In addition, about 1 000 workers had been retrenched without compensation

Yesterday's statement said the company had agreed to reopen wage negotiations

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Sugar firm

fires 400 in union row

Labour Reporter

ABOUT 400 striking sugar workers — some with up to 40 years' service — have been fired in a row over union recognition. Some are now worried about losing their homes as well.

Workers at Stewart's Estate, in New Guelderland, near Stanger, downed tools yesterday.

Mr Richard Gumede, the South African Allied Workers' Union representative in Stanger, said they had several grievances they wanted the union to sort out.

But attempts by the union to meet the management for talks, failed. Mr Gumede claimed the company threatened to prosecute union officials who entered the estate, and that it sacked some workers.

The union man said that the compound manager had recently imposed some new rules. Included in them was a restriction on the wives of employees staying in the company compound.

Mr Gumede said 'All the employees were told that their wives would not be permitted to stay on the premises for more than two weeks.

'We regard this as most unfair. Some of the workers are from Transkei.'

Homes

He said the workers also objected to a deduction of R10 a month from each worker's wages towards electricity charges.

A spokesman for Indian workers on the estate said they had been forced to join the strike.

Some of them had 'almost a lifetime' of service with the company, and were worried they would have to quit company homes which some had occupied for nearly 40 years.

Mr Roger Stewart, the firm's managing director, said 'We are regarded as one of the best employers in the sugar industry. We have contingency plans, but I'm not prepared to comment on them at this stage.'

Ray 21/6/84

Unionist in court after meeting

By LINDA ENSOR
POTCHERSTROOM — The general secretary of the Food Beverage Workers' Union of South Africa and 26 workers at Chubby Chicks Poultry Farm in Potchefstroom appeared in the Potchefstroom Regional Court this week on charges under the Internal Security Act after a labour dispute at the factory on February 23.

Mr Leonard "Skakes" Slikhane, 46, of Soweto, is charged with having organised, presided at or addressed a meeting of workers or encouraged or incited workers to attend it.

He is alternatively charged under a Transvaal Standard Council and Divisional Ordinance which prohibits parading or meeting in a public place without the written consent of the local authority.

The 26 workers — four men and 22 women — who have been re-employed at Chubby Chicks since the dispute, are charged with attending the meeting. They have all pleaded not guilty.

Yesterday several police officers, members of the Potchefstroom riot squad, told the court how they had gone to an open place of ground alongside Chubby Chicks at about 12.30pm, when about 100 workers had gathered under some trees.

They were alleged to be addressed by Mr Slikhane. A Lieutenant-Colonel Heyl told the court he had asked Mr Slikhane whether he had a permit. He said no and was arrested.

Lt-Col Heyl allegedly twice ordered the workers to disperse. When the workers failed to disperse, the riot police struck them with their spang-boks.

The workers scattered in all directions. Workers were picked up at bus-stops and at other places in town.

The defence advocate, Mr Rodney Black, questioned how the police officers could properly identify the workers who were at the scene when they later arrested them.

Mr Black suggested that the workers were arrested only after informing the policemen that they worked for Chubby Chicks.

Some of the accused denied being arrested at the places and by the officers alleged.

The case continues.

Gerrie's ex-manager on culpable homicide charges

By MIKE LOUW
MR HENRY TUCKER, Gerrie Coetzee's former manager appeared in the Johannesburg Magistrate's Court yesterday on charges of culpable homicide following a road accident.

Mr Henry Spencer R Tucker, 42, of Kings Road, Bedfordview, appeared before Mr D J du Plessis van der Walt.

The State alleges he killed two pedestrians, Mr Eric Brodacy and Mr Helmut Franz Mazerger.

He allegedly also drove a car while under the influence of liquor. According to the charge sheet his blood-alcohol content was 0.11 grams.

It was further alleged Mr Tucker failed to stop after the accident, failed to complete the pedestrians' injuries and failed to help them.

Mr Tucker, an attorney, pleaded not guilty to all the offences, alleged to have been committed along Claim Street in Johannesburg on October 22 last year.

A taxi driver, Mr Anthony Becker, said in evidence he noticed Mr Tucker driving a BMW car along Claim Street at high speed at about 12.10am.

Mr Becker said he saw two pedestrians walking along the street facing on-coming traffic. He later noticed the BMW was involved in an accident and it was later driven against a red robot.

The trial continues today and an undisclosed amount of bail was extended.

Minister contradicts police statement

Political Correspondent
ASSEMBLY — The Government yesterday denied that the Protection of Information Act was invoked last week to block the publication of information about people detained in Daveyton on the East Rand.

The Minister of Health, Dr Nak van der Merwe, answering a question in Parliament on behalf of the Minister of Law and Order, Mr Louis le Grange, told Mrs Helen Suzman (PFP Houghton) that five people were arrested in Daveyton "on or about" June 9, of whom three were released on June 12.

An investigation into the cases of the two people still in detention was still underway and when it was over, the Attorney-General would decide whether they would be prosecuted or not.

Dr Van der Merwe denied that the provisions of Section 4 of the Protection of Information Act were invoked in connection with the publication of the detentions.

In a telex reply to a Rand Daily Mail request on June 11 for confirmation of the detentions, the Police Directorate of Public Relations said: "In respect of the inquiry we wish to draw your attention to the provisions of Section Four of the Protection of Information Act.

"No information in respect of this inquiry may therefore be published until further notice."

When asked if any of the detainees were members of Fosatu, Dr Van der Merwe said "yes", but declined to disclose their names because "it is neither in the public interest, nor in the interest of the persons concerned."

"The reason why they have been detained has, however, no connection with their membership of Fosatu," he added.

In reply to another question, Dr Van der Merwe confirmed to Mr Peter Gastrow (PFP Durban Central) that "a number" of people were detained in terms of Section 29 of the Internal Security Act "on or about" June 2.

In reply to another question by Mrs Suzman, Dr Van der Merwe said no detainees being held in terms of Section 28 (1) of the Internal Security Act were being paid allowances, but representations for the payment of allowances to five such detainees were being considered.

AV has editor's support

By TONY WEAVER
Mail Africa Bureau
WINDHOEK — The editor of the ultra-rightwing South West African publication, Die Stryder, Mr Frikkie Strauss, has been appointed to the Windhoek steering committee of the Afrikaner Volkswag (AV).

This was confirmed yesterday by Mr P W Moller, a lecturer at the all-white Windhoek Teachers' Training College, who is chairman of the committee.

The AV held its first meeting in the territory on Friday night, when the joint leader, Professor Carel Boshoff, addressed a secret meeting at a local hotel attended by about 50 people.

Others on the committee are Dominee Paul du Toit of the Nederduitse Gereformeerde Kerk's Moederkerk in Windhoek, Dominee Jacobus Viljoen of the Hervormde Kerk and Mrs S E Gerdes.

The sixth member's name is being kept secret but sources said yesterday he is the principal of an Afrikaans high school in Windhoek.

Also present at Friday night's meeting were Mr Sarel Becker, leader of the Herstigte Nasionale Party in SWA, and, it is believed, members of the SWA National Party.

Teachers' PM-council

By GERALD REILLY
Pretoria Bureau
TEACHERS want to know what action the Federal Council of Teachers' Association will take if the Prime Minister rejects their plea for an earlier implementation of their salary increases.

The meeting between the Prime Minister and the federal council is due on July 4, when the council hopes Mr Botha will authorise a review of the December 1 implementation date.

Teachers' associations throughout the country have unanimously condemned the late dating of the increases, which they claim should have been granted in July or at the latest in October.

Increases should also have been backdated, they say.

However, the Minister of National Education, Dr Gertrul Viljoen, has strongly emphasised the reason for the delay in introducing the im-

Muldoon won't

WELLINGTON — The New Zealand Prime Minister, Mr Robert Muldoon, said in Wellington yesterday that his government would not stop New Zealand's All Blacks rugby team from touring South Africa in 1985 if he was re-elected next month.

Mr Muldoon criticised the opposition Labour Party leader, Mr David Lange, of "appalling bad taste" for saying playing rugby against

MATTER OF FACT

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**Mawu
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21/6/84
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THE Metal and Allied Workers Union (Mawu) has asked for legal advice in an attempt to pressurise Crown Chrome Plating Company to open discussions with them, concerning more than 100 sacked workers.

The union's legal representatives have already written a letter, requesting the company to hold talks with them on the matter soon.

About 120 workers were dismissed by the company, following a strike over two colleagues who were sacked and transferred to another plant last week.

The workers are also demanding that the company should recognise their union, but management has refused to do so.

500 on Reef stage strikes

Singelen
21/6/84

152

MORE than 500 black workers at three separate companies on the Reef were reported to be on strike over wages and trade union recognition yesterday. At Glaxo company in Wadeville, about 120 workers downed tools yesterday following a deadlock between workers' representatives and management over wages and the recognition of the South African Chemical Workers' Union. The company's chief executive, Mr M J Meyer, said that they were negotiating with the union. He declined to comment further on the issue but said it would be resolved soon.

Sacked

About 300 workers at Union Carriage in Nigel were still on strike demanding the reinstatement of a sacked colleague and recognition of the Metal and Allied Workers' Union. Management confirmed the strike. A Mawu spokesman said that several incidents of intimidation had been reported by members and they were hoping to resolve the matter with management.

Advisers

In another move, Mawu's legal representatives have written an urgent letter to the management of Crown Chrome and Plating company in Johannesburg asking them to meet the union over the dismissal of about 120 workers. Management has refused to talk to union officials saying that the matter was in the hands of legal advisers.

FROM 22/6/84 (152) (400) (61)

500 Reef workers on strike

By PHILLIP VAN NIEKERK

MORE than 500 workers at two Reef firms — Glaxo in Wadeville and Union Carriages in Nigel — remained out on strike yesterday

At Union Carriages more than 400 members of the Metal and Allied Workers' Union (Mawu), a Fosatu-affiliate, have been out on strike since last Tuesday over the dismissal of a colleague

A union spokesman said several workers had been arrested and charged under

the Intimidation Act. Two appeared in the Nigel Magistrate's Court yesterday, and their cases were postponed

A company spokesman refused to comment, but the Mawu spokesman said the workers had been given an ultimatum to return to work next week or face dismissal

At British multinational Glaxo, about 120 members of the South African Chemical Workers' Union downed tools on Wednesday morning over wage demands and over a union recognition

agreement

A union spokesman said the workers were protesting against delaying tactics used by the company during negotiations

A company spokesman said the strike was a "unilateral action" which had been timed to coincide with the visit to South Africa by a member of the board from Britain and to embarrass the local company

He confirmed that negotiations with the union had been delayed this week because of this visit.

Man left for dead in street still nameless

From Page 1

If freezing was the only problem, chances of recovery would be very good

The body, Prof Mitchell said, could cope with extreme cold because as it got colder its metabolic processes would "shut off" and energy would be preserved

"Once the body temperature drops to below 33°, the patient cannot recover spontaneously and would require medical attention," Prof Mitchell said

Meanwhile, Mr X is still unidentified. He was found on the corner of Pim and West streets, Newtown Johannesburg at about 7am on Monday

He had been badly assaulted and stripped to his underpants. It is believed he was exposed to the cold for at least a night — possibly longer

A hospital spokesman said Mr X's condition was stable. It had improved slightly yesterday

He has grey hair, is between 50 and 60 years old and has very blue eyes. There is an appendix operation scar on his stomach. He has no teeth.

Police have opened an investigation into assault with intent to do grievous bodily harm. They have called on any witnesses, or anyone who may be able to identify Mr X, to contact Constable Van Zyl at John Vorster Square

Anglo grant for genet

Mall Reporter

THE University of Stellenbosch yesterday received a grant of R500 000 from the chairman's fund of Anglo American De Beers, for research in genetic engineering

In announcing the donation in Johannesburg the chairman of the fund, Mr Michael O'Dowd, said the donation

was made because genetic engineering is seen as the technology of the future

He said the company recognised that there were other areas in education which were a constant worry, such as black education, but one should not always be "pre-occupied with short-term problems"

Mr O'Dowd said the dona-

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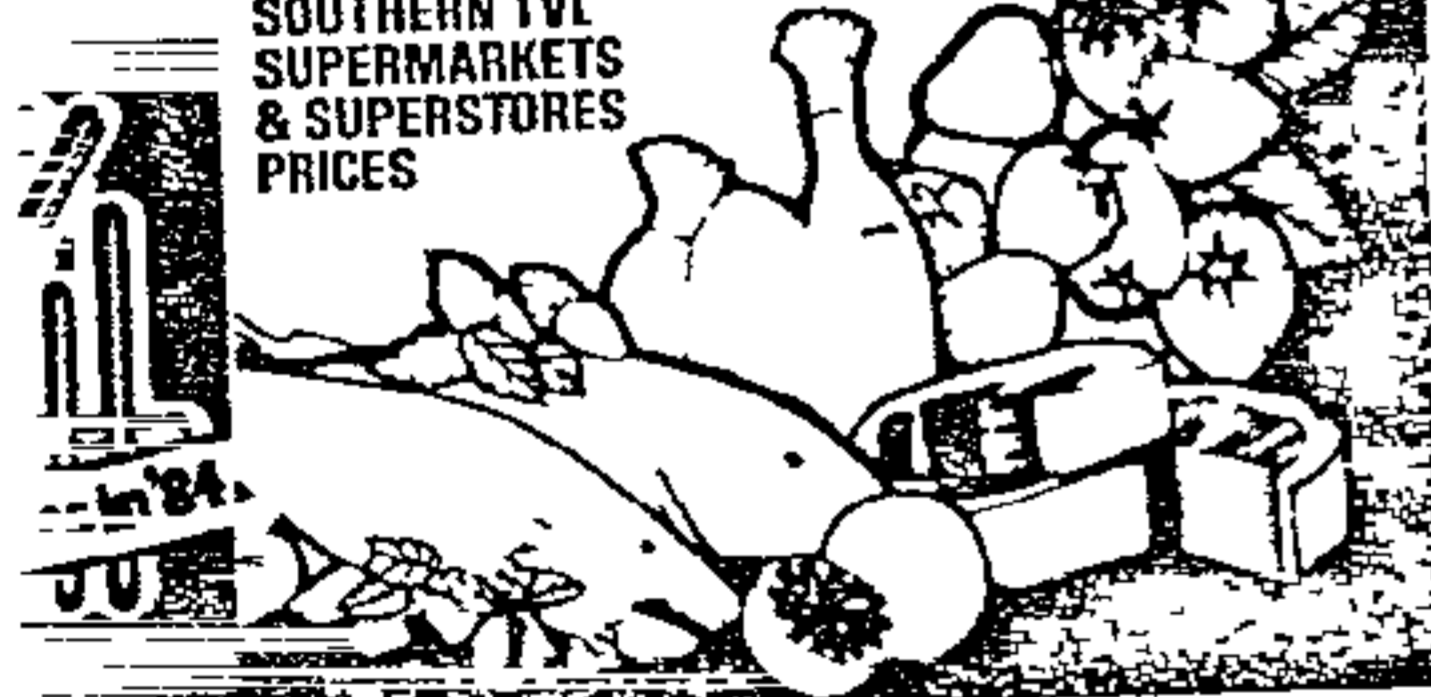
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MATTER OF FACT

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If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

TO IMPROVE the handling of complaints about the non-arrival of home delivered copies of SAAN publications — the Rand Daily Mail, the Sunday Times, the Sunday Express and the Financial Mail — a new hunting line telephone system has been installed by SAAN

Readers can telephone 710-2917, a number from which calls will be automatically routed to a number of extensions

The circulation complaints telephone service is monitored from 6 am onwards from Monday to Friday, and from 8 am to 11 am on Saturdays and Sundays

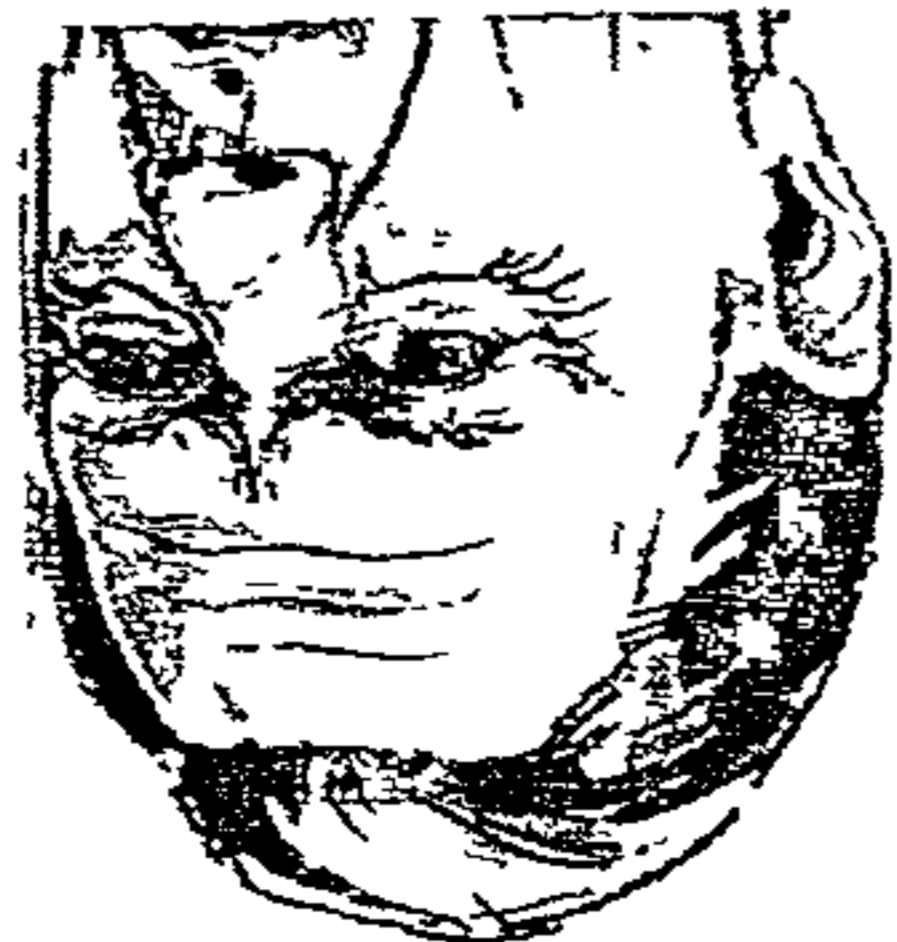
POLITICAL comment in this issue by R A Gibson. Mike Stent newsbills by Paul Horrold. Headlines and sub-editing by Bryan Pearson, cartoons by David Anderson. All of 171 Main Street Johannesburg

A HUMAN being, left naked in the gripping cold of a typh-

By DAVID CAPEL

beaten

'Re-wat



OUR'S

insists on Indian vote

'Kaffir' ^{Sowetan} big row

22/6/84
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By JOSHUA RABOROKO

WORKERS at a Vereeniging company yesterday claimed they were called kaffirs, insulted and threatened with assaults or being shot with a pellet gun when they did something wrong while on duty.

They claimed they were treated in this manner by an official at Madu Mageu — a beverage concern outside Vereeniging

The workers, mostly women, said they work long hours, sometimes up to 12 hours a day, and were paid only R35 per week on the average. They did not belong to any trade union.

According to the workers they are called names like "kaffir," "kaffir-meid," "bastards," "bobbejaan (baboon)" and other insulting names that cannot be printed. Those who objected to the insults were threatened with assault and a pellet gun was pointed at them and they were told they would be "fired."

A spokesman for the company, Mr P du Preez, told The SOWETAN that all allegations made were untrue. He denied the accusations after they were read out to him. "Workers leave the company on their own and I have not fired anybody. I deny the assaults and insults and would never call anybody a kaffir because that is derogatory. I pay the workers what I feel like according to the hours they work."

"This matter is not for the Press. I am sorry my friend, as I am now getting to a meeting," Mr du Preez said and then hung up.

Several other workers told The SOWETAN how they were dissatisfied with the ill-treatment and low salaries for long working hours.

They were afraid to lay charges of assault against their employers because "we might be victimised." "We are also afraid to lose our jobs. We have families to maintain, high house rents to pay and cannot afford to be without jobs during this time of recession."

(152)
~~MAWU~~ **MAWU strike continues**

Jan 23/8/84
DURBAN — One hundred workers at a factory in New Germany entered their fifth day on strike yesterday after talks between the Metal and Allied Workers Union and Pineware Management broke down

A spokesman for the union said the strike was caused over the company's refusal to comply with an agreement with the union to re-employ members who were retrenched about a month ago

K. D. A. 23/6/62

17 strikers are held in Nigel

By PHILLIP VAN NIEKERK
AT least 17 striking Union Carriage workers have been arrested in Nigel for alleged intimidation, a spokesman for the Metal and Allied Workers' Union (Mawu), said yesterday.

Two of the workers — Mr Samuel Seepe and Mr Joseph Vumendlini — appeared in court on Thursday, charged under the Internal Security Act and were released on R200 bail.

More than 400 Mawu members have been on strike since last Tuesday, in protest against the dismissal of a colleague. They have been given an ultimatum to return to work by 7am on Monday, or face dismissal.

The union spokesman — who gave the Rand Daily Mail a list of the detained workers — accused the police of trying to "break the strike" by detaining workers, but that "no amount of determination could shake the worker's militance".

By last night, the Police Directorate of Public Relations had not replied to a telex from the Mail requesting details of the alleged detentions.

Meanwhile, more than 400 workers at the Bosal Africa exhaust firm in Pretoria went on strike yesterday morning, demanding a 20% increase, which management was not prepared to grant, reports the Pretoria Bureau.

Mrs Dora Nowatha, the general secretary of the United African Motor and Allied Workers' Union said she received a phone call from Bosal saying the workers were on strike.

She said she went to the firm and found that workers had downed tools. She persuaded them to return to work.

"The management agreed to talk to us on Thursday to discuss the issue, which I think will not be difficult," Mrs Nowatha said.

A spokesman for the company, Mr J. Lubbe, declined to comment.

At Glaxo in Wadeville yesterday, about 120 members of the South African Chemical Workers' Union, who have been on strike since Wednesday over wages and union recognition, returned to their jobs, pending negotiations with the company.

RDM 25/6/84 □ □ □ 152 1400 139
THE common employer practice of selective re-employment during a strike has been challenged in the industrial court in Durban

An application for a reinstatement order has been brought for four former employees of Ninian & Lester, a Pinetown textile firm, following a strike at the firm in March this year in which only 75 out of 80 workers were reinstated

The case is complicated by the company's argument that the workers were dismissed in terms of an agreement with the National Union of Textile Workers and senior shop stewards

The presiding officer could restrict his judgment to considering the fairness or unfairness of the dismissals in terms of this aspect.

However, the workers' legal representatives have argued that the concept of selective re-employment is itself unfair

If a ruling is made on this then the case of Mr Ephraim Hlophe and others versus Ninian & Lester could join the two or three other landmark judgments of the industrial court which have seriously limited the powers of management. --

Workers

26/6/84

to take

strike

vote

Labour Reporter

WORKERS at a rubber company will decide in a factory ballot tomorrow whether to go on strike over a pay claim

The clash is between the Howick firm BTR Sarmcol and the Metal and Allied Workers' Union

A union spokesman said yesterday the company was threatening to effect increases which the workers had already rejected

Wage talks broke down earlier this month BTR Sarmcol had offered a 10,8 percent increase — from R1 43 an hour to R1 60

Union members later marched to the factory offices with a petition calling for the talks to be reopened

Two union representatives also attended the annual meeting of BTR South Africa after taking the unprecedented step of buying 100 shares in the company

Waiting

They went to the meeting to protest about the wages at the Howick plant and to tell shareholders about the pay dispute

An application has already been made to Minister of Manpower P T C du Plessis for a conciliation board to be appointed But both the union and the company are still awaiting a decision

Mr John Sampson, the firm's administrative director, said yesterday he knew the union was planning to hold a strike ballot

He said that if the conciliation board was not established within 30 days, the company would implement its own increases

The union wanted a rise of about 26 percent, said Mr Sampson

500 strikers go back to work

A STRIKE by more than 500 employees at Bosal Garage equipments in Pretoria ended yesterday with management agreeing to enter into wage negotiations.

Speaking on behalf of the United African Allied Workers' Union, Mrs D Nowatha, said all workers reported for work after they had downed tools on Friday. She said the company had agreed to hold talks with the union some time this week and that workers would continue working while their problems were being attended to.

Strike

Workers at the car parts manufacturing factory went on strike after their demand for a 20 percent across the board increase was not met by management. The company, they said, was willing to offer only six percent which the workers would not accept. They said wages ranging from R100 per week were too little to cope with the high cost of living.

By ALINAH DUBE

A personnel officer, Mr C van Rooyen, was said to have gone out when The SOWETAN called him yesterday.

Meanwhile Mrs Nowatha's union has declared a wage dispute with Datsun-Nissan in Rosslyn Workers there are expected to attend a

report back meeting at the Soshanguve Community Hall tomorrow

Buses will leave the company's plant at 5 pm for the venue, and the meeting is scheduled to start at 6 pm

"We had initially demanded that the company do away with the grading system when

working out payments for its workers. An increase of 45 cents an hour was also asked for when we held talks with management," Mrs Nowatha said

Members of the union are expected to take a decision on what steps should be taken at the meeting

152
Sowetan 26/6/84

ROM 26/6/84

Strikers at work

DURBAN — The 100 Pineware workers at New Germany who were out on strike for five days last week were back at work yesterday, but the dispute is not yet over

The workers said they went on strike last Monday because the company did not re-employ three retrenched members in accordance with an agreement between the company and their union, but employed three others

A Pineware spokesman, Mr D J Cornelius, said all the workers were back at work

yesterday, but he was not sure if the dispute was over

"I cannot comment at this stage because we have not yet spoken to the representatives of the Metal and Allied Workers Union (Mawu) so we are not sure what is happening at the moment," he said

The general secretary of Mawu, Mr Geoff Schreiner, said the dispute was definitely not over and the workers had decided to go back to work so the union could formally declare a dispute with the company — Sapa

1823

WEDNESDAY, 27 JUNE 1984

1824

(a)

(b)

	(i)	(ii)	(i)	(ii)	(iii)	(iv)
South African Navy fund	As on 31 May 1984—R25 200	There is no equipment on hand at present	30 April 1983—31 May 1984—R16 560	30 April 1983—31 May 1984—R2 256		
South African Medical Services Fund	As on 31 May 1984—R73 731	There is no equipment on hand at present	30 April 1983—31 May 1984—R33 325	30 April 1983—31 May 1984—R1 079		
Rehabilitation Fund (Trust fund of South African Medical Services Fund)	As on 31 May 1984—R86 087	There is no equipment on hand at present	30 April 1983—31 May 1984—R32 952	None		

(2)

(a)

(b)

South African Defence Force Fund

(i) Requests are directed to the secretary of the fund by welfare officers on behalf of individuals who apply for assistance

(ii) and (iii) Requests are directed to the headquarters of the Arm of the Service

(i) A South African Defence Force Fund Welfare Committee at every Command considers every individual request on merit

(ii) In cash or goods

(i) The headquarters of the Arm of the Service decides on the merit of every request

(ii) Goods are distributed through the normal logistics channel

Fund for Chaplains Services

(i) Individuals cannot apply

(ii) and (iii) Requests are directed to the Command/Area chaplains who in turn direct the request to the committee for the Fund for Chaplains Services

(i) The Committee for the Fund for Chaplains Services considers all requests and distributes funds on merit

(ii) Cash amounts are made available for the erection of coffee rooms

Goods are dispatched by available transport to the operational area inside the Republic goods are dispatched by road, rail and post as official freight

South African Army Foundation

(i) Serving member of the Army apply for assistance in writing to their Unit Commanders. Ex-members submit requests directly to the South African Army Foundation

(ii) and (iii) Unit Commanders apply in writing to the Officers Commanding Commands

(i) Requests are considered by the Officers Commanding Commands and the executive committee of the Foundation thereafter the request is considered by the Board of Control of the Foundation

(ii) Grants are made by cheque to beneficiaries

1825

WEDNESDAY, 27 JUNE 1984

1826

South African Airforce Fund

(i) An individual's request is submitted to the Unit Commander. It can also be initiated by a chaplain or welfare officer. It is promoted through the normal service channel

(ii) and (iii) Unit Commanders apply in writing through the normal service channel

(i) Depending on the circumstances and the amount involved the request is, in terms of the constitution, approved by the secretary controlling member, management committee or the full committee

(ii) Payments are made by cheque

SA Navy Fund

(i) A member applies in writing to the Officers Commanding Commands

(ii) and (iii) Assistance is only rendered to individuals

(i) Applications are considered on merit by the controlling committee

(ii) Payments are made by cheque

SA Medical Services Fund (Rehabilitation Fund included)

(i) A member submits a written request to the secretary of the fund

(i) Requests are considered by the controlling committee. Members of the SA Defence Force who have been wounded/injured can submit applications to the Rehabilitation Fund. A special committee decides on assistance with due regard to expenditure and application priorities

(ii) Assistance is rendered in the form of cash grants or the provision of equipment

Howard
152
 Victimization provisions
 Q. Co 1. 1825 27/6/84
 1070 Mr R B MILLER asked the Minister of Manpower

How many (a) prosecutions were instituted and (b) convictions were obtained in respect of contraventions of the victimization provisions of section 66 of the Labour Relations Act, No 28 of 1956, in 1980, 1981, 1982 and 1983, respectively?

THE MINISTER OF MANPOWER

(a) None

(b) Falls away

Telephone directories

1077 Mr A B WIDDMAN asked the Minister of Posts and Telecommunications

Whether, with reference to his reply to Question No 17, standing over, on 6 June 1984, the 197 549 copies stored at Stirling

Street, Cape Town, were in excess of the number required for distribution to subscribers, if not, (a) what number was in excess of those required and (b) what was the cost of printing these excess copies, if so, what was the cost of printing the 197 549 copies?

THE MINISTER OF POSTS AND TELECOMMUNICATIONS

The information requested will only become available after all the directories referred to have been replaced by 1984/85 editions

Telephone directories

1078 Mr A B WIDDMAN asked the Minister of Posts and Telecommunications

With reference to his reply to Question No 978 on 13 June 1984, what was the total cost involved in printing the excess copies of white and yellow page telephone

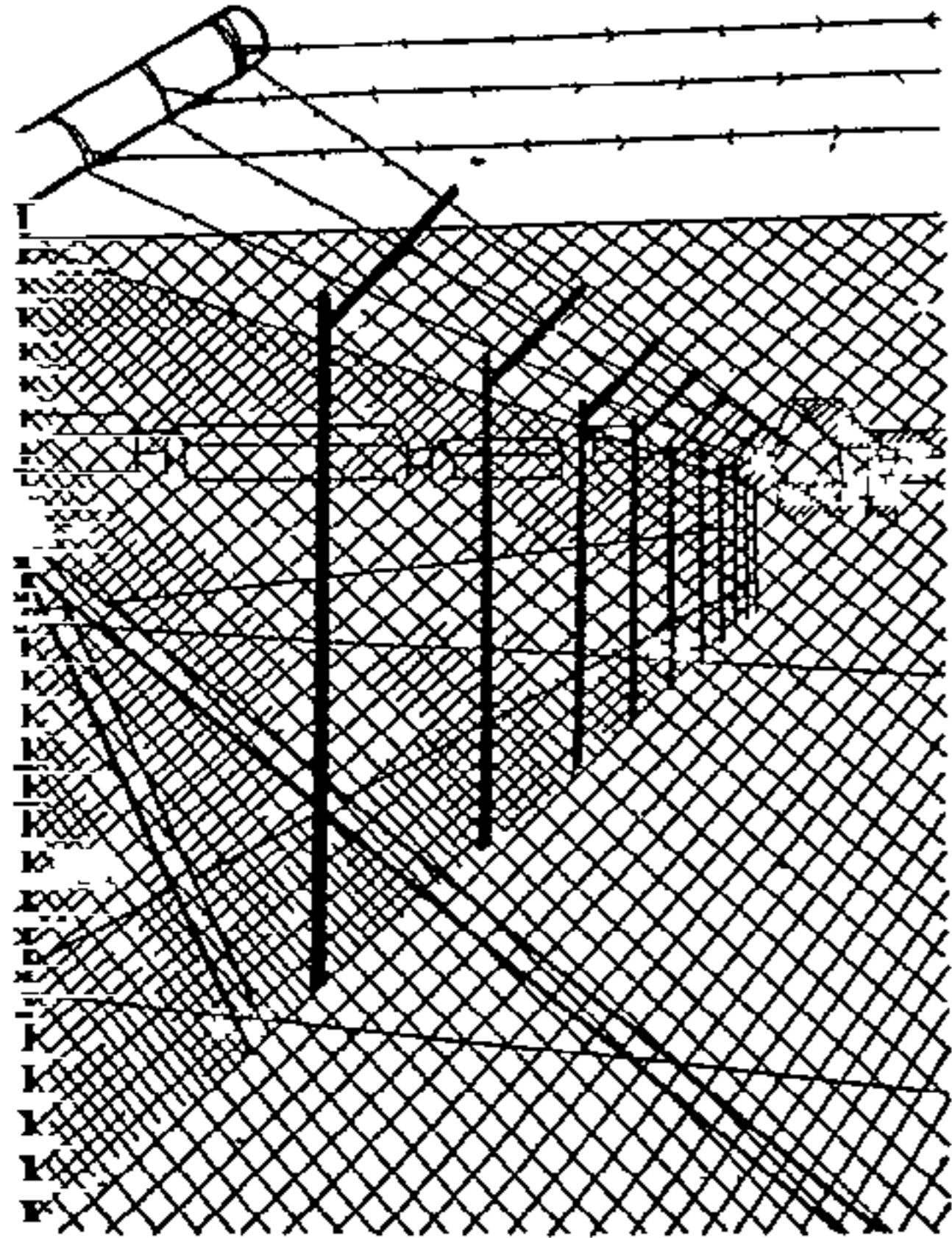
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pended R15,6-million on these projects, and raised a further R94-million in loans for other activities. In this way, for the first time the annual business of the Foundation reached the R100-million figure

and the money was delivered to the spot as instructed. When police arrived at the scene a few minutes later, the money was already missing. Brigadier du Plessis said

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MCCANN ERICKSON 2813

100 workers down tools

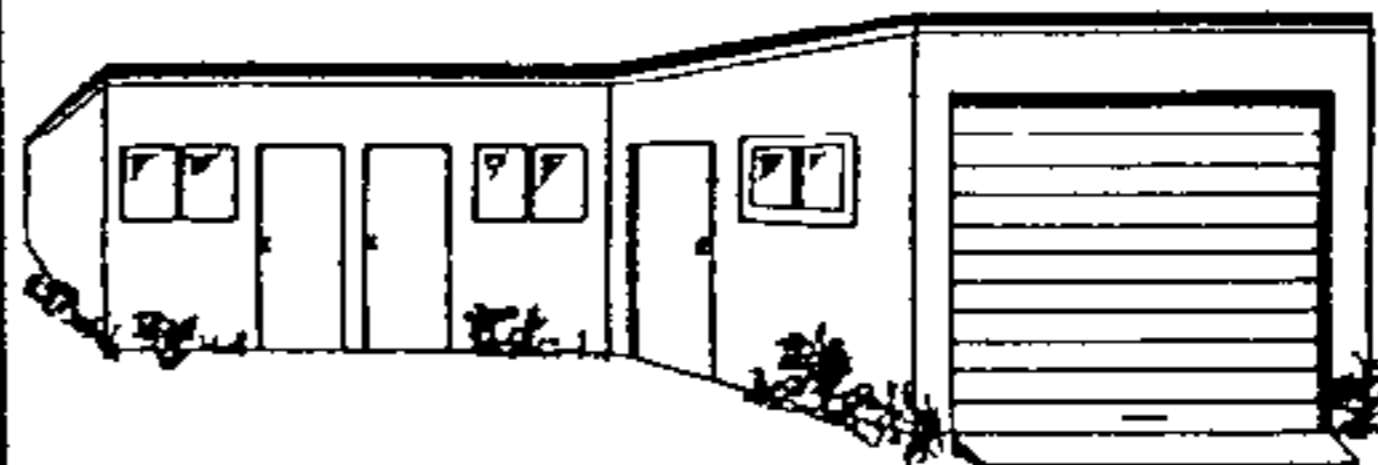
ABOUT 100 workers at Bonanza Boilermakers instead confronted management through a delegation demanding that strike yesterday for two the colleague, Mr Lackon Malisa, who was the dismissal of a col- dismissed on Monday, league and also demand- be reinstated with im- ing higher wages. mediate effect

The workers refused to work when they Management Management yesterday refused to comment terday morning and in- on the strike

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METTAN

Industrial court action against dairy

28/6/84 (152) Dairy
slow

By Carolyn Dempster,
Labour Reporter

The Food and Beverage Workers' Union has instituted legal action against Dairy Maid following the mass dismissal of workers during a strike at the company's Olifantsfontein ice-cream factory in February this year

Mr Glen Mokoena, an organiser for the FBWU, said the union had applied for a conciliation board hearing, and intended to have the matter heard in the Industrial Court on the basis of an unfair labour practice.

About 280 workers went on a week-long strike at the factory following demands for the dismissal or transfer of a supervisor, Mr Kalle Zastron. Workers alleged Mr Zastron used a sjambok to exercise discipline in the plant and had assaulted several workers in this manner.

During the week inten-

sive discussions were held between the union and management. Dairy Maid finally gave the strikers an ultimatum to return or lose their jobs. Altogether 160 of the original strikers failed to return to work and were dismissed.

A spokesman for Dairy Maid, Mr A van Rhyen, confirmed that the union had filed documents with the Department of Manpower. He also stated that Mr Zastron had left the company shortly after the strike.

In another matter, the FBWU has applied for the reinstatement of a member fired from Sacca Products Ltd.

The application for a Section 43 order follows the dismissal of Mr G Shiburi in April.

Mr Shiburi is alleged to have been dismissed but was then informed he was being retrenched.

Car workers strike over pay demand

Pretoria Correspondent

About 3 000 workers from three motor assembly and car parts companies in Rosslyn — Nissan and its two sister companies, Magnis Truck Corporation and Motoware — downed tools today over a demand for a wage increase.

Night-shift workers are expected to join their day-shift colleagues to show the management their dissatisfaction with an increase they have been offered.

The strike follows a deadlock in negotiations between the management of the companies and the United African Motor and Allied Workers' Union.

A meeting, attended by about 2 000 workers, was told yesterday that management had said that the companies had been working at a loss and could not afford meet the demands.

Union representatives said, "We even reduced our 75c-an-hour came demand to 45c across the board but they told us that, even if we went down to 20c, they would not agree."

Mrs Dorah Nowatha, secretary of the union, said they would meet management again today to try to end the dispute.

A company spokesman refused to comment on the strike.



Some of the sacked North Coast sugar workers in Durban yesterday.

Sacked strikers appeal to consul

Mercury 28/6/84 (152) ~~152~~ ~~175A~~

Labour Reporter

THE 40 Transkeian nationals who were sacked from a North Coast sugar estate following a strike, yesterday appealed to the Transkei Consulate in Durban to help them get back their jobs.

Mr Richard Gumede, the South African Allied Workers' Union representative in Stanger, led a deputation of the sacked workers to the Transkeian Consulate.

He said they thought it was unfair that their employers, New Guelderland Sugar Estates near

Stanger, had reinstated other workers who had been on strike, but had refused to give them back their jobs.

Pension money

'The 40 who were refused re-employment were among more than 400 workers who downed tools following a row with the management,' Mr Gumede said.

'They felt that the company had been unfair by refusing to reinstate some of the workers,' he said.

He also claimed that sacked workers had not

been paid their pension money and had to spend Tuesday night in the open after they had been evicted from company houses.

Among the sacked workers was Mr Mondolokwe Mjikwa who had been with the company for 28 years.

Ringleaders

Two other workers, Mr S Sangoozi and Mr N Mkhonko, had more than 10 years' service each and had received wrist watches to mark 10 years' service with the company.

Mr Gumede said the company had refused to reinstate the 40 Trans-

keian workers because it claimed they had been 'ringleaders' in the recent work stoppage.

The company's personnel manager, Mr G Wood, said he was not prepared to comment on the workers' allegations until he had received a statement from each of them.

'I do not know whether these people were in fact employed by us in the first place,' he said.

He declined to comment when he was told that the company's name appeared in the passbooks of each of the 40 sacked workers.

1 000 workers down tools over one dismissal

192

29/6/84

Labour Reporter

The dismissal of an employee has resulted in labour unrest involving about 1 000 workers at four branches of Illman Plastics in Johannesburg.

Day-shift workers at the plastics company's head office in Belgravia, demanded the reinstatement of the worker fired at the beginning of the week.

They downed tools on Wednesday after management refused to re-employ the man.

They were joined by an additional 200 night-shift workers

According to one of the strikers, the workers were delivered an ultimatum yesterday afternoon to return to work or face dismissal. As a result all the workers left the plant

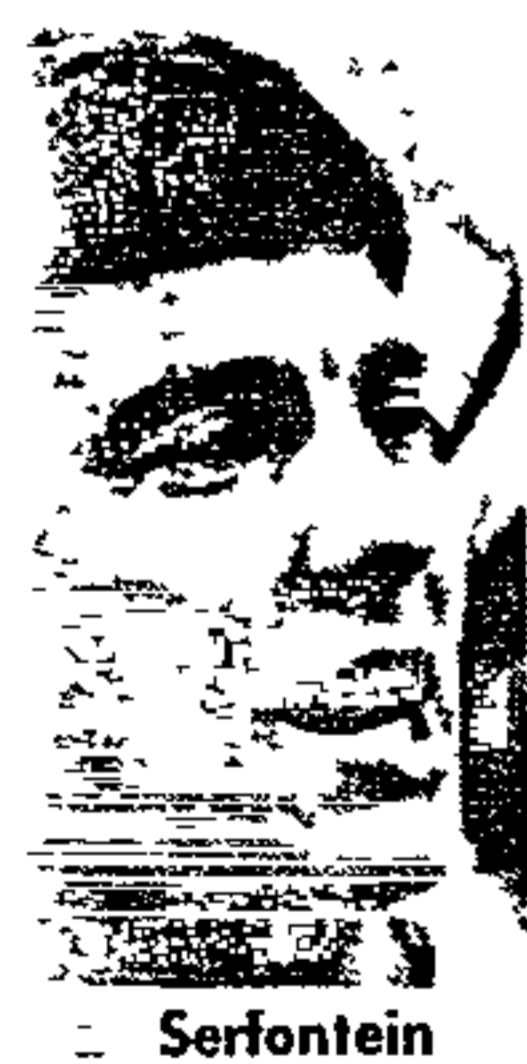
The stoppage spread to the company's other plants today

At the George Goch and Wadeville branches, workers claimed they were locked out by management when they turned up for work this morning.

The financial director for Illman Plastics, Mr M Berzack said he had no comment to make about the strike.

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'Shooting' of hiker: man held

Own Correspondent
 CAPE TOWN — A 30-year-old man from Brakpan in the Transvaal has been detained for questioning in connection with the alleged shooting of a hitch-hiker near Beaufort West.
 Detectives detained the man early today but no charges have been laid.
 Police are still engaged in an intensive search for the body of the hiker, allegedly killed by a motorist who gave him a lift.
 The hiker is alleged to have been shot almost a month ago and the killing witnessed by a Pinelands schoolboy and his sister, who were travelling with the alleged killer.

Motor strikers resume talks

29/6/84 Star
 The management of three motor assembly and car parts companies in Rosslyn, Pretoria, has resumed negotiations with the United African Motor and Allied Workers' Union in a bid to end a two-day strike.
 Mr Phineus Kgwadi, the union president, said the management of Nissan Company and its two sister companies, Magnis Truck Corporation and Motoware, started negotiating yesterday and the talks were continuing today.
 The negotiations follow a strike by about 6 000 workers after dissatisfaction over wage increases offered.
 The companies offered increases of from 8c to 10c an hour, but em-

Topic is pay not unrest

29/6/84 Star
miners
Labour Reporter
 The National Union of Mineworkers has turned down an offer to meet the Chamber of Mines to discuss ways of averting possible unrest on gold and coal mines in coming weeks.
 "We do not have a mandate to meet the chamber on any other issue except renegotiation of wage issues," the NUM general secretary, Mr Cyril Ramaphosa, said today. "We are dismayed the chamber do not see their way clear to meet us."
 It would be a case of waiting to see what happened when the chamber announced increases to be implemented on July 1.
 The union asked the chamber to resume wage negotiations this week following the strike by 1 700 at Anglo American's Vryheid Colliery over wage grievances.
 The chamber said it would be happy to discuss ways to avoid unrest and violence but not announced wages and conditions.
 There were wage-related stoppages at Riet-spruit colliery and Dover Colliery in Witbank, neither affiliated to the chamber.
 Mr Ramaphosa said the stoppage at Riet-spruit followed management's unilateral wage announcement.
 The stoppage by about 800 at Dover occurred this morning when management announced increases after a dispute was declared by the union last week.

Rabies in Natal may get worse than deadly 1980's

Own Correspondent
 DURBAN — Natal is on the brink of a serious rabies epidemic that could become worse than that in 1980 when 30 people died.
 Dr Bill Posthumus, head of veterinary services in Natal, warned today that the latest increase in the number of cases in rabies was of grave concern and that unless immediate action is taken a epidemic is in the offering.
CONFIRMED
 "In the month of June we have had nine confirmed cases of rabies, three in dormitory areas in Durban.
 "On Monday staff from our department will start on a whole new inoculation campaign."
 He said that in the last 12 months 80 rabid animals had been found in Natal, 60 of them in white areas.
 "I must point out that we had had fantastic response from the public, but there is a small community of people that we are unable to get to through television and newspapers and this is where our problems come from," said Dr Posthumus.
 Transvaal holiday-makers have been warned to inoculate against rabies any pets they intend taking to Natal.

SPEAK OUT!

Cigarette smoking is a nasty, anti-social, health-damaging habit — or so the ever-growing anti-smoking lobby believes.
 Non-smokers are a bunch of interfering busy-bodies — or so the ever-dwindling band of nicotine addicts maintains.
 Which group is correct?
 This week, one European country introduced sweeping new curbs on smoking in public places. How do Johannesburgers feel? Should smoking be banned — or confined to certain areas? Is smoking really as harmful as we are led to believe?
 Speak out on the subject this afternoon, from 5 to 6 pm. Both lovers and haters of cigarettes are invited to ring 633-2206 or 633-2354 and air their views.
SPEAK OUT!

R100 000 cover for Soweto's mayor

The Mayor of Soweto, Mr Ephraim Tshabalala, is insured for R100 000 against "murder or death" while executing his duties. The expense is being carried by the Soweto City Council.
 In the event of him becoming temporarily incapacitated while carrying out his duties, he will receive R2 000 a month for an unstipulated period.
 These insurance figures were yesterday unanimously accepted by the full seating of the at its monthly meeting.
 They are also insured against any "event of war" taking place (in South Africa).
 The council's insurance includes a R1 million cover for the "re-establishment" of records destroyed under any circumstances.
 The total annual insurance premiums paid for the councillors, senior employees and other council assets are more than R105 000.
 The council's decision to insure its mayor and councillors has been taken at a time when several of council members' houses have been petrol bombed.

Pretoria employees want 75c per hour increase

Sowetan 29/6/84 (152) (187) (143)

3 000 car workers strike

ABOUT 3 000 workers at three motor companies in Rosslyn, Pretoria yesterday went on strike over pay demands.

Workers resolved at a report-back meeting held in Soshanguve on Wednesday night to down tools until management meet their demand of 75 cents across the board hourly increase. The affected companies are Nissan and its two sister companies Magnis Truck Corporation and Motorware (Pty) Ltd

The striking workers said it was high time companies were made to realise that workers' income had to be considered each time costs of living went up. They said it did not mean

**SOWETAN
Reporter**

authorities were unable to meet "a small amount we want" Black people always had to suffer before getting what is theirs

"We are in fact tired of being graded into dif-

ferent sections when all of us are responsible for production. These are some of the deliberate actions by authorities to further divide us," they said

A representative for the United African Motor and Allied Workers' Union, Mrs Dorah Nowatha, said management refused to listen to

the workers' plight even after the union had come down to 45 cents across the board increase

"We were told that even going as low as 20 cents would solve the problem," she said

Mrs Nowatha said her union would continue negotiating to try and end the dispute

29/6/84 RDM

Nissan production halts as 5 000 workers strike

By PHILLIP VAN NIEKERK

ABOUT 5 000 workers yesterday brought production to a halt at the Nissan motor plant and at two sister plants, Magnis and Motoware, in Rosslyn near Pretoria, when they went on strike, demanding higher wages

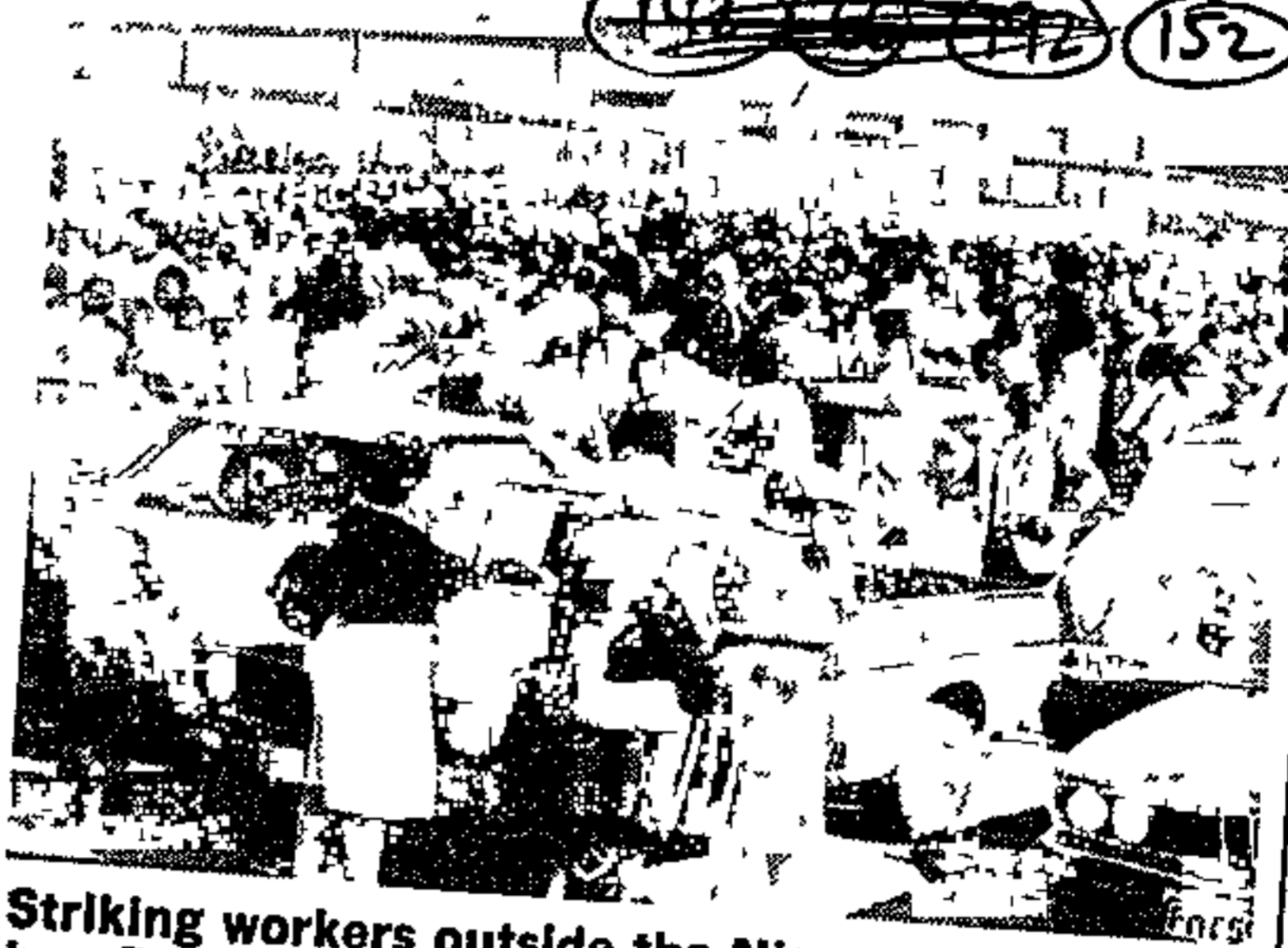
The action followed a mass meeting of several thousand workers in Mamelodi on Wednesday night, where they were informed of the wage deadlock between Nissan and the United African Motor and Allied Workers' Union (UAMAWU)

Nissan is offering increases ranging from 8c to 10c an hour, while the union is demanding an increase of 45c across-the-board

The workers have said they will not go back until their demands are met, while Nissan has refused to resume negotiations until they end the strike

The union will be meeting with the company today in an attempt to break the deadlock

About 3 000 workers downed tools at 7am and later assembled outside the



Striking workers outside the Nissan plant in Rosslyn, Pretoria, yesterday.

plant, where they were addressed by union leaders through a loudhailer. They dispersed peaceably, after agreeing to return today to collect their pay

The day-shift workers were joined by night-shift workers yesterday, bringing the total number of strikers to about 5 000

A spokesman for the UAMAWU said they were demanding a wage in a situa-

tion where the cost of living was constantly rising, and where the new general sales tax implementation was going to hit the entire black community.

Mr C V Strydom, the industrial relations director of Nissan, said negotiations of "normal bi-annual conditions of employment" between the UAMAWU and the company had taken place in the past week

raises advertising rates

eight place

The old "Seven Brides for Seven Brothers" came ninth, and "Voyagers", which has just ended its run, came 10th

The SABC does not plan buying more series of "Voyagers" right now, but given its early afternoon slot, the fact that it came 10th is an indication of its popularity with adults.

This factor is almost certain to make the SABC take another look at the time-travel education series with Jon-Erik Huxum and Meeno Peluce.

□ □ □

A SHORT SEASON of five top-rated movies starts on TV1 on July 12 in the lead-up to the start of the lavish soap opera "Marco Polo"

The first film is Nevl Shute's classic "On the Beach", with Gregory Peck, Ava Gardner, Fred Astaire and Anthony Perkins. It has a full four-star rating from the film guides

The second is "Anne of the Thousand Days" (three stars), with Richard Burton and Genevieve Bujold, the historically inaccurate but highly engrossing story of Anne Boleyn and Henry VIII.

The third film is the 3½-star rated "Thus Sporting Life", with Richard Harris and Rachel Roberts, about a Yorkshire coalminer who becomes a rugby professional

Fourth in the line-up is "Bonnie and Clyde", with Warren Beatty and Faye Dunaway, the four-star rated classic about the two legendary bank robbers. The film has spawned a host of imitations but still remains tops

The fifth film is the classic three-star rated 1978 Ingmar Bergman classic "Autumn Sonata", with Ingrid Bergman

and Liv Ullmann

□ □ □

RADIO 702 yesterday announced that it would be setting up its own studio at the 1984 Los Angeles Olympic Games, to bring full Olympic coverage to its listeners

From Monday, July 2, there will be reports every morning at about 7.50am. There will also be in-depth personality spotlights on athletes with South African connections, like Zola Budd and Sydney Maree

A week before the Games, 702's sports editor, Chris Gibbons, will fly to Los Angeles to establish the station's mini-studio

He will then report every morning and evening from Los Angeles on every aspect of the Games.

And since TV1 can't buy the short feature film "Zola" because it's only for the cinema circuit, it's doing the next-best thing

On Saturday, July 14, at 7.07pm, it is screening a docu-drama called "Die Gymnas" about Ginny Coker, a promising 16-year-old gymnast

She is subjected to a rigorous training programme by her coach, a former Olympics participant

While Afrikaans TV1 is doing something about the Olympics, nothing is known at this stage as to what English TV1 — or English radio for that matter — is doing

Afrikaans radio, as published in the Mail yesterday, is featuring a special series of programmes on the history of the Olympics.

Much of Nissan still on strike

By PHILLIP VAN NIEKERK

A LARGE number of workers returned to their jobs yesterday at Rosslyn's three strike-bound sister motor plants — Nissan, Motorware and Magnis — but production failed to resume at the largest of the plants, Nissan

This happened after more than 1 000 workers at the plant refused to go back to their jobs, in defiance of calls by officials of the United African Motor and Allied Workers' Union (UAMAWU) that they return

More than 5 000 workers at the three plants near Pretoria downed tools on Thursday, after the union and the company deadlocked earlier in the week over wage increases

Management and union representatives met again yesterday, but the company said in a statement that "Nissan is not prepared to negotiate conditions of employment until the total workforce is back"

Mrs Dora Nowatha, the general secretary of the UAMAWU, urged workers who gathered outside the three plants to return to work so that the negotiations could resume

While most of the workers at the Motorware and Magnis plants returned to their jobs, a large number of Nissan workers refused to return, saying that they had taken a decision to remain on strike until their wage demands were met

They had only gone to work to collect their pay. Sources at the plant said production did not continue yesterday, and that those workers who had gone to work had been paid out and had left the premises before 1pm

The UAMAWU is demanding a 45c across-the-board increase, while the company is offering increases ranging from eight cents to 10c an hour

Our Pretoria Bureau reports that an hour after the Nissan workers were told to line up at the main gate for their pay-packets, workers complained that a stamp was put in their payslips, arousing the suspicion that they might be expelled when they reported for work

Members of another motor union with members at the plant — the National Automobile and Allied Workers' Union (Naawu) — stood outside the com-

Members of another motor union with members at the plant — the National Automobile and Allied Workers' Union (Naawu) — stood outside the company's premises. A union official said that they had decided to adopt a low-key stance as at this stage, they still had minority



Dr Allan Boesak, Bishop Manas Buthelezi and Bishop Desmond Tutu at the national conference of the South African Council of Churches yesterday.

Picture TONY NAIDOO

SACC votes to pray for apartheid's end

of the World Alliance of Reformed Churches. A motion approved yesterday at the national conference of the SACC was a

modification of Dr Boesak's call to pray for the downfall of the Government. It called for a day of prayer for the abolition of all

apartheid structures in South Africa

Twenty seven people voted in favour of the motion with five against and five abstentions

Bishop Manas Buthelezi was elected president and Bishop Desmond Tutu general secretary of the SACC

Old fossils are 'spectacular'

fossil Isman's the area by re- find, mem-

were urgently necessary as population pressure on the island would soon make excavations difficult

The first fossils of Proconsul Africanus were recovered on Rusinga Island in 1948 and some of the latest were retrieved from rocks from the same area that had been stored at the National Museum in Nairobi for more than 30 years.

Dr Richard Walker, of the John Hopkins Medical School in the US, said a

said

The ape-like creature, which some scientists say could have been an early ancestor of man, does not appear to have had a tail.

Remains of previously unknown animal species, also dating from 18-million years ago, included part of the skull of a giant carnivore, and remains of a giant hyrax, which would have been the size of a small cow, whereas the hyrax today is

Met. Curr. 30/6/84 (152)

Workers stage pay protest

Labour Reporter

ABOUT 200 workers at a metal factory staged a placard protest about pay at lunchtime yesterday

The workers at Wispeco, in Molen, Durban, said an increase in their wages was 'meagre'

A spokesman for them said they had asked for an increase of 50 c an hour to offset the increase in general sales tax. The company offered a rise of 20 c an hour, in line with the Industrial Council agreement for metal workers.

The workers rejected the offer, and decided to stage lunchtime placard demonstrations in front of the administration

building during each working day

They aimed to carry on the dispute until the company agreed to reconsider its offer or to hold talks with the Metal and Allied Workers' Union

Some of the placards read '20 c can't buy a loaf of bread' and '20 c is not even enough to feed dogs'.

The protesters were well-behaved, and returned to their jobs immediately after the 10-minute demonstration

The workers said they had decided against strike action, and hoped that their peaceful demonstration would get the management to take no-

tice of their grievance

J Milburn, the firm's regional manager, said a statement would be issued by the company's head office in Johannesburg later

'It is company protocol that all Press statements be made from one central source,' he said

300 VW
E. Post
workers
30/6/84
out on
152
strike

By CLAIRE
PICKARD-CAMBRIDGE

ABOUT 300 workers went on strike at the Volkswagen factory in Uitenhage this week following a dispute initially sparked off by a clash with a supervisor.

Mr Fred Sauls, national secretary of the National Union of Automobile and Allied Workers Union (Naawu), said most of the workers involved in the strike were members of the union.

He said the problem had been sparked off about two weeks ago following a dispute with a foreman which led to some workers downing tools in the assembly line.

As a result the body shop could not continue operating and workers in that section had been laid off temporarily without being paid.

He said the dispute had been settled in the assembly line, but workers in the body shop were still dissatisfied with the situation and wanted compensation for the period they had been laid off.

Mr Sauls said Naawu had lodged a grievance with management about compensation for the workers.

This was confirmed by a company spokesman, Mr Graham Hardy, who said the company would make a comment once the matter had been resolved.

^{Mercury}
'Racial'

20/6/84
strike

hits

store

Mercury Reporter

WORKERS at Pick 'n Pay in Empangeni went on strike yesterday, alleging racial discrimination

Mr I Mkhize, organiser of the Natal branch of the Commercial, Catering and Allied Workers' Union of South Africa, said last night that a worker at the store had been fired for alleged theft, and then had been jailed

Workers claimed charges were dropped when another employee of a different race group was in similar circumstances some time ago

Mr Mkhize said the striking workers wanted the company to drop the charges and secure the release of the jailed worker

He said 'The majority of workers are out, and I understand the store is not operating at present'

Mr Mkhize said talks had been held with senior management all day yesterday, but no agreement had been reached

Pick 'n Pay general manager Colin Clarke could not be reached for comment

Mercury 27/84

1520
1984

911 vote to strike over wages

Labour Reporter

IN A 94 percent poll, workers at a Howick paper company, BTK, have decided to take strike action to resolve a pay dispute with the company, while four voted against, spokesman for the BTK and Allied Workers Union said.

Mr Geoff Schreiner, general secretary of the Fosatu-affiliated union, said no date had been set for the strike but members indicated that if the conciliation board was not appointed within two weeks then they would consider taking action.

He said the company was threatening to make effective the increases which workers had already rejected.

The union declared itself in dispute with the company earlier this month when wage talks broke down with the company offering a 10.8 percent increase from R1.43 an hour to R1.60 an hour.

An application has already been made to the Minister of Manpower, PTC du Plessis, to appoint a conciliation board.

Mawu members later marched to the factory offices with a petition calling on the company to re-open wage talks with the union.

Mr John Sampson, the company's administrative director, was not available for comment yesterday but he told the Mercury last week that he was aware that the union was planning to hold a strike ballot.

He said that if the conciliation board was not established within the statutory 30 days, the company would implement the increases.

The union requested an increase of about 28 percent, he said.

^{2. Post}
^{3/7/64}
**Striking
workers
at VW
return (197)
to work**

Post Reporter

ABOUT 300 workers who went on strike at the Volkswagen factory in Uitenhage last week returned to work yesterday

Mr Fred Sauls, national secretary of the National Union of Automobile and Allied Workers' Union (Naawu), said shop stewards were holding talks with management and trying to clear up the matter through negotiation.

The workers had returned to work against the background of the talks.

The workers went on strike after a dispute initially sparked off by a clash with a supervisor which led to some workers downing tools on the assembly line.

As a result, the body shop could not continue operating and workers in that section were laid off temporarily without being paid.

The dispute was settled on the assembly line, but workers in the body shop were still dissatisfied. They wanted compensation for the period they had been laid off.

Mr Sauls said this grievance about compensation for the workers was being discussed with management by the shop stewards.

201.3/184
Nissan
starts
pay talks
again

Mail Reporter

MORE than 5 000 workers at Nissan and its sister motor assembly plants, Magnis and Motorware, at Rosslyn near Pretoria returned to their jobs yesterday as management reopened wage negotiations with the United African Motor Workers' Union (UAMWU).

But there were unconfirmed reports late yesterday that the entire workforce downed tools again yesterday afternoon after rejecting Nissan's improved wage offer.

The workers downed tools on Thursday after Nissan and the UAMWU deadlocked over wages, with the company offering increases of 8c and 10c an hour and the union demanding a 45c across-the-board increase.

It is understood that the company's improved offer yesterday was 16c an hour.

Most of the workers returned to their jobs on Friday but more than 1 000 at the Nissan plant ignored UAMWU pleas for them to return saying they had decided to stay out until management had made a better wage offer.

Management refused to reopen wage negotiations until all the workers had returned.

After the entire workforce at all three plants were back at their jobs yesterday morning, the company and the UAMWU restarted wage negotiations, which continued until late yesterday.

6 000 strikers
back at work

~~152~~ Star
Victoria Correspondent

3/7/24
Workers at three motor assembly and car parts companies in Rosslyn have returned to work after agreeing to continue with wage negotiations

The agreement yesterday ended a three-day strike by about 6 000 workers at the three companies who had demanded a wage increase

600 ^{Sowetan} strike ^{9/7/84}

ABOUT 600 workers at MRT Bartons in Boksburg yesterday went on strike over the Metal Industry Industrial Council's 20 percent wage offer.

The workers, members of the Steel Engineering and Allied Workers' Union (Seawu), said that they were demanding "a living wage" and rejected the offer made by the Steel Engineering Industries Federation of South Africa for the metal industry's estimated 380 000 workers.

The Seawu announced that it was signing the IC's wage agreement under protest and indicated they will bargain for more pay packets for their members at shop-floor.

This is probably the first labour unrest in the metal industry since the IC's minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively was signed and gazetted, according to sources.

Workers told The SOWETAN that they were unhappy with the announced increases and said they approached management to negotiate a "better deal."

Improved wage offer by Nissan

Mail Reporter

OFFICIALS of the United African Motor Workers' Union (UAMWU) yesterday agreed to take an improved wage offer by the Nissan group back to their members who have been on strike at Nissan and its two sister plants, Magnis and Motorware, at Rosslyn near Pretoria.

By late yesterday the Mail had not been informed of the outcome of the union report-back and neither management nor the union were prepared to disclose details of the improved offer before the workers had been informed.

It was also learnt yesterday that though workers returned to the Nissan plant on Monday, they stood by their machines without working.

The strike by more than 5 000 workers at the three plants began on Thursday last week after wage negotiations between the Nissan group and the UAMWU deadlocked, with the union demanding a 45c across-the-board increase and the company offering increases of up to 10c an hour.

Mr N Strydom, Nissan South Africa's industrial relations director, said yesterday that everything was back to normal.

ROM
4/7/84
152
152

152
152

Future of dairy staff in balance

By RIAAN DE VILLIERS
Labour Reporter

THE future of 685 black dairy workers was in the balance early last night after they went on strike at Dairybelle's Western Cape headquarters in Epping yesterday morning.

The management of Dairybelle Corporation met a committee representing the strikers at 5pm yesterday. The talks deadlocked after management refused to negotiate while the workers were on strike.

Mr Martin Henning, Dairybelle's general manager in the Western Cape, announced yesterday morning he had decided to pay off the entire workforce for striking "illegally" for the second time in three months.

However, after the meeting yesterday evening the workers had not been paid off.

Contract

A Retail and Allied Workers' Union official last night said the workers' primary demand was for the introduction of a "call-in card" system, which would secure continued employment for contract workers. The workers also wanted facilities to cook their own food in the hostel.

The dispute disrupted milk deliveries in many areas of the Peninsula yesterday. Milk was delivered to wholesalers, but there were no home deliveries in a number of suburbs and townships.

To keep shop deliveries going, some drivers had picked up casual

workers off the street to assist them with the deliveries, the union official said last night.

According to striking workers, one foreman refused to go on strike. When they confronted him, he produced a firearm, the official said.

About 450 of the workers are contract labourers and the others township residents.

Yesterday morning Mr Henning said workers had gone on strike "without warning" after a demand that contract workers be placed on a "call-in card" system were discussed at a meeting with union officials and the workers' committee the previous day.

Rejected

He said the workers were "regarded as having dismissed themselves" after ignoring an ultimatum to return to work and would be paid off at mid-day.

The workers said they would not accept their pay packets. "We want to stay in our jobs — but we want our rights," a committee member said.

After negotiations, Mr Henning agreed that the union could try to persuade workers to return to work.

But he had continued to refuse to negotiate on any grievances while they were on strike.

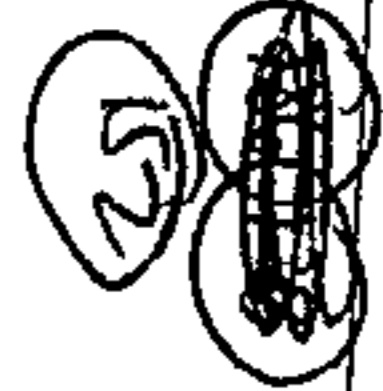
A union spokeswoman later said workers had rejected management's stance. "They want to return, but want their demands to be negotiated now," she said.

5/7/84

Labour Reporter

Milk deliveries are disrupted again

Argus 5/7/84



MILK deliveries were disrupted today as the dispute between 600 Dairybelle workers and the company entered its second day

Workers who arrived at work in the early hours of this morning found the gates locked and hundreds of milkmen later huddled in the rain outside the factory

The dairyworkers downed tools yesterday in protest against the company's recruiting system

Workers want a call-in card system so that they are assured of their jobs when, in terms of the law, they have to return to their homelands

According to an official from the Retail and Allied Workers' Union (Rawu), workers are hired yearly by a company recruiter

The official said a meeting between the company and Rawu, which has about 600 members at the factory, had ended in deadlock yesterday

The general manager of Dairybelle, Mr Maarten Henning, said the workers would "dismiss themselves" if they had not returned to work by yesterday afternoon

Kitchen facilities

However, no workers have yet been formally paid off.

Home and small business deliveries were disrupted and at least one major retail store had not received milk by mid-morning

Mr Henning was not available for comment today

Workers said today they were prepared to work when the recruiting system dispute had been settled

"The recruiter does not want the call-in card system because he is going to lose his bread," said one worker

The milkmen are also complaining about the hostel kitchen facilities

They want to cook their own food, instead of eating in a centralised kitchen, they said

Mr M F Ahmed of the Atlantis Traders' Association said no milk had been delivered to Atlantis for two days

"I drove into Cape Town yesterday — a return distance of 100 km — to fetch milk, but I could not get any

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ROM 5/1/84
**Dispute ends
at car plants**

Mall Reporter

THE dispute in which more than 5 000 workers at three motor assembly plants at Rosslyn near Pretoria, Nissan, Magnis and Motorware, went on strike over wages last week, has been resolved

A spokesman for the United African Motor Workers' Union (UAMWU) said yesterday the company had made an offer of 20c an hour which the union had accepted.

This was more than double the offer ranging from eight cents to 10c over which the workers went on strike a week ago, and had continued to protest against, during this week

The UAMWU spokesman said the workers had accepted the increase after being addressed by union officials late on Tuesday

Sexual abuse outcry

THE Foastu-affiliated Metal and Allied Workers' Union is considering legal action against an Isithebe metal factory, Kempar in KwaZulu, following a strike over sexual harassment and wages.

A union spokesman told The SOWETAN yesterday that workers had approached management following reports from women that an induna was forcing them to have sex with them.

However Kempar's manager told Mawu shop stewards that he was not prepared to fire the induna. Management also told workers that if they were not happy they were free to leave.

A shop steward was subsequently dismissed following numerous issues at the company which sparked off a strike

After attempts by Mawu to resolve the issue, workers at seven Isithebe factories downed tools in sympathy. However the strike failed to break ground and workers were eventually forced to return to work, while Kempar workers were dismissed.

The spokesperson said that sexual harassment and other malpractices were rife in decentralised areas, like Isithebe. Mawu was having problems in fighting the practices because workers in "homelands" were not covered by South Africa's labour laws

Sowetan 6/7/84



215 (2) 152
Star 173
6/7/84

Striking coalmen return to work after ultimatum

Labour Reporter

Operations at the strike-torn Rand Mines' Douglas Colliery outside Witbank returned to normal today after the more than 3 000 striking black mineworkers resumed work this morning.

The decision to end the strike was taken by workers after a final ultimatum was issued yesterday by management — return to work or be bussed home.

Mr Allen Cook, deputy chairman of the Coal Division of Rand Mines, said the 900 striking workers at the Wolvekrans section of the colliery had decided to return for the afternoon shift yesterday after busses were ordered and an armoured pay-truck despatched to the miners' hostel.

The strikers demanded that the mine manager of Wolvekrans address them personally, and an initial return-to-work deadline of 11 am was waived while the section manager spoke.

Mr Cook said it ap-

peared the mineworkers had "elevated aspirations" about the increases they were to have received and were agitated about the outcome of the conciliation board in the wage dispute between the Chamber of Mines and the National Union of Mineworkers (Num).

Mr Cook said many employees had approached management after the end of the strike to explain that they had not wanted to take part in the action at all.

"We estimate as many as 90 percent did not want to be involved"

Mr Cyril Ramaphosa, Num general secretary, addressed shop stewards at the Van Dyk's Drift section yesterday afternoon in an attempt to avert the threatened mass discharge.

There were no preconditions set for the return-to-work and strikers will have their pay docked for the two-day disruption in production.

The Douglas Colliery strike brings to four the number of collieries hit by recent labour unrest.

and sections of Rand Mines' Douglas colliery had been affected by work stoppages. The stoppages followed last week's unrest in protest against the chamber's package at Anglo's Vryheid Coronation colliery in which one miner was shot dead and a number injured

Stoppages at Anglo's Goedehoop and Kriel collieries occurred on Monday. But miners were back at work by late Tuesday. Kriel miners resumed work on the first shift on Tuesday morning after talks between management, workers, and representatives of the NUM. At Goedehoop discussions between workers and management started on Monday, continued on Tuesday morning, and work was resumed at the second shift. A company spokesman said 2 000 workers were involved in the stoppages

Not recognised

According to NUM general secretary Cyril Ramaphosa, the union represents 90% of the 1 200 Kriel workers, although it is not officially recognised for the colliery by the chamber. Ramaphosa says the workers made a number of demands in discussions with management and agreed to go back to work on condition that these were met.

One demand was that management should speed up the process of verifying the NUM's claim to be representative of the colliery's workers. Another was that management should not pay the chamber increases but should continue to pay according to the old rate until the NUM's dispute with the chamber over the coal wage talks is resolved. According to Ramaphosa, management agreed to both demands. Industry sources, which declined to be named, tell the FM that Kriel is paying the chamber rates.

Miners at the Van Dyk's Drift and Wolwekrans sections of Douglas colliery stopped work at the start of the first shift on Wednesday morning. A Rand Mines spokesman tells the FM some 1 500 Van Dyk's Drift and 500 Wolwekrans workers were refusing to work. The spokesman said management had not yet been able to get the workers to appoint representatives for discussion purposes when the FM went to press.

He said indications were that the workers were demanding a bigger increase than that provided in the chamber package. The situation was peaceful, he said. Ramaphosa says the NUM, which is recognised at Wolwekrans, represents 800 of 1 000 workers.

Last week, after the Vryheid Coronation incident, the chamber asked the NUM to

try to persuade its members that no one would benefit from unrest and violence on the mines and from the consequences of violence. It offered to meet the union to seek means of avoiding unrest — but not to negotiate wages. This was rejected by Ramaphosa who said the union did not have a mandate from its members to negotiate on non-wage matters.

Most of the work stoppages have been settled relatively easily. Management arguments that disputes about wages cannot be settled directly but have to be taken up with the chamber appear to have had effect. But the prospect of further dissatisfaction, which would become ugly, is still very real. At this stage much depends on the outcome of conciliation board talks between the NUM and the chamber. The Minister of Manpower has not yet constituted the boards.

MINE UNREST Colliery strikes

Black miner dissatisfaction with the wage and working condition improvements implemented at all Chamber of Mines collieries on Sunday spread this week. So far only a few chamber collieries have been affected — but the big fear is that unrest will spread.

The problem arises from the deadlock in wage and working conditions negotiations between the chamber and the National Union of Mineworkers (NUM) for its members on both coal and gold mines. The union has declared a dispute on both issues and has applied to the Minister of Manpower to appoint conciliation boards.

Nevertheless the chamber decided to implement its increases because the majority of black miners are not NUM members and were expecting their increases on July 1.

When the FM went to press, two collieries owned by Anglo American Corporation

Fm 6/7/84

ANGOLA

Botha breaks the deadlock

The deadlock over SA's troop withdrawal from Angola has been broken. The last SA troops are expected to leave southern Angola in the near future and the Joint Monitoring Commission (JMC) of SA and Angolan soldiers will remain in existence.

The breakthrough came after many weeks of virtually no movement on the Namibian issue. Negotiations now seem to be back on the track and moving fast. There may also be moves to bring Swapo into negotiations specifically aimed at stopping the 18-year-old bush war.

The problem with Angola was solved after four hours of talks in Lusaka earlier this week between Angolan Interior Minister Manuel Alexandre (Kito) Rodrigues and SA Foreign Minister Pik Botha.

Rodrigues presented Luanda's reaction to Botha's proposals made in Lusaka on May 21. Botha told him SA had serious problems with the continued Swapo presence in southern Angola, and wanted the JMC to stay in existence and not be disbanded 30 days after SA's final withdrawal as had previously been agreed. Angola satisfied Botha on both issues.

The Angolans gave a significant undertaking "In the case of implementation of the steps and agreement during the meeting, important steps will be undertaken for the preservation of peace in Southern Africa and the future of Namibian independence. The Angolan side has insisted, with the SA side, on the need of a better commitment by Swapo in the peace process."

Diplomats agreed yesterday that the statement was a bad translation from the original Portuguese. The last sentence should have read "The Angolan and SA sides have insisted on the need for the closer involvement of Swapo in the peace process."

The Angolan statement is understood to mean that if certain conditions, set at the Lusaka meeting, were met, the MPLA will sort out the problem of Swapo military activity in southern Angola. SA will then withdraw all its troops into Namibia and the JMC will start patrolling the border for possible violations. Only last week dangerous tensions were building up in the area in southern Angola already cleared by the JMC and in some circles a new SA raid into Angola was predicted.

No mention

It is seen as significant that there was no mention in the Angolan statement of the usual precondition that SA should implement UN Security Council Resolution 435.

A second meeting between Swapo and its "Patriotic Alliance" on the one hand and



Pik Botha... 'satisfied' with Angola's undertakings

the Multi-Party Conference (MPC) of internal Namibian parties on the other is still on the cards. The MPC has resumed its regular meetings and it is understood that at least some of the parties in the MPC are preparing new proposals based on Resolution 435.

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CISKEI DRY DOCK Viability questions

The massive R200m dry dock planned for a site near Port Elizabeth is again in the news following the announcement by the Ciskei government that it has bought a 33% stake in the controlling company for

R750 000.

The scheme is the brainchild of the Algoa Bay Development Corporation (ABDC), headed by MD Henry Combe. He has been seeking backing for the project for about 10 years, and recently told the *FM* that construction of the dock, to be one of the biggest ship repair facilities in Africa, would begin in 1986.

Frank Corbett, a senior official attached to the office of the Ciskei President, confirmed the Ciskei government had acquired a one-third stake in the controlling company. The acquisition was funded by the Ciskei President's and People's Educational Trust, which receives funds from overseas loans, grants and donations.

The Ciskei's involvement arises from its need to provide employment for its citizens, says Corbett. The ABDC has undertaken to give preference to Ciskeians when hiring labour. "We understand that some 4 000 people could eventually find work there," he says.

Guarantees are now being drawn up in terms of which the Ciskei's investment will be refunded if construction does not begin within three years. "An interest factor will be built in, but the precise level has not yet been determined," says Corbett.

The scheme continues to be regarded with scepticism by many in the shipping in-

dustry. "There is excess repair capacity worldwide," says a major Cape Town shipbuilder. "We are not on a heavy shipping route as we were when the Suez Canal was closed, and I quite frankly have difficulty in believing the scheme is viable."

Profits at repair yards on high density routes such as Hong Kong, Singapore and Korea have been slashed by as much as 70%. "The shipping industry internationally is in a major slump, as you well know. I don't consider this the time to invest in extra repair capacity."

Combe was unavailable for comment. Dr Konstant Brunette, chairman of ABDC, told the *FM* through his secretary that "all the facts remain the same. I don't want to comment further as we are in conversation with Mr Louis Nel (deputy Minister of Foreign Affairs and Information) and the SA government." The *FM* was awaiting comment from Nel at the time of going to press.

The reluctance of ABDC officials to discuss the project leaves some loose ends. For example, Bill Livesay, Ciskei's director of publicity, said in an interview on national radio last week that a number of major SA companies were involved in the scheme, including Murray & Roberts. In addition, Corbett named Irvin & Johnson, the leading white fish trawler. Both com-

BOBBY GODSELL

Enhancing the Industrial Court



Bobby Godsell is the Anglo American Corporation's industrial relations consultant. He spoke to the *FM* about comments on the Industrial Court contained in the corporation's annual report issued last week.

FM: Anglo's annual report says there is an urgent need to clarify the role of the Industrial Court (IC) and thus enhance its status. It also says that the court must be more fully integrated into the judicial system. What led to this?

Godsell: We are worried about confusion which has arisen about labour cases. There have been a number of occasions in which both the IC and the Supreme Court have had to consider whether they have jurisdiction to hear a case. An example of this cropped up in the appeal against the IC's finding in the case of the United African Motor and Allied Workers' Union vs Fodens (SA) Pty. The IC found that the company had committed 37 unfair labour practices but re-

fused to grant costs against Fodens on the grounds that there was no specific statutory provision for it to do so.

In the appeal hearing the Supreme Court found that the union did not have the right to appeal to it against the IC decision. The Supreme Court could not therefore make an order about costs. In weighing up the case, the Supreme Court was forced to analyse the role of the IC when it adjudicates in unfair labour practice disputes. It concluded that when the IC is exercising this function it is not exercising a judicial function and is not sitting as a court of law. There are other examples of confusion about the role of the courts.

We think that kind of confusion is not in the interest of management or unions. The role of the court should be made clear in respect of the Supreme Court, the Magistrate's Court system and the Appellate Division. The courts are created by statute and the statutes should specify which court has competence. Does Anglo feel the IC should not fall under the Department of Manpower?

Broadly speaking, yes. The IC should probably move from Manpower to the Justice department.

Who should make the decisions about that?

It is really an issue between the Department of Manpower and the Department of Justice. In this respect we were disappointed that the Hoexter Commission, which is the most comprehensive review of the legal system in SA to appear in years, devoted no more than two pages to the IC. The two departments should get together and talk about it. We certainly feel that the IC does have certain administrative functions. Arbitration does not belong to the Justice department. But in situations in which the IC is involved in adjudicating functions and where it is meant to be creating case law, it is highly desirable that it should be integrated within the normal court system.

Anglo stated that the IC's role in the settlement of disputes and collective bargaining should be clarified and that an important step in that process would be a clearer definition of the unfair labour practice (ULP) concept. The National Manpower Commission (NMC) has devoted attention to precisely this issue in a recent report. Anglo has offered comment on the report through the employ-

Dairybelle dispute: Talks start

C. Times Dairy 152
6/7/84

By RIAAN DE VILLIERS
Labour Reporter

HOPES for a settlement of the Dairybelle dispute rose yesterday afternoon when top management representatives started lengthy negotiations with more than 600 workers at the company's Western Cape headquarters in Epping

Mr Martin Henning, general manager of Dairybelle in the Western Cape, began a meeting with workers and officials of the Retail and Allied Workers' Union early in the afternoon and the discussions were still continuing last night.

'Hoping'

A union spokesperson said the outcome was not yet known. "But this is the first time Mr Henning has met with the workers since the dispute started on Wednesday morning and we are hoping a settlement may be reached"

No management spokesmen were available for comment.

Meanwhile, the Cape Town and Sea Point Traders' Association threatened to boycott all Dairybelle products if the dispute was not settled

Subsidiary

Its secretary, Mr Abduragham Khan, said, "We are a black traders' association and we are not prepared to trade with any company which does not meet the demands of its workers"

He said the association was discussing the situa-

tion with Rawu and would also approach the Western Cape Traders' Association

In another development, Rawu officials contacted management of Imperial Cold Storage in Pretoria yesterday in an attempt to resolve the dispute Dairybelle is an ICS subsidiary

Milk deliveries were still disrupted in a number of Cape Town suburbs and townships yesterday

A company spokesman confirmed that wholesale deliveries were still being made and that milk was available in cafes and supermarkets

However, no home deliveries were made for the second day in succession and the company hoped to start restoring them "from today"

Gates locked

Workers arrived at the plant early yesterday morning According to a union spokesperson they found the gates locked

Earlier yesterday, Mr Henning declared that the company regarded all the workers as dismissed and they would have to reapply for their jobs Labour officers had been sent to the Transkei to recruit new workers

The workers' main demand is for the introduction of a "call-in card" system in terms of which their contracts will be automatically renewed each year This demand has been met by several others dairies in the Cape

He's great and

By STEPHEN WROTTESELEY
FORMER Springboks yesterday described Naas Botha as an excellent player and a great character — and said they would love to see him back in the ranks of amateur rugby

However, they added that the rules of the SARB would have to be obeyed and two said they thought it highly unlikely that he would be readmitted as an amateur

● Morne du Plessis, former Western Province and Springbok captain, said "He's become a character and the game needs characters It's an exciting possibility to have him back and it would be nice to see him play again But it is up to the rugby board to see if the rules will allow him to play again Whatever is decided, so be it"

● Wynand Claassen, former Springbok rugby captain, said

Naas: Future up for debate

By IAN SMIT

THE issue of whether Naas Botha should be allowed back into amateur rugby will be discussed at the South African Rugby Board's executive committee meeting in Cape Town today, although no final decision on the former Springbok's future is expected

Though there is a considerable amount of sympathy for Botha, informed feeling in rugby circles is that he stands only a slim chance of being re-accepted into the amateur code

The board is likely to pass the matter on to its disciplinary committee at today's meeting, which could then quite possibly refer the matter to the International Rugby Board

An uncomfortable precedent could well be created if the blond Northern Transvaaler were allowed to play amateur rugby again

Botha, who spent some 15 months in the United States exploring the possibility of becoming a grid-iron kicker before returning to South Africa two weeks ago, has applied through the North-

ern Transvaal Rugby Union to be reinstated as an amateur

Botha is adamant that he did not at any stage receive grid iron appearance money in the US but his travelling expenses and other factors are tricky questions and contravene the International Rugby Board's rules regarding professionalism

Tour possibility

South African rugby fans and administrators alike will be hoping that some positive news regarding tours between South Africa and South America be made known at today's meeting

The president of the SARB, Dr Danie Craven, recently visited a number of South American countries, and the executive will be considering his report-back at today's meeting

A statement regarding the possibility of tours between South Africa and South America could well be issued after today's meeting, especially as Dr Craven encountered positive support for South African rugby during his tour



Wynand ... the ru' of r



Jannie brecht stands n-

Pitt puts his foot in it, slips again

Own Correspondent

LONDON. — Mr Peter Pitt, the London councillor who attempted to ban Zola Budd from running, has slipped up again

Mr Pitt has had to re-

singers

He claimed that Lord Goodman, chairman of the ENO, had written to him regretting that Willard White had not been given the role of Mone-

The Cape Times **Homefinder**

Good news for Homefinder fans

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Argus 6/7/68
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No milk as dairy dispute drags on

Labour Reporter

THOUSANDS of Cape Town consumers were without milk again today as the dispute continued between 600 milkmen and the city's biggest dairy, Dairybelle.

No deliveries have been made to homes and small businesses in the southern and Atlantic suburbs for three days.

The general manager of Dairybelle, Mr Maarten Henning, said he would dismiss the striking black workers today and replace them with new labour from Transkei.

The company is using coloured drivers as substitutes for the striking workers to deliver to cafes and supermarkets.

SYSTEM

The dispute centres on the effects of the contract labour system on workers with long service.

They believe that because of the company's labour-recruiting system — whereby workers are not given call-in cards — their chances of obtaining permanent urban rights in terms of Section 10 1 (b) of the influx control legislation are being jeopardised.

"Most of us are entitled to permanent rights in the city because we have worked for one company for more than 10 years. But when we go to the Western Cape Development Board office, they say we are newcomers because we are issued with a new contract every year," a shop steward said.

PERMANENT

Mr Henning said he had told the workers yesterday that he regarded them as permanent employees, but was not prepared to sign a statement before he had consulted lawyers.

He had verbally agreed to tell supervisors not to give workers more than 30 days' leave unless it was applied for in writing, although he had not agreed to call-in cards, he said.

Mr Henning added that this system would guarantee workers' unbroken service. Call-in cards meant that workers could return to work "when they feel like it", which would unbalance his labour complement.

"In the past — before this Section 10 1 (b) thing came in — workers used to ask me for four months off so they could plough their lands in Transkei. Now those with long service are complaining that they don't qualify," he said.

All quiet as Transvaal miners go back to work but . . .

Legal strike call is still a threat

By Carolyn Dempster
Labour Reporter

Calm has descended on Transvaal collieries after a week in which more than 5 000 black mineworkers downed tools in protest over pay rises — but the threat of a legal strike still looms.

The Minister of Manpower has until the end of the month to appoint conciliation boards in the wage disputes between the National Union of Mineworkers and the Chamber of Mines.

If the boards fail to resolve the disputes — covering the union's members on both gold and coal mines — the way will be open for a legal strike.

The NUM claims some 70 000 members on chamber affiliate mines. Although this figure is disputed by the chamber, the potential of spreading labour unrest in the wake of a legal strike by NUM members cannot be discounted. The implications for the industry as a whole are enormous.

Mr Cyril Ramaphosa, general secretary of the NUM has made it clear that the union will exhaust all of the legal options before considering or resorting to strike action.

However, he also warned the chamber that a unilateral announcement of wage increases on July 1 would provoke an angry response from black mineworkers.

His prediction was realised when mineworkers at three Anglo American collieries — Vryheid Coronation, Kriel and Goedehoop and at two sections of the Rand Mines-owned Douglas Colliery complex outside Witbank staged stoppages after the announcement of the increases.

Unlike the 1982 mine strikes when mineworkers reacted instantly and angrily to low wage increases, the stoppages over the past 10 days have been sporadic and in the main quiet and controlled. Violence broke out at only one colliery, Vryheid Coronation, when the police were called in and white residents gunned down four of the strikers, killing one black mineworker.

At Kriel striking mineworkers agreed to return to work after management had given them an undertaking that their increments would be shelved until the resolution of the NUM-Chamber dispute.

Although the 3 000 mineworkers at Rand Mines' Douglas Colliery returned to work without preconditions, they raised the issue of the outcome of the conciliation board with mine management.

These factors are significant in a number of respects. They reveal a degree of union organisation and co-ordination not seen before among black mineworkers in strike situations, and point to the possibility of sporadic stoppages at other gold and coal mines until the dispute is finally resolved.

(152)

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7/1/84
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Dairy strikers receive support

By RIAAN DE VILLIERS
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers remained deadlocked yesterday when workers ignored two management ultimatums to return to work or be finally paid off.

Meanwhile, pressure on the company to accede to the workers' demands mounted further when the Western Cape Traders' Association declared it might call for a boycott of all Dairybelle products at an executive meeting to be held today.

The United Democratic Front also pledged its "full support" to the striking workers and said its affiliates were discussing "possible forms of practical support".

The dispute disrupted milk deliveries in the Peninsula for the third

day running. Wholesale deliveries continued but there were no home deliveries in a number of Cape Town suburbs and townships.

Several sources claimed factory supplies of other Dairybelle products such as fruit juice had been depleted and that deliveries would end on Monday.

They claimed there was "chaos" in the plant, which is staffed partly by white schoolchildren on holiday.

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said the company would continue normal supplies to wholesalers.

"But we are in a crisis situation and anything can happen," he said.

Hopes for a settlement rose late on Thursday when Mr Henning negotiated at length with workers and officials of the Retail and Allied Workers' Union. But, union officials said, the talks failed when Mr Henning refused to accede to workers' demands in writing.

A union spokesperson said Mr Henning had given workers an ultimatum at 7am yesterday to return to work or be paid off — which workers had ignored.

At 1,30pm, Mr Henning gave workers a "final" ultimatum to return to work.

Speaking through a loud-hailer, he told workers gathered outside the plant to report for re-employment by 2,30 or collect their pay.

Workers again ignored the call. They said they wanted to return to work but were not prepared to do so before their grievances were met in writing.

"We will go back to work as soon as he signs — even today," they said. "But too many promises have been made in the past which have not been kept."

Mr Cecil Msutu, 54, who said he had been with the company for 26 years, declared: "They can forget about us returning without meeting our demands. We can't go back to work without our rights."

A union spokesman said attempts were continuing to apply pressure on Dairybelle through its parent companies, Imperial Cold Storage and Barlow-Rand.

Mr Henning said later that workers were still welcome to return. "But labour officers have been sent to the Transkei and from Monday there may be less and less jobs for them to return to," he added.

Renewed negotiations were thought to be in progress last night.

Room 7/1/84 (152) ~~152~~
No milk as strike goes on

CAPE TOWN — Thousands of Cape Town consumers were without milk again yesterday as the dispute continued between 600 milkmen and the city's biggest dairy, Dairybelle.

No milk has been delivered to homes and small businesses in the southern and Atlantic suburbs for three days.

The general manager of Dairybelle, Mr Maarten Henning, said he would dismiss the striking black workers yesterday and replace them with new workers from Transkei and Ciskei.

The company is using coloured drivers to deliver to cafes and supermarkets.

The dispute centres on the effects of the contract labour system on workers with long

service.

Workers believe that because of the company's labour-recruiting system — workers are not given call-in cards — their chances of getting permanent urban rights in terms of Section 10 1 (b) of the influx control legislation were being jeopardised.

"Most of us are entitled to permanent rights in the city because we have worked for one company for more than 10 years.

"But when we go to the Western Cape Development Board office, they say we are newcomers because we are issued with a new contract every year," a shop steward said.

Mr Henning said he had told the workers yesterday that he regarded them as

permanent employees, but was not prepared to sign a statement before he had consulted lawyers.

He had verbally agreed to tell supervisors not to give workers more than 30 days' leave unless it was applied for in writing, although he had not agreed to call-in cards, he said.

Mr Henning added that this system would guarantee workers' unbroken service.

Call-in cards meant that workers could return to work "when they feel like it". This would unbalance his labour complement.

"In the past — before this Section 10 1 (b) thing came in — workers used to ask me for four months off so they could plough their lands in

Transkei. Now those with long service are complaining that they don't qualify," he said.

● Talks between the Retail and Allied Workers Union, the management of Dairybelle and 500 striking dairy workers had reached deadlock on the workers demand.

Mr Henning said he would only negotiate with workers if they returned to work. He would not be "forced" into a settlement.

But he was willing to accompany two workers representatives to discuss their problems with the Western Cape Development Board.

If a "call-in card" system is introduced the workers' contracts would be automatically renewed every year. — Sapa

Dairy workers strike: Seeking job continuity

PIPPA GREEN, The Argus's labour reporter, looks at the recent strike of milk delivery men

RECENT labour unrest in Cape Town's dairy industry has touched at the heart of the contract labour system in South Africa.

Last week's strike by 600 workers at the city's largest dairy, Dairybelle, is the fourth to hit local dairies in two months.

In all the strikes, the dairyworkers' demands have been the same and have been brought forcefully and often inconveniently to the attention of thousands of non-African Cape Town people whose home milk deliveries have been disrupted.

Many years of migrant labour, the uncertainty of living apart from their families, the anxiety of not being automatically assured of a job at the year's end and rebellion against hostel life are largely responsible for the current spate of unrest.

At the major Cape Town dairies — Dairybelle, Van Riebeeck and Union — workers have demanded that the companies' labour recruiting system be changed.

More than two years ago, long before the Retail and Al-

lied Workers' Union appeared on the scene, striking Van Riebeeck workers claimed they were put back on a basic wage after returning to the homelands to renew their contracts

Rawu now has substantial membership among dairyworkers who are spelling out their aspirations more clearly.

Workers claim the lack of individual contracts or "call-in-cards" has seriously jeopardised their chances of obtaining permanent urban rights in terms of Section 10,1 (b) of influx control legislation.

Section 10,1 (b) applies to workers who have worked for the same firm for an unbroken period of 10 years.

"Unbroken period" has always been a contentious legal issue and the introduction of black labour regulations in 1968, which made it compulsory for a migrant worker to return to his homeland to renew his contract, affected tens of thousands of migrants with long service.

But in two historic Supreme Court cases in 1981 involving Johannesburg worker, Mehlolo Rikhoto and a Cape Town man,

Stanford Boo, the court ruled that the four week return to the homelands at the end of the year was normal annual leave, which did not constitute a break in service.

Difficult as it is to establish the city rights of long-term migrant workers, it is almost impossible, say labour lawyers, to win a case for a man who has taken three or four months unpaid leave within a ten year period.

And dairyworkers' feel this is the crux of the matter

A call-in-card system, whereby migrants are recalled annually without breaking their contracts, they say, would prevent companies sending them home on long leave

Dairy company managements say they are willing to make certain changes to suit the workers, although some still want to regulate the flow of labour to the factory

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company was assisting workers to apply for Section 10, 1 (b) rights

Both he, and Mr Maarten Henning, general manager of Dairybelle, claimed that workers had in the past asked to go home for long periods.

"Ten years later, they blame us for not getting their Section 10 rights," Mr Whitfield said.

Mr Henning although initially reluctant, has agreed to institute a "call-in-card" system provided that he is able to "regulate" the labour supply.

But there is another aspect to migrant labour, which has sparked off strikes

Company hostels, the city homes of many thousands of married men, are often a major bone of contention in industrial relations and Dairybelle workers have complained bitterly about the centralised hostel kitchen.

It is a point which has been difficult for white management to understand.

"The hostel is one of the most modern. It cost me R1,2-million to put up. I have hired a professional company to cook traditional Xhosa food. Now 450 men tell me they want to cook their own food," Mr Henning said.

(152) (3) Dairy (156) (157)
Dispute at Dairybelle
C. Times 9/6/84
resolved after talks

By RIAAN DE VILLIERS
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers was settled at the weekend after further negotiations between management, officials of the Retail and Allied Workers' Union and a workers' committee

The settlement has ended a strike which had paralysed home milk deliveries in a number of Cape Town suburbs and townships since Wednesday morning.

A union spokeswoman said yesterday that workers returned to work on Saturday morning after management had agreed in writing that it would negotiate with their committee and that no workers would be victimised or dismissed

This was done on the understanding that workers would continue striking today if no

agreement was reached

In terms of the agreement, all workers will be given individual "call-in" cards when their contracts expire, which means that their contracts will be automatically renewed. All workers are also to get four weeks' leave, and individual workers can request longer periods

Agreement was also reached about procedures for dismissals and retrenchments

'Major victory'

She described the settlement as a "major victory" for the union which would significantly improve job security of contract workers

"This means we have won call-in cards at all three dairies where we have organized workers," she added

Mr Martin Henning, Dairybelle's general manager in the Western

Cape, confirmed that the dispute had been settled, but denied that the company had "given in" to worker demands

"Workers met our condition that we would not negotiate with them while they were on strike," he said

He confirmed that the company had agreed to institute the "call-in card" system but said the parties had reached a "negotiated solution" which met certain conditions laid down by management since the beginning of talks on the issue

He said the agreement on dismissals and retrenchments were "re-statements of company policies which have been followed for the past 15 years"

He added that home deliveries had been restored on Saturday morning and that all services by the dairy would be normal from today

2/8/84
MAY

Milkmen back at work

Labour Reporter

THE strike of 600 workers at the city's largest dairy, Dairybelle, which disrupted milk deliveries for three days, has been settled. Workers downed tools last week in protest against the company's labour-recruiting system. They were demanding a call-in-card system, whereby their contracts would be automatically renewed each year when they returned to their homelands.

An official of the workers union, the Retail and Allied Workers'

Union (Rawu), said the milkmen agreed to return to work on Saturday on condition a call-in-card system, whereby workers would be given individual contracts, was negotiated.

In what was described as a "significant victory" the company had also agreed to grant workers only four weeks' leave, unless workers themselves requested long leave.

The union agreed that the com-

belle, Mr Maarten Henning, said he

The general manager of Dairy-

A Rawu official described the agreement as a "significant victory for contract workers".

According to a union official, the company also agreed that a re-

trenchment procedure would be negotiated before any retrenchments were made.

Mr Henning said the workers had accepted the company's conditions for instituting call-in cards.

Issue settled

was pleased the dispute had been settled in a "co-operative manner".

However, he dismissed the union claim that the strike was a "significant victory".

"It's no victory. My demand all along was for them to go back to work before we negotiated."

"We accepted the call-in-card system from the beginning on condition that we could regulate our labour supply," he said.

Mr Henning said the workers had accepted the company's conditions for instituting call-in cards.

'Teenag wins surfing classic

ARGUS BUREAU

PORT ELIZABETH — Young Australian professional surfer, Mark Occhilupo, Country Feeling surf classic in disappointing 1.5m waves at Jeffrey's Bay.

More than 2 000 spectators perched on sand-dunes saw Occhilupo out-manoeuvre second-placed American Hans Heideman in two 30-minute man-on-man final heats.

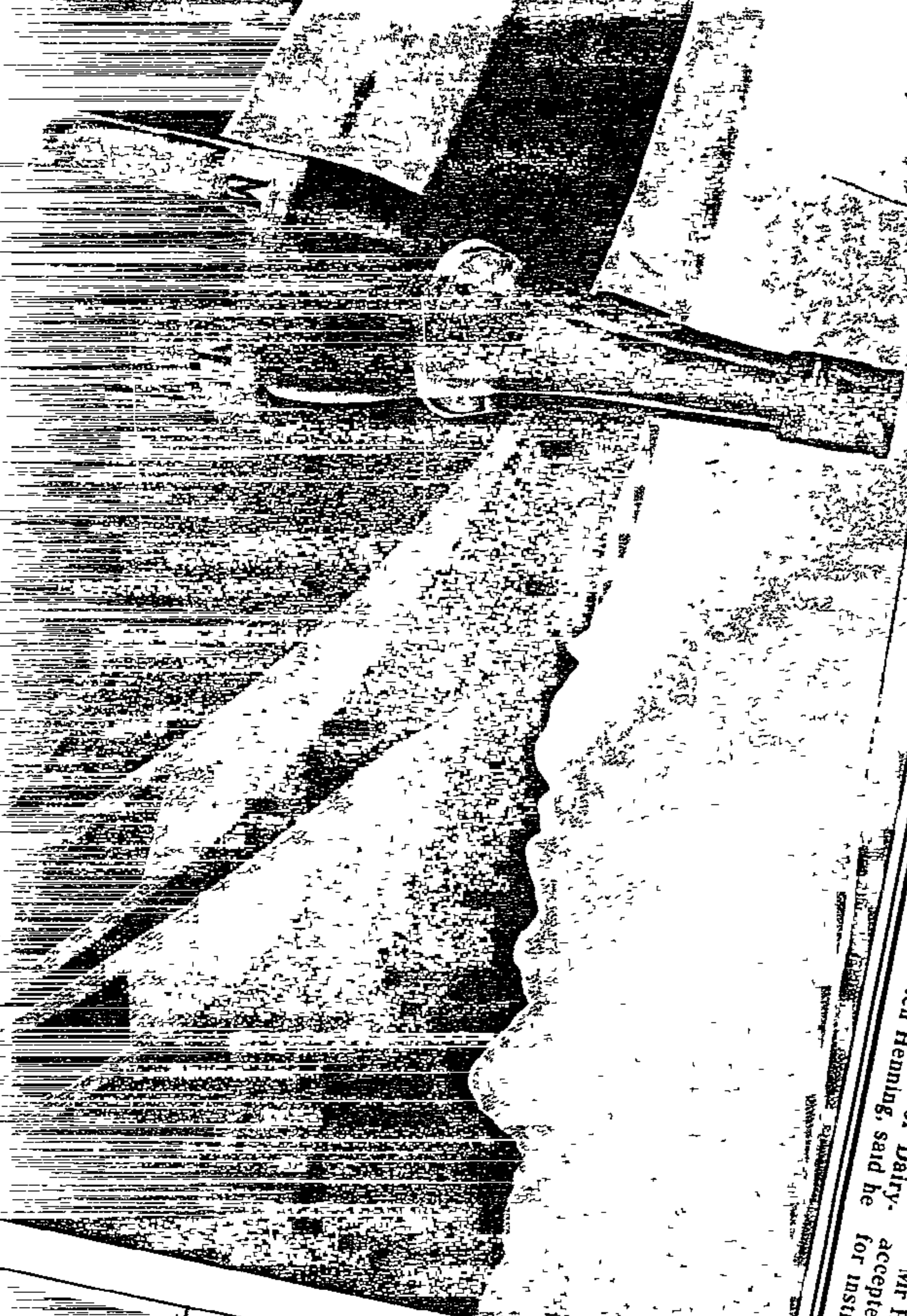
Occhilupo, who leads the professional ratings, thrilled the crowd with stunning off-the-lip re-entries.

The 18-year-old, who turned professional when he left school at 16, beat world champion and fellow-Australian Tom Carroll on his way to the final.

Year's contest would be A-rated, with prize money of more than R25 000.

Contest promoter Miss Cheron Habib said next year's contest would be A-rated, with prize money of more than R25 000.

OSKVA



The roof of the south transept of York Minster Cathedral ablaze early this morning. The cathedral was

RDM 10/7/84 152 193 142/157

Alfa workers down tools over pay dispute

Mall Reporter

MORE than 800 workers at Alfa Romeo's motor assembly plant at Brits, Brits Engineering, downed tools yesterday following a deadlock over wages between management and the National Automobile and Allied Workers' Union (Naawu).

Sources at the plant said there was no production yesterday and workers waited inside the factory gates while management held talks in the afternoon with Naawu representatives.

However, Mr V Bianca, the managing director of Alfa Romeo South Africa, denied there had been a strike at all and said they were still discussing the problem "very, very peacefully".

Talks deadlocked last Friday with the company making a final offer of an 11c an hour across the board increase and the union demanding 50c an hour across the board.

A Naawu statement said yesterday that the company had flatly refused to negotiate other conditions of employment if the workers did not accept the

11c an hour offer.

"The workers have expressed concern over this attitude of management and as a result decided to down tools".

The statement said the company had also refused to allow Naawu officials to take part in the discussions yesterday morning but a union spokesman said last night that union representatives had taken part in negotiations in the afternoon.

It is not known whether an improved offer was made by the company, but negotiations are to continue today.

Over 800 at Brits down tools for 50c

By Carolyn Dempster,
Labour Reporter

More than 800 workers downed tools at the Alfa Romeo plant in Brits yesterday in support of their demand for a 50 c across-the-board increase

Production was halted but negotiations between management and shop stewards of the National Automobile and Allied Workers' Union continued

REFUSED

Wage negotiations deadlocked last Friday when management tabled an offer of an 11 c across-the-board increase which was rejected by workers

A Naawu spokesman said the management of

Alfa Romeo refused to continue discussions with workers in the presence of union officials

They also refused to negotiate improvements in working conditions if the workers were not prepared to accept the 11 c increase

Mr N Bianco, managing director of Alfa Romeo, denied that there had been a stoppage and said there had been no halt in production, no action and no labour unrest at the Brits plant.

Discussions between the personnel manager of Alfa Romeo and the workers' representatives were continuing peacefully with proposals and counter-proposals being brought to the negotiating table, he said.

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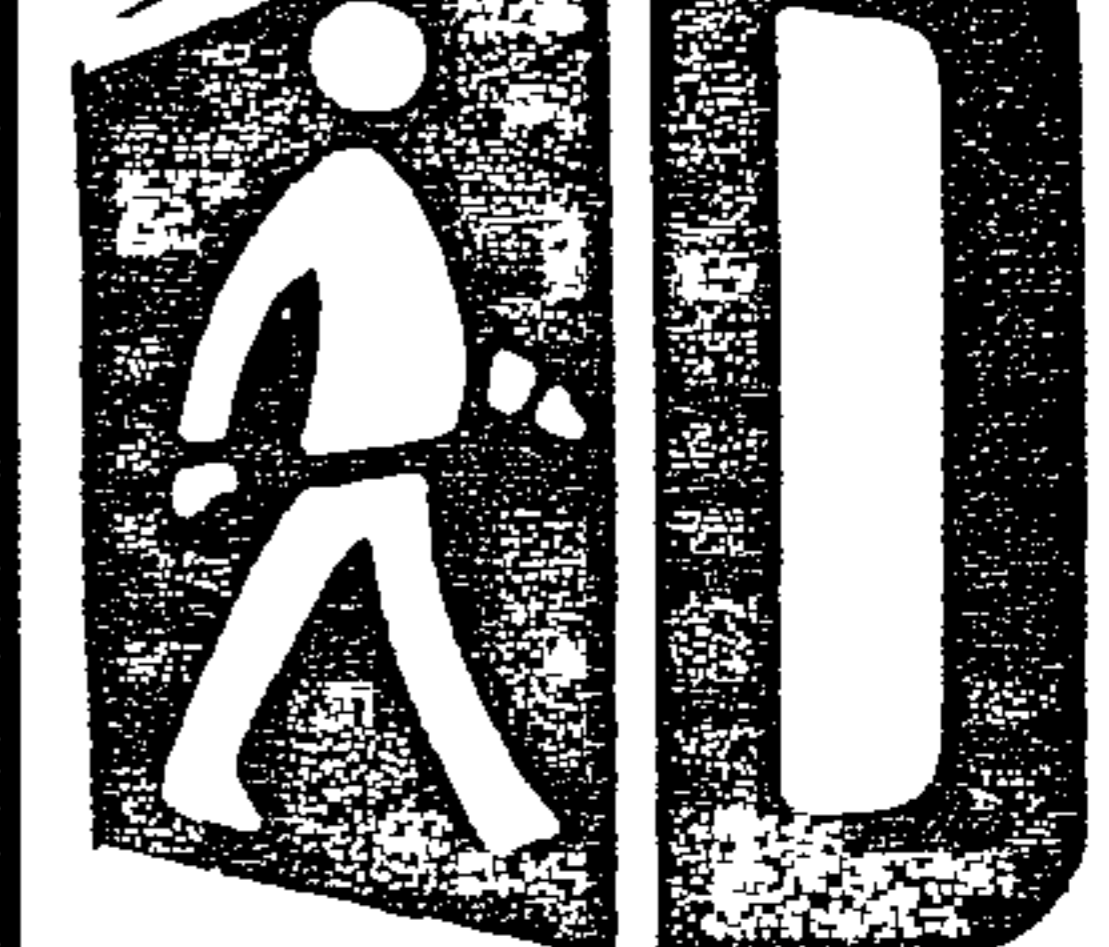
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Dairy workers strike: Seeking job continuity

PIPPA GREEN, The Argus's labour reporter, looks at the recent strike of milk delivery men

RECENT labour unrest in Cape Town's dairy industry has touched at the heart of the contract labour system in South Africa.

Last week's strike by 600 workers at the city's largest dairy, Dairybelle, is the fourth to hit local dairies in two months.

In all the strikes, the dairyworkers' demands have been the same and have been brought forcefully and often inconveniently to the attention of thousands of non-African Cape Town people whose home milk deliveries have been disrupted.

Many years of migrant labour, the uncertainty of living apart from their families, the anxiety of not being automatically assured of a job at the year's end and rebellion against hostel life are largely responsible for the current spate of unrest.

At the major Cape Town dairies — Dairybelle, Van Riebeeck and Union — workers have demanded that the companies' labour recruiting system be changed.

More than two years ago, long before the Retail and Al-

lied Workers' Union appeared on the scene, striking Van Riebeeck workers claimed they were put back on a basic wage after returning to the homelands to renew their contracts.

Rawu now has substantial membership among dairyworkers who are spelling out their aspirations more clearly.

Workers claim the lack of individual contracts or "call-in-cards" has seriously jeopardised their chances of obtaining permanent urban rights in terms of Section 10,1 (b) of influx control legislation.

Section 10,1 (b) applies to workers who have worked for the same firm for an unbroken period of 10 years.

"Unbroken period" has always been a contentious legal issue and the introduction of black labour regulations in 1968, which made it compulsory for a migrant worker to return to his homeland to renew his contract, affected tens of thousands of migrants with long service.

But in two historic Supreme Court cases in 1981 involving Johannesburg worker, Mehlolo Rikhoti and a Cape Town man,

Stanford Boo, the court ruled that the four week return to the homelands at the end of the year was normal annual leave, which did not constitute a break in service.

Difficult as it is to establish the city rights of long-term migrant workers, it is almost impossible, say labour lawyers, to win a case for a man who has taken three or four months unpaid leave within a ten year period.

And dairyworkers feel this is the crux of the matter.

A call-in-card system, whereby migrants are recalled annually without breaking their contracts, they say, would prevent companies sending them home on long leave.

Dairy company managements say they are willing to make certain changes to suit the workers, although some still want to regulate the flow of labour to the factory.

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company was assisting workers to apply for Section 10, 1 (b) rights.

Both he, and Mr Maarten Henning, general manager of Dairybelle, claimed that workers had in the past asked to go home for long periods.

"Ten years later, they blame us for not getting their Section 10 rights," Mr Whitfield said.

Mr Henning although initially reluctant, has agreed to institute a "call-in-card" system provided that he is able to "regulate" the labour supply.

But there is another aspect to migrant labour, which has sparked off strikes.

Company hostels, the city homes of many thousands of married men, are often a major bone of contention in industrial relations and Dairybelle workers have complained bitterly about the centralised hostel kitchen.

It is a point which has been difficult for white management to understand.

"The hostel is one of the most modern. It cost me R1,2-million to put up. I have hired a professional company to cook traditional Xhosa food. Now 450 men tell me they want to cook their own food," Mr Henning said.

152 (289) (138) (139) C. Times 1/10/84

110 Cape Sun workers strike

By RIAAN DE VILLIERS
Labour Reporter

ABOUT 110 black workers at the plush new Cape Sun hotel — flagship of the Southern Sun hotel chain — went on strike yesterday in support of pay demands, a union organizer said. Mr Leon Mqhakayi, organizer for the Commercial, Catering and Allied Workers' Union (Ccawusa), said the workers — most of them contract workers from Ciskei — had stopped work in protest against low pay — an average of R173 a month

— and bad employment conditions

The workers all belong the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, it is believed Ccawusa recently started recruiting workers at the hotel

Mr Mqhakayi said he had recently sought a meeting with management but this had been turned down on the grounds that the hotel recognized the

Liquor and Catering Trades Employees' Union

He claimed workers no longer wanted to belong to the recognized union

He said a worker demand to speak to management representatives was refused yesterday. He also claimed a security officer at the hotel had prevented him from addressing workers

He said management demanded that workers return to work before discussing their grievances. But the workers

refused to return before negotiations with their shop stewards' committee and a union official

Mr Ted Frazer, secretary of the Liquor and Catering Trades Employees' Union, confirmed that a dispute had occurred. He said union organisers had gone to speak to the workers at their hostel and he was waiting for them to report back.

Despite repeated attempts, hotel spokesmen could not be reached for comment.

Guaranteed
①

Mercury 1/7/84

Bakery strike hits capital

Pietermaritzburg
Bureau

WORKERS went on strike at a bakery in Pietermaritzburg, leaving many people in the capital and surrounding areas without bread yesterday

The strike, apparently over a wage dispute, began on Monday night and production at Oxenham's Bakery is said to have been seriously affected

A number of cafe and tea-room owners queued up to collect their bread early yesterday morning, and according to one owner, production had dropped from 7 000 loaves an hour to 400 an hour at one stage

Cafes which relied on deliveries said they received fewer loaves than usual while some got no bread at all

One cafe owner was rationing his stock by selling half-loaves only

A Howick mini-supermarket owner said he was annoyed he had not been warned that no delivery would be made

'I can understand their problems, but they should have informed us so we could make other arrangements'

Loaves of bread from Durban started arriving late yesterday afternoon

The bakery's only spokesman, general manager Mr H Fleet, was not available for comment

It is understood that workers have asked for higher wages

RDM 12/7/84 (127/152)

Law should protect legal strikers — Prof

Labour Correspondent

DURBAN. — A University of the Orange Free State law professor yesterday called for major changes to South Africa's strike laws which would offer legal strikers greater protection against firing.

Professor Y J Claasens told a labour law conference that no right to strike existed in South African law and that labour law paid only "lip service" to the right to strike.

The key reason, he argued, was that common law allowed employers to fire strikers, even if their strike was legal. The courts reinforced this by applying common law standards

to legal strikers rather than standards in labour law, which were more lenient.

It was necessary, he added, to offer workers who engaged in a legal strike some protection against dismissal.

Prof Claasens also argued that there should be a time limit of 21 days to these strikes. After this, the dispute which gave rise to the strike should be referred to the Industrial Court for arbitration.

The law should also stipulate that, for a strike to be legal, workers would have had to follow the dispute procedures laid down in labour law and the

strike would have had to be led by a trade union.

If, however, workers struck legally, an employer would have to give them 14 days' notice before dismissing them.

If he did decide to dismiss them, he should be forced to fire all the workers or none of them, Prof Claasens argued, so that employers could not react to strikes by dismissing worker leaders.

An employer would not be allowed to re-employ strikers selectively.

Prof Claasens acknowledged that most strikes were illegal because workers did not feel they could delay

seeking redress until the official disputes machinery had run its course, but said it was in society's interests to "set some limit" to the right to strike.

His proposed changes should thus cover legal strikers only.

In another paper, Mr Martin Brassey, a labour lawyer, urged the Industrial Court to adopt the standards used by American courts in deciding whether mass dismissals of workers after a strike were unfair.

In strikes over wages, employers should be allowed to fire strikers who demanded higher wages only if they had a "legitimate commercial reason" for doing so.

Jan 1952
Alfa workers
still on strike

The Alfa Romeo plant at Brits was shut again yesterday as 813 workers continued their pay strike

Production halted on Monday over the increase offered by the management in negotiations with the National Automobile and Allied Workers' Union

After talks yesterday the management increased its offer from 11c to 16c. The union wants 50c. — Labour Reporter.

Fired Penge workers given hostel deadline

By PHILLIP VAN NIEKERK

ABOUT a third of the 1 700 sacked Penge asbestos mineworkers were still at their hostels yesterday and had been given until the weekend to leave, Mr Pat Hart, the managing director of Gefco, owners of the Lebowa-based mine, said yesterday.

The workers were fired this week after failing to meet management deadlines to return to work after going on strike in protest against the company's annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (BAMCWU) said yesterday that they had briefed their lawyers and were considering legal action against the company over their dismissals.

Mr Hart denied reports that police were called in against the strikers, though he said he had contacted the South African Security Police and the Lebowa authorities to inform them of the strike "as a matter of routine".

He said the police who stood guard around the compound during the strike were the usual mine police and that they had not requested other police.

Mr Hart said he had refused to speak to

BAMCWU because they were not recognised at the mine, though he conceded that during the strike the workers had requested he speak to the head office of the union.

The BAMCWU spokesman said the workers were holding a mass meeting with union officials last night where they would plan a course of action against the company.

He said according to his information all the workers — who were paid "poverty" wages of about R150 a month — were still at their hostel.

● The National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo appeared close to resolving their pay dispute yesterday which has prevented any production at their Brits plant for three days.

Mr N Bianco, managing director of Alfa Romeo South Africa, said the union was taking an improved company offer back to their members and he would know by today whether this had been accepted or not.

Workers downed tools on Monday in protest against the company's offer of 11c an hour across the board, but Mr Bianco said yesterday this had been improved to 16c an hour.

LABOUR NEWS

1 400

striking
workers
'fired'

Mail Reporter

THE Federation of South African Trade Unions (Fosatu) Johannesburg shop stewards council have pledged their support for more than 1 400 workers allegedly dismissed for striking at Ilman Plastics.

In a strongly worded statement yesterday the council — which represents four Fosatu unions — said they would not let the dismissals rest and appealed to other workers not to "divide" them by taking jobs at the company.

According to the statement, the workers, members of Fosatu's Metal and Allied Workers' Union, were fired on June 27 after striking at four of the company's plants in protest against the dismissal of a colleague.

Negotiations for the workers' reinstatement had been held, but no settlement had been reached.

The council statement said they would "campaign in all our factories until the Ilman management comes to their senses".

They appealed to Ilman to continue negotiations on the workers' reinstatement.

The statement said the dismissals came at the same time as increases in general sales tax, rent, water and electricity and that the loss of employment to about 1 500 workers would create problems for the community.

A spokesman for the company said about 99% of the council's statement was "science fiction" and that the board would study the complete statement before "maybe" responding to it.

14/7/84 (152) (138) (138)

Hotel strike talks continue

Labour Reporter

ABOUT 110 black contract workers at the Cape Sun hotel were still on strike yesterday as talks continued between management, the Commercial, Catering and Allied Workers' Union (Ccawusa) and a shop stewards' committee

Mr Leon Mqhakayi, union organiser, said management representatives had agreed to discuss workers' grievances about working conditions and conditions in their Guguletu hostel

However, they had said pay demands would have to be dealt with by the group's managing director, who was overseas
"We were also told

workers would lose their jobs if they did not return to work," he said "But workers are reluctant to return before their pay demands are resolved"

He said he would report back to the workers last night and talks with management would resume this morning

The workers are all members of the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, Mr Mqhakayi said the workers "totally rejected" the established union which had "done nothing" for them

A hotel spokesman said a statement would be issued this morning

Sowetan 13/7/74 (5) ~~13~~

Workers want to be reinstated

THE South African Chemical Workers' Union (Sacwu) has applied to the Minister of Manpower to appoint a conciliation board in an attempt to secure the reinstatement of about 440 dismissed strikers at Triomf's Potchefstroom fertiliser plant.

A union spokesman told The SOWETAN yesterday that if the board fails to resolve the matter, they will take it to the Industrial Court.

The application follows the acquittal of 19 Triomf workers who were tried under the Intimidation Act in the Potchefstroom Regional Court recently.

The workers were arrested following a strike at the plant on April 12.

The strike was in protest against colleagues who refused to undergo an alcohol test.

According to the union spokesman the workers had been warned that they would lose their jobs if they did not return to work. On arrival at the plant they found police waiting outside the gate and 19 of them were arrested.

In a subsequent court trial the workers were discharged after the magistrate found that the State had failed to prove its case beyond reasonable doubt.

The spokesman said it was in the light of the court trial that "we have applied for the board to settle the dispute — failing which we will go to the Industrial Court."

The union felt that the workers had been "un-

fairly dismissed and have to be reinstated."

A company spokesman said that they intended to defend the matter because the sacked workers had gone on an illegal strike."



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Pick 'n Pay workers on strike early this year — putting more than their jobs on the line.

C.P. no (706) (152)
1577/84 (735)
Geo

... or how the pass laws provoke industrial unrest

A LEADING labour lawyer warned this that influx control laws were increasing the number of factory disputes over dismissals and retrenchments.

Geoff Budlender of Johannesburg's Legal Resources Centre told a conference on labour law in Durban that workers who lost their jobs were faced with having to go back to a "homeland" — where the chances of finding work were very poor.

"This raises the stakes enormously within the factory when disputes emerge over dismissals or retrenchments, because the price is so high," he said.

"The potential for conflict within the industrial structure is thus raised enormously."

Mr Budlender also said black workers in South Africa were caught between two sets of laws which push them in different directions — influx control laws kept their right to be in "white" areas' as insecure as possible.

But the industrial court was

CP Correspondent:
DURBAN

political security and for labour — is met.

"At the heart of the modern influx control system is the citizenship question."

But while influx control laws cut down on the number of people who can legally be in urban areas, the industrial courts are doing just the opposite, because they are trying to promote industrial peace.

"At a time when more and more people are to become migrant workers, subject to deportation, the industrial courts says that there is a right to security of employment.

"At a time when people are increasingly told to leave the area at the end of their migrant labour contracts, the Industrial Court



...n their jobs on the line.

PUSH me, pull YOU



A dompas check in Johannesburg earlier this month — arrest means more than a fine.

CITY PRESS, July 15th, 1984

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S.

potential for conflict within the industrial structure is thus raised enormously."

Mr Budlender also said black workers in South Africa were caught between two sets of laws which push them in different directions — influx control laws kept their right to be in "white" areas as insecure as possible.

But the industrial court was trying to do the opposite in an attempt to keep industrial peace and stability by giving them security.

He said this conflict would lead to "one of the great political dramas of our time".

He told delegates that the SA Government had always wanted two conflicting things — a stable black workforce convenient to the workplace, but with a limit on the number of black people in "white" areas.

They want their own political security by limiting the number of black people allowed into 'white' areas and making their right to be there as insecure as possible.

"Over the last 20 years, there has been an increasing trend to meet these two conflicting demands through the migrant labour system," he said.

"The whole basis of the migrant labour system is to say to workers: You will be here while we need your labour and you will be somewhere else when we don't.

"In that way potential conflict between the two demands — for

industrial peace.

"At a time when more and more people are to become migrant workers, subject to deportation, the industrial courts says that there is a right to security of employment.

"At a time when people are increasingly told to leave the area at the end of their migrant labour contracts, the Industrial Court has recently ruled that it can be an unfair labour practice to refuse to re-employ a migrant worker."

He said this was not just a theoretical conflict—when there was high unemployment, job security became the most important issue for workers, and many strikes were related to job security.

"There is now growing pressure from workers on employers, industrial courts and the Department of Manpower itself, in regard to the right to job security," he said.

"Loss of employment is always a serious matter for a worker, but the influx control policy raises the cost."

If a worker loses his job, he or she has to leave the area immediately and go back to their homeland sit and wait until they are recruited for work again.

Mr Budlender warned that the situation would get much worse because the Government's citizenship policy excluded more and more people from being legally in "white" urban areas.

'The worst is yet to come'

ACCORDING to Geoff Budlender, there are three categories of black people in SA as a result of the homelands policy

● Those who are South African citizens in the full sense of the word, which includes people in homelands which are not yet independent.

● The second group is "new foreigners"— people who used to be South African citizens but have become foreigners because their homelands have become independent

● Thirdly, there are the

"aliens" who have never been South Africans. These include people from outside SA, but also include people in "independent homelands" who have never been South African citizens.

"As the homelands become independent, the proportion of black people who are citizens of South Africa drops. They become 'new foreigners' and their children born after independence become aliens," said Mr Budlender.

None of these aliens may ever hold Section 10

rights — which allow them to be legally in "white" South Africa — and they can be deported at any time.

"What we see then is a gradual decrease in the number of black people who have the right to be in the city," he said.

"In law, every child born today of parents with Transkei citizenship is not permitted to be in an urban area without permission. That is a consequence which has not yet begun to bite because it is not yet being enforced properly."

NGWU
men strike

More than 270 members of the National General Workers' Union downed tools today in three strikes at companies in Pretoria and Witbank.

At the Gencor-owned pipe manufacturing company, Rocla, in Rosslyn, 200 workers went on strike after the unilateral introduction of wage increases by management.

The second strike occurred at Boltstone, makers of tombstones near Pretoria, where 70 workers downed tools over the firm's refusal to negotiate with a union representative.

In the third strike, 12 NGWU members at Mike's Kitchen in Witbank downed tools after the retrenchment of three fellow workers —
Labour Reporter

Strike 'not just over money'

152

Labour Reporter

Staw

16/7/84

Alleged harassment of shop stewards was one of the main reasons given by 170 employees of Diesel Electric who downed tools at the automotive spares supplier's warehouse in Johannesburg on Friday.

The striking workers are demanding recognition of their union, the United African Motor Workers' Union, and an immediate across-the-board increase of R150

At present the lowest-paid employee at Diesel Electric receives R160

Mr P Sibisi, one of the shop stewards

of the firm had employed a number of tactics to prevent shop stewards meeting with workers

"The strike is not just about money. Management keeps on postponing discussions about recognition of the union," said Mr Sibisi

He added that the strikers had been given until 10 this morning to return to work

Mrs Hilary Roberts, personnel manager for Diesel, said the company had received a request for a 40 percent increase from the workers

"The management has agreed to talk to their representatives about working conditions and salaries" she said

ROM 17-7/84 (152) 1972

Alfa workers resume

Mail Reporter

THE wage dispute at the Alfa Romeo assembly plant in Brits, Brits Engineering, which closed the plant for the whole of last week, was settled yesterday and the workers have agreed to end their strike this morning.

Dr N Bianco, managing director of Alfa Romeo South Africa, said he was "very happy" with the deal because "with the increase in cost of living the workers need more money".

A statement by the National Automobile and Allied Workers' Union (Naawu) yesterday said the union had accepted an offer by the company for an immediate increase of 16c an hour, followed by 4c an hour in October.

A total of 800 workers went on strike on Monday last week, and the company closed the plant on Wednesday.

The Naawu statement said the deal brought the total increase at Alfa to an effective 37 cents an hour for the year, the highest yet negotiated.

Settlement reached at Alfa plant

The National Automobile and Allied Workers Union (Naawu) and Alfa Romeo have settled the wage dispute which sparked a strike of 800 workers at the company's plant at Brits.

The union accepted an immediate 16c an hour increase.

A further 4c increase will come into effect on October 1 this year, bringing the total increase this year to 37c. A 17c increase was granted in January.

This increase is the highest negotiated at a Pretoria motor firm this year.

Naawu expressed satisfaction with the increase and is now looking to September, when negotiations on wages and working conditions for 1985 will begin.

Earlier this month, the Alfa workers demanded a 50c across-the-board increase.

This was initially met by a management offer of 11c.

Workers rejected this and downed tools.

ing Hospital was certified arrival No ar... been made... gations are... Lucky Ma... was stabbed to... a gambling... a house in... Street in At... on Sunday... The spokes... the police said... had ensued... bling session... Mabena was fa... bbed in the... man has been... in connection... death

said the incident took place on Sunday night while she and her husband were asleep. She said the men also came back yesterday morning and after a fight between her and one of them, she was threatened with a gun. She said she has laid a charge at the Moroka police station against the councillor. Her problems with the councillor started on June 28 she said, when the registered tenant of the house left the house after she had failed to have them evicted. She

On Sunday night out through the kitchen cillor
200 down tools *ROOM 17/17/84 (152)*

ABOUT 200 workers at the Superocla Limited in Rosslyn Pretoria, are out on strike following management's refusal to meet their demand for better pay.

across the board. Their present wages ranged from R1 90 an hour upwards.

'We have so far met with management on two occasions and at no stage did they show a sign of giving in. They made it clear that their offer stood at 23 cents an hour and that nothing would make them change their stand.

'What angered workers most was that management also suggested that they agree to the implementation of the 23 cents increase before further negotiations could be entered into. Our members saw that as a strategy by authorities to delay a struggle towards getting what they deserve,' Mr Khumalo said.

Workers told The SOWETAN that they could not manage the high cost of living with what they presently earned and that an offer by their management was unacceptable. They pointed out the need for white bosses to realise that black people were also expected to pay high fees irrespective of how much they earned.

A spokesman for the Retail and Allied Workers Union (RAWU), Mr Donsie Khumalo said workers demanded an hourly increase of 70 cents

being prohibited... the old people... Among the... Busisiwe Ndebele... Putco (Lst) game... Msandeni... Ag...

12 slai

TWELVE people including a 67-year violence in Soweto.

Police have already in connection with the result of knife attacks.

In one case a Hostel on Saturday woman. According to J J Viktor, the involved in a fight.

- A 22-year-old K to death during a ing into a motor
- A 67-year-old reported raped at place at the old Saturday night. alleged rapist bro have sex with him

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THREE ON HIGH TREASON RAP

THREE people are to appear in the Pretoria Supreme Court on August 1 in connection with charges of high treason and alternative charges under the Protection of Information, the Publications and the Internal Security Act the Attorney-General of the Transvaal, Mr Donald Brunette, confirmed yesterday.

They are Mr Roland Mark Hunter (25), Mr Derek Andre Hanekom (31) and his wife Mrs Patricia Elizabeth Hanekom (27).

The trio, detained in December last year appeared in court recently but were not asked to plead and were refused bail — Sapa

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Frame strikers tense as co-workers are laid off

By STEVEN FRIEDMAN
Labour Correspondent

ALL but five of more than 300 workers at the Frame Group's Consolidated Woolwashing and Processing Mills at Pinetown, struck for the second day running yesterday in support of wage demands, according to a spokesman for the National Union of Textile Workers

But a statement by the Frame group's joint managing director, Mr Selwyn Lurie, said there had been a "partial" stoppage only, caused by a "handful" of workers who prevented others going to work.

Strikers gathered at their union office yesterday and the company was allegedly refusing to negotiate with the union

According to an NUTW organiser, Mr Jabulani Gwala, the CWPM stoppage came amid tension at Frame's biggest Pinetown mill, Frametex, over retrenchments

Seven workers had been retrenched at Frametex yesterday, he said. While the unrest had not yet spread beyond CWPM, it was possible the dispute would escalate. More than 3 000 workers are employed at Frametex

There have been a series of retrenchments at Frame group mills recently, which the NUTW believes could spark unrest. The retrenchments are the subject of several key

court actions

The strike at CWPM was prompted by wage increases granted to workers at Frame's Pinetown cotton mills, but not to workers at CWPM, which is part of the blanket division

Mr Lurie yesterday defended this decision, saying Frame workers were only due for a wage increase in January

Workers in the cotton division in the Durban area were given an "interim increase" this month "to help them in coping with increased inflation"

This had not been possible in the blanket division which had been "more adversely affected by the serious economic downturn aggravated by the drought and past mild winters"

However, he said, employers had been considering "how to alleviate the plight" of blanket workers and the National Textile Manufacturers' Association was discussing the wages of blanket workers at present.

The stoppage, he charged, could "prejudice" these discussions.

Mr Gwala said Frame has refused to negotiate with NUTW on the dispute. In his statement, Mr Lurie hinted at possible action against the strikers, saying that the strike could "prejudice the position of the workers at the plant concerned"

(152) (497) (100A)

Alfa Romeo gives way in pay dispute

Saveth 18/7/89

THE WAGE dispute involving about 800 striking members of the National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo company in Brits has been settled.

The two parties reached a settlement when the union accepted an offer of 16 cents from October 1. The increase means workers have received pay hikes totalling 37

cents for this year. They earlier received a 20 cents increase.

In a statement the union says that this increase is the highest yet negotiated by them and management this year so far.

The workers went on strike in support of wage demands and the company closed the factory on Wednesday.

Demands, sackings spark two strikes

ABOUT 100 workers at two companies in Pretoria and Witbank have gone on strike over recognition demands and in protest at the dismissal of three colleagues.

Workers at a tombstone factory, Boldstone in Bon Accord, downed tools after company officials would not talk to the National General Workers' Union (NGWU) about their grievances

They said they had made their stand clear that they all belonged to NGWU and would not allow management to divide them by handling problems individually

No company official was available to talk to The SOWETAN as managers were in a meeting yesterday

Expelled

At a branch of Mike's Kitchen in Witbank, workers decided to strike after three of their colleagues were expelled from the company last week. They called for the re-instatement of the three and vowed not to return to their posts if management did not meet their demand

When The SOWETAN phoned the manager of Mike's Kitchen in Witbank yesterday, he replied "I'm sorry. I cannot talk to you, I'm very busy"

Meanwhile the 200 workers at Superocla in Rosslyn were still out on strike with management having not met their demand for higher pay yesterday. They are demanding a 70 cents across-the-board hourly increase and management said it was only prepared to offer 23 cents.

Sowetan 18/7/84 152

ROM 18/7/84 152

Sacking of staff disrupts borough

DURBAN. — Queens-
burgh's municipal ser-
vices have been disrupt-
ed after the council fired
a large number of its
workers who struck yes-
terday over wage in-
creases

The Town Clerk, Mr A P
Kinnaird, said this morn-
ing that all the borough's
services had been severe-
ly affected and would re-
main so until replace-
ments were hired.

He said the council had dis-
missed 114 workers. A
number of workers had
run away yesterday be-
cause of intimidation by
strikers. These men were
not considered dismissed
— Sapa.

1917184 (152)

We won't take back the strikers, pledge

Labour Reporter

SACKED Queensburgh municipal-workers have decided to return to their jobs today — but they are in for a shock, according to the Town Clerk, Mr A P Kinnaird.

'We will not take them. They will first have to register with the Port Natal Administration Board, as normal work-seekers do, and if the board sends them to us we will consider re-employing them,' he said.

The workers were fired after an illegal strike over pay this week, but up to yesterday none of them had collected their pay, according to Mr Kinnaird.

He said they had been given an opportunity to return to their jobs by 10 a m on Tuesday, but they refused to do so.

Of the 110 posts which became vacant as a result of their dismissal, more than half had already been filled

Meanwhile, refuse removal and other municipal services continued with minimum amount of disruption yesterday.

160 back
star
on the job
19/7/84
at AECI

Labour Reporter

The three-day strike by 160 workers at AECI's Vynide plant in New Germany, Natal, ended today when they returned to work

The strikers had downed tools at 6am on July 16 in protest over what they called "unfair distribution of short time" at the plant

Discussions were held by shop stewards and officials of the Chemical Workers' Industrial Union in an attempt to resolve the dispute

In a statement released yesterday, AECI said a number of meetings had been held between management and the union, and employees would today return to work, resuming their normal hours

Strike talk led to separate workers told

PRAAT AFRIKAANS

By ALINAH DUBE

NEGOTIATIONS came to a standstill yesterday when the National General Workers' Union (NGWU) received a letter from a Pretoria tombstone factory demanding that talks to end a three-day strike be conducted in Afrikaans.

A spokesman for the Union, Mr Donsie Khumalo, said they received a telephone call from Boldstone, one of the companys hit by strikes, and were told to collect a letter which contained information about the dispute.

"On receipt of the letter, we were shocked to learn that the company was instructing us to translate a letter we had previously sent to them and that we should also communicate with them in Afrikaans.

Recognition

"We were surprised at this sudden move because a manager who had signed the letter, Mr Andrea Jooste, had been communicating

with us in English," Mr Khumalo said.

Workers at the company downed tools last week over a demand of recognition and vowed not to return to their jobs before management had prepared to 'settle the dispute properly'.

Mr Jooste said he had requested the union to use Afrikaans only because he understood it better. He did not mean to offend anyone, he

said. He also pointed out that he regarded the situation at the factory as a walkout and not a strike. Workers decided to stop working and he was not sure of what they actually wanted, he added. "Most contradicted themselves when asked if they welcomed the union or would still use the self-representa-

tion system," he said.

Meanwhile managing director of Superocla in Rosslyn, Mr R N Hobbs yesterday said 200 workers were on strike. He said it was unlikely that the company would meet the workers' demand of an hourly increase of 70 cents. The company's offer stood at 23 cents.

Sweeten 19/7/84 152

Police patrol streets

From Page 1

the Commissioner of Police General Johan Coetzee, requesting information about Mr Skhosana.

A spokesman for the SAP Directorate for Public Relations said last night that only one person in Parys, Mr Johannes Ngalo, had died in police cells.

Police yesterday continued their patrols of the township.

Mr Johannes Ngalo will be buried in the township cemetery on July 28.

A public meeting to express solidarity with the people of the troubled township will be

held at Khotso House, De Villiers Street, today and among the speakers will be the general secretary of the South African Council of Churches, Bishop Desmond Tutu.

Buses for Ngoye

A BUS has been organised on the East Rand to take University of Zululand (Ngoye) students back to the campus on July 28.

The bus will leave from various townships two days before the university re-opens. The starting points will be Germiston Station (2 30 pm), Natalspruit Hospital (3 pm), Benoni (4 30 pm) and KwaThema Civic Centre (5 30 pm).

SCAVENGING has been in view of the the recent appears content with ;

Official:

From Page 1

ment on the document yesterday.

Both said this was a "very delicate issue" which only concerns the councils and the board. Mr Wolmarans said the Department was not responsible for the drawing up of the document.

The document states that all the town councils should not spend more than 30 percent of their total income during this current financial year (1984/85), on salaries for the white seconded officials.

Should the councils, the statement states, spend more than 30 per-

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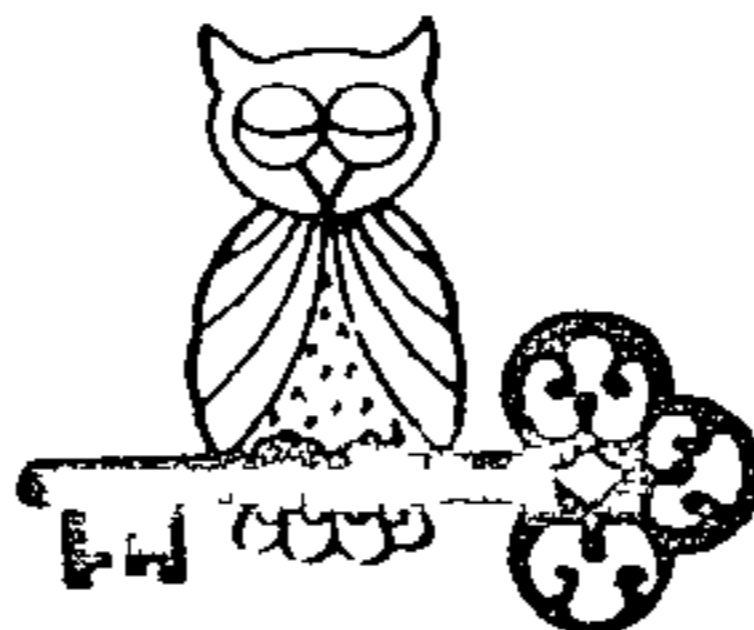
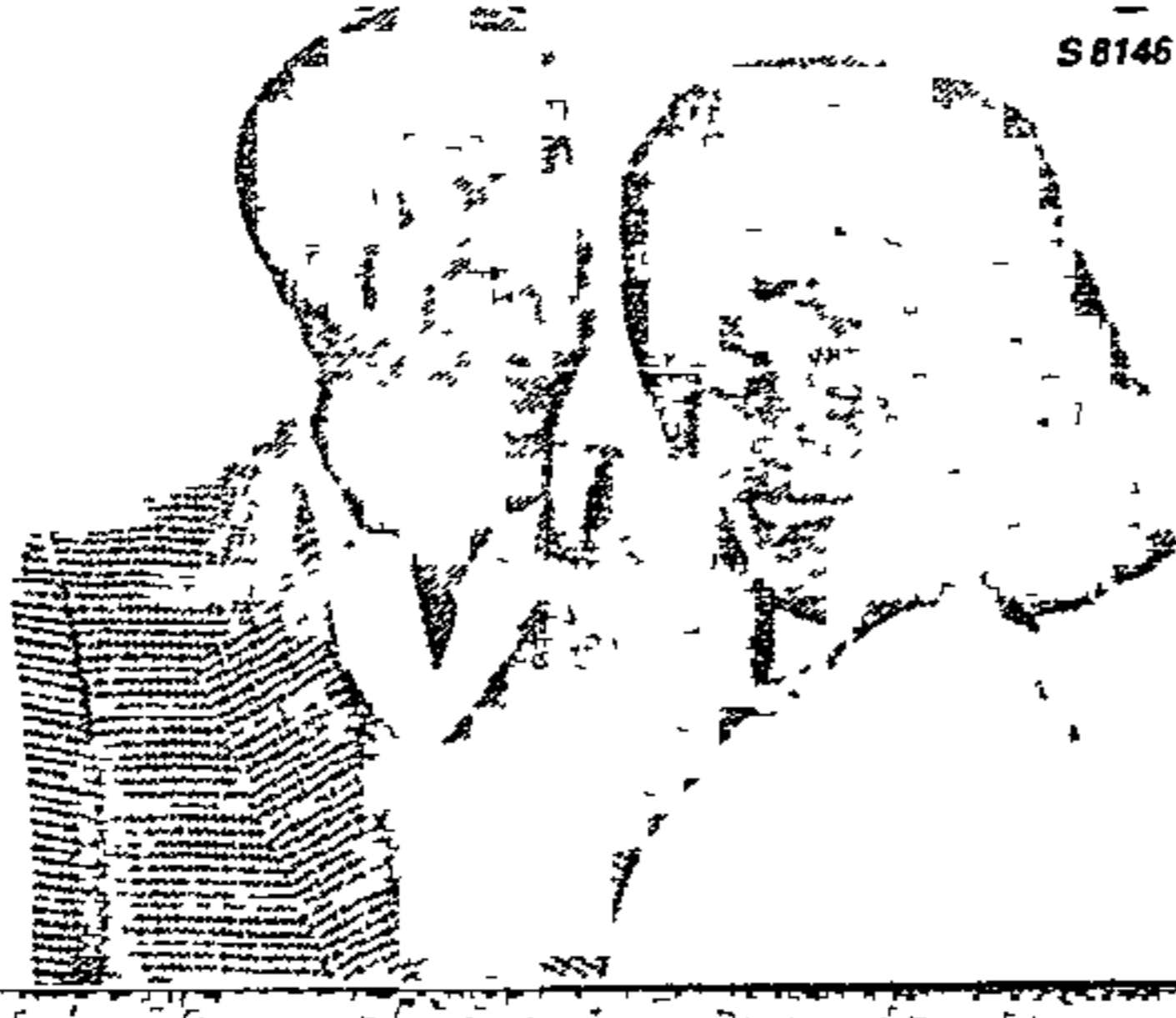
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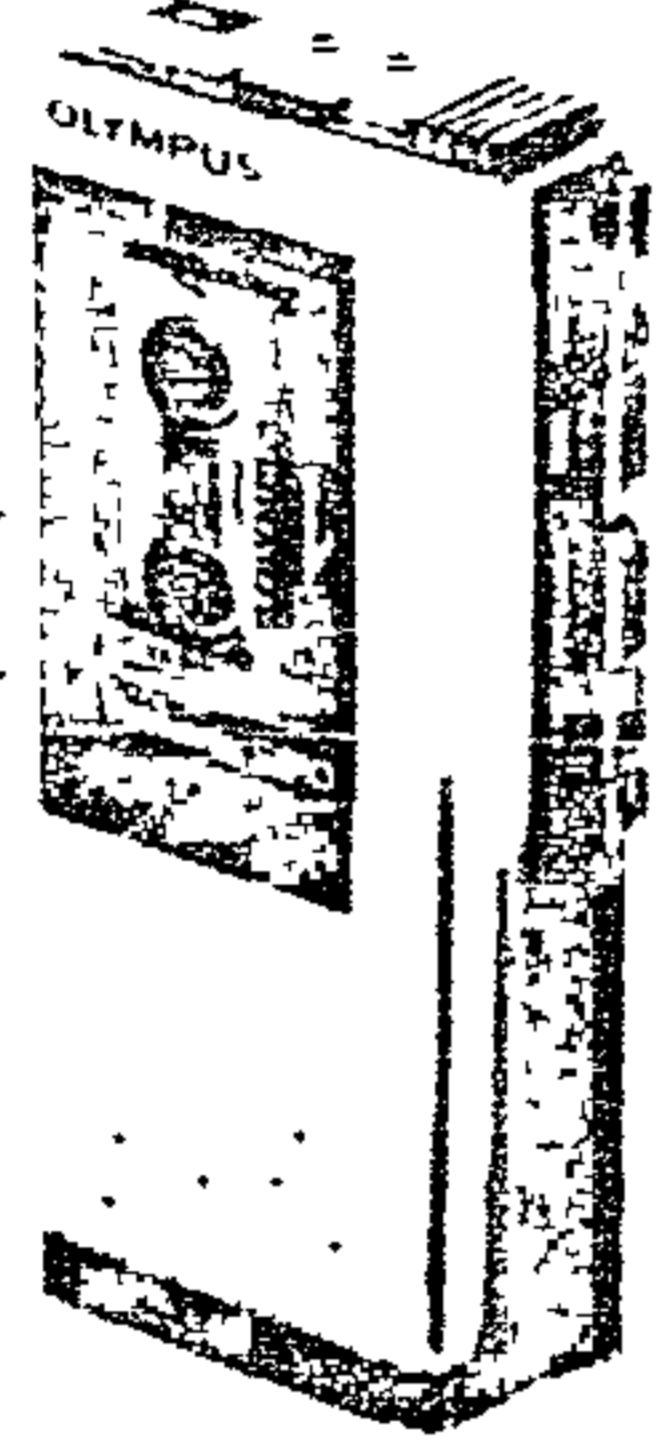
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Mercury
Workers march (52)

Mercury Reporter
BLACK workers at the University of Natal marched on the administration building yesterday to protest about a delay in wage increases. The march came at the end of the university's Black Workers' Organisation annual meeting. A crowd of about 300 clapped and sang on their way. A university spokesman said the workers claimed

they had not had pay rises for several years. The Durban vice-principal of the university Prof Colin Webb, met the leaders of the Black Workers' Organisation, and later addressed the gathering. He said the university had to wait to see how much money it was going to get from the Government before it could determine salary and wage increases.

THANK'S Sportsvision, for showing us South Africa's (or should it be Britain's) darling Zola Budd in her magnificent 2 000 m world record win at Crystal Palace.

It was great to hear the English crowd taking this wonderful little slip of a barefoot girl to their hearts, and to see her hardly puffing at the end of the race.

Well, we've read how good our Zola is, and now we've seen it when, for the first time, she was really pushed and produced a thrilling world record run for us armchair watchers.

The rest of the athletics meeting — even with a Russian athlete's world record pole-vault — was small beer by comparison. But the Dallas Grand Prix was something else.

Here we had a badly-surfaced, narrow city-streets track knocking out one car after another. There was plenty of drama as the field whittled itself down to six finishers including early leader Nigel Mansell who eventually tried to push his car over the finish line but collapsed in the heat.

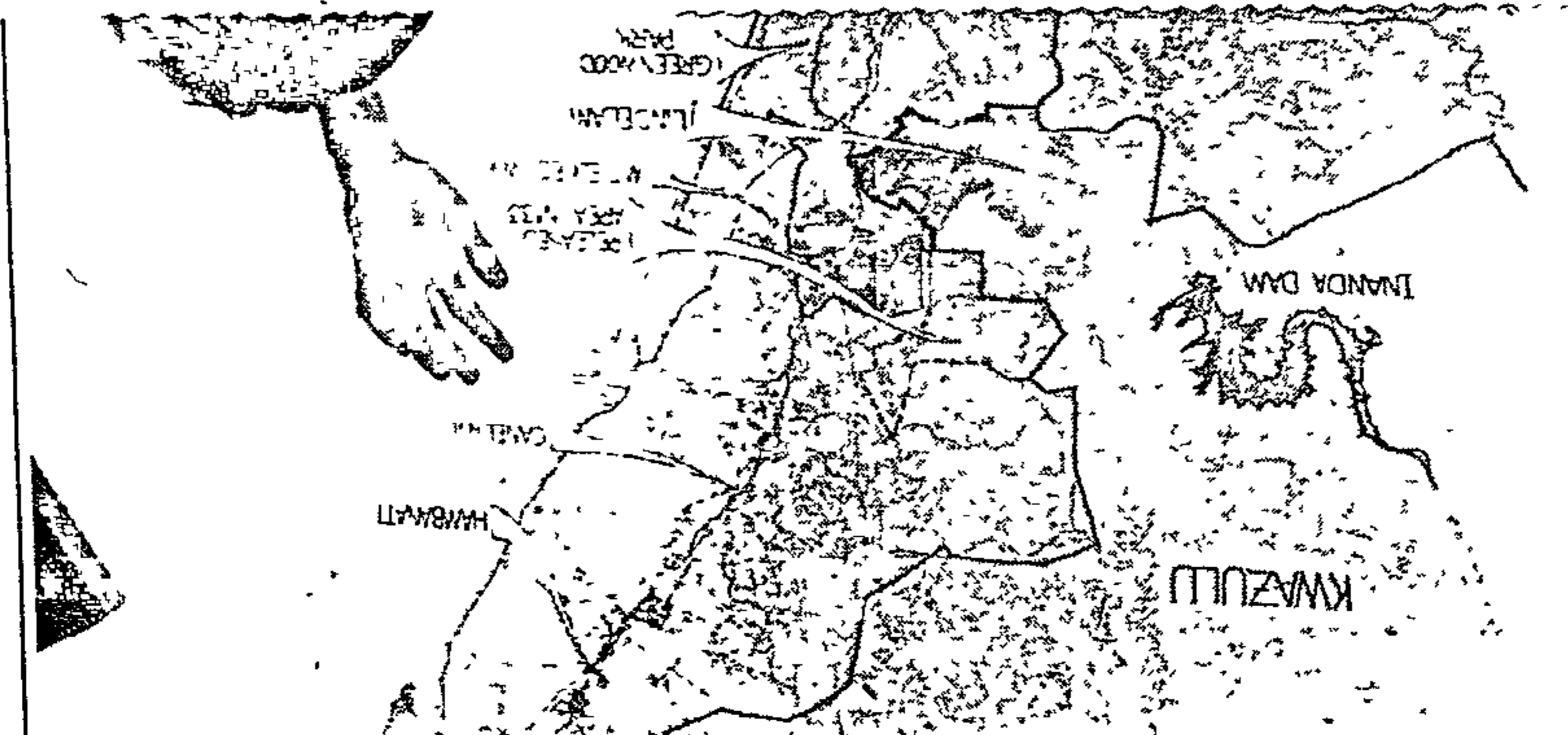


Midweek is going off I hardly think that the Israeli elections were of absorbing interest to South African viewers — except perhaps for our Jewish population. But the inevitable trite question was asked: How would the election result affect relations with South Africa? How parochial can SABC TV continue to be?

Certainly the next feature on the fall of the rand was much more to the point. And one listens with close attention to Dr Joop de Loor and wonders why he wasn't appointed to take over from Owen Horwood as Minister of Finance. Surely nobody is better qualified.

Apart from anything else, he can talk so intelligently off the cuff — and in terms which even I can understand. A man who inspires confidence. I hope Barend du Plessis goes to him for advice.

DENNIS HENSHAW



TEAC

Call for a rethink on handling of strikes

Post Reporter

CONTRARY to popular expectations, the recession had not brought about a decrease in strike action, and the number of strikes would probably not diminish even if the recession deepened, a labour relations expert said in *Post* Elizabeth today.

Professor Johan Piron, who holds the chair of labour relations and labour law at the School of Business Leadership of the University of South Africa, was addressing a seminar organised by the Manpower and Management Foundation of Southern Africa on "Management action in the strike situation".

Prof Piron said that previously labour relations were characterised by a strong legalistic approach. In other words, workers struck at the risk of being sacked.

But this was changing and management itself was now limiting its own capacity to fire or take certain action through clauses built into recognition agreements.

"Our strike law is out of date," he said. "About 99,9% of strikes in South Africa are illegal strikes and the consequences of a legal strike are fairly limited."

Prof Piron said one should look at the public law aspects of strikes (State and subject) and the private law aspects (subject and subject on a basis of equality).

If workers followed the procedures for a legal strike according to the Labour Relations Act, it did not take away the right of the employer to fire the strikers in private law (civil law) if the workers committed a material breach.

Prof Piron said the right to keep the job in a legal strike situation did not exist in South Africa.

Prof Piron said the days of just firing striking workers was passing out of the industrial relations system.

He believed there were already about 500 strike provisions in recognition agreements already in existence between different managements and unions.

The unions were not just going to go away and management could not get divorced from this relationship. It should concentrate on commitment from the parties that they would honour the provisions of the peace agreement.

August 20/7/84 (15)

600 strike at asbestos plant over arrests

Labour Reporter

et ABOUT 600 workers streamed
a- out of a Brackenfell asbestos
st product manufacturing plant
h today after they downed tools
y in protest over the arrest of
five shop stewards

The arrests followed an inci-
dent earlier this week when
workers at Everite Ltd alleged-
ly damaged an office at the
company hostel

Mr David Lewis, general sec-
retary of the General Workers
Union, which represents about
700 workers at the plant, said
the workers had gone on strike
to "express their contempt for
what they see as collaboration
between the police and man-
agement"

The dispute would be dis-
cussed at the union's annual na-
tional conference this weekend

"The union will decide what
to do when a major multi-na-
tional company flouts even na-
tionally accepted standards of
labour relations," he said

Everite spokesman Mr Brian
Gibson said the company had
filed a report with the police
after the incident which, he al-
leged, had caused "serious
damage to company property"

He denied any collaboration

Tension has also been run-
ning high at Everite over
living conditions in the com-
pany hostel in Brackenfell

Captain Gerhard van
Rooyen, police liaison officer,
confirmed the arrests and said
that five men would appear in
court on Monday on charges of
housebreaking

Mercury 20/1/84 (152) ~~151~~

'Work or else' warning given

Labour Reporter

MORE than 160 mill workers, who have been on strike since Monday, in support of their demand for more pay, were yesterday given an ultimatum to return to work today or be summarily dismissed

Mr Selwyn Lurie, joint managing director of Consolidated Woolwashing and Processing Mills, in Pinetown — a subsidiary of the giant Frame group — said yesterday that because of the 'partial work stoppage' at the mill, no announcement on wages would be made until work returned to normal

He said regarding the annual wage increase due to be granted to weekly-paid workers in the blanket industry in

January next year, the National Textile Manufacturers' Association agreed that a portion of it be brought forward to the pay-week, starting October 1, to assist workers in coping with increased inflation

"This decision has been taken on a national level in spite of the fact that the blanket industry has been adversely affected by the serious economic downturn aggravated by the drought and past mild winters

"These factors resulted in a cutback in production and unfortunately necessitated subsequent retrenchment in the industry

"The Pinetown mill of Consolidated Woolwash-

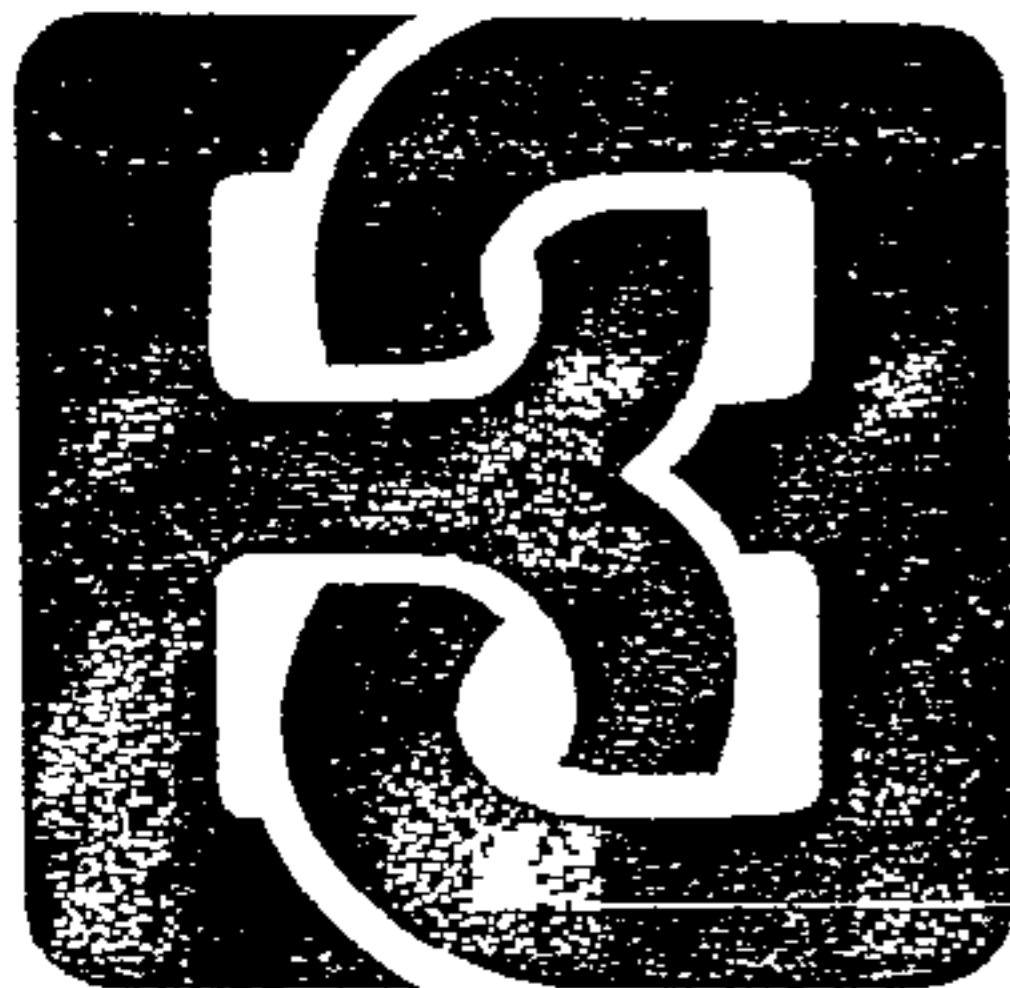
ing and Processing Mills Limited falls within the scope of the blanket industry, but because of the partial work stoppage there, no announcement will be made until work there returns to normal," he added

Mr Lurie said that in the meantime it had been decided to extend to today the deadline by which the strikers must resume working. Those who ignored the return-to-work ultimatum would be dismissed for breaching their terms and conditions of service

The company would start engaging new employees on Monday to fill vacancies caused by workers who did not resume working by today

The SA Bias Group is driving its assets and management resources to even higher levels of performance. Its aim: a substantial, balanced spread of industrial and financial interests with good returns and growth potential. As well as its own increased accessibility as an investment.

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SA Bias
The one to watch

INDIAN ELECTION Natal fever sets in

With little more than a month to go to the Indian election under the new constitution, there are signs that a degree of "election fever" is beginning to be felt in some constituencies.

In Natal, where voters go to the polls on August 28 to elect 29 of the 40 delegates to the Indian House, voter interest is generally regarded as high.

With 80% of SA Indians resident in Natal, that's to be expected. In the Transvaal, which accounts for only eight seats in the new Parliament, exactly the opposite is true. Parties have had difficulty fielding candidates, let alone in drumming up enthusiasm among the electorate.

Jerry Coovadia, executive member of the Natal Indian Congress (NIC), which favours a boycott of the election, admits that the high level of political awareness in Natal is hampering the boycott campaign.

Unlike past elections for the SA Indian Council (SAIC), which were generally viewed with a degree of disdain, he says "It seems the enormity of the political step Indians are about to take is finally beginning to sink in."

In his view, SABC-TV, which has rarely missed an opportunity to punt the election, must take credit for politicising the electorate. He claims it has failed to give fair treatment to the NIC viewpoint.

In spite of the fact that the boycotters have "the full weight of the State propaganda machinery against us," Coovadia reckons the stayaway campaign is likely to be 70% effective.

With little to choose between the policies favoured by the three main parties contesting the election, participation remains the burning issue.

The ease with which candidates have defected to other parties on the strength of a promise of a safe seat is an illustration that many feel equally at home in any of the participating parties.

The majority party in the SAIC, the National People's Party (NPP), has lost four senior men in this way. Its main rival, Solidarity, has lost three.

Apologists argue that the disaffections are typical of the "village politics" mentality pervasive in the Indian community. It is all part, they say, of the growing-up process in politics.

Coovadia's view is more cynical. He says "Given the general uniformity and sense of sameness, the issue revolves around participating in a government with only minor shades of difference. Under these circumstances, the whole unhealthy spectacle becomes one of individuals motivated by self-interest rather than the needs of the community."

Most bets are on the NPP, under the leadership of charismatic, if controversial, Amichand Rajbansi, to emerge triumphant

on election day. The NPP has been the dominant force in Indian politics for several years. Rajbansi confidently predicts that his party will win most of the 29 seats in Natal as well as seven of the 11 in the Transvaal and the Cape. He says that if the NIC is reined in and there is no open intimidation of voters, he expects the poll to be as high as 50%.

Mounting a strong challenge, however, will be the new Solidarity Party, under the leadership of Durban businessman and banker J N Reddy. Observers claim to be impressed by the quality of the party leadership and the calibre of candidates the party has in the field.

Reddy admits they have "purposely selected a cadre of people who will be going to Parliament with a view to participating," rather than the silent majority of former LAC and SAIC members whose voices, he claims, are seldom raised in debate. Reddy rates Solidarity's chances in the election as good. He says the party is fielding candidates in all of the Natal seats as well as many of those outside. "We are definitely working towards getting a majority," he says.

Party organiser Pat Poovalingam agrees. A lot, he says, will depend on voter turnout. A low poll, he says, should favour the NPP, which has proved that it can command at least 8% of the vote. A higher poll, he feels, would work in Solidarity's interests. Personally, Poovalingam is expecting a poll of between 35% and 55%.

A third force in Indian politics, the People's Independent Party (PIP), could conceivably cause an upset by splitting the vote.

DISPUTES Legal strike threat

What would have been one of SA's few legal strikes has been headed off with the appointment of a conciliation board to mediate in a wage dispute between the Metal and Allied Workers Union (Mawu) and the BTR Sarmcol rubber plant at Howick.

Tensions have been mounting between Mawu and Sarmcol where management and the union have had an uneasy and incident-prone relationship for many years. Observers see the appointment of the board as averting what might have been a final test of strength.

Mawu's local branch secretary, Geoff Schreiner, says the union was poised for strike action and would have gone out into the streets last week had the CB not been appointed.

According to Schreiner, the union and management are deadlocked over a wage offer of 10,8%. At the end of negotiations a dispute was declared and the union pressed for the appointment of a conciliation board.

When the statutory 30-day period had lapsed with no moves towards appointing a

(140A) (189) (152)

board, the union held a strike ballot in which the overwhelming majority of members supported industrial action. Management and the Department of Manpower were given an ultimatum, either re-open wage talks and appoint a board — or face strike action by the end of last week....

The official reason advanced for not appointing the board within the specified time was that the Department of Manpower is "over-burdened with applications" stemming from wage negotiations with unions outside the industrial councils.

Schreiner says there is hope that the fresh round of mediation will solve the impasse. Management too has shown its good faith by agreeing on a mediator and a date for the first session. But Schreiner says a lot will depend on how far management is prepared to yield, and the union reserves strike action as a weapon of last resort.

The prospect of the two parties reaching an interim agreement on wages in the light of the new developments must be regarded as reasonably good. But whether they can forge a sound long-term relationship is another matter.

Union-management relations at Sarmcol have an unhappy history. After 10 years there is still no proper recognition agreement between the two parties, though Sarmcol chief executive, Stewart Blackstock, notes that "much progress has been made" towards that goal.

The company once took the union to court on an unfair labour practice issue charging that it was negotiating in poor faith over severance pay. Union members once gatecrashed a shareholders' meeting with the intention of bringing the company's poor industrial relations record to the attention of senior management and stockholders.

Summing up the union's attitude Schreiner says "Management is deluding itself if it believes it can get the union to accept second-class working conditions and a poor wage settlement. After 10 years of being out in the cold there is a high level of expectation."

SWAZILAND

The Liqoqo answers

The two most powerful political figures in Swaziland, Prince Mfanasibili Dlamini and Dr George Msibi, appear to have consolidated their grip on power following the unrest that has simmered since the death of King Sobhuza two years ago.

The position of both as leading members of the ruling Supreme Council of State, or Liqoqo, seemed threatened by their alleged involvement in the R13m customs fraud and the recent collapse of Swaziland Chemical Industries (SCI), a Hanhill subsidiary.

Swazi ombudsman and Liqoqo secretary Robert Mabila, who is investigating the



Swaziland's Msibi... denies he raised loans for SCI

customs fraud, says that preliminary findings show (contrary to claims by ex-Finance Minister Sishayi Nxumalo) that nobody in "high places" was involved.

According to Msibi, "the directors of SCI have already written to the ombudsman saying that all SCI's loan facilities were arranged a long time ago" — meaning without the benefit of his influence.

The FM is told that 16 SA and four Swazi companies were involved in the customs fraud and are expected to face charges. The companies appear to have used a fictitious bonded warehouse in Mbabane to clear goods, mainly clothing, that was landed at Durban. The fraud began in 1981 with the collusion of certain Swazi officials, who could also be charged.

Mabila says "Nxumalo should not have had the temerity to point the finger at others when his own department (finance) was being run inefficiently."

Msibi tells the FM that Nxumalo's allegations were based on the fact that Prince Mfanasibili had one share in a company whose main shareholders were involved in the fraud. His holding, however, was not in a company which is being investigated. "It (the fraud) has nothing to do with the company in which the prince is a shareholder," Msibi says.

He adds that it was "absolute rubbish" to suggest that people in high places had pressured the banks to grant loans of some R30m to SCI, which was the biggest industry in Swaziland.

"The only person who could have done that is me," says Msibi, who was appointed an SCI executive director in 1982. "But, by the time I joined, SCI already had these loans. The only time I became involved was

WHY VIN DE NUIT 83



Hand-picking grapes at night at L Ormarins

Wine news for the connoisseur

• As from the 1983 vintage, L'Ormarins Estate Wines carry a special "VIN DE NUIT" (Wine of the Night) neck label.

• This label is your guarantee that these select L'Ormarins wines have been made from noble varieties hand-picked in the cool of the night to preserve taste, flavour and aroma.

• But the proof of the making is in the tasting. L'Ormarins produced the champion South African white table wine in the 1982/83 season.



L'Ormarins

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BLANC FUMÉ
(OAK AGED SAUVIGNON BLANC)

The proof of the making
is in the tasting!

LOR 101 E

600 walk out as 5 held at factory

CAPE TOWN — About 600 workers walked out of a Brackenfell plant manufacturing asbestos products yesterday in protest at the arrest of five shop stewards.

The arrests followed an incident on Monday when workers at Everite Limited allegedly damaged an office at the company hostel.

Mr David Lewis, general secretary of the General Workers' Union, which represents about 700 employees at the plant, said the workers had gone on strike to "express their contempt for what they see as collaboration between the police and management".

The dispute will be discussed at a union conference this weekend.

"The union will decide what to do when a major multinational company flouts even nationally accepted standards of labour relations," he said.

An Everite spokesman Mr Brian Gibson said the company had informed the police after "serious damage to company property" was caused.

He denied there was any collaboration between management and police.

The five will appear in court on Monday. — Sapa.

1984

Strikers halt Everite plant

21/7/84

HDA

152

C. Times

By RIAAN DE VILLIERS
Labour Reporter

ALL BUT 10 of the more than 700 workers at Everite's asbestos products plant at Brackenfell went on strike yesterday in protest against the arrest of five union shop stewards by police earlier this week.

The dispute deepened later in the day when management representatives rejected all demands framed by workers at a mass meeting at their hostel. Workers then decided to continue their strike on Monday.

Demands

Among the demands were that management should withdraw charges against the shop stewards, who are being held at the Brackenfell police station.

While the full implications of the strike were not clear, a management spokesman acknowledged that all but 10 black workers were on strike and that the plant was at a standstill.

The strike follows increasing friction over the past few months between workers — most of whom belong to the General Workers' Union — and management at the large multi-national company.

After added friction between workers and the hostel management over the weekend, workers allegedly damaged the hostel supervisor's office on Monday night. Police arrested the five union shop stewards on Wednesday.

Union officials later accused Everite of "col-



Striking Everite workers stream out of the factory gates in Brackenfell early yesterday morning.

laborating with the police in victimizing union leaders"

After a stormy meeting at their hostel on Thursday night, workers clocked in early yesterday morning but massed at Everite's gates. The strikers included workers at Everite's transport subsidiary, Cape Hauliers.

Later they streamed to their hostel, where workers and union officials addressed a mass meeting.

After being ap-

proached by the company's personnel manager, Mr Neil McLeland, workers agreed to elect a deputation to put their demands to management.

These were that criminal charges against the arrested men should be withdrawn and that all internal disciplinary hearings should be dropped. These demands were later rejected by management.

A management spokesman rejected charges that the company had

victimized union leaders.

"There is no question of the disciplinary action or reports to the police bearing any ulterior motive towards the union," he said.

In a later statement, Mr Dave Lewis, the GWU general secretary, said the union "utterly rejected" management's denial of collaboration with the police.

He said all five shop stewards had been arrested in the company offices after being called

in by management.

Mr Lewis said "A major multi-national company that is prepared to use the South African Police in this way can only expect the harshest possible response from the international trade union movement."

Mr Lewis said the strike would be discussed at the union's annual national conference being held this weekend. "We will also discuss how to take the matter up with the rest of the trade union movement," he added.

Mercury
2/7/84

Striking Pinetown mill workers fired

152
107
111

Labour Reporter
ONE hundred and forty-two striking Pinetown mill workers were fired yesterday after ignoring a return-to-work ultimatum after a week-long strike over pay

Mr Selwyn Lurie, joint managing director of Consolidated Woolwashing and Processing Mills Ltd — a subsidiary of the Frame group — said yesterday the company would begin engaging new employees on Monday to fill the vacancies

He said 130 workers

had reported for duty yesterday and letters had been written to those absent from work, summarily dismissing them as they had failed to return to work in spite of warnings given to them last Friday and again yesterday

But Mr Jabulani Gwela, a spokesman for the Fosatu-affiliated National Union of Textile Workers, said all the workers had decided at a meeting late yesterday to return to work on Monday on condition that none of

the strikers was dismissed

Mr Lurie told the Mercury letters of dismissal had been sent out already and as far as the company was concerned there was no change in its stand

He said the NUTW was not recognised by the company. The Textile Workers' Industrial Union had a recognition agreement in the blanket industry

The workers downed tools last Friday in support of their demand for more pay

RDM 2/17/84 (152) (411)

Natal workers strike over pay

MARITZBURG — About 100 workers at Goodhope Concrete Pipes in Maritzburg downed tools this week in a bid for higher wages

The workers gathered outside the premises of the company early on Thursday afternoon and refused to return to work.

This followed a dispute earlier in the day when employees stopped work but later returned to their jobs

The workers said they were demanding a 100% in-

crease on their present wages, which they maintained were "abysmally low"

They said they received between R30 and R44 a week and had not had an increase for more than a year

They also claimed they did not have any normal benefits, such as a pension scheme

A man who has worked for the company for 20 years earned R44 a week, according to the workers

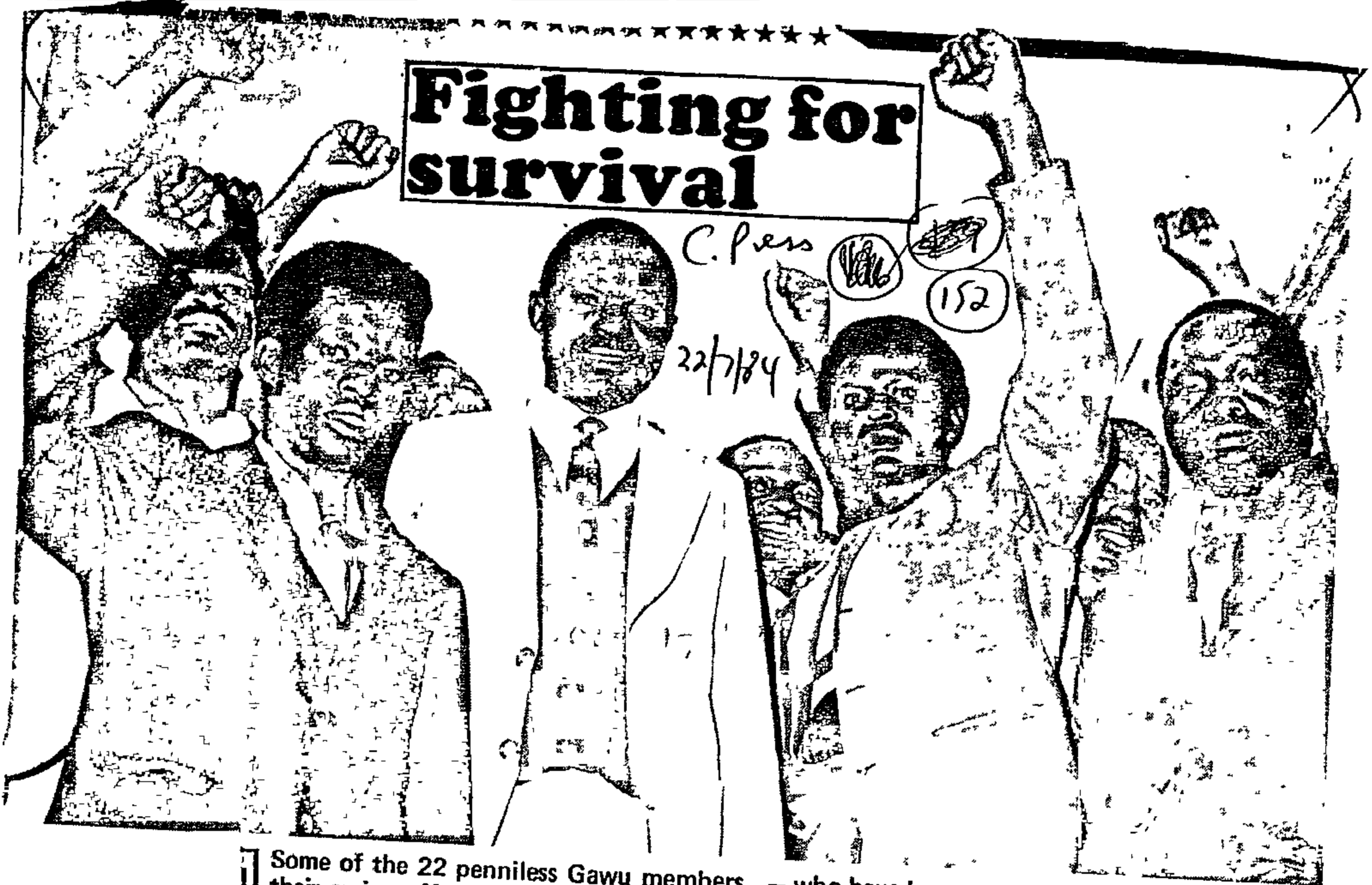
"What we are asking for is another R40 a week," the

workers said
The figures quoted by the workers were not confirmed by the company

After a management meeting on Thursday, the factory manager Mr B Hampton said negotiations were in progress

He did not wish to comment further

Mr Hampton also had no comment on a claim by workers that they had been told to return to work on Monday or "consider themselves fired" — Sapa



Fighting for survival

Some of the 22 penniless Gawu members — who have been on strike for seven months — in their union office this week during one of their bi-weekly solidarity meetings.

A STRIKE which has been painfully dragging on for seven months comes to a climax this morning when 22 penniless black workers meet to consider Supreme Court action against their employer.

The workers, members of the General and Allied Workers' Union, will consider the action against General Tyre and Rubber Company, which fired 59 of them during a strike at the company's Booysens plant.

Worker's spokesman Sam Mahlaule told City Press this week of the hardships they have endured since the strike, which was sparked off by the dismissal of two colleagues for alleged theft.

"It has been the hardest time of our lives," lamented Mr Mahlaule. Relatives and friends who have stood by us are beginning to lose their patience. Some of us are on the verge of losing our homes for failing to pay rent."

Mr Mahlaule also told of their "most painful day" — last Wednesday, when they had to walk more than 12 kilometres in the rain from their union's office in central Johannesburg to their homes in Soweto, after one of their bi-weekly solidarity meetings.

"We had used our union subsistence for small groceries and other provisions for our families. We were banking on lifts. In the end we had to walk," said Mr Mahlaule.

He also said that, after they were fired, they never received their weekly wages, leave pay or pension money.

Political comment in this issue by P Selwyn-Smith and P Qoboza, newsbills by P Selwyn-Smith, and headlines and sub-editing by D Niddrie, all of 62 Eloff St Ext, JHB

Pretoria strikes settled

Labour Correspondent

MEMBERS of the Pretoria-based National General Workers Union at one plant ended a strike yesterday and those at another firm would return to work on Thursday, the union's general secretary, Mr Donsie Kumalo, said yesterday

He said about 250 workers at Superocla, at Rosslyn outside Pretoria, who struck for pay demands, had returned yesterday.

At Bold Stone, where 70 workers struck demanding union recognition, the NGWU had agreed yesterday that strikers would return on Thursday

This assurance was given, according to Mr Kumalo, at a meeting of the building industry's industrial council called to discuss a formal dispute between Bold Stone and the union

Boldstone declared the dispute late last week, saying the union had committed an "unfair labour practice"

At yesterday's meeting, Mr Kumalo said, Boldstone complained that the union had repeatedly demanded recognition without ever giving proof of its membership

He said the NGWU had agreed to give the company this proof at a meeting tomorrow.

Midweek 24/7/84 (152) (111)

Factory workers to contest sackings after go-slow pact

Labour Reporter

THE sacking of nearly 500 workers at the Uniply factory in Cato Ridge will be contested by the workers in the Industrial Court in Durban today

According to Miss Pat Horn, Natal branch secretary of the Paper, Wood and Allied Workers' Union, the entire workforce was fired in May after a go-slow campaign in protest against the dismissal of two shop stewards, fired for allegedly organising a May Day

demonstration at the factory had had labour problems for a considerable time, she said

She said that although the workers had accepted their termination pay they did not consider themselves dismissed. An application would be made to the Court in terms of Section 43 of the Labour Relations Act, which provides for temporary relief for reinstatement pending the appointment of a conciliation board by the Minister of Manpower, Mr P T C du Plessis

The woodboard factory

had had labour problems for a considerable time, she said. Matters came to a head earlier in May this year when four shop stewards were fired following the demonstration

Two were reinstated after the Paper, Wood and Allied Workers' Union intervened. The company refused to reinstate the other two — which led to a series of work stoppages and the go-slow campaign

Company spokesmen were not available for comment last night.

August 24/7/84 ~~152~~ ~~153~~

New bid today to end strike at Everite plant

Labour Reporter

THE dispute at the Swiss multi-national asbestos product manufacturing plant, Everite Ltd, entered its fifth day today as 700 workers continued their stayaway

The workers downed tools last week in protest against the arrest of five shop stewards and the dismissal of a sixth

Manager of the Everite's Brackenfell plant, Mr John Wayland, confirmed today that the workers were still on strike

DEMANDS REJECTED

The workers' two main demands — that management withdraw charges against the five shop stewards and re-instate the sixth — have been rejected

Union representatives will meet management later today in another attempt to break the deadlock

Meanwhile, production in the factory, which is a major sup-

plier of building materials, is seriously affected

The General Workers' Union has accused the company of victimising shop stewards and flouting "internationally accepted principles of freedom of association"

"STAGE MANAGED"

The company has denied the union's charge that it has "collaborated" with the police and has accused the union of "stage managing a confrontation"

A company spokesman said "The company has continually co-operated in the negotiations towards the successful achievement of a recognition agreement with the General Workers' Union.

"This co-operation includes a specific agreement with the GWU that the hostel issue would be a priority for discussion immediately after the signing of the recognition agreement"

Conditions in the company's hostel have also led to unrest at the plant recently

man. father

Everite strike: New prospect of settlement

By RIAAN DE VILLIERS
Labour Reporter

PROSPECTS for a settlement of the Everite strike appeared to improve yesterday when officials of the General Workers' Union and worker representatives presented management with amended demands at talks held yesterday afternoon

The demands were tabled after five shop stewards, whose arrest triggered off the strike last week, rejoined their fellow workers

They were released on bail of R50 each after appearing in court yesterday morning. They were not asked to plead to charges of housebreaking and an alternative charge of public violence. The hearing was adjourned to August 8

The five shop stewards later joined union officials and other worker representatives in talks with management.

Steward excluded

However, a sixth shop steward who has been suspended from work by the company pending an appeal against a decision taken at an internal disciplinary hearing last week that he should be dismissed, was excluded from the talks

Mr Dave Lewis, the GWU's general secretary, said later that workers had proposed that the sixth shop steward be permitted representation by shop stewards

and a union official at his appeal — and that a mediator should be present.

They had also proposed the rectification of a "major grievance" of hostel dwellers. Management had then agreed to "wide-ranging talks" over conditions at the hostel.

He said workers had resolved to go back to work this morning until they heard from management at 11am.

'Extremely bitter'

Describing the demands as "very reasonable", he said workers were still "extremely bitter and resentful" over management's actions

"They are pleased that the arrested shop stewards are back, but they say management is not responsible for their return," he added

The Swiss multinational company's asbestos products plant at Brackenfell appeared to be at a complete standstill yesterday

However, a spokesman was quoted as saying that "limited production" was taking place

A management spokesman later confirmed that management had agreed to consider a "broad range of issues" raised and would respond to them today

The union resolved at its annual national conference at the weekend to seek national and international trade union action against Everite if it failed to accede to worker demands

Farm killings: Youth in court

Staff Reporter

A 16-YEAR-OLD youth pleaded not guilty in the Robertson Magistrate's Court yesterday to two charges of murder arising from the death of two labourers on a Robertson farm earlier this month.

The appearance of the youth is a sequel to the fatal shooting of two farm labourers, Mr Hans Luttig, 20, and Mr Piet Pietersen, 35, on the farm Groot Vlake on July 14

The youth, who may not be identified, pleaded as follows

● Not guilty to murdering the two men but guilty to the alternative charges of culpable homicide

● Guilty to breaking into the house of Mr J S Cilliers and stealing a shotgun worth R200 and ammunition worth R8

(The magistrate noted a plea of not guilty after questioning)

● Not guilty to attempted murder — he denied that he had attempted to murder Mrs Chrystal Kuñ by shooting at her. He said he had aimed at a dog but the shot had gone high and he had not seen Mrs Kuñ standing at a window

● Guilty to pointing the shotgun at both Mr Willem Martinus Folcher and Mrs Alice van Rooyen

● Guilty to possession of a firearm without a valid licence

The hearing was adjourned to August 29 for a decision by the Attorney-General. The youth is to remain in custody

Mr M P H Stander was the magistrate. Miss H S Lombaard appeared for the State. The youth was not represented

LWF delegates to see 'torture film'

From JOHN BATTERSBY

BUDAPEST. — Delegates to the seventh annual assembly of the Lutheran World Federation will see a 30-minute film entitled "The Torture of a South African Pastor"

The film deals with the case of a Lutheran minister from the Venda homeland, Dean Simon Farisani, and includes his own testimony of alleged torture by the Venda security police

Dean Farisani, 36, who will be addressing the assembly tomorrow was recently paid a substantial sum in an out-of-court settlement for damages suffered as a result of alleged torture by the Venda security police

Dean Farisani's case has attracted widespread international attention and has rallied concerned Lutherans from more than 100 countries to his cause

The film will be shown on Friday before next Wednesday's crucial debate on the proposed suspension of the white Lutheran churches in South Africa and South West Africa because of their failure to condemn apartheid publicly and merge with the black churches

● An African motion to suspend two white South African churches from the LWF has thrown the seventh assembly into confusion

The South African suspension bid has emerged as the major issue of the conference — the biggest gathering of Christians ever held in an Eastern Bloc country

Now the LWF executive committee has decided to hold an open hearing on Southern Africa later this week to allow free discussion on the subject before a proposal goes forward for debate next week.

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'Afraid'

Urban Foundation undertaken to pro-Memani with a... and police so undertaken to the area regularly.

KTC, committee ers and other ers of the deputa-phasized that all atters were afraid anywhere near

ne people have houses and cars en burnt down not move How more people must e?" one squatter

Tisdall released

ON VALENCE,

— Ex-Foreign clerk Miss Sarah Tisdall, jailed for leak-lassified documents newspaper about the yment of US Cruise in Britain, left yesterday clutching rs from anti-ar activists

ice pushed back of reporters and ographers as Miss all, 23, her head d, was driven away a low-security pris-her parents

s Tisdall, who d four months of a onth sentence, has ne a cause celebre g civil libertarians he media since her t. suspension and nation last January.

carried 24 white tions sent by the sign for Nuclear rment's chair- Ms Joan Ruddock general secretary, ignor Bruce Kent. e CND members outside with ban-saying. "Thank You, h" — Sapa-AP

WRITER — FREELANCE — FLEXIBLE, VERSATILE

or technical, non-technical/business — direct marketing and sales material — A-V — ipis — brochure and ad copy from concept

Political comment by A H Heard G E Shaw, J V Scott and M P Acott. Cartoons by Tony Grogan. Headlines and sub-editing by A J Moth W C Odenaal and E I Zinn. All of 77 Burg Street, Cape Town

Too late for classification

SABC Olympic effort

Staff Reporter

THE SABC is still continuing its efforts to beat the Olympic blackout and to worm its way around the International Olympic Committee's denial of press accreditation to journalists and correspondents covering the Games for South African news services

Negotiations between the SABC and the giant American Broadcasting Corporation for a series of delayed transmissions on the Games events (which would highlight events one to two days

Auckland Park said yesterday.

Meanwhile, the SABC had bought tickets for all the important events and their reporters, Kim Shippey and Friedel Hansen, would be filing stories from Los Angeles on each day's events in their capacity as spectators

According to the spokesman, both reporters would not be entitled to make use of official Olympic press facilities, but using other facilities, would supply telephonic reports from Los Angeles

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Everite strike ends after negotiations

C. T. M. 25/7/84 152

Labour Reporter

THE strike of more than 700 black workers at Everite's Brackenfell plant has ended after lengthy negotiations between management, General Workers' Union officials and worker representatives yesterday.

However, it appeared from statements from both parties that months of friction at the plant may continue.

The union warned later that the settlement would be of "short duration" unless management "radically changes its attitude to industrial relations".

Mr David Lewis, the GWU's general secretary, added that management could expect further conflict if it continued to treat every worker grievance as "evidence of provocation and agitation" and continued to "involve the police in industrial relations".

Let out on bail

The strike was sparked off last week when police arrested five union shop stewards on charges of breaking and entering and malicious damage to the hostel manager's office.

They have been let out on bail and their trial was adjourned to next week.

Mr Evert Claasen, Everite's personnel director, said in a statement that management had "consistently refused" a GWU demand that the charges should be withdrawn or that it cancel internal disciplinary hearings.

The parties had agreed that a "task force" of management representatives, hostel residents and the Western Cape Development Board investigate worker allegations about the hostel.

He said he was "satisfied" with the agreement as the company was "not prepared to condone criminal actions or relinquish its inalienable right to exercise discipline".

Legal action by union

While the strike was "unfortunate and unnecessary", management was willing to continue negotiating a recognition agreement with the union in a "spirit of goodwill".

Mr Lewis said the union would take legal action against the company if an appeal against the dismissal of another shop steward tomorrow failed.

He added the company had further agreed to an "urgent investigation" into the "acute grievances" of workers living in the hostel by three shop stewards and three management representatives.

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Strike at Everite ends: 700 return

Labour Reporter

THE five-day strike at Everite Limited's Brackenfell plant has been settled and about 700 workers returned to work today

Workers downed tools last week to protest against the arrest of five shop stewards and the dismissal of a sixth

The truce was reached after an all-day meeting between General Workers' Union officials, shop stewards and the company

But the union, which presented modified demands after its original demands were rejected, warned the company that the settlement would be of "short duration" unless it "radically changed its attitude to industrial relations"

"If it continues to treat every grievance of the workers as evidence of provocation and agitation by the union and its shop stewards and if it continues to involve the police in industrial relations it can expect further conflict," said Mr David Lewis, GWU general secretary

Mr Evert Claasen, personnel director, said "Everite can only repeat that it has not in the past behaved in this way, nor will it do so in future."

Dangers of representing history as popular drama. '1922' under analysis

By LINDA COOPER

who is attached to the Sociology Department at UCT and is also a member of the Labour History Group, which produces short booklets on South African labour history



A scene from the television series '1922'

"A DRAMA based on the facts" — that is how the television series, "1922", was described. Be that as it may, this drama series portrayed an interpretation of that historical episode which, it will be argued here, was not always securely rooted in "the facts"

Central to "1922's" view of what happened was an attitude which was hostile to the strikers. This unsympathetic image of the strikers was accomplished through a series of important omissions and distortions of historical fact.

The first way in which this negative image of the strikers was created was by continually harping on their violence. Workers were often shown at large meetings, slavishly supporting the demonic Taffy and his toadies. Or elsewhere we saw the fanatics burning houses, or shooting scabs. We were made to regard the army, who arrive in their tartan get-up to smash the strike, as heroes and saviours. Meanwhile little was said about the State's violent reaction to the strikers, such as the aerial bombings of the white areas of Johannesburg and Benoni — something that would be unthinkable today.

Silence

The series failed to explain why the strikers resorted to such violent action. Their violence was portrayed as either the senseless and inevitable outcome of mass action, or as having been purposely whipped up by the rhetoric of the strike leaders. What was crucial to an understanding of the strikers' violence was the question of black mine workers. Significantly, these were conspicuous by their virtual absence in the drama.

At the time there were about 20 000 white miners, as opposed to 200 000 black miners. Black workers were actually the subject of the 1922 strike, yet "1922" maintained an uncomfortable and almost embarrassed silence on this issue. The drama series gave no sense of the presence of a huge black workforce on the mines, nor the crucial role it played in the real drama as it evolved.

As a result, the series failed to enable its audience to come to grips with a number of issues.

repressive measures like pass laws and the compound system, allowed the mine owners to pay black workers about one-tenth of what white miners earned. Moreover, the mine owners attempted to decrease labour costs by a continual process of replacing skilled white miners with unskilled or semi-skilled black miners.

This "super-exploitation" by the mine owners of black workers, resulted in white workers seeing black workers as their enemies.

In 1920 a severe recession began and sent the gold price plummeting. The mine owners characteristically cast their eyes in the direction of labour in an effort to cut costs. In 1921 they announced their intention to retrench more than 2 000 white miners — thus breaking the Status Quo agreement (a wartime agreement with white unions to conserve the jobs of white miners).

The Chamber of Mines refused to negotiate with the white Trade Union Federation, and thus at the beginning of 1922, white miners began their strike.

The mine owners wielded "race" as an ef-

1920, white workers refused to join them.

Then in 1922, black workers refused to strike in solidarity with white workers and black workers were used to keep production going during the strike. (The Witwatersrand coal mines managed to keep working normally using only African workers.) It was this inability of the white workers to stop production by their strike action alone, that led them to resort to violence in an attempt to force the hand of the mine owners.

The second way in which the series portrayed an unsympathetic view of the strikers was by understating the extent of the strike and the amount of popular support. The drama gave the impression that the strike was confined to

the workers of Fordsburg, and to the Coronation Deep mine. In reality, the strike was extremely widespread, it included all white workers on the mines and later it developed into a general strike of white workers all over the Rand.

As the strike developed into an armed revolt, white workers captured control of large parts of the Rand, including the towns of Johannesburg, Springs, Boksburg and Benoni.

Furthermore, the strikers enjoyed a large measure of support among the white population generally. At one point in the strike, workers held a huge demonstration at the Union Grounds in Johannesburg — attended by 50 000 people. The strik-

ers enjoyed support in rural as well as urban areas and during the strike Afrikaner farmers brought their wagons to town, bringing fresh food for the strikers.

Both the Labour Party and the National Party supported the strikers (although they opposed the violence that ensued). It was precisely this sympathy of white voters for the strikers, and their antipathy towards the mine owners and the government's ruthless handling of the strike that contributed to the fall of the Smuts government in 1924.

Militancy

By misrepresenting history in this way the '1922' series denied white South Africans what is their rightful heritage (whether they like it today or not). And that is, that there was a time when a white working class existed as an organized and militant force. Militant strike action was not something new to white workers in 1922. They had a long history of militant strike action, which included a large strike in 1907, and a general strike in 1913.

The television series denied this history of militancy and organization by deploying a classical anti-union metaphor — workers are being manipulated as passive tools in the hands of ruthless and power-hungry strike leaders.

If it had been true to the actual history of 1922, this series could have been an excitingly and provocative one. It could have jolted some South African whites out of their complacency about their own history, and challenged the prejudices held by many against unions and worker organization.

By failing to do so, "1922" emerged as uninformative and unprogressive.

the actual cause of the strike, the extent of the strikers' violence and the racism of the white miners.

Black workers were continually used by the mine owners as a weapon against white workers — and vice versa. The early establishment of the migrant labour system and

effective weapon of division among mine workers. Black and white miners were divided not only by differences in skill and pay, but were also divided organizationally. White miners' unions refused to accept black members, when 70 000 black mine workers went on strike in

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Sacked wood workers to go to court

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Labour Reporter

SACKED Pinetown timber workers are to challenge their dismissal in the Industrial Court, a spokesman for the Paper Wood and Allied Workers' Union said

Mr Julius Maxambela, the union's organiser, said yesterday that the workers considered their dismissal to be unfair

He said the workers had stopped work in support of a demand for an explanation from the management of Machined Timbers for the sacking of seven workers

'We do not regard the work stoppage as a strike, but a lockout,' he said

Increase

Lawyers were being briefed to bring an urgent application before the Industrial Court to have the workers reinstated, he said

More than 100 workers, some with up to 10 years' service were fired on Tuesday

Mr Rob Moxham, managing director of the company, yesterday denied that the dismissals had been unfair

He said his company had been 'exceptionally fair' to its employees, and although it only needed

about 60 workers, it had a staff of more than 100

The company had recently granted workers a R5 increase in pay, he said

'Originally we decided to give this as an attendance bonus, but the workers asked that it be included in their basic pay, which we agreed to do

'I informed the staff that because of the tough economic times we will be forced to retrench workers from all departments. Seven workers were retrenched on Monday

'The others assembled outside the factory gates on Tuesday morning and asked to be paid off if the retrenched workers were not taken back.'

Mr Moxham said the workers were free to go to court if they wished

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800 down tools in factory dispute

Argus Bureau

EAST LONDON — About 800 workers at Consolidated Textile Mills downed tools here and were removed from the factory grounds by police

The workers said they were protesting against having to subscribe to the Tusca-affiliated Textile Industrial Workers' Union

A South African Allied Workers' Union spokesman said the workers downed tools about noon yesterday. Workers on the 2pm shift joined the strike when they came to work.

WITH BATONS

They were later removed from the factory grounds by police armed with batons and using dogs, the spokesman said.

Saawu claims to represent 80 percent of the nearly 4 000 employees at the factory

The workers continued the strike today and met officials of Saawu to discuss the issue

Lieutenant Dot van der Vyver, police liaison officer, said police had not used force to remove the workers. No teargas or dogs were used, she said.

'EL police use batons at factory strike'

By KEITH ROSS

EAST LONDON — The police allegedly used batons to disperse nearly 1 000 workers who went on strike at the Frame Group works in East London yesterday

The workers were demanding that the group's management recognise the South African Allied Workers Union (Saawu)

They objected to paying 50c a month in subscriptions to the Textile Industrial Workers Union

Saawu's chief organiser, Mr Boyce Melitasa, said today more than 400 workers on the morning shift downed tools over the issue of recognition

He said they were joined on strike by the afternoon shift when it came on duty at 2pm

"About 80% of the Frame Group workers are Saawu members," he said "But

the management refuses even to speak to us

"So the workers went on strike and, about 4pm, the police arrived and drove them from the premises"

Mr Melitasa claimed the police used dogs and batons to move the workers who then dispersed

He said the workers had reported to the factory this morning, but had then immediately downed tools

"We still hope to get the chance to speak to the company's management," he said

A company spokesman was unwilling to comment on the strike

The police Press liaison officer for Border, Lieutenant Dot van der Vyver said she knew little of the strike

She was unable to confirm or deny that dogs and batons had been used to disperse the workers

E. Post

27/7/84

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Unions grow ^{Merwe 28/7/84} and so do strikes ⁽¹⁵²⁾

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POTCHEFSTROOM--
There has been a sharp increase in the number of strikes and work stoppages in South Africa

The Director-General of Manpower, Dr Piet van der Merwe, said last night that in the first five months of this year there were 160 strikes involving 35 754 workers

In the same period last year there were 54 strikes involving 7 098 workers

Strikes increased from 106 in 1978 to 394 in 1982. The number declined slightly in 1983 to 336 — but this had not continued during the first five months of this year, said Dr van der Merwe

Addressing the Post Graduate School of Business at Potchefstroom University, he said there had also been a sharp increase in the number of workers involved in strikes

A total of 14 160 were involved in strikes in 1978, compared with 141 571 in 1982 and 64 469 in 1983

However, most of the strikes lasted for relatively short periods

Membership of registered trade unions had increased from 730 000 in 1978 to 1 300 000 in 1983. Black workers in particular had been joining unions

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Poor handling skills cause almost 50 percent of strikes

Training in industry

Ivor Oyston, MD of Tadsa-Mohr, a fast-expanding training company which has tied up with a number of American concerns, continues his series of articles on training and behaviour modelling.



28/7/84

South African statistics show that poor grievance and discipline-handling on the shop floor account for close to fifty percent of strike action

Management has tended in the past to address the problems after the strike has occurred

Little is done to reduce the risk of strike action by helping foremen and supervisors improve their people handling skills in the areas of industrial relations (IR)

The following are some of the situations faced by foremen and supervisors

- Handling grievances at first level,
- Handling discrimination complaints,
- Handling a job refusal,
- Handling a group work slowdown,
- Problem solving with a shop steward,
- Reducing resistance to change,
- Motivating employees who are having performance problems,

- Administering formal corrective action,
- Terminating an employee's services

Formal IR training can be developed using behaviour modelling to develop a better understanding of the motivational principles, as well as develop skills in handling specific IR situations at first level

The supervisor who lives by the basic principles of motivation will increase the chances of maximising the productivity in his area of responsibility, thus reducing lost manhours through strike action

Taking a step by step approach (behaviour modelling) the supervisor will build his people handling skills and become exposed to the real life situations (skill modules) mentioned above

One often finds a degree of scepticism when training at this level — "it's soft management, a charm school"

Quite the contrary, a programme dealing with such a se-

rious area as IR advocates that supervisors deal with subordinate's problems as they arise

A programme of this nature should be as concerned with productivity as it is with any dimension of human relations

There should never be a compromise on productivity simply to ensure that people are happy. Supervisors must be taught to focus on behaviour and how to deal with specific problems.

Proper training when handling an employee can eliminate a response where the employee feels that a negative judgement has been made about him. In an effort to protect his self-esteem the employee may become defensive or even aggressive

Supervisors often face the problem of having to improve the performance of an employee. When the situation arises action should be taken immediately to ensure that the standard of performance is maintained

The effective (trained) supervisor manages to deal with the performance problem quickly and in a way that motivates the employee to improve

Many supervisors find handling performance problems an unpleasant part of the supervisor's responsibility. Some ignore the problem until it becomes chronic and some overreact and the problem becomes worse

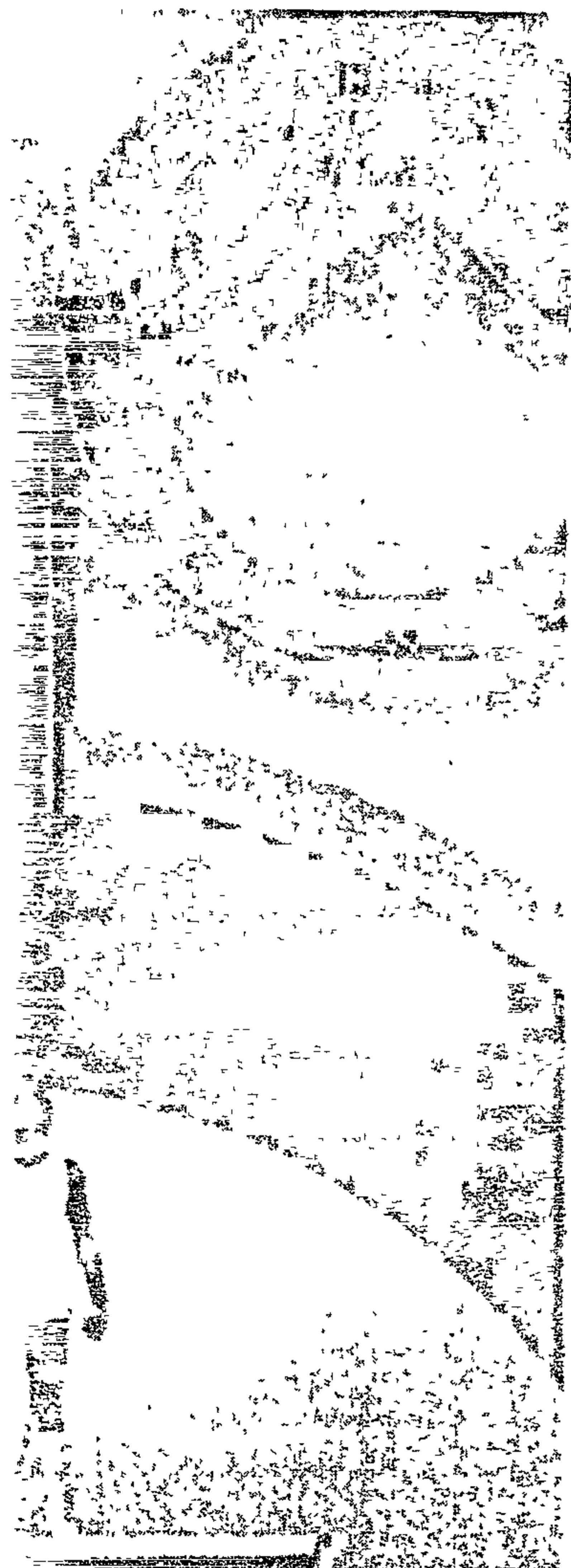
Some of the challenges which the supervisors encounter are more demanding than others and have greater consequences if mishandled

Undoubtedly dismissing an employee is one of them. To be successful in this difficult situation the trained supervisor needs a command of practical human relations know-how

He must know how to avoid involvement in emotional and personality orientated tangents

The supervisor trained in people-handling skills can become a major resource for management in eliminating strike action resulting from the mismanagement of employees.

ning show



tion, touches the Olympic torch to the Olympic
Olympic flame high above the stadium
UPI picture by landline

EAST LONDON — Allegations that security police had assaulted people in the South African Allied Workers' Union (Saawu) offices were treated "with contempt", the head of the security police in the Border, Brigadier A P van der Merwe, said yesterday.

He was reacting to a statement issued by Saawu's branch organiser, Mr Boyce Melitafa, at the weekend alleging that security police raided the Saawu offices on Friday morning and assaulted people with "gun butts".

Brig Van der Merwe said the statement only proved "the mentality of the person who said it".

"I challenge Saawu to go to a charge office and lay charges of assault and produce those who were injured in the assaults.

"No such thing happened at all I treat the

Police deny EL assault allegations

150 *197* *Dispatch 30/7/84*

allegations with the contempt they deserve" he said.

In his statement, Mr Melitafa said that at about 8.30 am on Friday a group of workers from the Frame Group had come to the Saawu offices to report what had transpired in the company on Thursday.

"While they were in the office, seven security policemen from Cambridge entered the offices.

"When I inquired what they were looking for they said they were

arresting me.

"They then started beating workers with gun butts inside the offices saving they should go out. A lot of the workers then fled.

"Two workers sustained some injuries. They have deep cuts on their heads."

Mr Melitafa said there were also armed police in the street outside the Saawu offices, "and a lot of people were scattered in all directions — DDR Factory rivalry blamed, P2

Rain expected to move inland soon

EAST LONDON — The heavy rains over the Border coastal area at the weekend are expected to start clearing up tomorrow and to move inland.

The weather office at the airport here reported that the rain had reached inland only as far as Stutterheim where six mm was measured.

East London had 23 mm of rain and, in adjoining areas such as Kidd's Beach, up to 30 mm was measured. The temperature in East London, which was 27.2 C on Thursday, fell gradually as the cold front started moving in on Fri-

day. The maximum temperature yesterday was 12.4 C and the minimum 11.5 C.

The rain was due to a large high pressure cell pushing in cold moist air behind the cold front.

Aliwal North and Jamestown had fairly warm weather over the weekend, with cloudy weather setting in yesterday afternoon.

In Barkly East the sun was shining until yesterday afternoon when it became overcast and cooler.

Queenstown also had no rain, but it was cold with a maximum temper-

ature of 10 C and a minimum of 7 C yesterday.

King William's Town had six mm of rain.

Meanwhile, more than 100 mm of rain fell in parts of Durban and along the Natal coast yesterday causing widespread flooding.

Houses, shops and factories were flooded and damage to many of them is believed to run into thousands of rands. Even the circus ring under Boswell-Wilkie's big top was flooded.

Mr Del Elyse, of Port St John's, said heavy rain started falling early on Saturday night.

Whale washed up

KIDD'S BEACH — A small whale died after being washed up at the weekend on the beach at Monkey Bay between Kidd's Beach and Gulu Mouth.

Mr Jack Payn of Kidd's Beach, an honorary conservation officer, contacted Dr E H Bigalke, curator of the East London Museum, who tentatively identified it as a Cuvier's beaked whale.

The carcass will be more carefully ex-

Woman escapes being buried alive

DURBAN — A young epileptic woman narrowly escaped being smothered by a deluge of mud which smashed into an Umdloti holiday home bathroom and rose to just below her chin during yesterday's heavy rains.

Elsbe Janjetich, 22, a member of a group from Randfontein, was trapped in the bathroom while two matrons and members of the party tried to break down the door to free her.

Soil which was washed down from an excavation site higher than the holiday home built up behind the building until it reached the roof.

The red mud and silt burst through the windows of two dormitories filling them almost to the ceiling.

"Luckily when the level of the mud reached her neck, one of the boys managed to kick the door in," a member of the group, Sister Lottie Vorster, said — DDC

Rivalry blamed for unrest

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30/7/84

EAST LONDON — Rivalry between two trade unions has been cited as the reason for last week's work stoppage and unrest at the Framme Group textile factory here

The two unions involved are the Textile Workers' Industrial Union (TWIU) and the South African Allied Workers' Union (Sawu)

At the weekend, a statement by Framme Group workers released through the Saawu offices here by the branch organisers, Mr Boyce Melhafa, claimed a dispute arose between workers and the factory management after some workers had petitioned the management to cancel stop order, subscription payments to the TWIU

that membership of the TWIU was a condition of employment at Framme Group

However, both the general secretary of the TWIU, Mr Norman Daniels, and the joint managing director of the Framme Group, Mr Selwyn Lurie, strongly denied there was any "closed shop" agreement between the TWIU and the Framme Group

Instead, Mr Daniels alleged there had been fraudulent attempts to cancel the subscriptions of TWIU members

In the statement issued through Saawu, it was claimed that some workers wanted to stop their subscription payments to the TWIU as an

indication of their resignation from the union

The statement said that 15 days after the petition had been submitted, without response from the management, a delegation was sent to discuss the matter with the management

The following day, the statement said, a company employee accompanied by two policemen told the workers that the matter would be discussed and the response filtered through the "liaison committee"

The statement then alleged the same employee returned with pamphlets stating that anyone who did not work in working hours would be summarily dismissed.

While workers were reading the notices, another company employee accompanied by police told the workers to leave the company premises within three minutes

The statement alleged that after three minutes, the police forcibly evicted workers from the premises, and the gates to the factory were locked

Mr Daniels said TWIU's membership exceeded 50 per cent of the workforce of 4 500 at the Framme Group factory and that the union had been the officially recognised representative of the workers for more than 50 years

"We started receiving

a large number of supposed resignations, of which more than a thousand were from people who were not even members of TWIU

"We approached members who had supposedly resigned and they told us they knew nothing of the resignations

"We concluded that someone had sat at the clock cards and had written down the numbers and names of employees and sent fraudulent resignations to us," Mr Daniels alleged

He claimed that, according to TWIU members, groups of workers "had banners and were marching up and down causing chaos Our people were not part of this,

but many of them were caught up in it when police removed workers from the premises"

"What we are trying to do now is get those innocent people who were locked out of the factory back to work We will be talking with management to ensure this doesn't happen again"

Mr Daniels said none was compelled to be a member of the TWIU "There are, in fact, a number of workers who are not members of our union"

Mr Lurie said from Durban yesterday that the statement issued through Saawu was not true

He reiterated an ear-

lier statement that there had been no official discussions between management and workers who wanted to cancel their subscriptions to the TWIU

"Nothing has been put to the management They have not operated through the recognised channels of communication"

Mr Lurie denied workers were compelled to be members of the TWIU

"This is definitely not correct There is no closed shop agreement"

Mr Lurie also said the wording and timing of the notice ordering workers to return to work as presented in the Saawu statement were not correct

"The notice was distributed after workers had stopped working - DDR"

EAST LONDON — Allegations that security police had assaulted people in the offices of the South African Allied Workers' Union (Saawu) in East London were denied today by the head of the Border security police, Brigadier A P van der Merwe

Brigadier van Der Merwe was reacting to a statement issued at the weekend by Saawu's branch organiser, Mr Boyce Melitafa, alleging that security police had raided the Saawu offices on Friday morning and assaulted textile workers from the Frame Group in East London with "gun butts"

Brigadier Van der Merwe challenged Saawu to lay charges of assault against the police and to produce those who were injured in the alleged assaults

"No such thing happened at all I treat the allegations with the contempt they deserve," he said

In his statement, Mr Melitafa said seven security men had entered the Saawu

Police deny Saawu claims of assault

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offices early on Friday morning, saying they had come to arrest him

"They then started beating workers with gun butts. A lot of the workers then fled. Two workers sustained deep cuts to their head"

Mr Melitafa said that when he inquired from the security police what they were looking for, they said they were going to arrest him

"There were four black and three white policemen. They started beating the workers inside the office saying they should go outside," he said

"This clearly indicates the security police are not interested in civilised ways

of handling matters," he said

A separate statement prepared by Saawu workers at the factory said they had petitioned management to stop deducting subscriptions from their pay packet for the Textile Workers Industrial Union (TWIU) — a Tucsa affiliate

A condition of employment at Frame Group was membership of TWIU

On Wednesday, a delegation was sent to management with a view to discussing the issue but Mr W Coetzee, a labour officer, said he had "no time to attend to the issue"

When Mr Coetzee appeared the next day, according to the workers'

statement, he was accompanied by two policemen

"Mr Coetzee said he would discuss the matter and the decision arrived at will be filtered through the liaison committee which is not representative of the workers

"This is clear enough that he was not prepared to discuss anything with us. After we returned to work, Mr Coetzee and Mr Sabbagh came back to us carrying pamphlets which read 'anybody who is not working during working hours will be summarily dismissed and new people will be engaged in their places

"Whilst we were busy reading the notices, Mr Sabbagh accompanied by

police gave us three minutes to leave the company's premises. Whilst we were trying to change our overalls, police entered the department and started assaulting people with sjamboks and let loose the dogs," said the statement

"Everything was then in turmoil and people left their belongings inside the company's premises as they fled from the police. A lot of people were injured some were severely bitten though we don't know the exact number"

Workers who came to work nightshift at 6pm on Thursday found the company's gates locked and they were told by police to go home

'Sharp increase' in SA strikes

POTCHEFSTROOM — There had been a sharp increase in the number of strikes and work stoppages in South Africa since 1978, the Director-General of Manpower, Dr Piet van der Merwe, said at the weekend

Addressing the University of Potchefstroom Post-Graduate School of Business on Saturday night, he said that in the

first five months of this year there had been 160 strikes involving 35 754 workers, against 54 strikes in which 7 098 workers were involved during the first five months of last year

Strikes had increased from 106 in 1978 to 394 in 1982, but decreased slightly in 1983 to 336 — although this decline had not continued dur-

ing the first five months of this year, Dr Van der Merwe said

He said there had also been a sharp increase in the number of workers involved in strikes

Altogether 14 160 workers were involved in strikes in 1978, against 141 571 in 1982

Most of the strikes had, however, lasted for relatively short periods. In 1983, 47 percent of the strikes lasted a day or less and 83 percent less than three days. The average duration of strikes was only about 1,9 days, he said

The average duration of strikes during the first five months of this year was 2,6 days

"This is an encouraging sign and indicates that the parties involved are succeeding in finding one another in a short time," he said

He said greater use had been made in recent years than in the past of "machinery provided for in legislation to settle disputes"

Dr Van der Merwe said membership of registered trade unions in South Africa had escalated in recent years, from 730 000 in 1978 to 1,3 million in 1983 — an increase of 78,1 percent

'Vital'

"Black workers in particular have been joining registered trade unions in great numbers, and their numbers have increased from nil in 1978 to 470 000 in 1983"

Membership of registered trade unions representing workers of different race groups had also risen sharply, from 200 000 in 1978 to 600 000 in 1983 — an increase of 300 percent

Dr Van der Merwe said healthy relations between employers and employees were vital for economic growth and development in South Africa

"That is why the government pays continual attention to the effectiveness of labour policy and legislation with a view to the establishment of machinery which can be used by the parties involved to maintain and promote healthy relations," he said — Sapa

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600 hired at Frame

EAST LONDON — Over 600 new workers have been engaged at the Frame Group textile factory here following a stayaway by employees at the factory last week.

The joint managing director of the Frame Group, Mr Selwyn Lurie, said from Durban yesterday that the new em-

ployees had been hired to fill vacancies caused by the summary dismissal of employees at the factory who had breached their terms and conditions of service by not returning to work.

"Consequently, work is slowly returning to normal and from the

many inquiries which have been received, it is expected that production will soon return to previous levels."

Representatives for the two unions involved in the dispute, the Textile Workers' Industrial Union and the South African Allied Workers' Union, could not be reached for comment

65 cleaners at UWC stay out on strike

^{1/8/84}
C. T. M. Labour Reporter (152)

SIXTY-five cleaning workers stayed out on strike at the University of the Western Cape yesterday while talks were held with the management of Pritchard Cleaning Services, a spokesperson for the workers said yesterday

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, confirmed that workers had gone on strike at noon on Monday in support of a pay increase and other demands

Workers stayed out yesterday while she and the workers' committee negotiated with Mr J Woolley, Pritchard's Cape Town branch manager

She said management had met a demand for half-days off on pay-days, but workers were still demanding pay increases as well as refunds of money deducted from their pay packets at the end of last year.

Mr Woolley had agreed to present the demands to the Pritchard management and talks would continue today

Mr Woolley could not be contacted for comment.

Striking workers go back

152 #/8/84

ABOUT 400 workers who had downed tools at an East Rand company, in solidarity with a dismissed colleague, yesterday returned to work after he was reinstated.

The workers, all members of the Black Allied Mining and Construction Union (Bamcu), went on strike at Pan African Shopfitters in Germiston at about midday on Monday.

Mr Fandelani Nefholovodwe, general secretary of Bamcu, said the union's officials met with management on Monday afternoon but the matter could not be resolved.

Another meeting took place yesterday morning at which management agreed to reinstate the fired worker. After this was reported back to the other workers they returned to work.

A spokesman for the company yesterday confirmed that a work stoppage had occurred and that everything was now back to normal as the workers have returned to their jobs.

PVDM 118/84 (152)

Recession — and five times as many strikers

By STEVEN FRIEDMAN
Labour Correspondent

FIVE times as many workers were involved in strikes during the first five months of this year than in the same period last year, according to Government figures

The figures also reveal that there were almost three times as many strikes between January and May this year than during the same period last year and that the average length of strikes is increasing

These statistics have been revealed by the director-general of Manpower, Dr Piet van der Merwe, who said yesterday that the sharp rise in strikes was probably the result of economic conditions which had prompted both in-

creased wage demands by workers and a tougher stance towards them by employers.

His comments follow warnings by trade unions with large black memberships that increases in general sales tax, as well as price rises in basic foodstuffs and services, were fuelling worker militancy.

The increase in strikes recorded in the official figures is even greater than that noted by a leading labour relations consultancy, which earlier this year reported a 40% rise in strikes over the first quarter of 1984

According to the Department of Manpower's figures, there were 160 strikes between January and May this year, involving 35 754 work-

ers. In the same period last year there were 54 strikes involving 7 098

If the present trend continues, this year's strike figures are likely to rival those for 1982 when 394 strikes involving over 141 000 workers were recorded — the highest figures in the past decade

Commenting on the figures, Dr van der Merwe said yesterday that 1983 had seen "moderate" wage demands by workers, while this year employers had been faced with relatively high wage claims

"But as the recession bites deeper, employers find themselves increasingly unable to meet these demands and are forced to adopt a stronger stance than in the past."

Sweetman 2/18/94 152 (11)

BTH sacks striking drivers

ABOUT 300 striking workers at the Bophuthatswana Transport Holdings (BTH) depot in Erasmus, near Pretoria, were threatened with dismissal yesterday.

According to the managing director, Mr S T Prinsloo, police were called to the depot on Tuesday morning to disperse workers who were holding an unauthorised meeting on the company premises. The meeting, he said, could have been connected to the dismissal of two bus drivers.

Mr Prinsloo added that bus trips were disrupted and drivers on the shift had to be replaced to convey passengers to their destinations.

He said none of the workers had returned in the afternoon to continue work. "The shifts were covered by other BTH employees and transport continued as normal. All workers not back at work at the normal starting time are deemed to have terminated their work agreement. Re-engagements of applicants will be considered within a limited time and if any vacancies still exist after this action, the company will embark on a full scale recruiting and training campaign," Mr Prinsloo said.

Sources at the trouble-torn depot said they were baton-charged by Bophuthatswana police on Tuesday morning while they had gathered to discuss the expulsion of their two colleagues. They said the two were fired for allegedly being late for work.

N. W. W. 2/8/84. (152)

Caterers in walkout at university

Labour Reporter

STUDENTS at the Durban campus of the University of Natal had to prepare their own meals at lunchtime yesterday and again last night after the entire catering staff, employed by Fedics Food Service, went on strike over pay

The caterers stopped work shortly before midday and later marched to the Medical School where they were joined by other Fedics workers from the Medical School's cafeteria

A spokesman for the workers, reported to number about 200, said they were demanding the reinstatement of 'a number of workers' who were retrenched by the company recently. They also demanded an increase in pay, describing their present wages as 'peanuts'.

One worker who has been in the service of the company for more than 10 years was being paid R200 a month. 'Is this a living wage for a man with five children and two wives to support?' he asked.

He said the company appointed a new manager recently and soon afterwards 'a number of workers' were retrenched.

'The remaining staff were asked to share the work load but no mention whatsoever was made of any wage increases. We consider this a gross injustice and demand the reinstatement of the dismissed workers and an increase in pay,' he added.

Mr N Podmore, divisional general manager of Fedics Food Service in Natal, was not available for comment yesterday.

A spokesman for the company's head office in Johannesburg said he was aware of the 'problems with the caterers at the University of Natal', but added that he had not yet been informed of the latest development.

204 2/8/84
12 hurt
in bus
strike

By PHILLIP VAN NIEKERK
and MPHONG KOBUE

MORE than 300 GaRankuwa bus drivers from the Pitso Transport Depot at Erasmus continued their strike in demand of the reinstatement of two dismissed colleagues yesterday

Twelve workers were hurt and three arrested after the drivers were baton-charged by Bophuthatswana police on Tuesday. The workers were also reported to be demanding the recognition of an unregistered trade union, outlawed in terms of Bophuthatswana's new labour laws

A spokesman for the Bophuthatswana police said three workers had been arrested for allegedly holding an "illegal" meeting and obstructing police

Mr S T Prinsloo, managing director of Bophuthatswana Transport Holdings (BTH), said yesterday that bus trips were disrupted and the drivers on shift had to be replaced to convey passengers.

Mr Prinsloo said "After all attempts by management to use the formal communication channels had failed, the company requested the Bophuthatswana police to assist

"The staff staged an apparently pre-arranged walk-out from the company premises with no reason given. Information indicates that members of a little-known unregistered union were involved in the organisation of the walk-out

"All employees involved not back at work at the normal starting time are deemed to have repudiated their work agreement.

"Re-engagement of applicants will be considered within a limited time. If any vacancies still exist after this action, the company will embark on a full scale recruiting and training campaign"

Sapa reports that, according to local sources, the transport company had to make use of "all sorts of people" to drive bus commuters to Erasmus

Police in clash with bus workers

PRETORIA — A clash between Bophuthatswana police and a group of striking Pitso transport workers left 12 people injured and several vehicles damaged

The incident occurred outside the Pitso transport depot in Erasmus near Pretoria. A group of about 300 striking employees apparently tried to prevent other workers from continuing with their duties

Police were called in. A source said a group of policemen were forced to retreat when bus drivers, workshop assistants and workers from other departments stoned them, damaging several police vans

Bophuthatswana police allegedly charged the protesting workers. About 12 workers were treated at Ga-Rankuwa Hospital for minor injuries

A spokesman for the Bophuthatswana police said three workers had been arrested for holding an "illegal" meeting and obstructing police

According to transport sources, the strike was apparently sparked by grievances over the dismissal of two bus drivers and over union recognition

The sources said the transport company apparently had to make use of "all sorts of people" to drive bus commuters to Erasmus — a change-over point for passengers travelling into Pretoria — yesterday morning as most bus drivers were still on strike. —SAPA

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Strikes increase as economy slumps

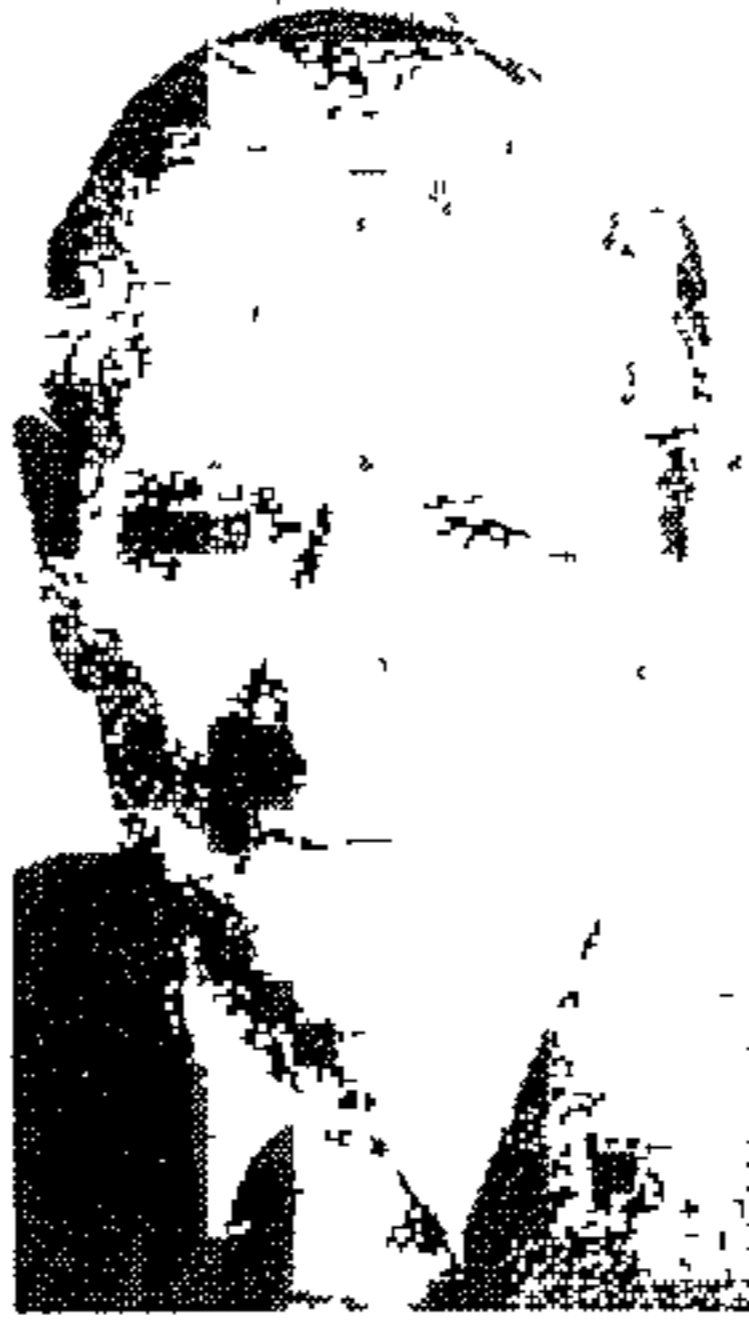
JOHANNESBURG — Five times as many workers were involved in strikes during the first five months of this year than in the same period last year, according to government figures

The figures also reveal there were almost three times as many strikes between January and May than during the same period last year and that the average length of strikes is increasing

These statistics have been revealed by the Director-General of Manpower, Dr Piet van der Merwe, who said the sharp rise in strikes was probably the result of economic conditions which had prompted both increased wage demands by workers and a tougher stance towards them by employers

His comments follow warning by trade unions with large black memberships that increases in general sales tax, as well as price rises in basic foodstuffs and services, were fuelling worker militancy

The increase in strikes recorded in the official figures is even greater



DR V D MERWE

than that noted by a leading labour relations consultancy, which earlier this year reported a 40 per cent rise in strikes over the first quarter of 1984

According to the Department of Manpower's figures, there were 160 strikes between January and May this year, involving 35 754 workers. In the same period last year there were 54 strikes involving 7 098

The average strike

lasted 2,6 days in the first five months of this year, compared to 2,2 days in the same period last year.

If the present trend continues, this year's strike figures are likely to rival those for 1982, when 394 strikes involving over 141 000 workers were recorded — the highest figures in the past decade

Commenting on the figures, Dr Van der Merwe said 1983 had seen "moderate" wage demands by workers, while this year employers had been faced with relatively high wage claims

"But as the recession bites deeper, employers find themselves increasingly unable to meet these demands and are forced to adopt a stronger stance than in the past," he added

Dr Van der Merwe said the state of the economy was proving a "double-edged sword" for labour relations. "Employees are finding it harder to make ends meet, while employers are finding it harder to raise wages — this obviously causes conflict" — DDC

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Strike halts VW production

D. Dispatch
3/18/84

PORT ELIZABETH — Grievances about wage classifications and job gradings for workers in the engine plant of the Volkswagen factory in Uitenhage have resulted in a complete standstill in production.

VW's public affairs manager, Mr Ronnie Kruger, said yesterday that because a strike — involving 140 members earlier this week — took place in the engine plant, production was brought to a halt and the factory's 2500 workers were sent home

"It's a case of no engines — no cars," he said

Asked how much money VW stood to lose because of the stoppage in production, Mr Kru-

ger said he could not give a figure but that the plant usually manufactured 200 vehicles a day.

He said negotiations between management and workers' representatives were in progress

"We hope production will resume on Monday or early next week."

Asked to comment on the petrol bomb attacks last month on the houses of two VW shop stewards who belong to the National Automobile and Allied Workers Union (Naawu), Mr Kruger said "The bombs did not fall on our premises, so it does not affect us."

Efforts to contact the president of Naawu, Mr Jurie Harris, failed yesterday — DDC

Cleaners end strike

Labour Reporter

SIXTY-FIVE cleaning workers at the University of the Western Cape have gone back to work after settling their dispute with the management of Pritchard Cleaning Services.

Mr J Woolley, Pritchard's Cape Town branch manager, said yesterday that the dispute had been resolved to the "complete satisfaction" of management, workers and the UWC administration, and workers had returned to work immediately after the final talks.

He said the settlement involved "pay and other related matters".

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, said management had agreed to a 16 percent pay increase from August 1 and a 9 percent increase from October 1.

Workers had also won a monthly half-day off on paydays and management had agreed to consider representations regarding deductions made from pay packets in January.

"We are very happy for the workers' sake," Mrs De Villiers added.

3/8/85

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LEGAL strike ballots are becoming more common — but one due next week is particularly significant

It will be run jointly at Anglo American's Highveld Steel by the SA Boilermakers Society (SABS) and Fosatu's Metal and Allied Workers Union and will take place from Monday to Wednesday

Highveld, which negotiates its own wage agreement under the umbrella of the metal industrial council, offered unions the 7%-13% rise agreed at the council

Two unions accepted this, but Mawu and SABS, both of whom refused to sign the main council agreement, declared a dispute. The ballot is the result

Highveld is one of the most influential metal employers and a strike would be a key trial of strength between it and the two unions

The ballot is also the first to be run jointly by an emerging and an established union

SABS is not a typical established union — it has sought to co-operate with the new unions for some time — so the ballot may not mark a new era of joint action by unions from the two camps

But it may show that attempts to bring some metal unions together through the local council of the International Metalworkers Federation, to which both unions belong, are bearing fruit

There are still tactical differences between the two at Highveld. Mawu appears to favour a strike by all its Highveld members if they vote to down tools, while SABS wants more localised stoppages.

VW shutdown over as wage strike ends

6/8/84 Post Reporter E. Post

AFTER a three-day break in production last week, striking workers at Volkswagen in Uitenhage have returned to work

The strike over grievances about wage classifications and job gradings started last week among the 140 engine plant workers, culminating in the factory's 2 500 workers being sent home on Wednesday afternoon

Consequently production ground to a standstill for 2½ days The factory manufactures about 200 cars a day

According to the public affairs manager, Mr Ronnie

Kruger, workers had agreed to return to work while their grievances were being discussed with management

Discussions between management and the strikers, members of the National Automobile and Allied Workers Union would continue, he said

The return to production would be staged in two parts, with the engine and final vehicle assembly working today and the paint and body shop staff working tomorrow

This was the only way total smooth production could once again be achieved, he said

1984 may be a year of labour strife

STRIKES and labour disputes this year may reach levels not seen for decades.

According to Government figures, there were 160 strikes involving over 35 000 workers in the first five months of 1984 — three times more strikes and five times more workers than in the same period last year.

The figures are still below those for 1982, but they do not tell the full story.

The number of disputes declared in terms of labour law has reached record levels this year — as has the number of cases referred to the industrial court. Already, 123 applications have been

RAM 6/8/84
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LABOUR WEEK



STEVEN FRIEDMAN

made for conciliation boards to settle disputes and 175 industrial court cases have been launched.

In the whole of last year, which saw the highest-ever use of the disputes machinery, 119 boards were appointed and 170 cases

referred to the court.

Many of these disputes would otherwise have ended in strikes — as they did when unions shunned the official machinery.

So the number of disputes this year has already exceeded the figures for the same

period in 1982 — if the official disputes are included.

The rest of the year may see even more conflict. The dispute over black mine wages could still end in strike action and wage talks in the East Cape motor industry are due next month.

Unionists say workers are determined to push for high increases — which employers are certain to resist.

The conflict is the result of worker attempts to win compensation for rises in basic prices. Employers, hit by recession, are resisting. The trend may well grow.

The figures illustrate one other point: at a time when there is pressure to lessen the role of the court they show the extent to which strikes may have increased had unions not had access to it.

THE Volkswagen assembly plant in Uitenhage has been closed until further notice.

This was announced by the industrial relations director, Mr Brian Robinson, today

He said the decision had been taken because of the "persistent unlawful work stoppages experienced during the past few weeks"

He said the actions of workers on the final assembly and engine assembly lines had made it impractical and uneconomical for the company to continue to run the plant

The strike over grievances about wage classifications and job gradings started last week among the 140 engine plant workers.

Mr Robinson said the company was told by NAAWU (National Automobile and Allied Workers Union) representatives today that paint shop employees had refused to resume normal production unless certain worker demands were met

The work stoppages by assembly and engine assembly employees had already affected areas vital to the continued operation of the entire plant.

The company remained committed to discussing and reviewing all employee grievances with the trade unions involved. It hoped to resolve these problems as soon as it was practically possible to allow the plant to re-open and resume normal production

Mr Robinson declined to comment on how or whether salaried staff would be financially affected during the shutdown

He had no idea at this stage when the plant would be re-opened, he said

Last week the strike resulted in a three-day break in production, with all 2 500 workers being sent home on Wednesday afternoon

The plant produces about 200 cars a day

BY CATHY SCHNELL

2 Post 7/8/84

Stoppages force VW shutdown

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RSM 118/84

1 700 told to go after sit-in

PIETERSBURG — More than 1 700 workers at two Tempest International plants in Pietersburg and Seshego were yesterday ordered out of the company's premises by management following mass sit-ins over wage increases

The workers, mostly members of the Black Electronics and Electrical Workers Union (Beewu), had demanded a wage increase of 50% across the board.

The lowest paid worker at Tempest earns R18 per week, according to the union

According to Beewu's national organiser, Mr Thabo Montjane, worker representatives at the Pietersburg branch — with a work force of about 1 000 — failed to reach an agreement with management yesterday morning

After downing their tools, the workers were ordered off the premises. They marched 7km to the Seshego plant, where those workers, mostly women, joined in a march to the Lutheran church where a meeting was held

Their demands were

- A 50% wage increase across the board,
- Unconditional recognition of Beewu,
- An immediate stop to "uncalled for dismissals of workers" and
- Paid maternity leave

Pregnant women have previously been forced to resign and then rejoin the plant after the birth of their babies — Sapa.

● More labour news

— See Page 8

Deadlock in radio company strike

152 Northern Transvaal
Bureau

8/8/84
Stan
PIETERSBURG — The strike involving 1700 workers at the Pietersburg and Seshego plants of Tempest International, a radio manufacturing company, entered its third day today with little apparent prospect of a break in the deadlock.

Although about 100 workers returned to their jobs at the Pietersburg factory yesterday, the majority is still demanding a 50 percent pay rise.

The managing director, Mr P Sussman, claims the strike has been initiated by "outside influences".

The national organiser of the Black Electronic and Electrical Workers' Union (BEEWU), Mr Thabo Montjane, said earlier that the lowest paid workers were receiving only R18 a week. He said the strikers were insisting on unconditional recognition of Beewu, an immediate stop to un-called-for dismissals, and the granting of paid maternity leave.

No in-depth negotiations have been held yet.

Mr Sussman said only new workers at the Seshego plant in Lebowa were paid R18 a week, but they received increases after three months.

NA - I I I

Natal workers down tools over provident fund

By STEVEN FRIEDMAN
Labour Correspondent

Workers at three plants owned by Tongaat Foods were on strike yesterday — at least two of them in support of demands that their pension money be returned.

The strikes come as Tongaat-Hulett's is planning to launch a new provident fund

But the African Food and Canning Workers Union (AFCWU) warned yesterday that Tongaat's insistence that workers not be allowed to withdraw money from the existing fund — which sparked the strikes — could jeopardise talks on the new fund.

The general secretary of AFCWU, Mr Jan Theron, said the union had been negotiating with the company for five months over worker demands to withdraw their money "But they refuse to even consider this," he said.

On Monday morning, about 280 workers at Tongaat Oil and Food Products in Natal struck in support of demands that they be allowed to withdraw their money from the

company pension fund

They have been told to report for work early today or face dismissal

Yesterday, about 500 workers at two other Tongaat plants, Isando Milling and Kempton Park Milling, also struck.

The managing director of Tongaat Foods, Mr Simon Docherty, said yesterday Transvaal strikers might also face an ultimatum to return to work or be fired

"The new fund is not at issue in the dispute. We are prepared to consider it but the fact that Tongaat refuses to allow workers to withdraw money from the existing fund is hardening worker attitudes towards the new fund."

Mr Docherty confirmed yesterday that Tongaat Foods regarded worker requests to withdraw their pension money as "non-negotiable"

"We believe withdrawals would jeopardise the interests of long-serving workers and would not be in the interests of the workforce," he said

VW shop clash 'not the only problem'

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From Page 17

Σ Post 8/8/84
paint-shop incident with a white colleague. The black worker had been kept out of the factory while the white worker had remained

● July 6 Workers downed tools, demanding that the white worker be given the same treatment as any other employee

● July 12 Their demand was met and they returned to work

● July 27 It was decided that because both employees were on full pay, they should be allowed to return to work while the company's labour relations section considered the matter and a decision was taken

● July 30 The workers returned to work as agreed but the black employee was still refused permission to return to work. The white worker "experienced no problems"

Clash at VW shop only one of issues'

87 8764
S. Post
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By CATHY SCHNELL

THE incident between a black and a white worker at Volkswagen in Uitenhage was only one of the issues raised by workers in the past month, the industrial relations director for the company, Mr Brian Robinson, said today

He was responding to an allegation by the chairman of the Volkswagen branch of the National Automobile and Allied Workers' Union (Naawu), Mr John Gomomo, that the month-long spate of work stoppages stemmed from this altercation

This incident had been handled by management strictly in terms of agreement procedures agreed to by the union and the company

Moreover, previous reports had omitted to mention that a second case — involving an alleged assault of a supervisor by the same employee — was under review

Until this case had been

heard, the employee would receive full pay, Mr Robinson said

The present situation remained "unchanged" and the plant would continue to remain closed, he said

Two Naawu meetings were scheduled for today

Mr Gomomo said the work stoppages and an alleged altercation involving a black employee and a white colleague would be discussed

A letter outlining the workers' grievances and recommending that the dispute "either be taken care of by an arbitrator or by the Industrial Council" had been sent to Volkswagen management who had promised a reply later today, Mr Gomomo said

He outlined events leading to the walk-outs

● June 28 Union members were displeased with the treatment meted out by the company to a black worker involved in a

● Turn to Page 2

VW plant closed after ⁽¹⁵²⁾ string of work stoppages

By Carolyn Dempster,
Labour Reporter

The closure of the Volkswagen plant in Uitenhage, affecting 4 000 workers, is the latest turn in a two-month running battle between management and the National Automobile and Allied Workers' Union

The string of illegal stoppages, which Volkswagen's industrial relations director, Mr Brian Robinson, cited yesterday as the reason for the closure, began in mid-June

The stoppages were sparked off by an altercation between a white assembly worker and a black worker, and the subsequent handling of the incident

Mr Fred Sauls, general secretary of Naawu, said

today that Mr Robinson's explanation for the closure was totally misleading

He said the union had been amazed by the sudden closure of the plant and had sent a letter to Volkswagen requesting the appointment of an arbitrator to resolve the continuing dispute

SCUFFLE

Should management have failed to reply by the end of the day, the union would take up the matter with the Industrial Council

Mr Sauls said the dispute started on June 28 when a scuffle took place between a white worker, Mr J du Toit, and a black worker, Mr Johnson Gaika, in the paint shop

The incident did not

lead to a disruption in production and work resumed as normal

The next day, the foreman called in Mr Gaika and informed him that an assault charge had been laid against him

Union shop stewards were told the company was not prepared to accept fighting on the premises

The first stoppage took place in mid-July when management sent Mr Gaika home and workers demanded that Mr du Toit also be suspended

Management acceded to the demand of the workers

The second stoppage occurred at the end of July when only Mr du Toit was re-admitted to the plant

ROM 8/8/84 152

Bus strikers to be sacked

AT LEAST 110 Pitso bus employees who went on strike last week will be dismissed for not returning to work yesterday, says a spokesman for Bophuthatswana Transport Holdings.

About 199 strikers had returned to work by Monday, he said

Pitso workers went on strike after two drivers were dismissed and later re-employed as temporary staff. Police allegedly baton-charged strikers on Thursday after they failed to disperse.
— Sapa.

Firm fires 320 stay-out strikers

By STEVEN FRIEDMAN
Labour Correspondent

MORE THAN 300 workers at Tongaat Oil Products' Durban plant — who are striking in support of demands that they be allowed to withdraw money from the company pension fund — were fired yesterday after ignoring a return-to-work ultimatum, a company statement announced.

At the same time strikers at two Transvaal Tongaat group mills — Isando and Kempton Park — returned to work yesterday morning.

A representative of the African Food and Canning Workers Union (AFCWU), to which the strikers at all three plants belong, said yesterday the union would seek a meeting with the company to demand the reinstatement of the fired workers.

She said strikers at the Transvaal mills, who stopped work in sympathy with the

Natal strikers and in support of demands for wage negotiations, had returned on the understanding that talks would take place on their demands.

The strikes follow five months of talks between the AFCWU and Tongaat over worker demands to withdraw from the fund.

The AFCWU has warned that there is a threat of unrest at other Tongaat plants over the pensions issue.

The company's statement yesterday said 320 workers at Tongaat Oil Products had been fired after "repeated" requests by the company that they return.

Mr Simon Docherty, managing director of Tongaat Foods, said the company's view was that allowing workers to withdraw money from the fund would not be in their interests and would particularly harm long-serving workers who stood to lose "substantial accumulated benefits".

Hundreds of workers are out on strike

By JOSHUA RABOROKO

SEVERAL hundred black workers were reported to be on strike demanding pay increases and trade union recognition on the Witwatersrand and Pietersburg yesterday.

About 300 workers at Industrial Leadworks in Jeppe, Johannesburg, yesterday downed tools after their leaders had reached a deadlock with management over wages.

A spokesman for the General and Allied Workers' Union said management had refused to meet the workers' demands, while a management spokesman said they were negotiating with workers on the issue.

Scores of workers at Marjon Auto Electrical in Industria yesterday went on strike over wages. Management

has declined to comment on the demands.

• More than 1 700 workers at two Tempest International plants in Seshego and Pietersburg yesterday entered their third-day of labour unrest following wage demands and the recognition of the Black Electronics and Electrical Workers' Union.

The workers, who are demanding a 50 percent wage increase across the board, yesterday held a joint meeting at the Lutheran Church in Seshego where they decided not to work until their demands are met. They claimed that the lowest paid worker earned R18 per week.

Workers' complaints include the "unfair dismissal" of pregnant women

we would not be doing a good job of security. We cannot bow to threats," said Mr Sullivan.

The threats were being taken more seriously since they affect the first stop in a southern State of the concerts. Tennessee has always had a history of racial tensions.

Nervous

Extra security measures have followed the Jacksons tour from day one because nervous city officials had feared riots and chaos. But so far the concerts have been incident free.

The success of the Jacksons followed Michael's monstrous selling album which has sold more than 30-million copies worldwide.

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9/8/84
Soweto

Rally against 'new deal'

THE civic associations and representatives of rural and resettlement areas are to hold a rally at the Roman Catholic Church in Phiri, Soweto on Sunday starting at 11 am.

According to the association's executive member, Mr Tom Manthata, the conference will deal with the stance of blacks on the coloured and Indian elections and the

new Constitution.

He said the rally's aim was to listen to the plight of those affected by the "bantustan system" and the Black Local Authorities Act, which formed the basis of the new Constitution.

Message

"The aim is to register a message that participating in these elections is accepting and endorsing the pain and suffering of the oppressed majority in the country."

"We want to make a decision as to what we should do with the Hendrikse's and the Rajbansis who claim that they are going to represent Africans in the new system," he said.

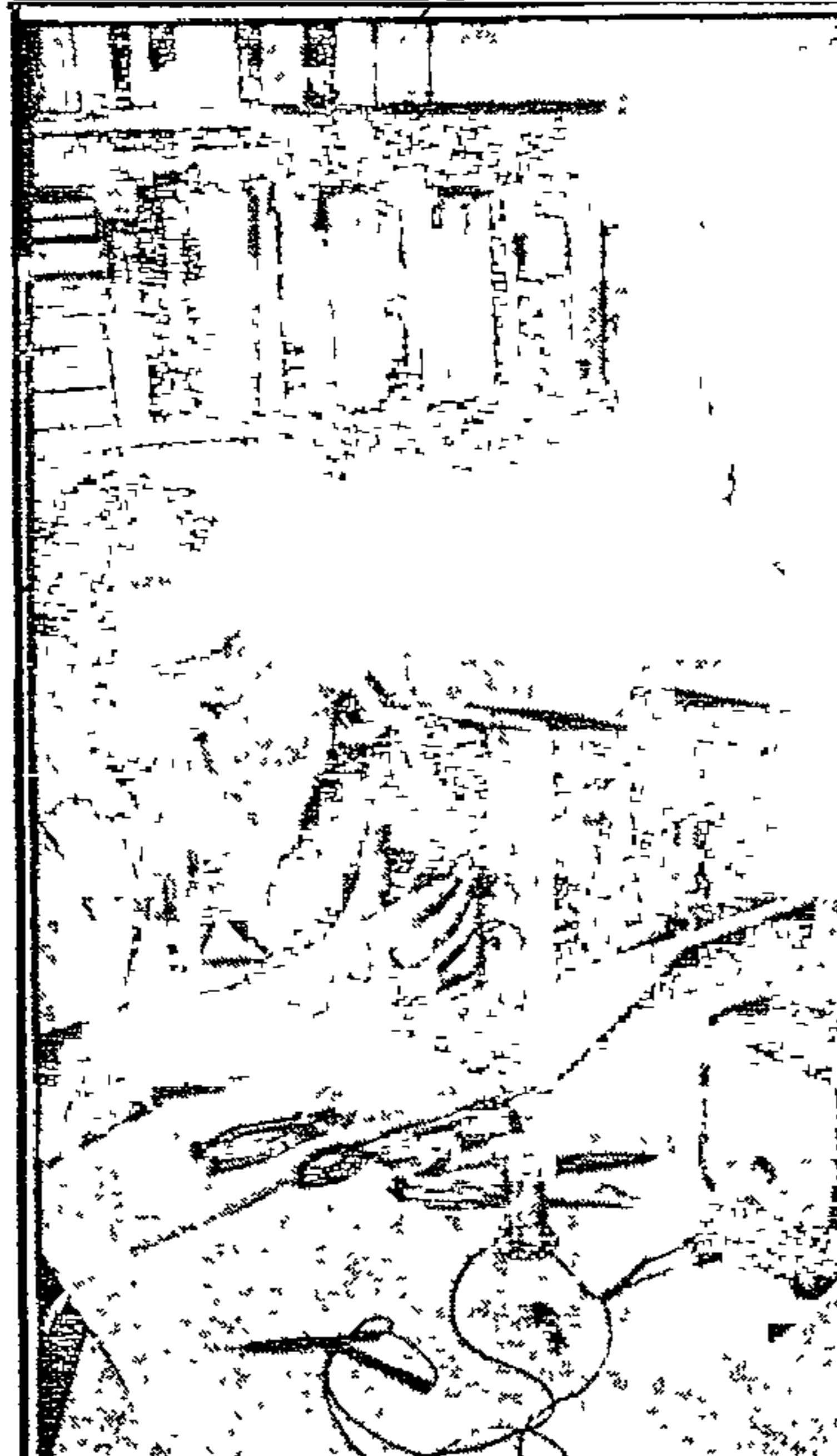
For further information on the rally contact Reverend Frank Chikane at (011) 339-2513.

9/8/84
Soweto

Sats probe

THE South African Transport Services is to intensify investigations into complaints that ticket examiners at Belle Ombre and Bosman Street stations in Pretoria overcharged passengers and refused to issue them with tickets.

A regional manager for the Sats, Mr R E Kruger, yesterday insisted commuters should demand tickets.



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RAM 9/18/94 182

Work stoppage hits Volkswagen production line

By ANDREW DUNCAN

VOLKSWAGEN is losing production of about 200 cars a day because of a work stoppage at its Uitenhage factory

The 4 000 production staff have been off since Tuesday

The company said last night the situation was unchanged and the plant remained closed because of persistent work stoppages over the past month.

The public affairs manager, Mr Graham Hardy, said that over the last few months there had been isolated work stoppages in various sections of the factory.

A dispute in the paint shop had forced the closedown of the whole plant.

Mr Brian Robinson, Volkswagen's industrial relations director, said the repeated refusal by workers to follow agreed dispute and grievance procedures had made it impractical and uneconomical to continue production.

At issue are two incidents involv-

ing the alleged assault by black workers of a white colleague and a supervisor and a number of other grievances

The first case was being dealt with by management strictly in terms of the grievance procedures agreed to by the unions and the company.

The second case involving the alleged assault of a supervisor was still to be reviewed. The employee would remain on full pay while the matter was being investigated.

Volkswagen is meeting representatives of the National Automobile & Allied Workers Union today in a bid to resolve the dispute.

Mr Robinson said the company was willing to continue to negotiate with worker representatives in order to resolve the situation as quickly as possible.

Spokesmen for both General Motors and Ford said the dispute was confined to Volkswagen and that there had been no impact on their own production.

~~10~~ ~~11/11~~ (52)
Σ - Post 9/8/84
**VW management
waits for Naawu**

Post Reporter

THE ball is now back in the National Automobile and Allied Workers' Union (Naawu) court with Volkswagen management in Uitenhage sitting tight and waiting to be contacted by the union

The plant was still closed today, but management was keen to continue negotiations in order to resolve the situation as soon as possible, the industrial relations director for the company, Mr Brian Robinson, said

Yesterday workers remained resolute not to resume production until they had received a "satisfactory report back" on unresolved issues

They are expected to contact management later today

The plant was closed on Tuesday after a series of work stoppages over the past month

About 4 000 employees, mainly production staff, are affected

...a hole in the roof
...ve covered it with a
...of iron,' she said
Hicks said she had
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...er parts of the roof
...very rusty, but we can-
...everything at once'

From left: Durban pensioners Kathleen Hicks, Margaret Leach, Margaret Watts, and Beryl Dingley. They are worried because their roof leaks and there is no money to get it fixed.

Shaka film may not get off battlefield

Curry Correspondent

HANNESBURG—The most ambitious television production to date by the SABC — 'Shaka Zulu' — could be in balance

A blanket of silence by SABC on the production and conflicting reports lead observers to believe that the production is in serious difficulties

Filming on the series as supposed to have started a year ago. It still is not

The production was originally supposed to cost R3 500 000. Now the figure of R20 million is being mentioned

The latest development is that the SABC's partner in the venture, Harmony, a studio of Los Angeles, wants the actor who will play Shaka to have international appeal

Several black American actors have been considered for the part of the Zulu monarch,

Should a black American land the part, this is certain to spark off anger in KwaZulu, whose Chief Minister, Chief Gatsha Buthelezi, is fully co-operating with the series. Latest reports say the title role should be cast in the next few days

Director Bill Faure went to England not too long ago to conduct negotiations with leading UK actors. No details of what he discussed or what he achieved have been released

Some of the names that have been mentioned for the production include Sir John Gielgud, Michael York and Glenda Jackson

On the American side the names of Richard Chamberlain and Tony Curtis are being mentioned

At one stage there was also talk that a leading cameraman responsible for an Oscar-award-winning film would be engaged for the production

Mercury 9/18/84 (152)

Inquiry to probe catering strike

Mercury Reporter

A COMMITTEE of inquiry has been appointed by the University of Natal to look into the Fedics Food Services catering workers' strike which started at the university's Howard College and Medical School campuses last week

The members of the committee are Mr Justice D G Fannin, who is also chairman of the commission of inquiry into Pinetown's municipal affairs, Mr D C Grice and Mr A T Wainwright

The strike, now a week old, has led to students in some cases having to prepare their own meals or

buy them elsewhere

Negotiations between the workers and the Fedics Food Services management had reached deadlock by yesterday afternoon

According to a statement issued by the principal, Prof Peter Booysen, the committee was appointed to investigate the circumstances which led to the allegation of violence and intimidation by two Fedics workers, which resulted in their dismissal

It was the dismissal of the two brothers, Mr David Dlomo and Mr Johnstone Dlomo, which led to the strike starting

The committee has also been charged with establishing whether the dismissal was justified in terms of the Fedics conditions of service and if not to recommend what action would be appropriate

A meeting of about 200 students at lunch time yesterday called on Fedics to reinstate the fired workers and to immediately resolve the matter and resume catering

The meeting supported the university investigation into the strike and called for a further investigation into Fedics's labour practices

KaNgwane to get self-governing status

PRETORIA—The Cabinet decided yesterday to grant a request by the KaNgwane Legislative Assembly for self-governing status, Minister of Cooperation and Development Piet Koornhof announced

Dr Koornhof said in a statement that self-governing status would be given to KaNgwane at the earliest possible date

'The necessary administrative steps will now

be taken and a date for bestowal of self-government will be made known after consultations between the governments of the Republic of South Africa and KaNgwane,' he said

A spokesman for Dr Koornhof's department said KaNgwane would have its own cabinet and would enjoy greater autonomy — like KwaZulu and other national states which are not yet independent — (Sapa)

A pamphlet distributed by the Students' Representative Council on the campus earlier this week listed a number of other grievances underlying the strike

These included claims of low wages, a 13-hour working day and an increased work load as people fired had not been replaced

A statement from Fedics which was read out at the meeting said the company had appointed a committee consisting of two Fedics staff members and two worker representatives to recommend a course of action



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STRIKES

Many more this year

With four months to go, there is a strong possibility that strike levels in 1984 could be higher than in 1982, when SA experienced its worst strike year on record. This prospect undermines the theory that strike activity diminishes during recessions

Last week, the Department of Man-

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(152) FM 10/8/84

power's director general, Piet van der Merwe, revealed that 160 strikes involving over 35 000 workers took place in the first five months of the year. This is a threefold increase in the number of strikes and a fivefold escalation in the number of workers involved over the same period of 1983.

It was also disclosed that the number of labour disputes which have been declared this year, as well as the number of cases referred to the Industrial Court, have reached record levels. The department says some 130 applications have been made for conciliation boards and 184 Industrial Court actions have been initiated.

The trend in the department's statistics — acknowledged to be highly conservative — is confirmed by an analysis conducted by leading industrial relations consultant Andrew Levy.

Although he does not concentrate on quantifying strikes — precisely because of the problems inherent in reportage — Levy's figures show that SA lost 300 000 man-days in the first six months of 1984. This is far in excess of the 124 000 lost in the whole of 1983 and ominously close to the 365 000 lost in 1982.

Levy also found that about half the strikes were over in one day or less. But just over a quarter ran from 3-5 days.

Says Levy "The trend of strikes is still rising steadily — there are no indications

that it is changing. These figures show that the conventional wisdom that strikes don't take place in a recession is clearly not true. What would the situation have been if there was not a recession?"

According to Levy, discontent over wages has been a factor triggering strikes in just over half the cases recorded this year. Dismissals perceived by employees to be unfair accounted for nearly one-third. Both figures are slightly up on the trend established in the last five years, but are not statistically significant.

The heavy emphasis on wages is consistent with what Levy has identified as cyclical trends within the course of a year. Many wage negotiations take place in the mid-year period. Levy adds that this year's strikes tend to reinforce the view that there will be continued heavy pressure on wages.

Analysing strike activity in terms of the trade unions involved, Levy found that the Commercial, Catering and Allied Workers' Union (Ccaawusa) leads the field. This union was not only involved in the most strikes, but its members tended to strike for longer periods than other workers. Other unions with high strike figures are the Metal and Allied Workers' Union (Mawu), the SA Allied Workers' Union (Saawu), the National Union of Mineworkers (NUM) and the National Automobile and Allied Workers' Union (Naawu).

Strike ends as 200 ~~197~~ ^{Stan} lead workers fired ⁽¹⁵²⁾

Labour Reporter ^{10/8/84}

A two-day strike by about 200 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended yesterday when the strikers were fired. The workers downed tools on Wednesday and approached management with demands for the immediate recognition of their union — the General and Allied Workers' Union (Gawu) — and a wage increase.

A Gawu organiser said the company had been locked in recognition talks with the union since

May but had refused to negotiate wages outside of the National Industrial Council agreement.

Yesterday, management delivered an ultimatum to the 200 striking workers to return to work by 7.30 am or face dismissal.

The strikers were fired when they did not meet the deadline.

Mr D Friedman, a senior executive at Industrial Lead, said yesterday that the workforce of 450 had received increases averaging 13.3 percent on July 1 and the company could not meet the workers' further demands.

RAM 10/8/84 (152)
Lead firm
fires 500

Labour Correspondent

ABOUT 500 workers at Industrial Lead Works in Judith's Paarl, Johannesburg, were fired yesterday after striking in support of wage demands, a spokesman for the General and Allied Workers' Union said yesterday.

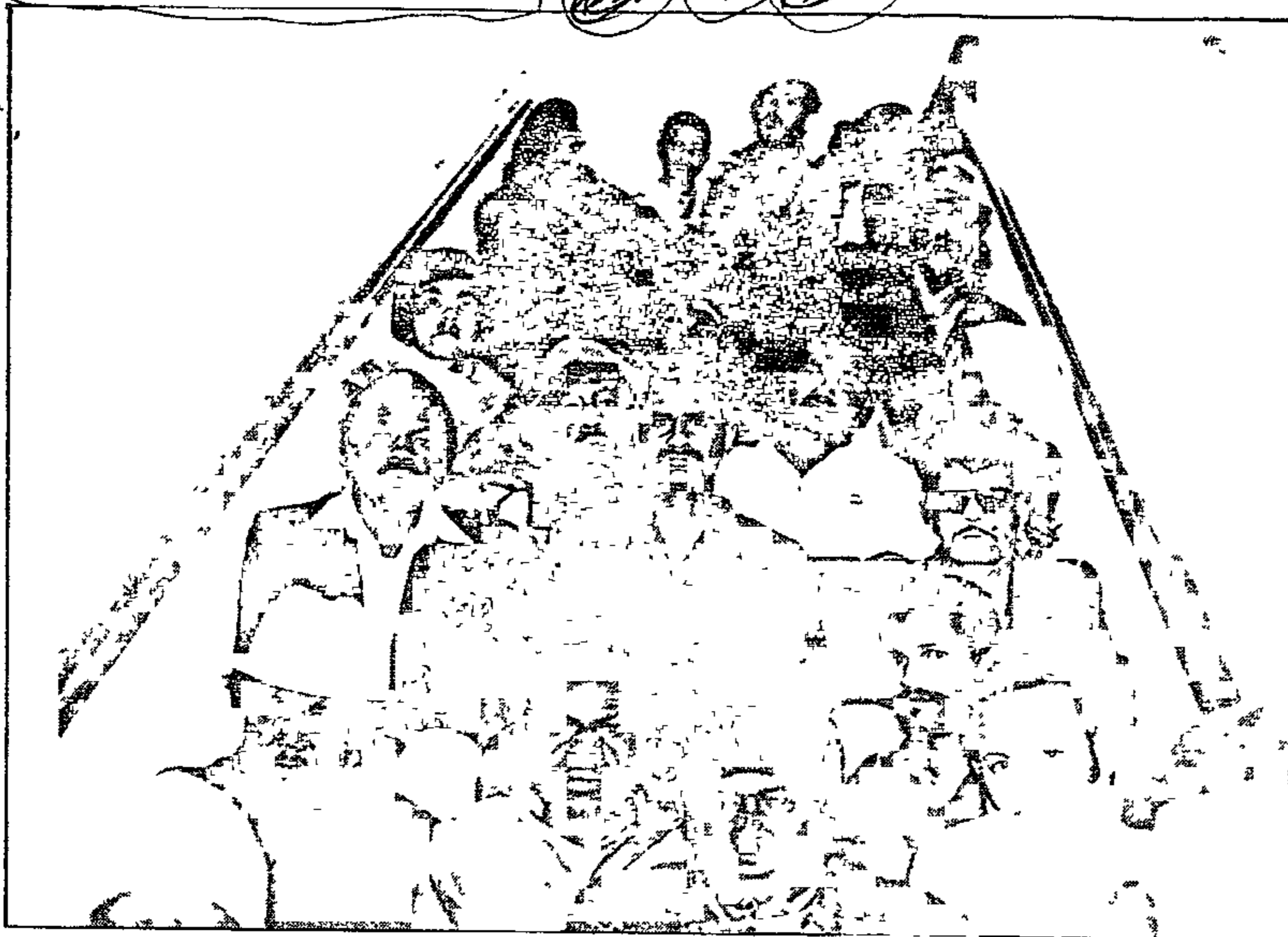
He said the company had refused to negotiate and also refused to discuss wages because it said it had paid the rates laid down in the industrial council agreement.

Meanwhile, the African Food and Canning Workers' Union (AFCWU) is hoping to meet management at Tongaat Oil Products in Durban today to press for the reinstatement of 320 workers fired on Wednesday.

The workers were striking in support of demands that they be allowed to withdraw money from the Tongaat-Hullitt's pensions fund.

The company says this demand is not negotiable.

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● THE retrenched security guards waiting for their pay at their employers' offices in Maitland last week.

Angry guards in pay row

By Tyrone Seale
MORE than 50 security guards, angry at having been kept waiting for their wages, "seized" their bosses' offices last week.

This action by employees of the Maitland-based Suburban Security Services followed a decision by the company

to lay off a large section of its workforce. A spokesman for the workers said "They told us we had to leave because a contract to guard City Council property had been taken over by other security firms."

The men had been promised their pay on Tuesday. But on Thurs-

day they were still waiting for their money. "It was then that we decided to take over the premises," the spokesman said.

ANGRY

The men were angry, the spokesman added "because many of them had to travel long

distances to get to the premises every day.

"We have lost our jobs and now we still have to put up with further hardship because we can't get our money. Whenever we try to contact the director of the company Mr N Marais, he's not available."

Mr Marais said from his home on Friday morning that there had been a delay with the pay cheque of R20 000.

"The Council normally pays me before the end of the month but the cheque has been delayed. The Council says the cheque has been in the post since July 25 — but I haven't received it yet. As soon as I get it I will sort out the workers' problems," he said.

What a quack!

IN 1934 Clarence 'Ducky' Nash did his first animal impersonation of cartoon character Donald Duck.

He and the lovable duck were an instant hit and it is as much the voice as the drawings that has endeared Donald Duck to people for the past 50 years.

Clarence now 79, said "I wanted to become a doctor. Instead I became the biggest quack in the world."

She travels

Jail-visit-tech.

IT was going to be a first for Mrs Mahao, of Mafolo, Soweto.

For 26 hours she sat through a tiring train trip to Cape Town, with visions of that first "contact visit" to her ex-Robben Island political prisoner son, Martin 22 at the Helderstrom Prison near Caledon.

For the first time since Martin's imprisonment five years ago, Mrs Mahao was going to be able to actually touch her son, as opposed to just speaking to him through a plastic panel. The visit would last for 30 minutes.

But when she got to the prison last Wednesday morning Mrs Mahao's hopes of a pleasantly memorable visit were dashed.

CONDUCT

She could touch her son all right. But, the Southern Sotho-speaking Mrs Mahao was told she could conduct the conversation only in Xhosa, English or Afrikaans because of the lack of interpreters at the prison.

She agreed to speak in the stipulated languages but her son preferred the mother tongue and in doing so got on the wrong side of

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It's

Unionists ^{11/8/54} barred from picketing

5/2/54



25/1



By Fiona Macleod
Members of the Steel Engineering and Allied Workers' Union were yesterday interdicted from picketing a Germiston steel factory in a successful application before the Rand Supreme Court

In the application, lodged by Trident Steel (Pty) Limited, it was claimed that union members were intimidating prospective employees

The picketing followed an industrial dispute which led to the dismissal of most of the the employees last month

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NATIONAL

300 workers fired in pension dispute

Labour Reporter

MORE than 300 members of a Cape Town-based trade union have been dismissed from Tongaat Oil Products after downing tools in protest at the company's pension fund policy.

The workers, from the company's Durban factory, demanded that they be allowed to withdraw their pension fund contributions without having to resign.

The workers' union, the African Food and Canning Workers' Union, has been negotiating the pension fund dispute with the company unsuccessfully for five months.

General-secretary of the AFCWU, Mr Jan Theron, said workers wanted a "freedom of choice" about whether to belong to the pension fund or not, but the attitude of the company had been that the issue was "non-negotiable".

"Ridiculous"

"It is a ridiculous situation when workers with up to 40 years' service are dismissed for something which the management says is a benefit to them."

Mr Simon Dougherty, managing director of Tongaat Foods, said the company would not allow workers to withdraw their contributions to the Tongaat-Hulett pension fund "because it would violate their conditions of employment."

"Furthermore, it is not in the interests of employees, especially long-serving employees, to withdraw their contributions, as they would lose the substantial accumulated benefits which would accrue to them."

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LAST week provided another reminder that the pensions issue which prompted unrest in 1981 is not dead

Giant food company Tongaat-Hulett's was hit by three strikes, at least two prompted by worker demands to withdraw money from the company pension fund

Tongaat — which faced pension strikes in 1981 — won't consider this in a stance identical to that of employers then, it says the fund is in workers' interests, particularly those near retirement

This may be so, but the strikers insist on

making their own decisions about what is in their interests

Ironically, the conflict may scuttle attempts by Tongaat to introduce a new provident fund which, unionists say, may answer many of their members' criticisms of existing funds

The planned interest rate is higher than that of other funds and workers would receive a lump sum on retirement, (unions say monthly payments often don't reach workers in homelands)

But the African Food and Canning Workers Union says Tongaat's stance on demands to withdraw from the present fund is hardening worker attitudes to the planned one, which is yet to be discussed with it

Obviously, the communications problems which were said to cause the 1981 unrest have not disappeared

Increased union membership and strikes predicted

Only between 16 and 20 percent of South Africa's labour force belongs to a trade union, Professor Lawrence Schlemmer, director of the Centre for Applied Social Sciences said yesterday.

'Lack of vision causes SA crises'

South African business executives are experts in crisis management because they lack long-term vision, said Dr E Schmickl of the School of Business Leadership at the University of South Africa yesterday.

Speaking at a conference organised by the Manpower and Management Foundation, Dr Schmickl said South African businessmen preferred to deal with crises rather than study trends on industrial problems.

A recent study showed an appalling lack of real data about employee perceptions and levels of knowledge within South Africa's organisations.

"Rather than spend R20 000 on a scientifically useful industrial climate survey, we are prepared to not rock the boat and deal with a crisis if it comes," he said.

"Business executives

should sit down and evaluate the costs, benefits and disadvantages of conducting regular surveys — or having a strike or work stoppage."

Dr Schmickl said the economic outlook for South Africa within the next three years was not bright.

Businessmen and the Government were responsible for many facets of the crisis.

"The harsh new economic measures, as well as continued industrial strife that companies are likely to experience, are there to test the competence of the management of each organisation.

"Only the best, those that have made contingency plans, will survive the crunch," Dr Schmickl warned.

He said there was also an urgent need to educate employees about the rudiments of business

Speaking at a conference organised by the Manpower and Management Foundation, Professor Schlemmer said this figure could rise to between 40 and 50 percent of the work force soon.

Escalation of strikes was also predicted and unemployment would not be dropping significantly between now and the year 2000.

"Only a five percent economic growth can guarantee a marginal reduction of unemployment," said Professor Schlemmer.

An increase in trade boycotts and international trade unions' actions against South Africa were also possibilities, he said.

"However I want to emphasise that resettlements, forced removals and the pass laws are the things that provide ammunition for anti-South African campaigns rather than individual performances by companies," he said.

Professor Schlemmer said most industrial conflicts were caused by wage grievances and there was no sign yet that the rank and file black worker was shifting towards an ideological position.

Wages were not the only factor of grievances. Racial discrimination and lack of trust in management were among other problems.

176 strikes in first six months of year

There were 176 strikes and 11 work stoppages throughout South Africa in the first six months of this year, according to the latest figures of the Department of Manpower.

The figures were released yesterday by Dr E Schmickl of the School of Business Leadership at the University of South Africa at a conference organised by the Manpower and Management Foundation.

For figures relating to

previous years there were, however, discrepancies between the department's figures and those acquired by Unisa, he said.

In 1983 Unisa registered 396 strikes involving 213 169 workers, a dramatic increase from the 267 strikes registered by the university in 1982.

The Department of Manpower registered only 158 strikes in 1983 involving 33 078 workers. In 1982, the department registered 338 strikes.

Workers to vote ^{Spaw} on industrial action

By Carolyn Dempster,
Labour Reporter

More than 3 000 metal-workers at the Highveld Steel complex outside Witbank are to vote over the next three days whether or not to take industrial action in the wage dispute with management

The ballot, which begins today, is being held jointly by the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (Sabs)

The ballot is the first to be held jointly by an established and an emerging union and could lead to the plant's first legal strike by black

and white skilled and semi-skilled workers

Of the five unions represented at the complex — which has a workforce of more than 4 000 — only the Yster en Staal-unie has accepted Highveld Steel's offer of a 7-13 per cent wage increase

In separate negotiations on the in-house agreement which began last month, Yster en Staal, Mawu, the Amalgamated Engineering Union (AEU) and Sabs declared disputes with Highveld

Yster en Staal later capitulated, leaving Mawu, AEU and Sabs still in dispute

In a letter to these unions, management

made it clear it was not prepared to budge on its offer

While Sabs and Mawu have decided to take the first step towards legal industrial action, the AEU under the umbrella of the Confederation of Metal and Building Unions has neither accepted nor rejected the offer

Mr J E Faure, president of the confederation and chairman of the AEU, said his members would not be participating in the ballot

"At this stage we would not like to take any action which would jeopardise negotiations or prejudice other unions," he said

D. Dispatch 152
Strike reaction
criticised *74/8/84*

JOHANNESBURG — Management in South Africa reacts to strikes and work stoppages instead of being prepared for them, according to Dr E Schmickl, senior lecturer at Unisa's School of Business Leadership (SBL)

Addressing a Management and Manpower Foundation conference entitled Beyond Crisis Management, he said "Rather than spend, say R20 000 on a scientifically useful industrial climate survey we do not rock the boat and prefer to deal with a crisis if it comes," he said.

According to official statistics, Dr Schmickl estimated that in the period January to April this year there were 93 strikes involving 43 134 black workers and totalling 810 187 man-hours

During the same period there were four work stoppages, involving 742 black workers and 1 387 work-hours.

Analysing the data it appeared that strikes increased in frequency during the period 1977 to 1983 but the duration of the strikes had shortened.

In 1977 there were 91 strikes which on average lasted for 5,8 days compared to 1978 when there were 106 strikes of a five-day duration

During 1979 there were 102 strikes, in 1980 some 201, in 1981 some 284, in 1982 about 267 and 396 in 1983

Strikes lasted an average 4,5 days in 1979, 4,2 days in 1980, 2,4 days in 1981 about 2,9 days in 1982 and 2,3 days in 1983

He believes that economically, South Africa is not going to be "looking too bright", in the next three years and only the best will survive the "crunch"

The survivors, he thought, would be those companies with informed management which have made con-

tingency plans for industrial relations issues

He pointed out that strikes, work stoppages and sympathy strikes are all costly, create losses in productivity and are disruptive to the economy and society.

Business executives should sit down and evaluate the costs, benefits and disadvantages of conducting regular surveys, versus having a strike or a work stoppage

There was an appalling lack of real concrete data about employee perceptions, levels of knowledge and understanding about both the nature of the organisation and the real impact of and reward for their contributions to organisational efficiency, he said.

An employee's appreciation of the running expenses of a company was essential, he said. These running costs include repaying loans, raw materials, government tax, employees' salaries compared to management and investment in plant and machinery — DDC.

ROM 14/8/84 (152)

4-month wage dispute settled

Labour Correspondent

A LENGTHY wage dispute between the Metal and Allied Workers Union (Mawu) and a Howick company, BTR Sarmcol — which led to a legal strike ballot and an overtime ban by the union — has been settled, a Mawu statement announced yesterday.

The statement said an unusual feature of the agreement ending the dispute was that workers would be allowed a half-day off every May 1, which is celebrated by workers as International Labour Day.

Mawu said this was "a worker holiday internationally and a day which Fosatu unions and other progressive groupings are seeking to have recognised in South Africa".

The statement also revealed that the agreement

followed mediation, which is increasingly being used to settle labour disputes.

Mawu said the settlement would raise wages at Sarmcol by up to 59% more than the company's original offer. The new minimum wage would be R329 a month, which was "still pitifully low but 19% higher than originally scheduled".

Comment from the company could not be obtained yesterday.

The dispute between Mawu and the company lasted nearly four months and had several unusual features, including the appearance of Mawu officials — who had bought shares in Sarmcol — at the company's annual general meeting, where they criticised its labour policies.

It followed a key union recognition dispute between the two sides in which Sarm-

col became the first employer to launch an industrial court action against a union, charging it was guilty of an "unfair labour practice". The case was settled out of court, but the two sides have not yet signed a recognition agreement.

It said the two sides had also agreed to try again to reach finality on a recognition agreement.

In its statement, the union also announced that a second wage dispute between it and a Natal company had been settled after mediation.

The company is MAN trucks of Pinetown and the agreement would increase minimum pay by 28% and other wages by up to 13%, the union said.

Minimum pay would rise to R94,50 a week and workers would also receive an increased leave bonus.

R.M. 14/8/94 152

20 workers down tools

TWENTY workers downed tools yesterday at Transvaal Steel and Reinforcing in Nivarna, Pietersburg, demanding a pay rise and recognition of the Black General Workers Union.

Two union officials, Mr S Malulela and Mr M Lamohlola, said management had indicated it would talk to the union through legal advisers and directors

Labour Correspondent

STRIKERS at Tongaat Oil Products' Durban plant, who were fired last week after downing tools in a key pensions dispute, returned to work yesterday after an agreement between the company and the African Food and Canning Workers Union.

The return-to-work also signals the end of a pensions

Fired Tongaat strikers back at work

dispute between Tongaat and AFCWU which jeopardised the introduction of a new Tongaat provident fund which answers many union and worker objections to existing pension funds.

The 320 strikers had demanded that they be allowed

to withdraw their money from the Tongaat-Hulettis pension fund. The company refused to allow this unless the workers resigned.

AFCWU's general secretary, Mr. Jan Theron, said yesterday that the return-to-work

work meant that the workers had technically left the company and rejoined it, which meant they would be allowed to withdraw their money from the fund.

However, they would lose some leave benefits.

Mr. Theron described the agreement as a "compromise". He added that workers had now agreed in principle to join the new provident fund, which has been accepted by other unions with members in the Hulettis-Tonga

at group

Strike takes a slice off bread supply

Mercury Reporter

BREAD deliveries in Durban were disrupted by a strike yesterday morning

Bakers Bread Limited was hit by a six-hour-long stoppage to back workers' demands for more pay

Some of the drivers did not join the strike, and many shopkeepers collected their own supplies.

Talks

They arrived with private cars and vans to fetch their bread from the bakery in Congella

About 600 workers walked out at 5 a m and assembled at the gates.

Representatives of the Sweet, Food and Allied Workers' Union later had talks with the management

Mr Thami Mohlomi, a union organiser, said the workers rejected a company pay offer of R12 50 a week. They wanted a rise of R20 across the board. They also wanted the minimum wage raised to R92 a week

Mr Mohlomi said. 'As things are, the minimum wage accepted in the Industrial Council is R75,

and R82,50 after a year's service'

He said the workers decided to demonstrate their rejection of the company offer 'However, as the dispute will have to be referred back to the Industrial Council, all the strikers returned to work at 11 15 a m,' he said

Mr Maurice Grant, the firm's managing director, apologised to customers.

Concern

He said the bulk of the 6 a m bread delivery went out as normal, but there was no bread baked for the second delivery. Most of the confectionery was delivered.

He said the company had granted a pay rise of 17,9 percent for grade three labourers, which was very high. But the union was demanding an increase of 28,6 percent.

Mr Grant added: 'It does concern me that the trade union claimed the workers went out on strike without its knowledge. This is the third strike since dealing with this union'

Argus 11/8/84 (152) ~~152~~

4 000 go back at Volkswagen

Argus Bureau

PORT ELIZABETH — The Volkswagen plant in Uitenhage reopened to 4 000 workers today after being closed by the management for a week

An agreement between management and trade union officials has been reached whereby a white and a black employee involved in a disagreement on the shop floor will both be suspended until the matter is decided by the Industrial Council

Previously only the black worker was suspended

An urgent meeting of the council has been convened for Friday to consider the case, while other worker grievances — over pay and job evaluations — would be resolved through normal agreement procedures, said Volkswagen public affairs manager, Mr R Krüger

VW shutdown ~~1984~~ ~~1984~~ 152 ends: employees E. Post 14/8/84 return to work

Post Reporter

THE week-long shutdown at Volkswagen, Uitenhage, came to an end today with all 4 000 non-production employees returning to work.

This follows the decision by members of the National Automobile and Allied Workers' Union (Naawu) to resume normal production today after an agreement reached by the union and the company on Friday over worker demands.

This decision was received favourably by Naawu members at a report-back meeting in Uitenhage yesterday.

Terms of the agreement a white worker suspended in an altercation with a black worker would be suspended until finality is reached on the case in terms of the Industrial Council dispute procedure.

An urgent meeting of the Industrial Council would be convened on Friday to consider the case, the communications manager at Volkswagen, Mr Graham Hardy, said.

He added that full production would be phased in as soon as possible.

The chairman of Naawu's Volkswagen branch, Mr John Gomomo, could not be contacted for comment.

No preparation for strikes

By PRISCILLA WHYTE

MANAGEMENT in South Africa reacts to strikes and work stoppages instead of being prepared for them, according to Dr E Schmikl, senior lecturer at Unisa's School of Business Leadership.

Speaking in Johannesburg yesterday at a Management Manpower Foundation conference entitled "Beyond Crisis Management", he said

"Rather than spend, say R20 000, on a scientifically-useful industrial climate survey we prefer not to rock the boat and deal with a crisis if it comes," he said

According to official statistics, Dr Schmikl estimated that from January to April this year, there were 93 strikes involving 43 134 black workers and totaling 810 187 man hours

During the same period there were four work stoppages, involving 742 black workers and 1 387 work hours.

Analysing the data, it appeared that strikes increased in frequency during the period 1977 to 1983 but that the duration of the strikes had shortened.

In 1977 there were 91 strikes, which, on

average, lasted for 5,8 days, compared to 1978, when there were 106 strikes of a five-day duration.

During 1979 there were 102 strikes, in 1980 201, in 1981 284, in 1982 267 and 396 in 1983

Strikes lasted on average 4,5 days in 1979, 4,2 days in 1980, 2,4 days in 1981, 2,9 days in 1982 and 2,3 days in 1983

He believed that, economically, South Africa was not going to be "looking too bright", in the next three years and only the the best would survive the "crunch"

The survivors, he thought, would be those companies with informed management which had made contingency plans for industrial relations issues.

He pointed out that strikes, work stoppages and sympathy strikes were all costly, created losses in productivity and were disruptive to the economy and society.

Business executives should sit down and evaluate the costs, benefits and disadvantages of conducting regular surveys against having a strike or a work stoppage.

He referred to recent studies conducted by the SBL at Unisa — Project Free

Enterprise — which revealed the "alarming state of affairs within our organisations"

There was an appalling lack of concrete data about employee perceptions, levels of knowledge and understanding about both the nature of the organisation and the real impact of and reward for their contributions to organisational efficiency

One study carried out by Mr M E Nasser (1983) and the SBL team examined the misunderstanding of the concept of "profit" with employees of various educational levels

Mr Nasser believed that unless there was a fundamental knowledge about the nature of profit in enhancing both organisational and employee interests, there could not be a sense of real commitment to corporate objectives.

It was thought that an employee's appreciation of the running expenses of a company were essential

These running costs included repaying loans, raw materials, Government tax, employees' salaries compared to management and investment in plant and machinery.

Strike ballot will decide

ROM
14/8/87
152
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Labour Correspondent

A KEY ballot, which could lead to joint strike action by workers across race and skill barriers, begins today at the key Witbank plant of Anglo-American's metal company Highveld Steel.

The strike ballot has been organised jointly by two unions, the Metal and Allied Workers Union (Mawu), and the SA Boilermakers Society, whose members include skilled workers.

It is the first to be organised jointly by them and is also believed to be the first legal strike ballot to be run jointly by an emerging union and an established union since the Government's labour reforms were introduced.

The ballot will last three days and the result is expected to be known late on Thursday or early on Friday. It follows a deadlock over wages.

Highveld negotiates a separate "house agreement" with unions under the umbrella of the Metal Industrial Council and offered them the same 7%-13% increase offered unions on the council by the Steel and Engineering Industries Federation (Seifsa).

Two unions accepted this, but Mawu and the Boilermakers, both of whom refused to accept Seifsa's offer at the council, rejected it and opted for a strike ballot.

Mawu members met last night in Lynville, the black township near Witbank, to discuss preparations for the ballot which is expected to favour a strike.

The general secretary of the Boilermakers Society, Mr Ike van der Watt, has said that skilled members of the union will take part in the ballot, which follows discussions between shop stewards of the two unions.

Staff (152)

at VW

all back

E. Post
at work

15/8/84

Post Reporter

PRODUCTION at Volkswagen, Uitenhage was running smoothly with staff back in full force, the communications manager, Mr Graham Hardy, said today.

In order to phase the swing back into full production correctly, about half the non-production workers reported for work yesterday.

The entire labour force was present today.

Yesterday passed without incident, Mr Hardy said.

However, final resolutions of the dispute between the National Automobile and Allied Workers Union (Naawu) and management still hinges on the outcome of the Industrial Council meeting on Friday.

More strikes loom

MORE than 100 000 workers — black and white — in South Africa's gold mines and metal industries have threatened to go on legal strikes over wages and working conditions in the next two weeks.

This was disclosed to The SOWETAN by union leaders who said that the industrial action follows crucial deadlocks reached between them and managements in the industries

Meanwhile several hundred of workers have been dismissed at other industries in Cape Town, Durban and

By JOSHUA RABOROKO

Johannesburg after strikes over wages and trade union recognition

Industrial action is threatening at Highveld Steel Complex near Witbank, where several hundred of the approximately 5 700 black and white workers voted in favour of the strike by late last night

Disputes

The strike ballot was being held jointly by the Metal and Allied Workers' Union (Mawu), the South African Boilermakers' Society and other unions recruiting

in the company, according to sources

The unions declared disputes with Highveld during in-house negotiations which followed a deadlock in the Steel and Engineering Industrial Council

A Mawu spokesman said that after the voting they will go back to workers to decide on an industrial action or to try to persuade management to go back to the negotiation table

In the gold industry over 90 000 workers may go on strike following a deadlock in the crucial conciliation

board meeting between the Chamber of Mines and the National Union of Mineworkers (Num) The deadlock in the board's negotiations opens the way for the first legal strike by black mineworkers

The union's spokesman yesterday said that they have started on their reportback meetings with members

The spokesman said that he could not say what indications the workers have taken, but agreed that at the union's national conference the workers had resolved to go on strike if other means could not be reached to dissolve the dispute

Labour trial: police role questioned

16/8/84
By Don Holliday

Police intervention in labour disputes should be seen as a last resort, Professor Nicolas Wiehahn, professor of law at the University of South Africa, told a Potchefstroom regional magistrate yesterday

Professor Wiehahn was giving evidence in the trial of the general secretary of the Food and Beverage Workers' Union

(FBWU), Mr Leonard Sikhakane

Mr Sikhakane and 26 workers have been charged under the Internal Security Act

Mr Sikhakane is alleged to have illegally convened and addressed a crowd of workers on February 23

The workers were allegedly dismissed from the Chubby Chicks Poultry Farm for announcing their intention to join the FBWU

238 152 143 Stew
A proclamation in the March 25 1983 issue of the Government Gazette prohibited gatherings of any kind — except bona fide sports meetings, meetings taking place between four walls and those given written consent by the local authority — during the period April 1 1983 to March 31 1984 in terms of the Internal Security Act of 1982

The 26 workers are

charged with having attended an illegal gathering

Professor Wiehahn said the Act was intended to prohibit meetings which could lead to the overthrow of the Government. This meeting was a result of an internal dispute between employer and employees

"Mr Sikhakane's role in the dispute was an accepted mode of action," he said

The hearing continues

Unions 'flock' to strike ballot

Labour Correspondent

WORKERS of all races — including members of the all-white Mine Workers Union — have "flocked" to the polls to take part in a unique strike ballot at Anglo American's Highveld Steel in Witbank, unionists said

They added that they were confident that almost all the more than 5 000 workers at the company would vote in favour of a strike

The ballot, which began on Tuesday and ends today, has been organised jointly by the Metal and Allied Workers Union and the SA Boilermakers Society.

It is believed to be the first organised jointly by an emerging and an established union and covers all four plants owned by Highveld

Between them, the two unions claim a membership of about 3 500 among Highveld's 5 700 workers

The ballot was called after the two rejected a company wage offer which would have raised pay by between 7% and 13%.

Only members of the two unions may take part in the official strike ballot, but the unions have also organised an unofficial poll for members of three white unions at the plant to gauge their views on strike action

The three unions all accepted the company's wage offer. Mawu officials have reported "heavy polling" in the ballot so far. They added that a high turnout by workers who were not members of the two unions was a "noteworthy feature" of the poll. "Even members of the Mine Workers Union are turning out to vote," a Mawu spokesman said. He added that a poll of well over 90% was expected.

While no ballots had yet been counted, he added, informal discussions with workers who had voted indicated that almost all had backed strike action.

The unions, he said, hoped a heavy turnout would persuade the company to improve the wage offer it had made.

Row as 400 strikers are fired

Labour Correspondent

ABOUT 400 workers at Simba-Quix's Isando plant were fired this week after striking

And their union charges that the sackings violate a company agreement not to fire strikers for three days after they have downed tools

Simba, however, denies this, saying it fired the workers after they had stopped work four times in two weeks in protest at the dismissal of three workers

The Sweet, Food and Allied Workers Union

(SFAWU), which is recognised by Simba at the plant, said the workers struck late last week in protest at the dismissals. It says they were fired on Monday.

A union spokesman said the agreement between SFAWU and Simba laid down a 72-hour "cooling off period" during which strikers would not be fired. This was taken to mean 72 working hours.

In a statement Simba's managing director, Mr J C du Toit, made no reference to the 72-hour clause.

Mercury 16/8/84

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A policeman keeps a watchful eye as striking Durban Corporation workers board a bus after their protest march along North Coast Road was stopped by police yesterday morning.

Strikes hit council, two Durban companies

Labour Reporter

TWO major Durban companies were hit by work stoppages yesterday which seriously affected production and resulted in the shutdown of one of the factories

About 150 striking Durban Corporation workers, some carrying sticks, were stopped by police while marching along North Coast Road yesterday morning

The workers, from the Electricity Department's northern depot, had been on their way to the department's head office in Alice Street to put forward demands for more pay, when they were stopped by police

Production ground to a halt at the Umbilo factory of Hart Limited when hundreds of workers downed tools in support of a demand for more pay and the Dunlop Tyre Company factory in Durban was forced to shut down when its workers went on strike

Dissatisfied

Hart Limited's managing director, Mr E W Parret, yesterday confirmed there was a strike, but declined to comment

A spokesman for Dunlop last night said 'Certain of the shop stewards are not working to the terms of the recognition agreement the company has with the Metal and

Allied Workers' Union As a result the workers are dissatisfied with the union and have asked to talk to the management directly

'The management had no option but to close the factory which will reopen today for normal shift operations Discussions with the union are presently taking place,' he added

Durban Corporation's electrical workers whose march was stopped were later transported in two Corporation buses to the department's offices where they put their grievances to the management.

Some of the workers

claimed they were paid R48 a week, which they described, as 'starvation wages' They were demanding a minimum wage of R95 a week.

Workers from the department's three other depots in Durban also downed tools yesterday

Ultimatum

Although workers from two of the depots returned to work almost immediately, others from the northern and south-western depots had not and they had been given an ultimatum to do so by this morning or face dismissal, he said

Services had not been seriously affected

400 Isando strikers fired

By JOSHUA RABOROKO
MORE THAN 400 workers employed at Simba Chips, Isando, have been sacked following a two-day strike in protest against the dismissal of three union shop stewards

Mr Chris Dlamini, president of the Sweet Fruit and Allied Workers' Union representing the workers, said that management has refused on several occasions to resolve the matter with the union leaders.

The strike was sparked-off after workers had refused to work "double-jobs" Shop stewards took the matter to management in an attempt to resolve the issue, but met with no success

A company spokesman confirmed that workers who went on strike, were given an ultimatum, and subsequently dismissed

Meanwhile more than 750 workers at BB Bread in Natal, members of SFAWU, went on strike on Monday,

Unrest at the chips factory

demanding wage increases other than those negotiated at the Industrial Council

Raw deal

In another labour issue involving SFAWU, a wage dispute between the union and the Imbali Brewery in KwaZulu has been resolved, according to a statement by both parties. The workers demanded a minimum wage of R300 per month

Regarding the Simba issue, Mr Dlamini, who is also president of Fosatu, said that he personally intervened in the matter, but was given a "raw deal" by management despite the fact that "we have a recognition agreement with the company"

"We are at the moment trying to find means of fighting the issue in court because we

feel management has not bargained with us in good faith," he said

Two companies in Durban and Uitenhage — Tongaat Oil Products and Volkswagen — have successfully negotiated with trade unions representing over 4 000 workers to return to work following strikes. The unions are the National Automobile and Allied Workers' Union and the African Food and Canning Workers' Union

However the director of the Centre of Applied Social Sciences, Professor Lawrence Schlemmer, has announced that only between 16 and 20 percent of South Africa's labour force presently belongs to trade unions. He has predicted more strikes will take place and that unemployment will escalate



FASHION: The nearest place to Soweto, was caught

THE ON

SOWETO'S makgotla are now tackling as part of a new drive to wipe out crime.

The unlikely-looking "policemen," dated methods of investigation, are experienced thieves from their crime dening confessions from them with threats no prosecution if they co-operate

And this seems to be working. A reporter, who was invited by a Mr Solwane, the leader of the Zondi makgotla shown items of stolen property which covered several kilometres away from owners. The articles ranged from clothing and a TV set and an electric stove

They were all recovered after the makgotlas.

"We always get our man," Mr Solwane looking proudly at his "squad" which includes his children

Since they started tackling petty crime has always been successful. "In some cases we have beaten the police at their own game," Solwane said. He gave an example of a leather coat which was stolen in the area and sold in Dobsonville

Mugabe names his Politburo

HARARE — The 14 people named to occupy the positions of power and influence in Zimbabwe as members of the newly formed Zanu (PF) Politburo are as diverse a group as any to be found in the country.

After Mr Robert Mugabe, the party First Secretary, follow in order of seniority Mr Simon Muzenda, Mr Maurice Nyagumbo, Mr Enos Nkala, Dr Herbert Ushewokunze, Mr Emmerston Mnangagwa, Mr Didymus Mutasa, Dr Nathan Shamuyarira,

Dr Dzingai Mutumbuka, Mrs Teurai Rhopa Nhongo, Mr Ernest Kadungure, Lt General Rex Nhongo, Air Vice-Marshal Josiah Tungamirai and Dr Sydney Sekeramayi

Contrasting

The party constitution provides for 15 members but the Second Secretary, Mr Muzenda, is to head the Foreign Affairs Department for the time

being. It would be difficult to find two more contrasting figures than Mr Mugabe and his deputy

Mr Mugabe is the archetypal international figure, highly educated, articulate, always immaculately dressed, but somewhat remote from the ordinary man

Mr Muzenda is on the other hand very much a man of the people

Ladies: You c-

DO NOT forget the SOWETAN Woman's Club meeting this Saturday, August 18.

The monthly club meeting for both the Soweto and East Rand members will be taking place at Funda Centre and the Lionel Kent Hall respectively

Don't pass up the opportunity of hearing Mrs Gladys Botha of Pimville talk about etiquette, especially the general format one should know about

when attending dinner party

Entertainment way of getting more people to be reluctant perfect stranger because we know what situations are. It is to arm yourself with basic, practical ideas on how to entertain, your way to making So do Club meet

RECORDS AND TAPES
BEST PRICES - BIGGEST SELECTION

TWO ROOMS & GAR.

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1984
17/8/84

Dunlop fires 500 strikers

Own Correspondent

DURBAN — Three Durban companies have been hit by strikes. At Dunlop Tyre Company, 500 workers were dismissed today for not going on shift.

About 600 workers at Hart Limited, makers of aluminium pots and pans and plastic buckets and bowls, have entered their third day of a legal strike.

The Metal and Allied Workers' Union declared a dispute with the company two months ago because it refused to negotiate wages at plant level.

Last night Hart workers decided at a meeting to continue the strike until management agreed to discuss certain issues.

They said they were not prepared to accept the company's claim that it was "hamstrung" by its parent company (Metkor, which in turn is owned by Iscor) and its affiliation to the Steel and Engineering Industries Federation.

At Lever Brothers, about 500 workers were on strike yesterday over claims for a 20 percent pay rise next January.

This morning a "much larger group of workers gathered on the premises and refused to work", a Unilever spokesman said.

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140A

STRIKES

All quiet at VW

An uneasy calm was restored to Volkswagen's Uitenhage plant this week after sporadic work stoppages which culminated in the five-day shutdown ordered by management on August 7.

An agreement reached on Friday between management and the National Automobile and Allied Workers' Union (Naawu) saw the first 2 000 of the 4 000 workers affected by the shutdown back at work on Monday, and the remaining 2 000 back at the fully operational plant on Tuesday.

However, a degree of tension remains. The issue which sparked last week's shutdown — an alleged assault by a black worker on a white operator — is to be heard on appeal by the Industrial Council for the industry tomorrow. A second inquiry relating to an alleged assault by the same worker on a white supervisor is yet to be heard.

Dissatisfaction among black workers about a "final warning" issued to the alleged assailant, and the presence on the shop floor of the white worker during disciplinary hearings (the black worker was suspended on full pay pending the outcome of the hearings), led to last week's shutdown

It is the "final warning," delivered to the black worker in terms of the company's internal disciplinary procedure, which will be heard on appeal by the Industrial Council. The second alleged assault has yet to be resolved.

Though the alleged assaults provided the flashpoint for illegal work stoppages and the eventual plant shutdown, company industrial relations director Brian Robinson tells the *FM* a number of other issues were involved.

These include grievances by workers over working hours, disputes regarding starting and stopping times, and disputes over pay grades. Robinson emphasises, however, that whereas total employment at the Uitenhage plant was 7 300, the disputes arising from the alleged assaults were initially confined to a relatively small number of employees.

Paint shop

Says Robinson: "Regrettably, however, the paint shop, along with the engine plant, is a nerve centre, and if work stops at either point, the entire production line is affected, making it unpractical and uneconomical to run the rest of the plant."

Naawu secretary Freddie Sauls was not available for comment, but it is understood that Naawu has taken a strong line on the issue of the alleged assaults.

The agreement negotiated with management on Friday resulted in the white worker — accused by the union of racial provocation — also being suspended. In turn, the union agreed to encourage its members to return to normal production on Monday, pending the hearings.



VW's works ... scene of 'racial confrontation'?

LABOUR NEWS

RDM 17/8/84 152

Mawu's members on legal strike

Labour Correspondent

ABOUT 500 members of the Metal and Allied Workers Union (Mawu) have begun a legal strike at a Durban company, Hart Limited, in support of wage and other demands

Mawu members also staged a one-day strike at Dunlop Tyre's Durban plant this week and Sapa reports that about 150 striking Durban Corporation electrical workers were stopped by police while marching down a road.

The strike at Hart has halted all production at the plant and is believed to be the first legal stoppage by Mawu members

A Mawu statement yesterday said workers were demanding that Hart negotiate "substantive matters" with them but charged it had refused all negotiations "saying it is hamstrung by its parent company and by Seifsa policy"

Seifsa — the Steel and Engineering Industries Federation — is opposed to wage bargaining outside the metal industries' official industrial council

At Dunlop, where conflict between the company and Mawu has persisted for over a year, workers downed tools on Wednesday but agreed to return yesterday morning pending discussions on their grievances.

A company spokesman charged the dispute began because some Mawu shop stewards were "not working to the terms" of the recognition agreement between the union and company.

A Mawu statement rejected this, saying the union had tried "by all means" to use the procedures agreed between the two sides "but to no avail".

It said the stoppage was prompted by Dunlop's refusal to agree to refer the firing of five union members to arbitration and that Dunlop had attempted to "block" the appointment of an official conciliation board to discuss the sackings.

152 (14707) Star
17/8/87
Siemens workers in
three-plant stoppage

By Carolyn Dempster,
Labour Reporter

A three-plant stoppage by more than 1 000 Siemens workers took place yesterday, less than 24 hours after the first national talks between the company and the Metal and Allied Workers' Union (Mawu)

At 7 am 500 workers downed tools at the Siemens Watloo plant

Mr J Trotskie, executive director of Siemens, said the only demand

made by the strikers, who are all members of Mawu, was for plant-level wage talks

The company refused to accede to this demand as Siemens is party to the national Industrial Council agreement and negotiations

Later in the day about 200 workers at Siemens cables plant in Rosslyn and about 400 workers at Isando walked out in sympathy

All were back at work this morning

LABOUR MATTERS

Towards peace on the mines



The only encouraging aspect of the deadlock between the Chamber of Mines and the black National Union of Mineworkers (NUM), which now threatens some gold mines with a legal strike, is that both sides were careful to follow legal procedures. The same applies to the coal mine negotiations which were expected to end in deadlock on Thursday, after the *FM* had gone to press

The growth of black unionism facing the mining industry is fraught with problems of great delicacy. With its vast and volatile migrant labour force, the industry has always been vulnerable to agitation aimed at stirring up trouble for factional, political or industrial purposes. The number of times individual mines have exploded into rioting and violence is ample evidence of the extent of this problem.

The Chamber of Mines, therefore, must have thought long and hard before recognising, and granting organisational facilities to, the NUM — and organisational access to other, smaller unions. Had the NUM turned out to be doctrinaire and confrontationalist, the consequences for the industry could have been serious. Indeed, they still could be.

Fortunately, although the gold dispute has ended in deadlock, and the coals talks will probably end the same way, there is, as yet, no certainty that there will be a strike. The chamber is obviously hoping that after report-

ing back to their members, which could take up to two weeks, the NUM leaders will return to the negotiating table — possibly with a counter-proposal to the increase in fringe benefits and reduction in some working hours offered by the chamber.

Given the still relatively small paid-up membership of the NUM, and the vulnerability of its members to being fired and shipped back to the homelands, the union may see a compromise as being in its best interests. Already some senior mining men have pointed to the vast number of former miners waiting for jobs in the homelands who could be recruited to replace fired NUM strikers.

In the event of a compromise, each side will have taken the measure of the other's strength and weaknesses in the continuing process of establishing a balance of power between the employers and the union.

A strike is not in anyone's interests. It could cost NUM members — and any others who join the strike illegally — their jobs and any prospect of future employment on the mines. It could also disrupt production, possibly lead to violence and intimidation, and undermine foreign confidence in the industry.

From Friday of this week the NUM is legally entitled to call a strike. It is to be hoped that wiser counsels will prevail within the union — and that the chamber will be able to respond positively to any offer of a compromise.

Arbiter to settle dispute

152
3/7
2/4
E. Post
Post Reporter
18/8/64

VOLKSWAGEN and the National Automobile and Allied Workers' Union (Naawu) agreed to refer their dispute over a shop-floor altercation to arbitration at a meeting of the Industrial Council yesterday.

Naawu's national secretary, Mr Freddie Sauls, said this was the quickest way of finalising the case which had already gone on too long.

During his period of suspension the affected employee would be on full pay, he said.

"The union is adamant that it has at all costs to defend a member who, in the opinion of members in his area, seems to have been unjustly treated by management," he said.

It is not clear when the dispute is likely to be brought before an arbitrator.

18/8/84 (152)

Dunlop strikers dismissed, Hart strikers go on

ABOUT 500 striking workers at Dunlop Tyre Company in Durban were dismissed yesterday for not going back to their jobs and two other companies in the city were also hit by strikes.

At Dunlop, where workers went on strike on Wednesday and forced the factory to shut down, the 500 workers were dismissed this morning "for failing to return to work when their shifts started"

A spokesman for the Metal and Allied Workers Union, which has a recognition agreement with Dunlop, said they had met management on Thursday and were reporting back to members on the talks yesterday

ABOUT 600 workers at Hart Limited in Durban, manufacture aluminium pots and pans and plastic buckets and bowls have entered their third day of a legal strike after the MAWU declared a dispute with the company two months ago because it refuses to negotiate wages at plant level

Last night, the striking Hart workers resolved at a meeting to continue their strike until management agreed to discuss substantive issues with their union

They said they were not prepared to accept the company's claim that it was "hamstrung by its parent company (Metkor which is in turn owned by Iscor) and its affiliation to the Steel and Engineering Industries Fed-

eration of South Africa

AT LEVER Brothers in Durban about 500 were on strike yesterday in support of a 20% pay increase in January 1985.

This morning a "much larger group of workers gathered on the premises and refused to work" according to a Unilever spokesman

VOLKSWAGEN and the United Automobile and Allied Workers Union (Naawu) agreed yesterday to refer their dispute over a shop-floor altercation to arbitration, spokesmen for both parties said yesterday in Port Elizabeth

The agreement was reached at a meeting of the Industrial Council held yesterday morning.

In an statement issued after the meeting Mr Freddie Sauls, Naawu's national secretary said "We support the decision to refer this grievance to arbitration as the quickest way to finalising this case which has already continued too long.

"During his period of suspension Mr Gaika (the affected employee) will be on full pay .."

The union said it had to defend a member who seemed to have been treated unjustly.

The dispute stems from a fracas in June involving an African employee and a white colleague — Sapa

Study reveals alarming discrepancies

Strike statistics 'are inaccurate and misleading'

152
5 Feb
18/8/84

By Carolyn Dempster
Labour Reporter

Strike statistics — which are used as the main barometer of industrial conflict in South Africa — were exposed this week as inaccurate and misleading

The alarming discrepancies in statistics compiled by the Department of Manpower and independent monitors were highlighted in a comparative review published this week by the University of Natal's Indicator project

No single source should be taken as the final word, warns Indicator researcher Mr Graham Howe in his analysis

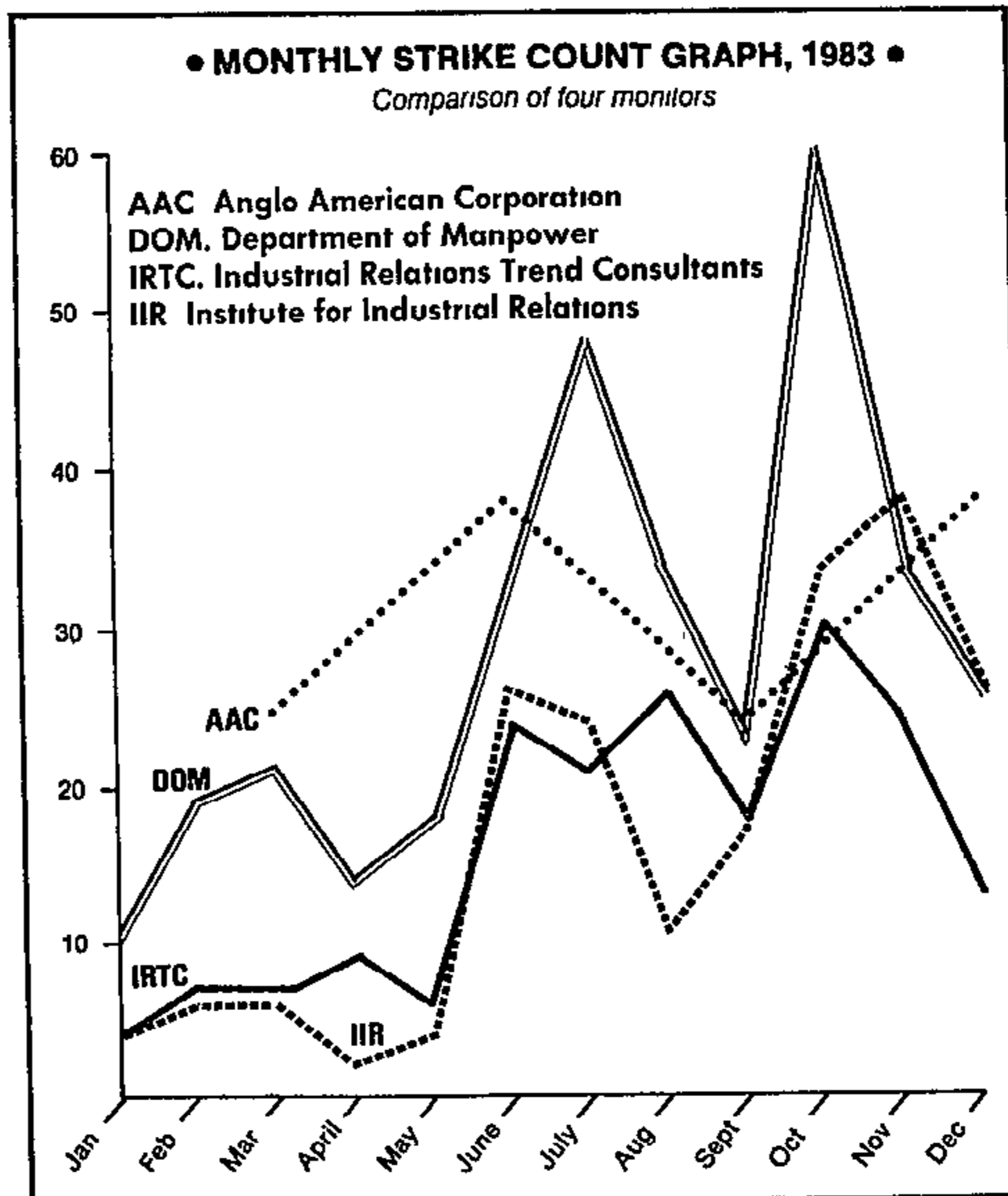
The main danger lies in the fact that the data is used as the basis for interpretation, planning and comment, he says

MASSIVE INCREASE

Shortcomings in strike statistic methodology led the Director General of Manpower, Dr Piet van der Merwe, to announce not less than a month ago that the 160 strikes in the first five months of this year represented a "massive increase" over the same period last year — at least three times as many strikes

However, while there has been a quantum jump in strike activity, the increase was nowhere near as wide as the department believed. The error occurred because it appeared provisional strike figures for 1983 were used as a basis of comparison by the director-general, Mr Howe said

The accuracy of manpower figures for 1983 has also been questioned. The strike count for the year to November was 220 and the figure then jumped by



116 strikes during December, bringing the total to 336

This concentration of strike activity during December — traditionally a period of decreased industrial activity and plant shutdowns, is "hardly plausible" says Mr Howe

While one industrial relations consultant cast severe doubt on the department's figures in a well-read publication, the South African Institute of Race Relations accepted the sudden December increase in strikes at face value and commented on the jump in its annual survey

And, to add to the confusion,

the Institute for Industrial Relations recorded only 196 strikes in 1983 as opposed to the department's total of 336, while Professor Willie Bendix's publication Industrial Relations Trends Count gave a figure of 190 strikes

Mr Howe believes the discrepancies stem from different forms of monitoring, the unknown factor of unreported strikes, the inclusion/exclusion of homelands, the concept of what constitutes a strike or a stoppage, and in simultaneous action being interpreted as one or many strikes

S. Times (152) ~~211~~ ~~213~~ ~~173~~

Strike hinges on vote

By Angus Macmillan

19/8/84

CONCILIATORS won and lost a battle in this week's efforts to avert a strike by black mineworkers.

The Chamber of Mines and Cyril Ramaphosa's National Union of Mineworkers are in deadlock in discussions over wage increases on gold mines. Union members must now decide whether to strike.

The mines are Elandsrand, Kloof, President Brand, Western Holdings (Holdings division), Western Holdings (Saaiplaas division), Western Holdings (Welkom division), Vaal Reefs (East division) and Vaal Reefs (West division).

August 13 proved an unlucky day for resolving disputes as the NUM rejected an offer by the chamber to improve gold mine working conditions from September 1.

On offer was a service increment scheme, a death benefit scheme and a reduction in the

standard working hours of underground workers.

When the chamber and Mr Ramaphosa met three days later to battle over the dispute in collieries the two sides agreed to extend the life of their conciliation board to September 7.

The NUM has attended seven conciliation board meetings in the past two weeks, two of which have ended in deadlock. It agreed to disagree with Rand Mines over increases at its Duvha colliery last week.

The union has to go back to its members to decide on its next move.

But employers are legally entitled to fire them and recruit from the pool of unemployed workers with mining experience.

The Employment Bureau of Africa (Teba), the chamber's recruiting arm, said it could easily recruit another 300 000 black miners.

Trouble, trouble, strife and strike

152 Times 19/8/84

By Angus Macmillan
SOUTH Africa is heading for its most restless labour year ever with more strikes in the first six months than in the whole of 1983.

Department of Manpower figures show 176 strikes involving about 50 000 workers between January and June this year. This means there were three times as many strikes and five times more strikers than in the first half of last year.

The Department of Manpower says strike figures are still below those of 1982 — the record for strikes and strikers — but one industrial relations consultant says the record has been broken.



More than 300 000 man-days lost and a long way to go

Guaranteed

Andrew Levy, of Andrew Levy & Associates, says more than 300 000 man-days have been lost through strikes, go-slows and stoppages this year. With nearly five months to go, he says 1984 has overtaken 1982 and is guaranteed a spot in the record books.

The University of South Africa is also at odds with official statistics. Its School of Business Leadership records 396 strikes in 1983 compared with the Government's figure of 158.

In 1982, Unisa and the Department of Manpower also disagreed. Then Unisa recorded 267 strikes against the department's figure of 338.

Court cases

More use has been made this year of labour law than in the whole of 1983, the record year for industrial court cases.

More than 120 applications

have been made for conciliation boards to settle disputes compared with 119 in 1983. Last year there were 170 industrial court cases against 175 instituted this year.

Mr Levy says "Recession has not taken the wind out of unions' sails and the upward trend in labour disputes is likely to continue."

Wage disputes have triggered most stoppages as double-figure inflation has wiped out single-digit pay increases.

"There is no doubt that the Government's harsh financial measures will push up retail prices and sting workers."

Precedents

Several precedents have been set this year as black trade unions continue to use sophisticated strategies in their battle with employers.

Trouble started with more than 20 000 workers on strike in the first two weeks of January over annual pay increments.

Towards the end of January, more than 8 000 AECI workers launched the first national legal strike by blacks with stoppages spreading from Modderfontein in the Transvaal to Umbogintwini in Natal, Sasolburg in the Free State and Somerset West in the Cape.

In May, an industrial court ordered a Vereeniging cable manufacturer to reinstate 324 workers who walked out because of a decision to change from a four-day to a five-day week.

In June, the National Union of Mineworkers declared a dispute with the Chamber of Mines over wage increases. If this month's conciliation board meetings fail to resolve the dispute, black mineworkers will strike legally for the first time.

Soapbox

The Metal and Allied Workers Union scored an imaginative first when it bought shares in BTR Sarmcol and used the company's annual meeting as a soapbox to air its wage grievances.

South African Airways engineers threatened to strike earlier in the year, the hotel

industry had numerous hassles, Pick 'n Pay blotted its labour copybook with a strike by 2 000 workers in January and the retail industry has been beleaguered by agitation.

BMW, the highest payer in the motor industry, suffered its first strike in February and used unusual methods to bring workers to heel.

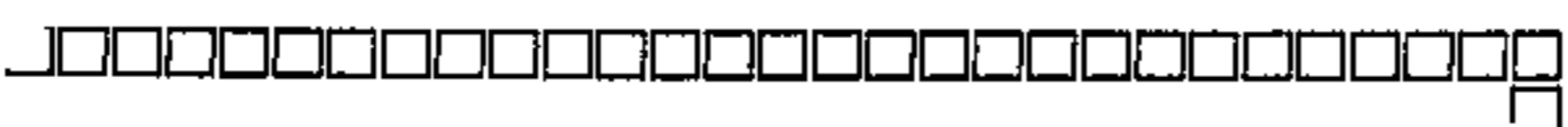
Hotbed

Emma Mashinini's Commercial Catering and Allied Workers' Union has been responsible for more strikes than any other union this year and has brought most workers out on strike.

This explains why the retail industry tops the strike ladder this year after being in 10th position in the first half of 1983.

The Witwatersrand is top of the dispute areas, but the Western Cape is showing signs of being the labour hotbed in early 1985.

According to Mr Levy, South African industry is in the middle of a high-pressure period on wages which will continue to October and could prompt widespread industrial unrest.



25/8/84 Star (139) (100) (184) (152)

Steel workers want industrial action

By Carolyn Dempster,
Labour Reporter

Highveld Steel workers who took part in last week's joint ballot have voted overwhelmingly in favour of industrial action at the steel plant

About 3 500 workers out of a total workforce of just over 4 000 voted for industrial action in support of wage demands at the Anglo American company

The votes were counted in front of management on Friday after the conclusion of the three-

day ballot, which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union

Among the Boilermakers' 600 members at the plant there was a 70 per cent "yes" vote and 92 per cent of Mawu's 2846 members voted for industrial action

In the third ballot, held to ascertain the extent of support for industrial action among members of other unions, white artisans at Highveld demonstrated their support in a surprising move

Of the 896 members of the two other unions at the plant — the white Mineworkers' Union and the Amalgamated Engineering Union — 461 voted, against the advice of their union officials. Of these, 401 voted in favour of industrial action.

Only 23 "no" votes were counted.

General meetings of members are to be held this week to discuss further strategies and it is believed the ballot will be used to draw management back to the negotiating table

Highveld has refused

to offer increases higher than those negotiated at the National Industrial Council talks in June this year although the in-house agreement allows for separate negotiations.

The final offer made by Highveld was for increases ranging from 9,07 per cent to 12,5 per cent

In its interim financial report, released last week, Highveld showed a record half-yearly turnover and an after-tax profit of R14 million for the six months to June this year. The interim dividend for shareholders was raised by 20 per cent

Workers arrested and hurt in police clash

Star 20/8/84
By Carolyn Dempster,
Labour Reporter

At least six chemical workers were admitted to hospital and 34 others arrested after a clash between riot police and a crowd of dispersing strikers outside Sentrachem's Karbochem plant in Newcastle last week.

More than 200 members of the SA Chemical Workers' Union (Sacwu) gathered outside the factory on Friday and refused to resume work until a shop steward dismissed earlier in the week had been reinstated.

Lieutenant-Colonel Vic Heynes of the South Afri-

can Police public relations division in Pretoria, said today that police had warned about 200 workers who had gathered outside the factory and told them to disperse.

"They moved on to the public road leading to the factory and started stopping passing motorists," he said.

The police used sjamboks and patrol dogs to disperse the crowd and arrested the workers, of whom 11 received dog bites and had to have treatment.

Those arrested were to appear in the Newcastle Magistrate's Court today on a charge of holding an illegal gathering.

RDM 21/8/84 (1984) (152) (116)

Mawu legal strike nearly over

Labour Correspondent
THE Metal and Allied Workers' Union's first legal strike — at a Durban company Hart Limited — may be settled today or tomorrow, according to the union.

But Mawu also announced it was launching court action against the tyre company Dunlop, which fired 1 200 union members for striking late last week.

Sapa reports that 1 500 workers at Lever Brothers in Durban continued their strike in support of a 20% pay rise yesterday, bringing the total number of workers on strike in Durban to more than 3 000.

Mawu disclosed in a statement that Dunlop workers had voted shortly before their firing to turn their strike into a legal stoppage and charged that the company's decision to fire them indicated that using the legal strike machinery offered workers little protection.

At Hart, about 500 workers struck in protest at the company's refusal to negotiate wages and work conditions outside an official industrial

council

But Hart representatives said they could not commit themselves to this before meeting their board of directors, as well as the Steel and Engineering Industries Federation, which is against

wage bargaining outside councils

At Dunlop, Mr Glenn Sutton, a company spokesman, told Sapa workers had continued a stoppage despite company warnings to both them and the union that this

would lead to their dismissal

They had ignored the warnings and were therefore fired, he added.

But Mawu said workers had voted to challenge their firing in court.

Strikers

Sanetan 21/8/84 (152) ~~152~~ ~~152~~ ~~152~~

nabbed

By JOSHUA RABOROKO

AT least 40 of more than 5 000 strikers have been arrested by police in countrywide industrial actions which have gripped most factories over wage demands.

The police used sjamboks and patrol dogs to disperse more than 400 workers at the Newcastle Carbochem Rubber Factory, according to the SAP's public relations division in Pretoria yesterday.

Forty workers were arrested, of whom 11 sustained dog bites and had to undergo medical treatment. Those arrested were expected to appear in the local magistrate's court yesterday on charges of holding a public meeting.

Col Heynes said the workers were warned after they had gathered outside the factory and started stopping motorists.

Meanwhile about 3 500 workers out of a total workforce of just over 4 000 voted yes to industrial action in support of wage demands at Highveld Steel in Witbank.

The votes were counted before management after the conclusion of the three-day ballot which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union (Mawu).

In a separate incident, about 1 200 hourly-paid workers were dismissed for taking part in a legal strike at the Dunlop Tyre Company, a union official said yesterday.

More than 2 000 workers are still on strike at Lever Brothers and Hart Limited. A spokesman for the Chemical Workers' Industrial Union said the workers were demanding a 20 percent increase in wages.

About 2 000 workers at Siemens Cables Company in Pretoria have returned to work after going on strike over wage demands and other job-related issues.

A Mawu spokesman said that the workers returned after management had shown a willingness to discuss the issues involved.

In another labour unrest over 150 workers at Pin Printpak in Industria yesterday downed tools over wage demands. Late yesterday the workers' representative were making attempts to resolve the matter with management.

Mercury 21/8/54

Sacked strikers to be replaced

Mercury Reporter

ABOUT 1 000 Dunlop Tyre Company employees who were dismissed for allegedly striking unlawfully, will be paid off and recruitment will commence with a view to restarting production, a Dunlop spokesman said yesterday.

At Lever Brothers' Maydon Wharf factory, 1 000 workers entered the sixth day of a strike after downing tools on Thursday.

And at Hart Ltd in Umbilo, 500 workers are continuing a strike which began on Wednesday for the right to negotiate wages directly with their employers.

Ballot

Mr. Ron Smith, Dunlop's group personnel manager, said employees had been fired because of unlawful industrial action.

A proper strike ballot had not been made although the union had been entitled to hold a ballot at any time since May. Dismissed employees would be paid off and replacements recruited with a view to restarting factory production next week.

A spokesman for Lever Brothers said discussions were continuing with representatives of striking employees.

Unilever workers had asked for a guaranteed 20 percent pay increase next January, but the company was unwilling to commit itself before assessing the economic situation at the end of the year.

Mr E W Parrett, regional director of Hart Ltd, said the company had remained open for those who wished to work.

The company continues to lead discussions with the two unions in an attempt to resolve the issues, he said.

3 500 back strike in historic vote

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 70% of workers of all races at Anglo American's key Highveld Steel plant at Witbank have backed legal strike action in an historic ballot — and the unions which organised the ballot have asked the company to re-open wage talks with them

The ballot was organised by the Metal and Allied Workers Union (Mawu) and the SA Boilermakers Society (Sabs) after their wage talks with Highveld deadlocked.

It is the first to be organised jointly by an emerging union and an established union representing skilled workers.

About 3 500 workers out of the 5 000 employed at Highveld's four plants and the Mapoch mine, which is owned by the

company, voted to strike

If a legal strike follows the ballot it will be the first to be undertaken jointly by white and black workers since the Government's labour reforms were introduced

It was learned yesterday, however, that the two unions will not call a strike immediately but will now seek further negotiations with the company

Immediately after the ballot, they asked Highveld for further talks on their wage dispute

A Highveld spokesman yesterday refused to comment on the ballot, or on whether the company would be prepared to re-open talks with the unions

The results of the ballot indicate that more than 91% of Mawu's black members voted to strike in a poll in which 2 825 of its workers voted

Among the boilermakers, 598 mem-

bers — just under 70% — voted to strike.

The two unions also organised an unofficial poll among white workers who do not belong to either union, in which 7401 workers — 45% of the total employed by Highveld — voted to strike

Unionists regard this figure as high, and believe it could have a crucial bearing on the outcome of the dispute

A union source charged yesterday that the pro-strike vote by white workers would have been higher had they not been "intimidated" by rival unions

He claimed that these unions had told white workers that the rents for their company housing would rise dramatically if they voted in the ballot.

It is likely, however, that the boilermakers will seek the co-operation of the three unions which have already accepted Highveld's wage offer if talks are re-opened

RDM 23/8/84 (152)

Lever Brother's strike still on

Mail Correspondent

DURBAN — About 1 000 employees at Lever Brothers' Maydon Wharf factory have entered the eighth day of their strike for higher wages.

But a company spokesman said that after discussions between company management and the employees,

there appeared to be some indication that the strike would soon end.

On Tuesday the company appealed to employees to return to work.

Meanwhile Hart Ltd in Umbilo has agreed to negotiate on a long service bonus for its employees within 10

days. This was the condition on which the Hart Ltd employees, who had been on strike for a week, returned to work yesterday.

The Natal branch secretary of the Metal and Allied Workers Union, Mr. Geoff Schreiner, said the agreement was "a step in the right direction"

Talks end metal union's first legal strike action

BY STEVEN FRIEDMAN
Labour Correspondent

THE first legal strike by the Metal and Allied Workers Union (Mawu) at Durban's Hart Limited ended yesterday after the company agreed to open negotiations with the union on certain work conditions.

Hart's 600 workers struck in support of demands that the company negotiate directly with Mawu shop stewards on wages and work conditions outside the official industrial council system.

The stoppage began a week ago after they voted to strike in a ballot.

The return to work followed agreement by the company to negotiate with Mawu stewards on long-service bonuses. But the union's de-

mand that it also negotiate on pay and a funeral benefit scheme has not yet been met.

Hart's agreement to negotiate on the bonuses follows a meeting between the Durban management and both the company's board and the Steel and Engineering Industries Federation (Seifsa), which strongly opposes wage bargaining outside the industrial council system.

A Mawu statement yesterday said 400 union members had voted to return to work yesterday morning and hailed the settlement of the strike as a worker "victory".

It said management would begin "bona fide" negotiations with Mawu shop stewards on the bonuses within the next 10 days.

Worker demands for nego-

tiations on pay and the funeral benefit scheme remained unresolved, "but the parties have agreed to first settle the matter of long service benefits", the statement added.

Mawu said the agreement was "a step in the right direction" and added that it hoped Hart would "eventually follow the many Seifsa companies which now negotiate at plant level on all matters affecting workers".

Sapa reports that Hart's regional director in Natal, Mr E W Parrett, has confirmed the return to work.

"The work force agreed to return to work today while negotiations with union shop stewards continue. It is on the basis of us negotiating certain conditions of employment that they agreed to return," he said.

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Big boost for steel unions

Labour Correspondent

THE South African council of the powerful International Metalworkers' Federation (IMF) has thrown its weight behind two of its unions whose members have voted to strike legally at Anglo American's Highveld Steel

In a statement yesterday, the IMF council said it noted "with concern" the deadlock between the two unions, the Metal and Allied Workers' Union and SA Boilermakers' Society, and Highveld and called on Anglo American to "get the company back to the negotiating table"

The council represents 11 unions which include affiliates of the Federation of SA Trade Unions, the Council of Unions of SA and the Trade Union Council of SA.

In an historic strike ballot at Highveld last

week, 70% of workers of all races voted to strike. The ballot followed a deadlock in pay talks between the company and the unions.

In the wake of the ballot, the union has asked Highveld to re-open wage talks, but the company has not yet responded.

Yesterday's IMF statement issued by its permanent secretary, Mr Brian Fredericks, said the extent of the strike vote was "indicative of the dissatisfaction" of Highveld workers with the company's last wage offer.

It said it was "indeed surprising that an Anglo American company which recently announced record turnover figures and a healthy profit cannot accede to the workers demand of R2 per hour minimum wage, together with reasonable increases for all grades of employees"

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Grand Bazaars strikers have been dismissed

Labour Reporter

STRIKING workers at the Grand Bazaars warehouse had been dismissed and all their jobs filled, according to the managing director of the company, Mr Jacky Sachar

However, the workers, who downed tools earlier this week in protest against the dismissal of two members of the Retail and Allied Workers' Union, say they do not consider themselves dismissed and have not accepted their money

Mr Sachar said the dismissals had "nothing to do with the union"

The two workers were dismissed for allegedly taking away medication from a woman worker, Mrs Yvonne Adonis, and thus "seriously endangering her health", he said

But, in a new twist to the three-day stoppage, Mrs Adonis joined the striking workers yesterday to protest against the dismissals

Mrs Adonis said she had told her supervisor that her pills were missing. Later the workers who have now been dismissed returned her pills.

"But I cannot accept that they were sacked over my pills," she said

INDUSTRIAL COURT On legal strikes

In a landmark judgment, the Industrial Court has upheld a claim by the Chamber of Mines that it has the right to dismiss employees

FM
24/8/84

employees taking part in any strike, whether legal or illegal. But the court also found that it would, in certain circumstances, be possible for the lawful dismissal of an employee taking part in a legal strike to constitute an unfair labour practice.

The case involved the chamber and the Council of Mining Unions (CMU). Although SA has a long history of illegal strikes, in the past year or so a number of trade unions have opted to follow the procedures laid down in the Labour Relations Act which pave the way for a legal strike. However, even in legal strikes, employers can still dismiss workers in terms of the common-law contract of employment.

This factor has caused grave dissatisfaction among trade unionists, who have questioned whether it is worthwhile abiding by the law if the result of strikes — legal or illegal — can be the same.

The path to a legal strike is lengthy. Initially, a dispute has to be declared. In situations where industrial councils have jurisdiction, the dispute must be referred to them. Where this does not apply, the parties must apply to the Minister of Manpower to appoint a conciliation board. If councils or boards fail to settle the dispute, the union is entitled to conduct a strike ballot among the workers.

The CMU took up the issue of the dismissal of legally striking workers when it declared a dispute with the chamber last year. At issue was a clause in the chamber's contract of employment which states that workers who strike automatically repudiate their contract of employment. Besides losing a job, workers also lose numerous benefits. The CMU alleged that the wording of the clause constituted an unfair labour practice. At the heart of the case is the conflict between the common law and Industrial Court, which uses fairness as its criterion.

Strikers' job security

The CMU asked the court to determine

- That the job security of legally striking employees should be protected, and
- That during a legal strike employees' employment contracts should be suspended and that employers should not have the option to dismiss them. However, it did not press this issue in the court hearing.



White CMU miners ... no protection in legal strikes

At a conciliation board meeting before the matter came to court, the chamber agreed to amend the wording of the clause. But its proposal that it should be changed to allow employers to have the choice to terminate the employment contract in the event of a legal strike was rejected by the CMU.

The court found that the stipulations of an employment contract are valid as far as the termination of employment is concerned. An employer is entitled to terminate service whether the worker has struck legally or not. It said the CMU had claimed that the chamber refused to amend the clause at the conciliation board. But evidence had clearly shown that the chamber was prepared to do so and had acknowledged that there was an element of unfairness so far as legal strikes were concerned. However, neither party's proposal was acceptable to the other.

The CMU had asked the court to establish a general principle. Such a determination would boil down to an abstract rule

which would be applicable to future action. It would be improper for the court to make such a determination. And although the CMU had not pressed the issue of the suspension of the employment contract, it was clear that that remedy would only apply to the future as well.

Some considerations

However, the court also stated that there may be certain circumstances in which the dismissal of a legally striking worker could be an unfair labour practice, even if employers act within their rights in terms of the employment contract. The court said some of the considerations might be the

- Cause, nature, size and purpose of the strike. Strikes can take many forms, and it does not follow that every legal striker should be protected,
- Employee's circumstances,
- Employer's circumstances,
- Duration of the strike,
- Consequences and results of the strike,
- Purpose of the law and, in particular, the principle of collective bargaining,
- Presence or absence of negotiation in good faith between the two parties during the strike,
- Stipulations of the particular contract of employment, and especially any stipulation that has to do with the participation of an employee in a legal strike, and
- Behaviour of the employee during the strike. An example would be whether the employee committed any acts which would have constituted a breach of contract in employment under normal circumstances.

The court also stated that it foresaw the possibility that selective dismissal of workers taking part in a legal strike could possibly constitute an unfair labour practice. The same could apply to selective re-employment of legally striking workers.

Commenting on the implications of the case, a chamber spokesman told the FM: "Employers have the common-law right to terminate an employee's service for not fulfilling contractual obligations. But if this is done in circumstances which it finds to be unfair, the employee is not deprived of his right (in terms of the Labour Relations Act) to approach the Industrial Court for reinstatement or an unfair labour practice determination."

RDM 24/8/84 (152) 14/8/84

Go slow tyre men have lost their jobs

PORT ELIZABETH. — Breaker-builder workers on a go slow for higher pay at Goodyear Tyre and Rubber Company, Uitenhage, since early this week, have lost their jobs.

The director of public affairs at Goodyear, Mr Mike Selley, said yesterday the workers had "voluntarily broken their contract" by not returning to work — and were to be replaced.

On Monday, 24 breaker-builders went on a go slow for increased pay.

Mr Selley said management had repeatedly asked them to stay on at work while negotiations between the National Automobile and Allied Workers' Union

(NAAWU) and management were under way.

However, 23 of the 24 workers had continued to stay away, thereby severing their employment contract, he said. As a result, 23 new breaker-builder workers were being recruited.

On Tuesday, 200 workers in the radial tyre production unit had to be sent home because, as a result of the go slow strike, there were insufficient components.

The 200 were all present yesterday.

This dispute is to be referred to the industrial council.

The secretary of NAAWU, Mr Fred Sauls, refused to comment on the issue. — Sapa.

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Worker's dismissal: 70 out on strike

Labour Reporter
ABOUT 70 contract workers at a Blackheath concrete factory downed tools in the third strike in two weeks in protest against the dismissal of a fellow worker

They went on strike yesterday after an independent mediator failed to resolve the dispute between the company, P A Concrete, and the workers

The General Workers' Union, which represents the workers, said the mediator, Mr Johann Maree of the Department of Sociology at UCT, had recommended to the company that it reinstate the dismissed worker, but the company rejected this

The managing director of P A Concrete, Mr J Stone, said in a statement that the company was "convinced the dismissal was fair and justifiable, both in terms of the most recent judgments of the industrial courts and in terms of common law"

Go-slow workers lose their jobs

PORT ELIZABETH — Breaker-bulder workers on a go-slow for higher pay at Goodyear Tyre and Rubber Company, Uitenhage, since early this week, have lost their jobs

The director of public affairs at Goodyear, Mr Mike Selley, said today the workers had "volun-

Strikers are fired

Own Correspondent

DURBAN — The 120 workers who went on strike at Dunlop Sports in Durban in solidarity with 1 200 colleagues who were fired last week, were all dismissed yesterday

Mr Glenn Sutton, personnel manager for Dunlop, said the stoppages were unlawful and that when workers ignored warnings to return to work they were dismissed

● The 1 500 striking Lever Brother workers returned to work yesterday after being on strike for eight days in support of a 20 percent general wage increase

tarily broken their contract" by not returning to work and were to be replaced

He said management had repeatedly asked them to stay on at work while negotiations between the National Automobile and Allied Workers' Union (Naawu) and management were under way

On Tuesday, 200 workers in the radial tyre production unit had to be sent home because, as a result of the go-slow, there were not enough components

"But already production has suffered temporarily," Mr Selley said

The 200 were all present today This dispute is to be referred to the industrial council

The secretary of Naawu, Mr Fred Sauls, refused to comment on the issue — Sapa

Strike was legal, staff were fired

Dispute process fails the worker

The face of South African labour relations has undergone rapid and dramatic change in the five years since Wiehahn, but one crucial feature remains unchanged

Under the Labour Relations Act, South African workers still face the threat of dismissal in the event of strike action — legal or illegal

The lack of protection for the worker who has religiously followed the official dispute-settling procedures, only to be faced with firing at the end of the process, may be the rock on which a system of sound industrial relations will founder

There is growing consensus among labour experts that there is little incentive for unions to observe the legislation if they gain nothing by it

To facilitate sound industrial relations, South Africa's strike law will have to change to afford some protection to strikers, and employers will have to recognise the employee's right to strike, they argue

At present employers can resort to lock-outs, mass dismissal and the threat of dismissal to coerce striking employees to go back to work

This happened in South Africa in January this year when a national legal strike by 8 560 members of the SA Chemical Workers' Union (SACWU) was broken by threats of dismissal by AECI management

SACWU general secretary Mr Manem Samela stated the union's case simply "There was nothing we could do. The workers were in a position where they were not protected by legislation and management could have carried out the threat."

Last week at Dunlop Tyre in Durban 1 200 members of the Metal and Allied Workers' Union (Mawu) were fired

shortly after embarking on a legal strike

"The fact that workers can be dismissed within the first hour of a strike in terms of the Labour Relations Act proves how totally inadequate current labour legislation is," said Mawu "There is obviously little incentive for workers to follow the law in respect of strike action"

Professor Loet Douwes Dekker of Wits Graduate School of Business has said the practice of dismissing striking workers is unfair and the ability to strike must be protected

Within an hour of embarking on a legal strike 1 200 workers at a Natal company were fired en masse last week. The action has focused attention on a growing debate of critical importance in industrial relations: why should a union follow statutory dispute-settling procedures if an employer can still legally resort to mass dismissal — and what are the implications for the resolution of future industrial conflicts? CAROLYN DEMPSTER reports.

In a recent paper on "The right to strike" he says the AECI case demonstrated that employers in South Africa "are not prepared to grant workers the right to strike"

This runs counter to current practice in Britain and on the Continent where striking workers are protected against being dismissed although they do forfeit all pay and benefits for the period

In Professor Nic Wiehahn's view the dismissal of workers participating in a legal strike could be considered an unfair labour practice — of both the statutory and non-statutory kinds

"If the employee has chosen the legal strike route he should be afforded some protection. I don't think we can allow a system in South Africa where there is no distinction between the effects of a legal and an illegal strike," he added

Unions that faced the prospect of mass dismissal of their members on a legal strike should be able to challenge the dismissal in the Industrial Court and seek a Section 43 reinstatement order on the basis of an unfair labour practice. Alternatively they should be able to seek damages and take the matter to the Supreme Court

The past few years have seen an increasing use by emergent and largely black unions of official dispute-settling machinery. This trend could well change if unions see no point in fol-

lowing the lengthy procedures for dispute resolution, he said

Professor Johann Piron of the University of South Africa's School of Business Leadership agreed that workers should have greater rights in a legal strike

"But you have to remember the whole industrial relations system in this country is in the melting pot. Up until now strike law hasn't been touched"

Mr Clive Thompson, a prominent labour lawyer and lecturer at the Wits Centre for Applied Legal Studies, has said it is likely that unions, to guard against mass dismissal, will build some protection into recognition agreements with employers

However, this was likely to happen only with enlightened employers "The inadequacies of our law are not conducive to sound industrial relations"

Mercury 25/8/84 152 110A 136 196

Union shackled by Court order in tyre factory strike

Mercury Reporter

A STRIKE by hourly-paid workers at Dunlop Sports was declared unlawful yesterday after an order granted in the Supreme Court, Durban

The Metal and Allied Workers' Union and its secretary, Mr W G Schreiner, were restrained from inciting any employee of Dunlop from taking part in, or continuing to take part in, the strike

They were also restrained from inciting employees from taking part in any other unlawful strike, or in the continuation of such strikes

Hundreds of workers at Dunlop's tyre factory were sacked last week after a strike in protest against the dismissal of five workers and the sus-

pension of shop stewards

Mr Justice Booysen, who heard the urgent application by Dunlop, postponed the matter until August 28

In papers before Court, Mr Glen Richard Sutton, Dunlop's industrial-relations manager, said the present strike by workers at Dunlop was unlawful

He said that since August 17 Dunlop's Sydney Road branch had been at a standstill. All production other than that of car tyres had ceased. The daily loss was R229 000

Mr Sutton said that on August 20 the union had sent a telegram to a shop steward at Dunlop's Benoni branch. Only part of the telegram, outlining reasons for the stoppage

at Sydney Road, had been shown to management

He said that on August 23 a strike had begun at the Durban tyre branch after a document had been handed to the administration manager

A similar document had been sent to Dunlop's biggest branch at Ladysmith. If a strike started there, it would end all Dunlop's tyre manufacturing activity, he said -

Mr Sutton said it was clear the Metal and Allied Workers' Union had embarked on a campaign to bring all of Dunlop's employees on strike to support the strike at Sydney Road

He said the strikes were illegal. The reason for striking was not the

dismissal of five workers in 1983, but other issues, including a dispute over interpretation of a recognition agreement between the union and Dunlop

Meanwhile, workers who had been on strike at the company's Durban tyre branch returned to work yesterday

60 lose 152

jobs after striking

By RIAAN DE VILLIERS
Labour Reporter

ABOUT 60 contract workers have lost their jobs after going on strike at a Blackheath concrete plant this week and are due to be sent back to the homelands at the weekend.

Their dismissals became effective yesterday when workers rejected a management ultimatum to apply for re-employment and collected their pay packets instead. They have refused to return to work — or apply for re-employment — without the reinstatement of a recently fired worker. *

'Contemptuous'

The General Workers' Union, to which most of the workers belong, said yesterday that the workers were "contemptuous" of management's attempts to divide them by selective re-employment and to "threaten" them with eviction and return to Transkei.

"They say they have lived without food before and they can, if necessary, live on water for another 10 years rather than capitulate now," it said.

Mr John Stone, managing director of PA Concrete Products, confirmed that workers had been "effectively dismissed" when they took their pay packets.

1 000 more back strike

ANOTHER 1000 workers at four Dunlop plants around the country have voted for a legal strike in the wake of management's sacking of 1 200 workers at their Durban tyre plant this week

The 1 200 workers were dismissed only hours after they held a ballot to decide on legal strike action.

Two of the sister factories came

out in support yesterday and workers at the other two plants will also meet soon to decide when to begin their action.

The tyre plant workers originally declared a dispute when management sacked several Metal and Allied Workers' Union members.

Sacked Dunlop workers have decided to approach Sacos for support because Dunlop has a section which makes sports goods.

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ROM 27/8/84



A STRIKE ballot at the Witbank plants of Anglo American's Highveld Steel could prompt a test of whether workers are able take strike action across race lines.

The ballot was organised jointly by Mawu and the SA Boilermakers Society after their pay talks with Highveld deadlocked. About 70% of Highveld's workers (and over 90% of Mawu's black members) voted to strike.

That a union whose members include white, skilled workers, had undertaken a ballot with one representing black, unskilled workers was itself unique

But the unions also ran an unofficial poll among white skilled workers who belong to other unions. About 400 — 45% — voted to strike.

Bearing in mind the conservatism of white workers, this is a high percentage

It also adds a new dimension to the dispute. during a recession, it might be fairly easy for an employer to fire less skilled black workers. But the skilled manpower shortage makes firing skilled workers a risky option.

If a sizeable number of white artisans joined a legal strike, worker muscle might be increased markedly

It is by no means certain that artisans would strike — there is a difference between voting to strike and actually doing it. But this is the first major dispute in which the possibility has arisen.

Meanwhile, it is not yet clear whether the ballot will lead to a strike.

The unions want Highveld to re-open talks and hope the ballot will prompt it to do so.

Highveld, partially influenced by the fact that it has struck a wage deal with three artisan unions, has not reacted publicly to this call.

RDU 27/8/84 152
Case may curb right to fire strikers

EMPLOYERS' right to fire workers who strike legally may have been curbed by a key industrial court ruling.

The judgment came in a case brought by the white Council of Mining Unions. It charged that a clause in miners' contracts, saying they could be fired automatically if they struck legally or illegally, was unfair.

It lost the case because the court refused to rule that firing legal strikers was automatically unfair. But it did add that there might be cases in which it would be unfair to fire legal strikers.

The fairness of these sackings, it said, could depend on the cause of the strike, how long it lasted, its consequences and whether the two sides had bargained "in good faith" after it began.

Other factors which could have a bearing were the circumstances of both sides, the behaviour of workers during the strike and the terms of their contracts.

So the court says it will judge on its merits each case in which legal strikers charge they are fired unfairly.

This fell short of what the CMU — and other unions — wanted. Many unionists believe employers should be barred from firing legal strikers. Thus, they say, is the only way to give workers an incentive to strike legally.

But it has been assumed up to now that employers have a blanket right to fire legal strikers and it is this that the ruling has questioned.

It is unclear how the court would apply its guidelines in practice. But an employer who fired legal strikers the moment they downed tools — or refused to bargain with them after they struck — could face action in the court.

An early test of the court's attitude may come soon: the Metal and Allied Workers Union says it will challenge the firing of strikers at Dunlop's Durban tyre plant last week, a move which Mawu says followed a vote by workers to turn their illegal strike into a legal one.

Meanwhile, union attempts to have the law changed to bar the firing of legal strikers will continue.

27/8/84
Argus (152) 1111

Stoppage — union accused of 'unfair practice'

Labour Reporter

A LABOUR relations row has erupted over a claim by a Blackheath concrete company that a Cape Town trade union committed an unfair labour practice in calling its members to strike.

In an unusual move the company P A Concrete claimed the union had unfairly affected and prejudiced the rest of the labour force's employment security after workers had downed tools for the third time in two weeks.

The workers stopped work after a suggestion by an independent mediator — that management reinstate a dismissed fellow worker — was rejected by the company. The company said the worker was dismissed for unsatisfactory work and had been issued two written warnings.

The General Workers' Union, which represents the dismissed workers, blamed the high turnover of labour at the plant and 'unrealistic work loads' for low productivity.

Workers interviewed at their hostels in the township of Mfuleni said that except for 13 of them, all had begun work at the company this year.

EVERY MONTH

One of the few men who has worked at the company for four years, Mr Edward Dwe sha, said the company had dismissed workers almost every month this year.

He said the workers would not move from the Western Cape Development Board hostels until they had received train tickets and holiday pay, to which they claim they are entitled.

The workers are also angry at a company statement reported last week that the union had called them out on strike.

"It was our decision to stop work when the company turned down the mediator's advice. We are tired of so many dismissals," said one worker, Mr Jeremy Tonga.

Court hears of assault with chain in factory

152
E. Post.
28/8/84

VOLKSWAGEN SA (Pty) Ltd discharged workers who fought at the motor assembly plant, a Uitenhage magistrate was told today

Before the court was Mr Johnson Gaika, of Tuhs Street, Uitenhage, charged with assault with intent to do grievous bodily harm

He is alleged to have punched, kicked and hit Mr Burger Steyn Delpport with a length of chain on June 29

Mr Gaika pleaded not guilty

He admitted that there was an incident that morning but said he grappled and exchanged blows with Mr Delpport in self defence. He denied kicking or using a chain

Mr Delpport said at about 7.20am he saw Mr Gaika talking to a Mr Du Toit who said he didn't wish to make a case against Mr Gaika. He was referring to an assault the previous day. Mr Delpport said he told Mr Du Toit that he could not just drop the matter — such things could not be permitted at the factory

He said he then turned and walked away. He heard Mr Gaika swearing at him. He said "voetsak, wie is jy . . . jou"

He turned and asked who he was talking to and Mr Gaika ran and punched him in the face. He grabbed him and the two grappled on to the floor where Mr Gaika tried to gouge his eyes with his fingers. He asked a Mr Smit for help and the two

were separated.

He ordered Mr Gaika to report to his office and walked off. He was then hit on the back with a chain

At that stage a Mr Mondile grabbed hold of Mr Gaika and a Mr Bezuidenhout took the chain

He walked to his office. That was the end of the fight. At no stage had he struck back because if he had done so he could not have brought the case

He said he had worked at VW for 15 years and knew the policy of not allowing fights on pain of discharge

He said he received medical attention for the injury to his face and also found that he had a bite mark on his back and that his hand was cut in the fall

Under cross-examination he agreed that the charge sheet included an allegation of kicking. He agreed that there had been no kicking

He agreed that he had only been struck one fist blow in the face, that he was not sure where it landed and that he had not been clouted as was alleged in the charge

He also admitted that a civil claim that he had made against Mr Gaika was incorrect in that it alleged there were various fist blows and that he was kicked

(Proceeding)

Mr W Smit was on the Bench. Mr F Bothas appeared for the State. Mr G Huisamen appeared for the defence

KBM 28/8/84 (152) (1401) (152)

Dunlop in court to halt strikes

By STEVEN FRIEDMAN
Labour Correspondent

IN A dramatic move, the Dunlop Rubber Company has asked the Supreme Court in Durban to prevent members of the Metal and Allied Workers' Union at two of its plants from striking in sympathy with strikers fired at its Durban tyre plant.

Its application is to be heard this morning.

It was launched on Friday, but Mr Justice Booysen postponed the case after Mawu said it had not had enough time to respond.

During Friday's hearing, Mawu officials undertook to ensure that workers did not engage in any illegal strike action before the case was resumed this morning.

Dunlop's action follows the firing of about 1 200 strikers at the Durban tyre plant who had downed tools in protest against disciplinary actions.

Mawu alleges the firings took place soon after workers had voted to embark on a legal strike and says it will challenge the dismissals in the industrial court.

The union also represents workers at a Dunlop plant in Ladysmith and at the Dunlop Sports plant in Durban, and the fired strikers called on

workers at these plants to support them.

A second union, the Chemical Workers Industrial Union, represents workers at the Dunlop Industrial Products plant at Benoni. Workers at this plant were also urged to back the fired men.

In an apparent attempt to head off sympathy strike action at these plants, Dunlop launched a Supreme Court action in which it asked the court for an interdict preventing workers striking illegally.

A Mawu statement yesterday said the union had been served with papers by Dunlop on Friday, less than an hour before the court was scheduled to hear the company's application. The company's papers, setting out its case, ran to more than 100 pages, it added.

The union said it was unable to contact its lawyers before the hearing's scheduled start and two union officials had been forced to appear before Mr Justice Booysen to request a postponement of the case.

The case was postponed until this morning, but the judge had asked Mawu's representatives to confirm that they would act lawfully "at all times".

11/11/18/184 (152) (183) (184)

Strike hits tyre firm's biggest plant

Labour Reporter

WORKERS at the Ladysmith branch of the giant Dunlop Tyre factory downed tools yesterday in sympathy with their colleagues at the company's tyre factory in Durban who were recently fired.

Mr Glen Sutton, Dunlop's industrial relations manager, said the workers were given 24 hours to return to work and by late yesterday the position had not changed.

The strike comes in the face of an urgent Supreme Court order on Friday restraining the Metal and Allied Workers' Union from taking unlawful industrial action against the company, he said.

According to Mr Sutton, about 180 workers, at the Ladysmith plant downed tools yesterday morning, but a union spokesman claimed that the entire workforce of more than 500 went on strike.

Intimidation

Mr Sutton said 'Intimidation of members of the National Leather Workers' Union at the company's sports factory has precluded them from returning to work although they have expressed the wish to do so.'

He also confirmed that police were called to investigate a bomb threat at Dunlop's Sydney Road factory yesterday morning after an anonymous telephone call.

The union spokesman last night maintained that the Ladysmith strike was legal as it met all provisions in terms of the Labour Relations Act. He said the workers voted for strike action in a ballot conducted at the factory last week.

In papers before Mr Justice Booysen in the Supreme Court, Durban, last week, Mr Sutton said the Ladysmith plant was Dunlop's biggest branch. If a strike started there it would end all Dunlop's tyre manufacturing activity.

Dunlop's Sydney Road branch had been at a standstill since August 17 and all production other than that of car tyres had ceased.

Fired workers arrested

Labour Reporter

A NUMBER of contract workers fired after striking at PA Concrete Products in Blackheath last week were arrested early yesterday morning for allegedly being in the Cape illegally after they had failed to return to Transkei at the weekend.

It is believed the workers were arrested early in the morning at their hostel in Mfuleni near Kuils River by inspectors of the Stellenbosch division of the Western Cape Development Board.

Full details were not available yesterday and it was not known how many of the 57 fired workers had been arrested. Those held are expected to appear in the Langa Commissioner's Court today.

According to the General Workers' Union, they will be charged with being in the Western Cape illegally and trespassing at the hostel in which they had stayed.

In a statement, the GWU said the workers had not left on Sunday because the company had failed to pay their bus fares.

The workers went on strike last week to demand the reinstatement of a fellow worker. Management refused to reinstate the worker and the strikers lost their jobs when they rejected a management deadline to apply for re-employment.

Mr John Stone, managing director of PA Concrete, said yesterday that workers were supposed to return to Transkei on Sunday but had not vacated their hostel.

He said the development board was responsible for clearing the hostel and the matter was "out of the company's hands".

He confirmed that the company had not paid for the workers' bus fares but said this was because the workers had "broken their contracts".

A spokesman for the development board could not supply details yesterday.

Fired migrants are nabbed in Cape hostel raid

Mall Correspondent

CAPE TOWN — A number of contract workers fired after striking at PA Concrete Products in Blackheath last week were arrested early yesterday morning for being in the Cape illegally after they had failed to return to the Transkei at the weekend.

It is believed the workers were arrested at their hostel in Mfuleni, near Kuilsriver, by inspectors of the Stellenbosch division of the Western Cape Development Board.

Full details were not available yesterday and it was not known how many of the 57 fired workers had been arrested. Those held are expected to appear in the Langa Commissioner's Court today.

According to the General Workers' Union, they will be charged with being in the Western Cape illegally and trespassing at the hostel in which they had stayed.

In a statement, the GWU said the workers had not left on Sunday because the company had failed to pay their bus fares.

A collection was being held for them among other union members.

"The union condemns the development board's involvement in this industrial dispute. The swiftness of their actions also leads us to suspect management's complicity in the arrests," the statement said.

The workers went on strike last week to demand the reinstatement of a fellow worker. Management refused to reinstate the worker and the

strikers finally lost their jobs when they rejected a management deadline to apply for re-employment by Friday morning.

Mr John Stone, managing director of PA Concrete, said yesterday workers were supposed to return to the Transkei on Sunday but he believed they had failed to vacate their hostel to make room for 40 new workers recruited in the Transkei.

He said the development board was responsible for clearing the hostel and sending the workers back and the matter was "out of the company's hands".

"All we did was to inform the board that their contracts had been terminated, as we are normally required to do," he said.

He confirmed the company had not paid for the workers' bus fares but said this was because the workers were regarded as "having broken their contracts".

He added, "We are obviously concerned about the situation, but if workers did not accept our offer of re-employment that is their problem. There is nothing much we can do about it."

He said the new workers were now in the hostel and the offer of re-employment remained open as long as the remaining jobs were still available.

A spokesman for the development board could not supply details yesterday. He said the matter would have been handled by its Stellenbosch regional office and no report had yet been received.

Monday 29/8/84

Dunlop strike has spread to Transvaal

152
~~153~~
~~154~~

Labour Reporter

WHILE striking workers at the Ladysmith branch of the Dunlop Tyre Company returned to work yesterday following an ultimatum by the management, workers at the company's industrial products in Benoni downed tools

Mr Glen Sutton, Dunlop's Industrial Relations manager, said the workers and the Metal and Allied Workers' Union had refused to give any formal demands

'This is now taken by the company to be an unlawful strike,' he said, adding that the Ladysmith workers returned to work yesterday morning after the management gave them a 24-hour deadline

Recruitment

'Recruitment and selection of workers for both the Durban tyre factory and Dunlop Sports is continuing. All other factories continued to operate normally,' he said

Workers at the Ladysmith factory downed tools on Monday in sympathy with their colleagues at the company's

Durban tyre factory who were fired recently

The strike comes in the face of an urgent Supreme Court order restraining the Metal and Allied Workers' Union from taking unlawful industrial action against the company

Mr Geoff Schreiner, secretary of the Fosatu-affiliated Metal and Allied Workers' Union, said last night that Dunlop's management was fully aware of the demands of the workers

Ridiculous

'These have been communicated to them numerous times. It's ridiculous for them to assert that they are not aware of the workers' demands

'Until such time as they are prepared to sit down in a civilised fashion and discuss those demands with the workers, the problems are going to continue,' he said

Production at the Durban tyre factory has been at a standstill since August 17 following the dismissal of more than 1 000 workers. Production at the the Dunlop Sports factory in Mobeni also ground to a halt about a week later

SEA POINT COLLECTION

Ref No 8577/83)

10pm and 6.30pm

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WATCHES, POLISHED DIAMONDS, GOLD CHAINS
GOLD COIN SETS, SA AND WORLD
CURRENCY, ETC

REGENT SALESROOM,
ROAD, SEA POINT

DIAMOND RING on behalf of Barclays Bank
DIAMOND RING, 2.0 ct DIAMOND STUD
GOLD, GOLD CIGARETTE CASE 136 gm,
GOLD CRUCIFIX, 18 ct GOLD BRACE-
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EMERALD BROOCH

stainless steel gent's Rolex wrist-
watch, diamond eternity rings, antique gold
dress ring, diamond and ruby ring,
ring, 10 ct genuine aquamarine dress
ring, 32 gm, gold cameo brooches, gold
old longguard chains, antique gold
holder, silver thimble, jade pendant,
emerald Buddha pendant, gold cameo
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Grand Bazaars workers meet

Labour Reporter

MORE than 100 workers from nine Grand Bazaars branches have met in Cape Town to consider ways of lending support to about 50 workers fired after striking at the company's Epping warehouse last week

They eventually elected an inter-branch committee to co-ordinate activities of workers throughout the chain

The meeting, held on Monday night, was called by the former warehouse workers, who still consider themselves to be on strike and are meeting daily in a church in Bonteheuwel. They are being organized by the Retail and Allied Workers' Union (Rawu)

A leading committee member said he did not mind risking losing his job as a result of the dispute. "We have suffered too much already. Management says we have all been dismissed but we do not feel dismissed. We want to continue our struggle and we are asking for your support," he said

A union spokesperson accused Grand Bazaars management of committing "unfair labour practices" at all its branches

"We are the people making the profits for the Grand Bazaars bosses. If we question their unfair practices, they say 'take your jackets and go'. Why are so many people leaving all the time?"

She said Grand Bazaars managements had confiscated notices telling workers about the meeting and had torn them up in some cases

Grievances

She also claimed management had called in officials of the National Union of Distributive and Allied Workers — which she said workers rejected — to intervene in the dispute

Representatives from various branches aired a wide range of grievances about working conditions

Grand Bazaars management has declared that it has replaced all the dismissed workers. However, a union spokesperson said this

was believed to be incorrect.

A Grand Bazaars spokesman yesterday confirmed that pamphlets notifying workers of the meeting had been confiscated at some branches, and that people distributing them had been told to leave

"They are not our employees any longer and they came on to our premises. What do they expect?" he said

He reiterated that the dispute was "a thing of the past" as far as the company was concerned and that all the posts had been filled

A Rawu spokesperson said later that two more people had been fired at Grand Bazaars branches and the union regarded "at least one" as another unfair dismissal

She added that workers had reported that Grand Bazaars management had issued an instruction that all workers should be ordered to take off Rawu lapel buttons

Company spokesmen could not be reached for comment on these allegations

IN JUST
NEW YEAR,
4 000 PEOPLE
WE BOUGHT
AND SAVED A

RDM 20/8/84 (152) (11) (10A)

Strike ends, but more likely

By STEVEN FRIEDMAN
Labour Correspondent

THE third sympathy strike in two days at plants owned by Dunlop rubber company ended yesterday — but the Metal and Allied Workers' Union warned they could resume and there were fears yesterday that the continuing dispute at Dunlop could spread to plants which are not owned by the company.

In a surprise move yesterday, Mawu issued a statement claiming that all three sympathy stoppages — at plants in Durban, Ladysmith and Benoni — had been legal.

A court action brought by Dunlop, in which it is seeking an interdict barring the union from organising illegal sympathy strikes, is to be argued in the Durban Supreme Court today.

The sympathy strikes have been prompted by the recent firing of about 1 200 strikers at Dunlop's Durban tyre plant who stopped work in protest at

disciplinary moves against Mawu members

A further 120 strikers have been fired at Dunlop's Durban sports division, and Mawu claims that, in both cases, workers were fired while striking legally.

This week, Mawu members at Dunlop plants in Durban and Ladysmith struck in sympathy with the fired workers and, on Tuesday, members of the Chemical Workers' Industrial Union downed tools over the same issue.

Workers at the two Natal plants returned to work after being threatened with dismissal and Benoni workers returned yesterday, according to a CWIU spokesman.

Dunlop alleges that all three strikes were illegal, but Mawu said yesterday that all had been legal and added that workers had indicated "that unless matters are resolved they will again take lawful strike action".

Management sources reported yester-

day that there were indications that the Dunlop dispute was being taken up by Mawu shop stewards at plants not owned by the company.

They said several employers had been approached by Mawu shop stewards who had asked what their stance on the dispute was. Thus, they added, had sparked fears that the dispute could spread beyond Dunlop plants.

Dunlop reacted to the threat of sympathy strike action by seeking an interdict against Mawu and its Natal secretary, Mr Geoff Schreiner, preventing them from organising illegal sympathy strikes.

At an earlier hearing, the court granted the company an interim order barring Mawu from organising illegal strikes, but this order has now lapsed.

In its statement yesterday, Mawu said it had "consistently maintained" that the sympathy actions taken by workers were legal.

WPT 30/8/84 (152)

600 go ~~45~~ on strike

ABOUT 600 workers at a Pretoria West glass manufacturer downed tools on Tuesday when wage negotiations reached a deadlock.

The work stoppage began when an independent mediator failed to resolve the wage dispute.

The branch secretary of the South African Allied Workers' Union (Saawu), Mr Jackie Masemola, said he would meet strikers to discuss a compromise.

He said the management of Consol Limited had refused to change its offer of an across-the-board increase of 24c an hour. Saawu originally demanded R1 an hour, but lowered their demands to 70c — Sapa.

Jewellon 30/8/84 (152)

Workers strike

ABOUT 600 workers at Consol Limited in Pretoria West downed tools yesterday over demands for better pay.

A spokesman for the South African Allied Workers Union (Saawu) said trouble at the glass containers manufacturing factory started after negotiations for about R1 across the board hourly increases had ended in a deadlock a few weeks ago. Workers at the company, he said earned an average of R1,68 an hour.

The public affairs manager at Consol, Mr Bruce Stewart, confirmed the strike yesterday. He, however, would not reveal other details as his company and union officials were still engaged in negotiations to resolve the dispute.

Demands

Said Saawu "Realising that management would not come to terms with our proposal for a R1 increase, we reduced the workers' demands to only 70c. But still this did not help us win the battle because officials said they would not offer anything more than 24c."

The spokesman added that Saawu later declared a dispute with the company and even went to the extent of hiring a mediator from an independent organisation in a bid to solve the problem. The services of this agent ended last week

after an attempt to get the company to meet the demands had proved fruitless.

A meeting of workers, according to a union spokesman, was called

on Monday and there workers resolved to stage a work stoppage. This was after they had been told of management's refusal to improve their wages.

Firm facing action over firings Docker hurt in 20m leap

By STEVEN FRIEDMAN
Labour Correspondent

THE Pretoria ice cream company Dairy Maid faces possible industrial court action over the firing of about 240 strikers during a dispute in February

Mr Glenn Mokoena, organiser of the Food and Beverage Workers Union (FBWU) in Pretoria, said yesterday the union had declared a dispute with the company in an attempt to win reinstatement of the strikers

This, he said, had been referred to the industrial council for the dairy industry. If it failed to settle it the union would take industrial court action.

Mr Mokoena said union members fired during the Dairy Maid stoppage would meet at a Catholic cathedral in central Pretoria this morning to discuss

the dispute

Meanwhile, a former Dairy Maid supervisor whose alleged assaults on workers prompted the strike, appeared in the Kempton Park Magistrate's Court yesterday on assault charges. The case was adjourned until Tuesday.

Workers struck after alleging that the supervisor, Mr Kalhe Zastrow, carried a sjambok on company premises and repeatedly assaulted workers.

They charged that despite repeated complaints by workers the company had not intervened to prevent him assaulting workers.

Mr Mokoena said yesterday Mr Zastrow appeared to have left Dairy Maid since the strike.

"We do not know, however, whether he was dismissed or whether he re-

signed. We have asked the company but they have not been forthcoming on this."

He said the union originally asked the Minister of Manpower to appoint a conciliation board to settle the dispute. Unions must ask for the appointment of a board before taking industrial court action, if there is no industrial council in their industry.

In June, however, the scope of the industrial council for the dairy industry had been extended to cover Dairy Maid and the dispute had therefore been referred to the council.

Mr Mokoena said the council was due to meet yesterday to discuss the dispute, but it could not be established whether the meeting was held as scheduled.

Comment could not be obtained from the company yesterday.

Docker hurt in 20m leap

Mail Correspondent

CAPE TOWN — A docks railway worker, Mr Manie Kwaaiman, is in a serious condition at the Somerset West Hospital after jumping 20 metres from the top of the uncompleted Western Boulevard fly-over while fleeing from angry Japanese sailors on Wednesday night.

The sailors had apparently attacked him earlier and were chasing him when he jumped, sustaining serious neck and internal injuries.

An eye-witness said the horrific fall was a sequel to tension earlier in the day between the sailors and dock workers which had led to an argument in a nearby docks cafe.

On Wednesday night a police spokesman, Captain Gerhard van Rooyen, said the police had not been able to ascertain what had happened.

Five Japanese sailors passing in a taxi while the injured man was being attended to were immediately stopped by the police. They were taken to Cape Town police station for questioning.

~~over 31/8/84~~
**Workers told
to leave city
by Sunday**

Labour Reporter

A GROUP of contract workers, who were dismissed after going on strike, have been given until Sunday to leave Cape Town.

They were dismissed by a Blackheath concrete company after downing tools in protest against the dismissal of a fellow worker.

They were arrested earlier this week at their Mfuleni hostels

52 FOUND GUILTY

Fifty-two were charged in the Langa Commissioner's Court with being in the area illegally and trespassing at the hostels

They pleaded guilty to the first charge and were given suspended sentences on condition they returned to the homelands on Sunday. The second charge was dropped

The General Workers' Union, to which the workers belong, has been negotiating with the company to pay workers their return train fares to the homelands

MINES

No strike yet

Almost three weeks after the National Union of Mineworkers (NUM) qualified to launch a legal strike at several gold mines affiliated to the Chamber of Mines, there is no sign of industrial action in the mining industry. A spokesman for the chamber says nothing seems to be happening on the threatened mines.

There is also no action at Rand Mines' (non-chamber) Duvha colliery near Witbank where the union and the company are deadlocked at conciliation board hearings on their wage dispute.

NUM general secretary Cyril Ramaphosa tells the *FM* the union is still reporting back to members. It is unlikely that there will be any indication of the union's line of action until this has been done.

There are, however, signs that the dispute over coal mine wages and conditions between NUM and the chamber may be settled. The two sides met earlier this month and are due to continue negotiations on September 7.

~~NUM~~ 152
FM 31/8/84
Conciliation board discussions between NUM and Rand Mines over wages at the Rietspruit colliery also appear to be making some progress. The life of the board has been extended and the parties will meet again on September 10.

The *FM* understands that the union is considering an offer of improved fringe benefits.

The Minister of Manpower has not yet appointed conciliation boards to hear the disputes NUM has declared with the chamber for Rand Refinery, the Johannesburg depot of The Employment Bureau of Africa and Rand Mutual Hospital.

course, building societies

Van Staden elaborates "I tried to take the shortest route to get there. One has to accommodate what one can, cater for a transition period, and hope to reach one piece of legislation as soon as practicable." In the meantime, many amendments can be expected during a period of education and diversification.

The outcome is likely to be fewer institutions in the monetary system with building society parentage — and maybe with banking parentage, too. Any future all-embracing Act for the industry will accelerate the move towards one-stop financial service in-

stitutions that can offer cheques, debit cards, deposit facilities, insurance, mortgage bonds, participation bonds, and hire purchase — to name only a few services. Competition will see that they are further brought together under one roof.

The big question remains: will the societies meet the challenge? Some certainly will. But the writing is on the wall for the mutual society. In the end, this institution may have no option but to become a bank, or "get-broken," in the words of one society spokesman. And the faster a society adapts to change, the better; since those in the lead will push for an all-embracing Act to ac-

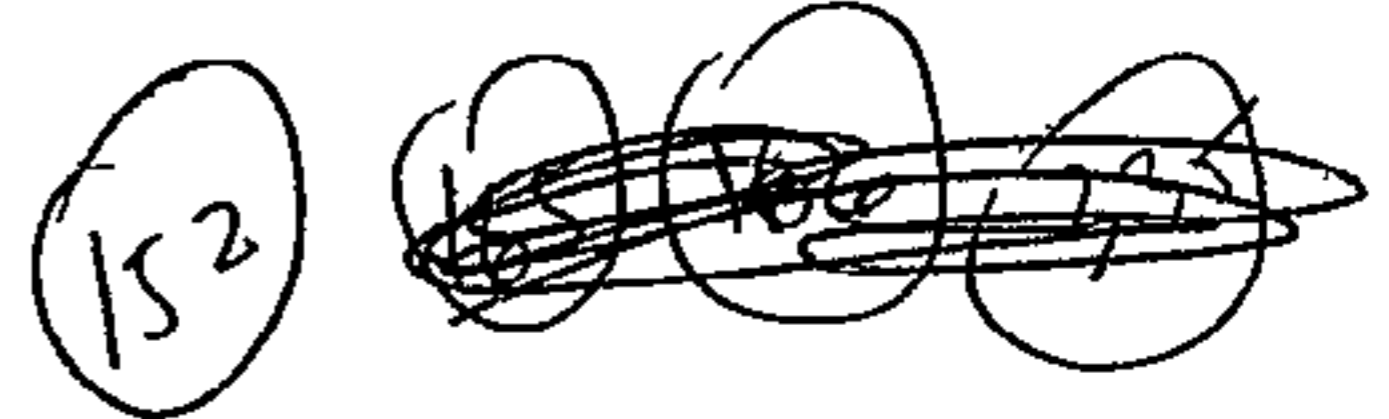
commodate their further development.

Meanwhile, Pretoria's door is open to suggestions — until September 10 1984. Societies wishing to remain structured on a mutual basis are likely to provide the greatest criticisms of the draft Bill. But they may as well face the fact that it is probably too late to change the proposed law. They won't be the only institutions in SA that will have to cope with confusing and restrictive legislation.

The societies should turn the situation to their advantage. That, ultimately, is what free enterprise is all about — in the monetary sphere as well as any other.

UNFAIR DISMISSAL

Employers on the line



Industrial relations in SA have undergone a revolution in the past five years. Labour legislation introduced in response to the Wiehahn Commission's recommendations has seen to that. In the process, a new and vigorous generation of trade unionists has emerged. Strikes are up — and escalating each year — and litigation reaching the Industrial Court is at an all-time high.

One area of employer-employee relations that has been highlighted to an extent never seen in the past is that of dismissal. Specifically, when is dismissal unfair? The matter has become highly sensitive, with newly-aware labour bodies challenging employers at every turn, and even the most sophisticated managements have floundered. This is unfortunate since, worldwide, it is accepted that unfair dismissal is sufficient cause for a strike.

That fact is being felt at home. Statistics compiled by leading South African industri-

The new breed of union has begun to focus on the concept of unfair dismissal as one in which many employers have proved vulnerable. Many Industrial Court hearings have gone in their favour. Businessmen are learning that this is an area in which they have to act with great circumspection and sensitivity.

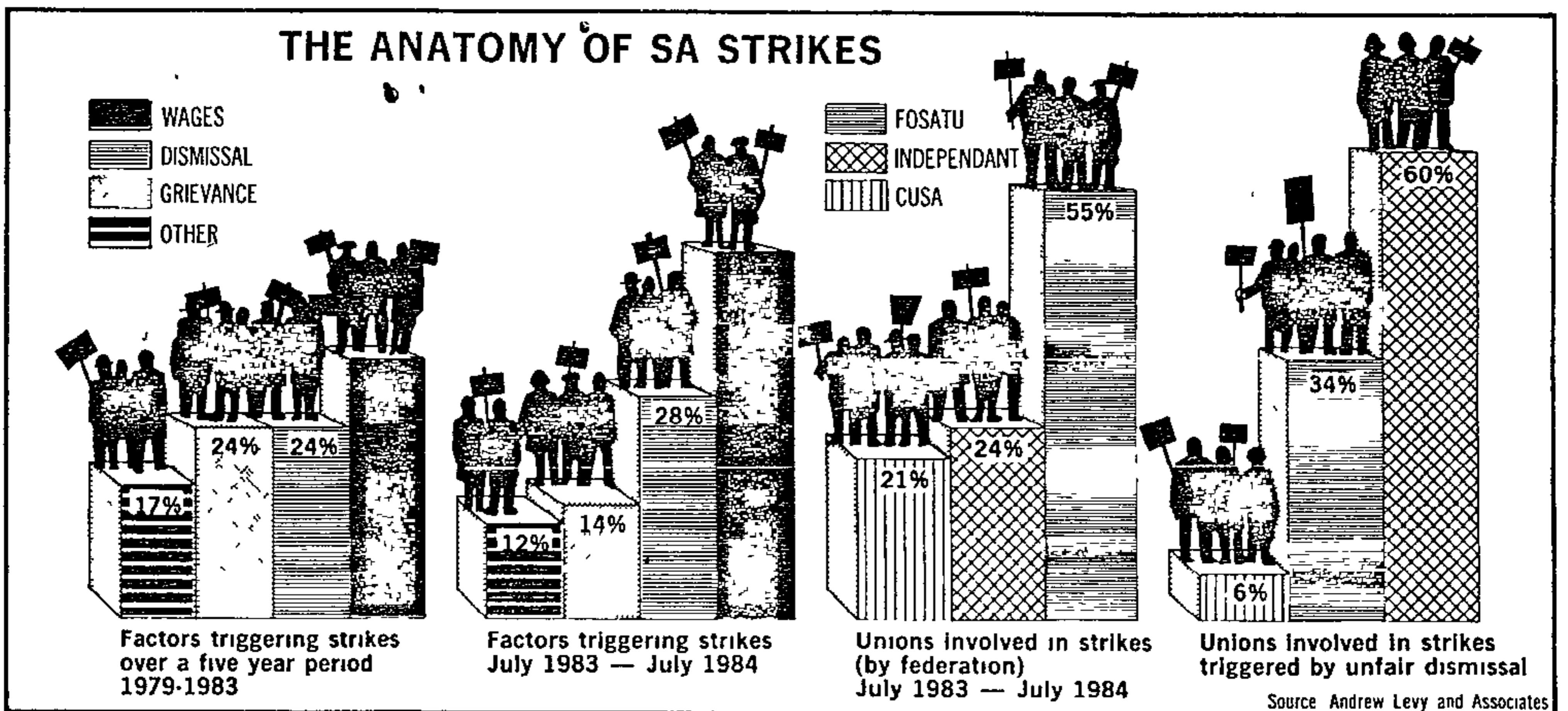
al relations consultant Andrew Levy show that, in 1979-1983, 34% of all strikes were triggered by wage disputes. But a high 24% were caused by dismissals which employees felt were unfair — and, in the last year, measured from July to July, strikes over dismissals increased to 28% of the total.

These figures should be enough to set alarm bells ringing for employers. Traditionally, it is management's prerogative to dismiss. It is also commonly held that it is unnecessary to have strikes over dismissals, after all, management and workers have a common interest in uninterrupted production. Why, then, the rising trend of strikes over dismissals?

Obviously, not all strikes triggered by dismissals can be traced back to unwarranted and high-handed decisions. But even when dismissal is warranted, clumsy handling of this most sensitive of management functions is all too likely to lead to adverse worker reaction.

Dismissal is one issue on which the emerging unions have proved deadly serious — perhaps naturally so. Organising largely among unskilled black workers, much of their strength lies in numbers, and they don't want to lose it.

Underlying much of the debate about dismissal are two principal notions that the



relationship between employers and employees is not one of equals, and that the common law contract of employment (allowing either management or workers to terminate service, provided notice is given) does not offer workers sufficient protection

Employers are clearly in a more powerful position, and in most situations are able to replace workers fairly easily. But for many workers, loss of a job has far more serious consequences. In SA this situation is uniquely exacerbated in that the majority of dismissed workers also face the prospect of losing their urban residential rights — and stand little chance of finding work in the homelands if this happens

Most countries have introduced protective systems for workers. In some, legislation requires justification for dismissal. In others, like the US, considerable reliance has been placed on collective bargaining agreements which lay down the essential requirements. And in yet others, employers have introduced disciplinary procedures in terms of which they undertake not to dismiss without cause

Many countries use more than one device to ensure fair dismissal. It is acknowledged that the incidence of wildcat strikes has been reduced in those countries which have instituted such systems

Recognition agreements

SA labour law does not contain specific provisions against unfair dismissal. But many unions have signed recognition agreements with employers which stipulate procedures which must be followed when dismissal is being considered. And in a number of landmark judgments the Industrial Court — which uses fairness as its criterion for judging disputes — has ruled that unfair dismissal can constitute an unfair labour practice.

The most commonly adopted line of action for unions in cases of alleged unfair dismissals has been to apply to the court for a *status quo* order. This means that affected employees are reinstated in terms of Section 43 of the Labour Relations Act, and they simultaneously apply to the Minister of Manpower to appoint a conciliation board to judge the merits of the dispute.

Status quo orders are temporary — usually valid for 90 days unless they are extended. But while they are in force employers are obliged to either physically re-employ workers covered by the order, or pay their wages. Application for a conciliation board ensures that if the dispute is not settled within that forum it will go to the Industrial Court for final determination. Most applications in these situations allege that the dismissal was an unfair labour practice.

If in the course of a Section 43 application a union can show that, on balance, the dismissed workers suffer greater inconvenience than their employers, the court will generally grant the order if it finds the dis-

RETRENCHMENT 'RULES'

Most countries acknowledge that employers may terminate employment for economic and technological reasons. But termination should occur with the least possible prejudice to the worker, it's argued. SA has not codified the criteria that should apply in these circumstances — but the Industrial Court has given some guidelines. Employers must have

- Notified a representative union at the earliest opportunity of the intention to retrench,
- Met a representative union or employee body before retrenching, to discuss possible alternatives — such as layoffs, short time and transfer — as well as to agree on selection criteria. If there is no consensus on the criteria, employers must adopt objective ones such as a last-in-first-out basis for retrenchment unless they can give good reasons for departing from them. The agreed criteria must be fairly applied.

If a representative union is not involved, employers must have

- Considered possible ways to avoid retrenchment, such as transfers, eliminating overtime and working short time,
- Consulted with employee representatives on criteria to be applied in selecting employees for retrenchment,
- Ensured that the criteria, as far as possible, do not depend solely on the opinion of the person making the selection, but can be objectively checked against such factors as attendance records, job efficiency, experience or length of service,
- Given sufficient prior warning to employees who may be affected and their representatives,
- Ensured that selection is made fairly in accordance with the criteria adopted, and considered any representations employee representatives may make, and
- Consulted affected employees

missal was not justified. More than one employer has been known to settle out of court if the *status quo* order is used in tandem with an unfair labour practice allegation in a conciliation board application. Dismissals which occur while a *status quo* order is in force are prohibited by law.

Victimisation for union membership, or participation in union activities, is the prime example of situations in which the law prohibits dismissal. The very fact that the law favours employees in these circumstances indicates how gravely victim-

isation is viewed. Such cases are heard in criminal courts, as the concept is entrenched in statute. The State usually brings the application — but instances of private prosecution have been recorded. If victimisation is proved the courts can rule that the dismissal is void. Reinstatement can be ordered.

"Constructive dismissal," the term applied to employers who use tactics designed to coerce employees to resign, is closely linked to victimisation. Although no cases of this nature have come before the

WATERY WOES

Black workers have been the main beneficiaries of Industrial Court rulings in cases involving allegations of unfair dismissal. But there are growing signs that white workers are also beginning to seize upon the protection offered by the court.

Take the case of the female horticulturist dismissed by the Welkom municipality. The woman was responsible for a number of the city's parks. During the drought householders were prohibited from watering their gardens and the municipality itself made use of sewerage water.

One day, according to evidence heard in the Industrial Court, she noticed a municipal hosepipe draped over the wall of a private home belonging to Welkom's director of parks. When she asked the black worker attending the hosepipe who had given him instructions to water the garden, he replied "The big baas". She ordered the pipe to be removed and reported the incident to her superior.

When the director found out about the event, she alleged that he became most aggressive towards her and denied that

he had issued an order to water his garden. He claimed he had instructed the worker to water the pavement outside his home.

However, soon thereafter the horticulturist said she found a private hosepipe attached to a municipal tap in the same park. She impounded it, established that it belonged to the director, and reported this to her superior. Later, after an inquiry held in terms of the municipal by-laws, she was dismissed on the grounds that she had failed to obey instructions.

The woman consulted Johannesburg labour lawyers Cheadle, Haysom, Thompson. They took the matter to the Industrial Court alleging that the charges against her had been "trumped up."

The municipality did not defend the action and the court granted the woman temporary reinstatement in terms of Section 43 of the Labour Relations Act. The Minister of Manpower is currently considering establishing a conciliation board to hear the dispute.

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Industrial Court to date, there is little doubt that the allegation that it is an unfair labour practice to commit constructive dismissal is certain to surface at some stage

According to a leading labour lawyer, John Brand, who spoke at a recent conference on labour law, the SA legal system contains two major requirements for guaranteeing that dismissals are justified or fair. Firstly, employers must have a valid, substantive reason to dismiss. Secondly, there must be a procedure to ensure that an employer does have a valid reason.

Valid reasons cover three crucial areas: the worker's conduct, the worker's capacity, and the operational requirements of the undertaking. Besides victimisation, employers weighing up workers' conduct should bear in mind that:

- The law provides that an employee may not be disciplined if he has filed a complaint or is participating in proceedings against an employer involving alleged violation of laws or regulations,
- A worker's race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinions, national or social origins may not be used as a reason for dismissal, and
- Dismissal for absence from work during maternity leave is universally accepted as unfair.

Another requirement of fairness is that workers must know — or be presumed to know — the consequences of their misconduct. In cases where workers are fired for infringing company rules it would be necessary to establish that they knew the rules.

Generally speaking, it would be unwise for employers to dismiss a worker on the grounds of incapacity unless appropriate instructions have been issued, written warnings delivered, and the worker given both the opportunity and a reasonable time to improve.

These provisions apply unless the worker can be shown to be acting in a wilful manner. Then the reason for dismissal must be considered as misconduct.

As far as retrenchment is concerned, there is a growing body of criteria mainly arising out of Industrial Court rulings (see box). But in all cases of dismissal employ-



Levy ... some conflict is inevitable

ers should adopt the following procedures:

- Workers must be warned, except in situations involving incidents such as theft and violence — where summary dismissal is justified,
- The nature of what constitutes misconduct must be clearly spelled out so that workers can defend themselves adequately,
- An inquiry must be held within a reasonable time, under the auspices of a neutral management person. Workers must be present throughout such an inquiry, and must be able to request representation, be allowed to question witnesses, and make use of an interpreter if necessary.

In weighing up the facts the convener must consider whether the misconduct has been established by sufficient evidence. Only thereafter should decisions be made about appropriate punishment. Then factors which should be considered are the nature and severity of the misconduct, sanctions imposed on other employees for similar misconduct, and the service record and personal circumstances of the worker. Findings must be communicated to the worker in writing. Above all, workers must have the right to appeal against dismissal.

As Levy has stated in his book on the subject, even fair dismissal will not always give good results or be accepted by employees. "Ultimately," he notes, "an employer faces two tribunals: the Industrial Court and the populist court of the employees themselves." One of the greatest mistakes that many personnel managers make is to believe that (dismissal) procedures in themselves bring industrial peace. Perceptions and interpretations of facts and events differ, and some conflict is inevitable.

For those perturbed by union successes in the field of unfair dismissal, it is worth noting what another leading labour lawyer has to say: "The Industrial Court's decisions have influenced employers to negotiate their own disciplinary procedures and to voluntarily adopt safeguards against arbitrary dismissal, thereby removing such disputes from the street and the court. In addition the court has only given the judicial rubber stamp to practices which have long been accepted by enlightened employers."

In short, sensitivity is — and in many cases always has been — the watchword in industrial relations.

REUNERT

The high-tech glow

Prospects for companies listed in the JSE's electronics sector — the main route for an equity investment in high-technology — may be changing dramatically. Government recently decided to increase its support for local manufacturers of electronic equipment. And Reunert is accordingly developing as a major new force in the field.

As a whole, the sector has been knocked back since the market started sliding dur-

Government has given a far higher profile to the development of the local electronics industry. Reunert is likely to be a major beneficiary, backed as it is by Barlow, although it has yet to establish a firm earnings pattern after major restructuring.

ing May, and the electronics index is down by 28.5% from its peak of 694.7 on May 11. Established leaders in the sector fell markedly in the same period, with Altech down by 30% from R65 to 4 550c, Altron down by 26% from 2 550c to 1 900c, and Powertech down by 39% from 148c to 90c. Reunert fell by 23% from 1 500c to 1 150c. Despite the recent fall, however, Reunert has performed relatively better than the sector.

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LABOUR

What is illegal?

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Dunlop SA last week obtained a Supreme Court injunction restraining the Metal and Allied Workers' Union (Mawu) from organising "illegal" sympathy strikes around the country in support of industrial action at the company's Sydney Road plant in Durban. Strikes occurred, nonetheless, at Dunlop's Ladysmith factory and its industrial products plant at Benoni.

Did this place the union in contempt of court? Possibly not — although the whole issue is now embroiled in arguments over the legality of the strikes which the courts still have to decide.

Mawu argues that it is not in contempt, because the injunction specifically forbids "illegal" strike action. The strikes, says Mawu, were not "illegal."

Dunlop disagrees. The company's industrial relations spokesman, Glenn Sutton, is adamant that the strikes were not legal.

The company has asked the court to extend the order, even though the judge observed that an extension would serve little purpose if Mawu persists with the view that its action is legal. In opposing the extension, on which judgment has been reserved, Mawu did, indeed, persist in its view.

Union compliance

Mawu's Natal branch secretary, Geoff Schreiner, says the union complied with all the necessary legal steps for a strike, both in the initial dispute, which arose from the allegedly improper dismissal of four union members, and in subsequent actions.

Evidence on the legality of the strikes was due to be heard in the Natal Supreme Court on Thursday. Both sides had reason to hope for an unequivocal ruling — otherwise the scene could be set for another

MUZANININ

costly and drawn-out legal wrangle

in the case of great