

# INDUSTRIAL RELATIONS - STRIKES

1985.

JUNE — OCTOBER.

# Appetite cost him his life

C. Press 2/6/85 By BENITO PHILLIPS

AN MDANTSANE man was allegedly stabbed to death for not heeding a call by abattoir workers to boycott the sale of red meat.

Mpilo Gwadana, 32, was allegedly confronted by three men when he came out of a zone 9 butchery.

According to his relatives, the men asked him why he had bought meat despite the boycott

He was allegedly stabbed before he could reply, and staggered to a nearby clinic, where he collapsed and died

Another man was allegedly forced to eat the raw meat he had bought at knife-point

Some of the attackers allegedly ran in the direction of the SA Allied Workers' Union offices.

Saawu officials denied that their members were involved, but police teargassed their offices and arrested 19

## Man stabbed to death for buying meat

members

They briefly appeared in the East London Magistrate's Court this week, charged with "intimidation" or alternatively public violence

They were granted

R100 bail each and the case was postponed to June 21

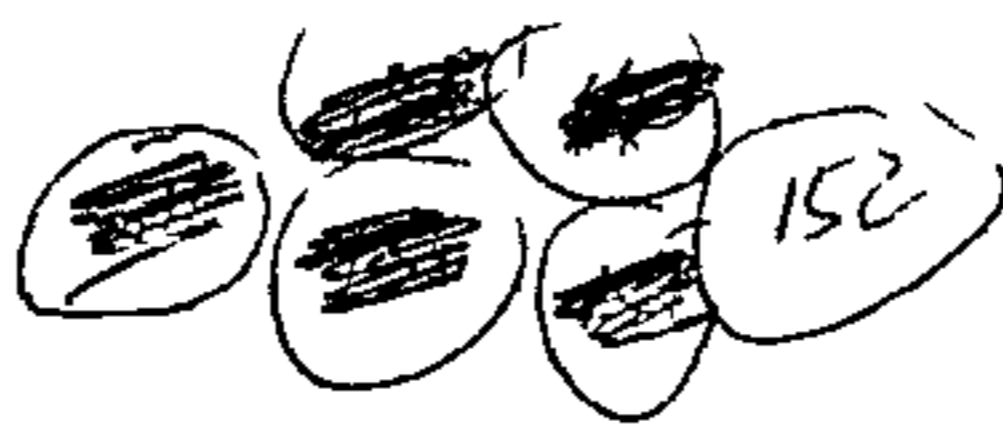
"This action is intended to weaken the workers' militancy and we are now calling on all progressive organisations to pledge solidarity with us," a Saawu statement said

An Mdantsane Rugby Union meeting this week approved in principle a call by Saawu that its members support the red meat boycott — sparked off by the dismissal of 150 abattoir workers early this month

But the union rejected violence as a means to enforce the boycott

Vultures Rugby Club delegate John Mngeni said he was forced to throw away meat worth R8.

Cape Times  
4/6/85



# Mines' wage dispute settled

Own Correspondent

JOHANNESBURG — The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a ½ percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent. The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

# Raditsela: Workers get their jobs back

KOHLER Corrugated Cores in Brakpan yesterday agreed to reinstate eight dismissed employees and withdraw final warnings issued to another 134 workers victimised for attending the funeral of the late trade unionist, Mr Andries Lasi Raditsela.

The decision was taken following negotiations between the company and the union representing the workers — Fosatu affiliate Paper Wood and Allied Union.

In a statement to The SOWETAN yesterday, the company said the "illegal stayaway" by workers — to attend the funeral — resulted in the plant management applying the disciplinary code which led to the dismissal of eight workers and final written warnings being issued to another 134.

Following this week's talks with the union Kohler resolved to reinstate the dismissed men, but made it clear that it reserved the right to act in strict manner in the event of any future stayaway.

The company noted there would be serious production problems if the workers were away for the whole day and made two counter-proposals:

- That some of the shop stewards attend the funeral and that a period of silence be observed at the plant. This was rejected.
- That employees work in the lost time on Ascension Day. This was also rejected.

A suggestion was made to the workers that they could take time off from work to attend the funeral and then return to work, but this was also disregarded by the workforce. The workers were then warned about the serious implications of the possible stayaway.

A spokesman for the union said the settlement has been preceded by negotiations and two work stoppages at the plant. This showed how the workers were unhappy about the problem.

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CAPE TOWN 6/6/85

# City municipal workers angry

Staff Reporter

MEMBERS of the Cape Town Municipal Workers' Association (CTMWA) have rejected the Industrial Court pay award which grants the Cape Town City Council's lowest-paid workers a five percent increase on their wages

The award, which was made last month, grants the increase to about 4 000 of the association's 11 000 members. The other workers will get no increase.

A meeting held in the City this week resolved to call on the union's executive immediately to prepare fresh wage demands.

The meeting also decided to fight for the scrapping of the provision of the Labour Relations Amendment Act which classifies local authorities as essential services.

This provision prohibits municipal workers from ever taking strike action.

Workers at the meeting held in the City Hall on Tuesday night criticized the council for proposing to spend millions on attracting tourists to Cape Town by creating a pedestrian area in St George's Street while paying the workers who service the City "poverty wages".

Prison at noon on Tues. 56

CARE T-1115 6/6/81

(152)

By MARTINE BARKER

ONE OF the country's biggest independent trade unions, the General Workers' Union, is unlikely to advise workers to make use of South Africa's legal dispute machinery again.

Two recent tries at making the machinery work ended in legal strikes which failed to achieve their objectives. One ended in the sacking of the workers, the other in a situation of stalemate when the company concerned refused to negotiate further.

Mr David Lewis, general secretary of the General Workers' Union (GWU), said this week "Unless the Industrial

# Law blamed for strike 'defeat'

Conciliation Act is revised to give management and workers equal bargaining power, there seems to be absolutely no incentive for workers to go through the long and arduous procedures laid down in the law."

He was speaking in the wake of the legal strike at five Corobrik factories—the biggest legal strike in the history of the Western Cape—which ended last Wednesday.

Mr Lewis said the fact that workers were not able to obtain bigger increases as a result of tak-

ing strike action could be seen in one sense as a "defeat"

"But rightly or wrongly, the workers don't believe they were defeated. They believe they showed tremendous strength. Their decision to return to work was a very mature decision to conserve strength," he said.

Insofar as the strike did fail to achieve its objectives, the GWU feels blame lies with current legislation which grants workers the right to strike but leaves room

for managements to wield power that will always outweigh that of the workers.

A key issue is that striking workers can be dismissed at any time, even when strike action is undertaken in terms of legally-determined procedures. This was the fate of workers from the African Spin Concrete factory who embarked on a legal strike last month.

In the recent Corobrik dispute, management refused to negotiate an improved package with the strikers, on the grounds

that the act of striking was an act of bad faith, even though it was legal.

The Western Cape managing director, Mr Graham Bounds, told the Cape Times the company had negotiated in good faith on the conciliation board.

"But once the strike began, which we considered in itself an act of bad faith, it was very difficult to continue negotiating," he said.

According to Mr Lewis this position, which the company is entitled to take in terms of the law, reinforces the unwork-

ability of the Act. "It is legitimate for people to draw final lines but if final lines are drawn by management expressly because workers are on a legal strike there again seems no reason to use the machinery which allows legal strikes."

The question of intimidation, which both sides claimed the other was guilty of during the Corobrik strike, is "in the eye of the beholder", said Mr Lewis.

"While the union does not condone the use of intimidation under any circumstances, is the threat

From workers that they will socially ostracize fellow workers who do not participate in the strike any more intimidation than the threat from management that people will be fired for striking?"

"The kind of power that the Act allows management to exercise may be far more gentlemanly but it is far more devastating than anything the workers could do."

The Act, in Mr Lewis's view, was designed with the philosophy "not that agreement should be reached but that it should serve as mechanism for 'cooling off' workers' demands".

PB (152) ~~11.7.74~~ ~~11.7.74~~ B. Deuy

# AECI seeks strike interdict

SOUTH AFRICA's major manufacturer of explosives — African Explosives and Chemicals Industries — is seeking an interdict in the Rand Supreme Court to prevent countrywide "sympathy" strikes, allegedly been organised by the South African Chemical Workers' Industrial Union, at four of its plants

The application by AECI and its subsidiary, AECI Chlor Alkali Plastics, which was brought against the SACWU and its national organisor, D M Samela, was postponed late yesterday afternoon until today.

Strikes have allegedly been organised at Chlor's plants in Sasolburg (OFS) and Umbogintwini (Natal) and at AECI's factories at Modderfontein (East Rand) and Somerset West in sympathy with a strike which began at Chlor's Ballengeich factory in Newcastle on Monday.

By LINDA ENSOR

6/6/85  
An estimated 10 000 workers are potentially involved

AECI and Chlor are asking that the union's alleged organisation of the strikes be declared unlawful and that it be interdicted and restrained from organising the "sympathy" strikes at the four plants.

On Monday about 600 workers at the Ballengeich factory went on strike for higher wages following stalemated Industrial Conciliation Board meetings

The union, according to a press statement issued by Chlor, had rejected Chlor's final offer, made at the last meeting on March 18, of a 9,5% increase on basic wages

# Strike hearing is postponed to today

Sowetan 6/6/85



By **JOSHUA RABOROKO**

**AN urgent Supreme Court application yesterday by African Explosives and Chemical Industries to restrain the South African Chemical Workers' Union and its organiser from calling on a strike affecting over 10 000 workers at the company's four plants was postponed to today.**

In papers before the court the com-

pany is asking for an order interdicting the union and its national organiser, Mr D Samela, from organising strikes at plants in the Orange Free State, Natal, Transvaal and the Cape Province

The plants are Midland near Sasolburg, Umbongintwini, Natal, Somerset West, Cape Prov-

ince and Modderfontein in the Transvaal. The total work-force at these plants is over 10 000.

The court action follows an "illegal strike" by some 600 workers employed by AECI at Ballengeich near Newcastle, Natal, where the workers have been on strike since Monday this week.

In the papers the company contends that the workers at the four plants were organising to take strike actions following the "illegal strike" at Newcastle.

The matter before Mr Justice B O'Donovan was postponed to today. No evidence was led. The union has indicated it will defend the action.



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COROBRIK STRIKE

## Heated aftermath

Although the legal strike over wages by 1 600 Corobrik employees is over, it has soured relationships between the company and the General Workers' Union (GWU). Workers returned to Corobrik's Maritzburg and four western Cape plants last week without any gains from their nine-day strike. The com-



GWU's Lewis ... "Corobrik is trying to drive us out."

pany has implemented increases of between 14% and 17% which were on offer before the strike.

According to GWU general secretary David Lewis, the events highlight the negative attitude of Corobrik's holding company, Tongaat-Hulett, towards dealing with independent unions. But his charge is denied by Corobrik. The GWU's and management's accounts of the strike reveal a wide gap in perceptions.

Lewis complains that the company refused to negotiate with his union during the strike. Says Lewis "Corobrik told us that when the strike begins, the talking ends." He condemns this approach, arguing that the strike weapon is a legitimate factor in the collective bargaining process. "During a strike, both sides lose — the company loses production and our members lose wages — and negotiations should continue."

The GWU argues that the company can pay more, pointing out that the latest audited accounts for Toncoro — the umbrella com-

7/6/85  
pany for the different Corobrik regions — show profits have increased from R9m to R29m. The GWU also claims that the company's main competitor in the western Cape recently granted 30% wage increases and that its absolute wages are higher than Corobrik's western Cape division, where the minimum wage goes up to R1,38/hour after the 17% increase.

Toncoro MD Errol Rutherford disputes the GWU allegations, but says he is appreciative that the union complied with processes required by the recognition agreement and the law. Rutherford agrees that the strike weapon is a legitimate part of the collective bargaining process. "Management and union officials met frequently during the strike. No ultimatums were given and no employees were fired. But our companies were not prepared to increase their offer during these meetings because they considered their final offer was fair and reasonable in the circumstances," he adds.

Rutherford says that growth in Toncoro has created greater employment opportunities and the acquisition of minority interests and new ventures has increased the profit base. "Our payroll has increased from R29m in 1980 to over R100m now," he says.

But Lewis is not mollified. He believes that the company is trying to drive out the GWU. "Tongaat-Hulett has established company unions in both its sugar and brick divisions — the National Union of Brick and Allied Workers (Nubaw) and the National Sugar and Refining and Allied Industries Employees' Union (NSRAIEU)," he says.

Both unions were established in 1979, Nubaw by a former Corobrik personnel manager and NSRAIEU with the assistance of a R10 000 donation from Hulett. This was before Tongaat and Hulett merged and before Corobrik's takeover by Tongaat-Hulett. At the time, both Corobrik and Hulett strenuously denied that the two were "company unions." NSRAIEU is now affiliated to Inkatha and has extended its operations to other industries, while Nubaw continues to operate only at Corobrik.

Again Rutherford disagrees. "The allegations are not supported by the GWU's own experience with the company. Corobrik companies have signed recognition agreements with the union for establishments in the western Cape and in Maritzburg and withdrawn recognition of unions which no longer have majority support. And despite the strike action, Corobrik Natal is continuing to negotiate a recognition agreement for the company's Empangeni establishment with the GWU," he says.

Lewis says the decision to return to work was taken to ensure that the union survives and continues to build its strength at Corobrik. "It seems the company was prepared to weather short-term losses in order to rid itself of the GWU in future. But this was our first wage negotiation with the company. We will be there in future and continue to fight for better wages and other needed improvements to working conditions," he says. ■

FM 7/6/85

COROBRIK STRIKE (152)

Heated aftermath (152)

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# Workers win strike hearing

By JOSHUA RABOROKO

RAND Supreme Court judge yesterday dismissed an application by the African Explosives and Chemical Industries to restrain the workers and their union from going on strike.

Mr Justice H O'Donnovan said he would give reasons later why he ruled that the company could not stop the strike with African Chemical

Workers' Union and its national organiser, Mr D Samela, from continuing with the strike.

The company has been granted leave to appeal and Mr Ronald Sutherland, for the plaintiff, indicated that they will appeal against

the ruling. The judgment, which will set a precedent to most emerging black unions, is a sequel to a strike by some 6 000 workers at Ballegeich, near Newcastle, Natal, since Monday this week.

The workers are still on strike at the moment.

Following the Newcastle strike four other AECI plants in the Transvaal, Eastern Cape, Orange Free State and Durban, held strike ballots this week with the aim to go on a "sympathy strike" with their colleagues. It was on these grounds that the company applied for the order.

In papers before the court the company contended that the strike at Newcastle was unlawful by reason of the failure of the employees or the union to observe provisions of the Labour Relations Act. They argued that the sympathy strike at other plants was also going to be unlawful.

The union also maintained that its members at Midland (Sasolburg), Modderfontein (Transvaal), Somerset West (Cape) and Ubungitwini (Durban) were in the process of taking strike ballots to determine whether they too should go on strike in support of the Newcastle's employees.

In an interview with the SOWETAN a jubilant Mr Michael Tsotetsi, the union's general secretary, said the workers demanded that the wages of their colleagues at Newcastle be brought in line with those of the associated companies. He said: "I hope this case will set a precedent to other unions who intend taking collective industrial action against the bosses."

# Supreme Court rules sympathy strikes OK

By LINDA ENSOR

A RAND Supreme Court judge established two precedents in labour law yesterday when he ruled sympathy strikes and the continuation of a legal strike following a conditional return to work were both lawful.

Mr Justice B O'Donovan dismissed with costs the urgent application which African Explosives and Chemicals Industries (AECI) brought against the SA Chemical Workers' Union (SACWU) and its national organiser, Daniel Samela.

He said — "not without hesitation" — that no illegal action, actual or threatening, had been disclosed. The reasons for his finding will be handed down at a later stage.

AECI and its wholly-owned subsidiary, AECI Chlor-Alkali Plastics, were granted leave to appeal.

They had applied for the strike at Chlor's Ballengeich factory in Newcastle to be declared unlawful, as well as the sympathy strikes being organised at Chlor's plants in Sasolburg (OFS) and Umbogintwini (Natal) and at AECI's factories in Modderfontein (East Rand) and Somerset West.

SACWU has been holding ballots at these factories to test worker opinion about a sympathy strike.

The strike of 500 workers at Ballengeich over wages for 1985 started on June 3. Negotiations broke down at a meeting of the Industrial Conciliation Board on March 18.

Chlor's offer of a R9,55 wage increase, which would have brought the minimum monthly wage to R373, was rejected by SACWU, which demanded a monthly, across-the-board increase of R100 as well as a leave bonus and standby allowance.

Chlor said it could not meet this demand because it had forecast a loss of R800 000 for 1984 for Ballengeich, and a R2,2m loss for 1985. The plant was threatened with closure, it said.

SACWU held a ballot and a legal strike took place from March 21 to 28, ending when Chlor issued an ultimatum that the strikers who did not return to work the next day faced dismissal.

SACWU claimed this constituted an unfair labour practice, adding that although the basic dispute remained unresolved, the workers, to protect their jobs, would return to work "pending legal advice on the matter."

The union, keeping its options open, refused to give an undertaking that there would be no further strikes and on June 3 the second strike began.

Roland Sutherland, representing AECI, argued that the second strike was unlawful as the Labour Relations Act did not provide for a strike to be suspended in order to be resumed at a later stage.

Tim Trollip, appearing for SACWU, argued that the second strike was legal.

The requirements for a legal strike, namely the establishment of a conciliation board and the holding of a ballot, had been satisfied.

Judge O'Donovan in effect ratified this unprecedented union tactic.

Regarding the sympathy strikes, Trollip argued that were lawful both because workers at other AECI plants shared the interests of the Ballengeich workers, and because the conciliation board already had jurisdiction over the wage dispute.

Sutherland was instructed by Webber Wentzel & Co and Trollip by Cheadle, Thompson and Haysom.

CAPE Times  
17/7/81  
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# Pregnant woman shot dead by police

WITBANK — An unidentified pregnant woman was shot dead in Lynville, Witbank, when police fired at a rampaging crowd yesterday, a police spokesman has confirmed.

A witness said he saw police firing at the crowd, which was stoning cars near Sizabantu Motors in the township.

There was a stampede as the crowd fled from teargas and the woman fell after being struck by a bullet in the head, the witness said. She was certified dead on arrival at Witbank Hospital.

## Petrol bombs

A spokesman for the hospital declined to give the woman's name before her next-of-kin had been notified.

In another incident in the township, a group of youths hurled petrol bombs into the house of a security policeman, Warrant Officer E Tsoetsi, early yesterday. Police came to his rescue.

A spokesman for the Witbank police, Major C Bloom, yesterday confirmed both incidents.

Unrest in Lynville and Witbank's other two black townships, Ackerville and KwaGugha, yesterday entered its second day.

Petrol bombs were yesterday thrown at the home of the Soweto man who told of an alleged secret plan to kidnap 14 black political personalities, including senior members of Azapo and the UDF.

Mr Molotov Biza said six petrol bombs struck his home about 2am damaging the front room. Nobody was hurt.

Meanwhile, residents of Tsakane on the East Rand have identified a youth who allegedly died after being arrested by police in the township on Sunday as

Mr Colin Mandla Nhlengethwa

In Graaff-Reinet, where it is alleged that a youth died after being hit by birdshot, residents say many of the injured fear that consulting local doctors will lead to arrest on public-violence charges.

The dead youth has not been identified, residents say, because his face was disfigured beyond recognition.

Several residents of Heidelberg's Ratanda township were reportedly held by police in early-morning raids yesterday, while others fled the township.

A spokesman for the Ratanda Civic Association claimed three of the organization's leading members had been held by police.

Police said they had no record of the detentions.

They confirmed that a youth was shot dead on Monday when they used shotguns to disperse a crowd stoning homes.

## 'Scab' workers

In Howick yesterday, police fired tear-smoke into a crowd of striking workers trying to stop "scab" labourers leaving the Sarmcol factory at lunchtime.

Earlier, Howick Magistrate's Court was packed with Metal and Allied Workers Union members as some of their former workmates appeared in connection with the death of Mr Masikula Ntombele, 69, the father of two Sarmcol workers killed in a disturbance outside his home in KwaMevana.

Ten accused have been remanded in custody until July 26.

In Vryburg yesterday, five youths were admitted to hospital with bullet wounds as unrest continued in Fuhudi township — Sapa

Talks on  
GM strike  
continue  
today

Post Reporter

THE strike at the General Motors loco plant at Alocs entered its second day today following an alleged altercation between a foreman and a worker at the weekend

Today the workers stood on the lawn outside the plant refusing to work until the matter was resolved

The employees downed tools at 12 30pm yesterday. Consequently the plant was closed and production halted for the day

Workers have said they want the supervisor involved in the dispute with the worker to be suspended. They claimed they were discriminated against by white colleagues who were also rude to them at work

The acting managing director of GM, Mr Dave Sneesby, said meetings between the shop stewards and management were in progress today

Mr Sneesby said he hoped the dispute would be solved as soon as possible so that production could start later today

# Bakery workers give strike deadline

More than 1 200 bakery workers in Durban are likely to down tools if employers do not improve their wage offer by Saturday

Last week 68,5 percent of the workers voted to strike after Industrial Council negotiations with employers broke down

A union spokesman said yesterday that unions had launched a campaign to explain the workers' position to the community to avoid a situation where "scabs would wait at the company gates" during the proposed strike.

She added that community organisations in the area had offered their support.

The unions involved in the dispute with the Master Bakers' Association (MBA) are the Sweet, Food and Allied Workers' Union, the Natal Baking Industry Employees' Union, the Food and Beverage Workers' Union, and the Black Allied Workers' Union.

The employers' final offer included a 12,5 percent weekly increase — R11,40 — with the minimum wage being raised by 13,8 percent to R93,90. Two non-delivery days were to be converted into paid holidays.

The unions rejected this, asking

instead for, among other things.

- An across-the-board 27,9 percent weekly wage rise of R23.
- A reduction of the working week for all workers to 40 hours.
- Triple pay for working on public holidays falling on a Sunday
- Doubling the night shift allowance from 10 to 20 percent.

Employers have described the demands as "unrealistic" and "unreasonable" because they would have the effect of nearly doubling existing service benefits.

If called, the strike is likely to affect Durban's surrounding areas as well.

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# AECI says strike over

By CLAIRE PICKARD-CAMBRIDGE

MANAGEMENT at the AECI Chlor-Alkali and Plastics factory in Ballengeich, Natal, said yesterday 490 strikers had agreed to return on Thursday after a six-week stoppage.

The SA Chemical Workers' Union could not be reached last night to confirm the report.

AECI changed its ultimatum for a return to work, from Friday to noon yesterday, but workers stayed away.

However, the company said negotiations were at a sensitive stage and could not confirm whether any new concessions had been made.

The strike started on June 3 with workers rejecting their 1985 pay increase of 9,5%.

Workers want AECI pay at Ballengeich brought into line with those at AECI's Midland factory and have rejected company offers of further 1986 rises until the 1985 demands are met.

Four plants are to close at Ballengeich at the end of August and the factory is said to have lost R12m over the last financial year.



# Bakers make contingency plans over strike threat

## Labour Reporter

EMPLOYERS in the baking industry in Durban have taken steps to counter a threatened strike action by 1 200 bakery workers

Mr Maurice Grant, chairman of the Durban and District Master Bakers' Association, announced the contingency plans yesterday amid growing tension among workers and employers over pay demands

But he declined to di-

vulge the plans until after today's crucial meeting of the Industrial Council for the Baking and Confectionary Industry for Durban and Districts

Plans to handle an extended period of strike action had been discussed by the association and arrangements were well in hand to counter work stoppages, he said

More than 1 200 workers from seven bakeries in Durban, Pinetown, Tongaat and Stanger have

indicated support for strike action in support of their demand for a R23 across-the-board rise

Union spokesmen warned that workers were determined to go ahead with their strike, irrespective of the consequences in their struggle for a 'living wage'.

The vast majority of workers were earning an average of R82 50 per week and were finding it 'extremely difficult to

make ends meet' Drivers at Bakers BB Bread said their average pay was a 'little under R140 a week'

'Most of us are married men with families to support. Our wages are just not enough,' one said

Mr Grant said 'The offer of R11,40 is as far as we can possibly go Both the unions and their members should understand that there is no question of a further offer'

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## 2 000 on strike at 5 Siemens factories

About 2 000 workers from five plants of the German-owned multinational electrical engineering firm, Siemens, were still on strike this morning while talks continued between shop stewards and management.

Workers downed tools yesterday to back a demand for an across-the-board hourly wage rise of R1

Siemens joint managing director, Mr J Trotskie, said the company had told the union during talks yesterday that it was not prepared to meet the workers' demands, but would consider granting merit increases

The Metal and Allied Workers' Union (Mawu), representing Siemens workers, and other unions have been campaigning for plant-level wage negotiations

### REJECTED

They have rejected the metal industry's Industrial Council increase of 14c an hour for unskilled workers, which the company implemented at the beginning of the month

The majority of members of these unions are unskilled workers

The unions have contended that the Industrial Council minimum rates enabled profitable companies to pay far less than they should

This is the second time in two years that Siemens and Mawu have clashed over the plant-level negotiations issue. Last year about 1 000 workers from three Siemens plants downed tools over the issue

The union called on Siemens to "negotiate fairly" with the workers or quit South Africa.

**AECI strike is over**

The 600 workers who have been on strike for nearly six weeks over wage demands at AECI's Ballegeich factory near Newcastle will return to work on Thursday, according to a company spokesman.

The spokesman said a further meeting would be held today between management and the South African Chemical Workers' Union (Sacwu) to finalise an agreement reached by the parties.

The AECI spokesman said 110 workers dismissed from four plants during the strike had been offered re-employment.

15/11/85  
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# Transport bosses stand firm

By CLAIRE PICKARD-CAMBRIDGE

THE Motor Transport Owners' Association of South Africa has said it cannot meet the demand by three transport unions for reduced working hours, although the unions are to hold strike ballots over the issue

The unions, which are affiliated to the Trade Union Council of South Africa (Tucsa), want a two-hour reduction in the working week. A strike could involve about 17 000 drivers and general workers in the Transvaal and Free State.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (Muwusa), the Transport Workers' Union of SA (Twusa) and the SA Transport Workers' Union (Satwu) over working hours

A spokesman for the Association said they could not meet the union's demand, "in the view of the poor state of the economy"

The Association rejected allegations that they were not paying workers a "living wage".

He said employers and unions had agreed that overtime increases and the minimum increases — 9% and 11% for drivers and general workers respectively — were reasonable in the present economic climate.

*APR 16/78*  
**1,000 strike  
at Siemens**

Own Correspondent

**JOHANNESBURG** — More than 1 000 workers went on strike at five Siemens plants in the Transvaal yesterday as the Metal and Allied Workers' Union (Mawu) stepped up its plant-level wage demands.

Mawu was the only union which refused to sign the metal industrial council's annual agreement two weeks ago.

The strike at Siemens, which manufactures cables and power-engineering and telecommunication equipment, followed a refusal by the firm to negotiate wages over and above the council increases of 14c an hour.

# Results of ballot rejected

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JOHANNESBURG — The Anglo American Corporation last night rejected results of the strike ballot conducted by the National Union of Mineworkers (NUM), stating that they were misleading.

Commenting on ballot figures released by the union yesterday, a spokesman for the corporation said "On the strength of figures made available by NUM only 22 000, or about 14 per cent, of the total labour force of 157 000 on AAC gold mines actually cast a yes ballot

## 'Selective'

"The statistics provided by NUM are highly selective and must be rejected as a fair reflection of employee wishes and as a mandate for strike action"

The figures released by the NUM refer to 12 of the 29 mines where the union planned to conduct strike ballots. The figures do not show clearly how much backing the union has for its bid to force the Chamber of Mines by means of a legal strike to revise its pay terms for black mineworkers.

At the 12 mines and collieries for which the union released results, 32 483 voted yes and 339 no. The union has, however, not supplied information as to what proportion of the total labour force on each mine

the positive votes represent

It has provided percentages in each case to indicate the proportion of paid-up members the "yes" votes represent but as non-members were also invited to participate in the ballot, these percentages are inconclusive, and in many instances the percentage claimed is in excess of 100 percent.

For example, at Vaal Reefs East the union claims nil negative votes and 4 819 positive votes, representing 157 per cent of paid-up union membership.

A further complication is that the mining groups where the ballot has been conducted claim widespread irregularities.

On Sunday the NUM announced that it was likely to proceed with an industry-wide strike, which could involve 200 000 black miners. However, a final decision would be made in two weeks, following a special "mini-conference" of the union.

The union is holding out for a 22 per cent across-the-board pay increase effective from July 1, having rejected the Chamber of Mines final offer, which ranges from increases on minimum rates of from 14,1 to 19,6 percent.

A spokesman for the NUM, Ms Manoko Nchawe, said on Sunday night that the results showed a clear majority of NUM members had supported the strike.

## Results

At Vaal Reefs West 5 157 workers voted yes, at Vaal Reefs East 4 819 voted yes, while there were no opposing votes at these mines she said.

Other results on gold mines were Elandsrand 3 830 yes, 43 no, Saaiplaas 2 947 yes, 63 no, Western Deep Levels 5 428 yes, 141 no, and Hartebeesfontein 4 691 yes, 0 no.

Results on the coal mines included Arnot 902 yes, 0 no, SA Coal Estates 1 340 yes, 7 no, Kriel 1 063 yes, 2 no, Matla 855 yes, 50 no, Transvaal Navigation Collieries 559 yes, 33 no, Marievale 892 yes, 0 no — Sapá and Own Correspondent

# Strikers to <sup>152</sup> return to work <sup>192</sup>

More than 3 000 workers who went on strike at Volkswagen's Uitenhage plant over the company's decision to supply minibuses for the abortive All Blacks tour will return to work tomorrow, a company spokesman said today. <sup>star</sup> <sup>15/7/85</sup> <sup>1900</sup>

He said the National Automobile and Allied Workers' Union (Naawu), to which the workers belong, had informed management that the strikers would resume work tomorrow morning.

A Naawu spokesman said the decision to return to work had been taken in the light of developments regarding the tour. The New Zealand Rugby Football Union has announced that the tour, has been called off.

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# Union urges firms to protect strikers

Labour Reporter

152 (V) (M) N/A 15/7/85

THE acting regional secretary of the National Automobile and Allied Workers' Union, Mr Edwin Maepe, has urged employers to follow the example set by a Jacobs motor firm to protect legally striking workers from dismissal for a month.

Describing an agreement which Naawu concluded with motor spares manufacturers, Rowen (SA), as 'unique', he said granting strikers reason-

able time to consider their actions before dismissing them would help improve labour relations

'To simply fire striking workers is not good both for the employer or for workers because a strike is in neither party's interest,' he said.

He was against sacking strikers and then re-engaging some of them

The agreement with Naawu and Rowen says workers who go on a union-authorized legal strike will not be dismissed for a month



# Bakers defer decision on strike date

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180

Labour Reporter

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ABOUT 800 bakery workers met in Durban at the weekend to discuss their planned industrial action in support of wage demands, but they deferred a decision on a date for the strike.

In a ballot at seven bakeries in Durban, Pinetown, Tongaat and Stanger last week, 1 221 workers out of a total of 1 782 voted in favour of strike action in a 68,5 percent poll.

At Saturday's meeting, convened jointly by the Sweet, Food and Allied Workers' Union, the Natal Baking Industry Employees' Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union, the workers said they were determined to go ahead with their strike action.

'But a date has been deferred because workers want to follow the legal procedure set down in the Labour Relations Act in terms of which a strike becomes legal 30 days after a dispute has been declared.

'The 30th day expires on July 18,' said Miss Renee Roux, a spokesman for the Fosatu-affiliated Sweet, Food and Allied Workers' Union.'

Another meeting will be held at the YMCA in Beatrice Street on Saturday to fix a date and also elect committees from the seven bakeries to co-ordinate the strike action.

Miss Roux said it was hoped that in the meantime the employers would reconsider their final offer — a pay rise of R11,40 a week — which the workers had rejected. They are demanding an across-the-board increase of R23 a week.

Mr Steve Govender, secretary of the Natal Baking Industry Employees' Union, said a dispute was declared with employers on June 18 after five meetings at Industrial Council failed to reach agreement on their pay demands.

'We also informed the Minister of Manpower, Mr P T C du Plessis, of the dispute,' he said.

The chairman of the Durban Master Bakers' Association, Maurice Grant, could not be reached for comment last night.

The seven bakeries affected are Bakers BB Bread, Albany Bakery, Blue Ribbon Bakery, Premier Pies, Wareings in Pinetown, Tongaat Bakery and Beta Bread in Stanger.

# AECI strikers' deadline extended

15/7/85  
AECI's Chlor-Alkali and Plastics, in Ballengeich, Natal, changed its ultimatum for 490 strikers to resume work from Friday to noon today

This follows a new turn in the longest strike experienced by an AECI factory or subsidiary.

The SA Chemical Workers Union (Sacwu), which launched a strike over wage demands six weeks ago, has submitted some additional demands, while the company has improved its 1986 offer again after fresh negotiations last week

Mike Sander, executive director of AECI, said yesterday an approach by the union had been welcomed by the company, which lifted the ultimatum on Friday to facilitate negotiations

"The union indicated two areas of concern with the company's latest offer and AECI agreed in principle to modify the offer along the lines requested."

Another company spokesman said the company had improved its offer of a R430 minimum wage from January 1986, to R445. It was also backdating its 1985 offer of a 9,5% increase — bringing the minimum to R373 — to April this year.

The union has been rejecting all offers so far until its 1985 demands are met. These are for a R69 across-the-board increase,

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B. Day  
By CLAIRE PICKARD-CAMBRIDGE

backdated to January this year, the company said

The union is also asking that workers be paid for the period they have been on strike — as well as being backpaid in accordance with 1985 demands — before they resume work.

The company has also accepted the union's proposal that 110 strikers — who were dismissed but later promised retrenchment benefits — be given preference for vacancies arising on the four chemical plants at Ballengeich which are to be closed at the end of August

If these workers are rehired, the union wants them to be paid in accordance with new wage demands and receive retrenchment benefits calculated from the end of August

In response to a union proposal, the company said it would agree to joint negotiations with AECI's Midland factory and Industrial Council factories at the end of 1985. But this was provided the union accepted that a supplementary agreement for Ballengeich be reached with separate and different wage rates and conditions until Ballengeich made a profit.

Sacwu could not be contacted for comment yesterday

called for the resignation of the editor of the East London Daily... desirable

**Strikers jailed for 'scab' assault**

FIVE striking Sarmicol workers have each been sentenced to 12 months' imprisonment for dragging a "scab" worker from a bus and assaulting him with assegais and sticks

A Pietermaritzburg magistrate convicted the men of assaulting Mr Doto Sokhela with intent to do grievous bodily harm

The men are Mamoyi Sitholi, 40, Mhlokonwa Zondi, 40, Sigova Zuma, 30, Ndunda Cele, 40, and Tatazele Mabaso, 38, all of Haza location.

Republic of South Africa

15 July 1985

Central Merchant Bank  
(Registered Merchant Bank)

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# Strike date to be set

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MORE than 800 bakery employees were told by union spokesmen at a meeting in Durban at the weekend that the date for strike action would be announced at a further meeting planned for the next Saturday.

More than 1 200 workers from major bakeries in Durban and surrounding areas voted last week to strike in support of their wage demands.

Votes cast by them earlier in the week were counted last Friday by Industrial Council officials.

About 68,5 percent of

the work force of 1 782 voted in favour of strike action after wage negotiations in the Durban Industrial Council for the baking and confectionery industry ended in deadlock.

The workers rejected the employers' final offer of R11,40 a week and demanded a R23-a-week increase with minimum wages set at R105,50 a week.

The parties involved in the negotiations included the Master Bakers Association representing the major bakeries and representatives of the Natal Baking Industry Employees' Union, the Sweet, Food and Allied Workers Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union.

# Republic's worst year for strikes

13/7/85  
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From PHILLIP  
VAN NIEKERK

JOHANNESBURG. — The South African economy lost more work days through strikes in the first six months of this year than have been lost in any full year in recent history.

Statistics compiled by a leading labour consultant, Mr Andrew Levy, show that nearly 500 000 work days were lost in more than 100 strikes between January 1 and June 30 this year. The next highest figure in recent years was last year's of about 450 000 work days lost.

Mr Levy said that the single biggest factor in this year's upsurge of labour action was the growing organization and conflict in the mining industry, which accounted for 75 percent of the labour unrest.

## Beginning

"And, given the size of the National Union of Mineworkers (NUM) and of the mining industry, what we're witnessing now could be just the beginning."

Mr Levy said that the way the Chamber of Mines and the NUM worked out their relationship was probably more important than any other issue in labour relations today.

He said that after the NUM, the largest single contributor to strikes and stoppages was the National Automobile and Allied Workers' Union (Naawu) with the Metal and Allied Workers' Union (Mawu) in third place.

"The main trigger issue was the high pressure over wages, and this should continue at least till September. In the metal industry in particular, the next 10 to 12 weeks are critical, and we could well be seeing a rash of wage-related strikes in the industry."

Mr Levy said another important trend seemed to be the increasing number of sympathy strikes and instances of concerted national strike action.

"We've witnessed these in the past, but what we're seeing now — for instance at Corobrick, Siemens, the threat at AECL, Dunlop, the mining industry, and so on — is more a result of organization than spontaneity."

## Political

He said he had excluded from the tally of strikes stayaways such as that over the funeral of Mr Andries Raditsela, but that there was no doubt that the political climate was playing a role.

"It's difficult to quantify, but I would say political issues are making labour issues more sensitive and solutions more difficult to find."

Mr Levy said the one area where there had been a decline in labour action was in the retail sector where the Commercial, Catering and Allied Workers' Union (Ccaawusa), which had been taking the number one slot for a number of years, had had a quiet six months.

# 'Ballot riddled with irregularities'

Anglo American Corporation said last night that any call for strike action by the National Union of Mineworkers (NUM) would not have the broad support of the mining house's more than 150 000 black workers because this week's strike ballot was riddled with irregularities.

The NUM has rejected Anglo's allegations and said the company was reacting the way it did because it was aware that workers would respond positively to a strike call.

The union claimed when it noticed that many workers were in favour of a strike, Anglo had reduced balloting days from three to two.

The NUM held the strike ballot this week after declaring a wage dispute last month with the Chamber of Mines, of which Anglo is a member. A Conciliation Board has failed to resolve the dispute.

In a statement, Anglo claimed that the ballot would not provide the union with a clear mandate because voting on all Anglo mines, both gold and coal, had been characterised by a low turnout of 20 percent.

Anglo claimed that the following irregularities took place:

- No secrecy was observed, with separate ballot boxes being indicated for "yes" and "no" votes.
- Already completed ballots were handed to voters.
- In some cases no record of those who had voted was kept so as to prevent those who had voted from voting again.

By CATHY SCHNELL

ABOUT half of the striking work force returned to Volkswagen today, but as this was not enough staff to enable production to restart the plant stayed shut

The workers agreed after discussions yesterday to return today

They downed tools on Wednesday in protest over Volkswagen's plan to provide minibuses to the South African Rugby Board for the forthcoming All Black tour

Mr Ronnie Kruger, public affairs manager, said talks with the shop stewards would continue today

The company had taken no decision to reverse its promise to provide the 12 minibuses for the tour

The company expected to be back in full production on Monday

# Half return but plant stays shut

Mr Kruger said the strike had resulted in a production loss of 540 vehicles

The company produces 180 cars daily

Workers at the plant initiated the protest on Wednesday when they saw the vehicles painted in the Springbok and All Black colours

Volkswagen explained that the minibuses were being lent as a promotional exercise to boost sales

Mr Les Ketteldas, regional secretary of the

National Automobile and Allied Workers Union, said those workers who reported for work at the plant today wanted the minibuses moved to the main yard

They feared the minibuses could easily be moved from the shipment yard and given to the touring teams without being seen by the workers. The shipment yard is not at the main plant

● At General Motors, in Port Elizabeth, management was locked in

talks with shop stewards today as the strike entered its second day

The strike has halted production at the Kempston Road plant

Workers are dissatisfied about rumours of a decision to schedule week-long lay-offs each month for the remainder of the year

Mr R McIlwaine, industrial relations manager at GM, said it was still not clear why the workers had downed tools

It was impossible to

comment on future lay-offs during the year as everything depended on the market sales and economic conditions, and these could not be predicted

General Motors will close for the whole of next week to allow stock levels to drop

The week-long lay-off affects about 2 000 hourly paid workers. The workers are to receive temporary lay-off remunerations

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# No word from director about wage dispute

*O. Richards*  
*12/7/85*

EAST LONDON — The director of a Wilsonia based furniture removal company yesterday refused to confirm or deny that his 205-strong workforce had stopped work after a pay dispute

The director of Steer Afrovan, Mr George Schoof, said he was not prepared to talk about the matter. It was not company policy to do so.

Mr Schoof said it was a delicate matter and that management would settle it internally

A spokesman for the workers said the dispute started last Thursday when the manager, Mr Trevor Young, was approached about an increase. He said they were told there was no money and that they should wait for the director.

They approached him the next day and Mr Young told them that he could only communicate with the six-member liaison committee

The spokesman said they then decided to down tools

One of the workers had been with the firm for more than 20 years and was getting R52 a week.

He said despite inflation, a labourer got R29, a parker and loader R49 and storeman R65 a week. A driver for a mechanical horse and double trailer earned R96 a week and the lowest paid to a driver doing the same job was R75 a week.

A driver said when out in the country, their allowance was R1,50 a meal and R4 for a night out.

Assistants were given R1,20 a meal and R2,50 for a night out. The drivers and assistants were not paid for staying out in the country, but paid R1 for a Sunday only.

He said these were the reasons why they had asked the management for an increment as they could not cope



# VW still out of action in strike over buses

By Sheryl Raine

Production lines at the Volkswagen plant in Uitenhage were silent again today when only a few workers reported for work out of the 3 000 on strike in protest against the company's decision to supply 12 minibuses to the South African Rugby Board for the All Blacks' tour.

A spokesman for Volkswagen said too few members of the National Automobile and Allied Workers Union (Naawu) reported for work to make production economical.

Mr Les Kettleidas, re-

gional secretary of Naawu said workers today objected to six completed minibuses for the All Blacks' tour being kept in the shipment yard of the factory. Workers insisted that the vehicles, painted in the All Blacks and Springbok colours be kept in the main plant where it would be easy to monitor them and ensure that they did not leave the factory.

"When management refused to move the vehicles workers refused to work," said Mr Kettleidas.

Shop stewards are meeting with Volkswagen to try to resolve the bus dispute. So far, ac-

cording to Mr Kettleidas, Volkswagen has been adamant it has to meet a commitment to the South African Rugby Board. The company has agreed not to remove the vehicles until Monday.

Mr Kettleidas said Naawu had received messages of solidarity from Naawu branches in the Transvaal.

In another development in the buses row, the Black Allied, Mining and Construction Workers' Union, which is affiliated to the Azanian Confederation of Trade Unions, entered the fray by condemning the decision by Volkswagen to

lend the vehicles to the SARB.

"Having noted the black community's justified opposition to the tour, we call upon the company to withdraw this gesture immediately and apologise to the black community," a union official said.

"May the All Blacks also be warned that their tour will lead to general industrial action as witnessed in Uitenhage."

The union claims to have 56 000 members in the building, cement and quarry industries throughout the country.

Asked if the Federation of South African Trade Unions (Fosatu), to which Naawu is affiliated, had any comment on the dispute at this stage, a Fosatu official said from Cape Town that Fosatu had already condemned the All Blacks' tour at its last executive meeting.

"Members are now taking action following Fosatu's decision. I am not aware of any other action apart from that at Volkswagen at this stage. Fosatu's executive will meet again next Friday when a more detailed report of the Volkswagen dispute will be discussed."

# Volkswagen strike reveals new trend

By CLAIRE PICKARD-CAMBRIDGE

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6 Jan 12/7/85

THE strike over Volkswagen's plan to loan vehicles for use during the All Blacks tour is unusual because previous strikes of this nature have had a clear thread relating to industrial-relations issues.

This is the opinion of industrial relations consultant Brian Allen of Andrew Levy & Associates who said NAAWU appeared to have kept itself fairly insulated from politicisation in the past.

This is despite NAAWU being well represented in the Port Elizabeth area, where the workforce is recognised as being highly politicised.

"Of all the Fosatu unions NAAWU in that area is the most likely to become involved in these broader issues because of its highly politicised membership.

"This demonstrated that a union grouping was compelled to a large degree to follow the ebb and flow of the aspirations of its membership," he said.

The strike is also unusual for a Fosatu union because these unions have often been wary of direct involvement in politics. But it is noteworthy that the November stay-away on the Reef was strongest in Fosatu-organised areas.

These stayaways and other actions such as the recent Volkswagen strike are indicative of the way things are moving and the signs of increasing concern with societal issues.

Allen said most unions today, including white unions, were becoming increasingly politicised as a result of polarisation in South Africa.

"I believe there is a clear message here for employers to have to take cognisance of the broader societal issues — not only in industrial-relations decisions but in business decisions generally."

Three unions call for ballots

# Transvaal faces threat of huge transport strike

By CLAIRE PICKARD-CAMBRIDGE

THREE transport unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots which could result in a co-ordinated strike by about 17 000 drivers and general workers in the Transvaal

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (MTWUSA), the Transport Workers' Union of SA (TWUSA) and the SA Transport Workers' Union (SATWU) over working hours

TWUSA general secretary Gert van der Walt said his union was considering strike action for the first time in 50 years — an indication of members' anger at the employers' refusal to reduce their 48-hour working week to 46 hours

More than 700 employers could be affected, including major businesses like Cargo Carriers, Reef United

Transport, Rannies and others Managements approached last night did not want to comment at this stage

However, Van der Walt said, employers had been "pleading poverty" and citing the poor economic climate as factors preventing them from meeting union demands

The unions initially accepted the employers' offer of 11% and 9% increases for general workers and drivers respectively, but would reject this if working hours were not reduced, he said

Union members would meet on July 28 to decide whether to strike or not and the result could seriously affect transport over a key area

Van der Walt said there had been a strong indication workers would strike if employers did not meet their demand

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# Back-to-work deadline suspended

Today's noon deadline set by AECI for striking workers to return to work at the company's Chlor Alkali and Plastics plant near Newcastle was suspended this morning after last-ditch talks started to resolve a wage dispute.

Talks began at the factory between AECI and the SA Chemical Workers Union to try to resolve the month-long strike.

This week AECI issued an ultimatum that, if the strikers did not return to

work by noon today, they would be fired.

The union said it would defy the ultimatum but has also made a revised wage demand to management.

According to SACWU general secretary Mr Mike Tsotetsi the union was not in a position to make public its revised demand.

Talks between the two parties are continuing.

About 110 workers have already been dismissed from the four

chemical works at the plant. These works are to be closed at the end of August.

The SACWU originally rejected an AECI offer of a 9,5 percent increase on basic wages and an undertaking to raise wages to R430 a month from January 1986 and to R445 a month in July 1986.

The union demanded a 20,6 percent increase immediately to bring wages at Ballengeich into line with AECI wages at Sasolburg.

SAW 12/7/85

NSA 7/15/2

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## Workers' strike over rebel tour vans continues

Argus Bureau

PORT ELIZABETH — The Volkswagen plant at Uitenhage was silent for the third consecutive day today as workers stayed away in protest against the company's decision to lend minibuses to the All Black and Springbok rugby teams during the rebel tour.

Volkswagen spokesman Mr Graham Hardy said some employees had arrived for work today but not enough to warrant trying to start production.

He could not comment on continuing discussions between management and the National Automobile and Allied Workers' Union representatives.

● The Black Allied, Mining and Construction Workers' Union, which is affiliated to the Azanian Confederation of Trade Unions, condemned Volkswagen's decision to lend the vehicles.

"Having noted the black community's justified opposition to the tour, we call upon the company to withdraw this gesture," a union official said.

# Strike over tour buses to end today

Labour Reporter

WORKERS at the Volkswagen plant at Port Elizabeth decided to end their two-day strike over a dispute concerning the loan of 12 minibuses for the All Black rugby tour and return to work today, a spokesman for the workers, Mr Les Kettleidas, said last night.

Speaking from Uitenhage, Mr Kettleidas, the Eastern Cape regional secretary of the National

Automobile and Allied Workers' Union (Naawu), said shop stewards decided at a meeting yesterday to return to work, but the minibuses must be held on the factory premises until the dispute over their loan to the All Blacks was resolved.

'The shop stewards are still at a meeting with the management. We haven't heard the management's response yet,' he said.

Mr Graham Hardy, VW's communication's manager at Uitenhage, could not be reached for comment last night, but earlier yesterday a spokesman for the company confirmed that the plant was still shut.

More than 3 500 workers — about half the work force — downed tools on Wednesday, protesting against VW's plan to loan 12 minibuses to the South African Rugby Board for use by the All Blacks.

# Strike into second day

NM 12/7/85  
Labour Reporter

THE strike by hundreds of workers at the Scotford Mills, a clothing factory in Ladysmith, continued into the second day yesterday.

The workers downed tools in support of their demand for a R25 a week increase in pay, according to a spokesman for the workers.

Mr Frankie Hahsa, general secretary of the Garment Workers' Industrial Union, which has members at the factory, left for Ladysmith yesterday and could not be reached for comment last night. Management at the Ladysmith plant declined to comment.

# Union scores a first in agreement on strikes

By Sheryl Raine  
SAW 12/7/85

The National Automobile and Allied Workers' Union (Naawu) has scored a first with an agreement with Rowan in Jacobs Natal, which protects workers from dismissal for a month when they go on official strike.

Workers have a limited right to strike in terms of the Labour Relations Act. There is nothing in the law which prevents legal strikers from being dismissed.

Unions have repeatedly questioned what incentive there is to pursue collective bargaining procedures before going on a legal strike if, in the end, employers fire workers.

There have been numerous examples of ultimatums issued to legal strikers to return to work or face dismissal.

A clause which has been written into an agreement with Naawu and Rowan states that workers who go on a union-authorized legal strike will not be dismissed for a month.

"It is the first clause of its kind to be negotiated by any branch of Naawu. It is the most extensive strike clause negotiated in any recognition agreement in the country," says the latest issue of Naawu's mouthpiece *Naawu News*.

"The Rowan agreement represents a major breakthrough in the fight to decriminalise strikes and make them a normal part of industrial rela-

tions."

The Rowan agreement recognises the right to strike as the last resort in any dispute. The union is still obliged to negotiate any issue in good faith. Should a dispute arise the union is committed to a strike resolution procedure which can last as long as one month. If the dispute is not resolved the union will then be entitled to call a strike.

As long as the procedures have been complied with and the union has called the strike, then management is obliged not to dismiss any striking worker for a month.

If the dispute is settled before the end of the month workers will resume duties on the same terms of employment as before the strike.

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# Strike still on at VW

By CATHY SCHNELL

THE strike at Volkswagen, involving the entire black labour force, went into its second day today in protest against the company's decision to offer the South African Rugby Board minibuses for the use of All Black and Springbok rugby players during the forthcoming tour.

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr. Les Ketteldas, said the workers had been told the vehicles would not leave the factory until a final decision had been reached today.

Workers had promised to return to work tomorrow if a decision was reached today.

He said Naawu was opposed to international links which did not further the interest of the oppressed in South Africa.

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# All Black row shuts down VW

OWN CORRESPONDENT

PORT ELIZABETH —  
The row over the loan of  
12 VW microbuses for  
the All Black rugby tour  
to South Africa led to the  
shut-down of the Volks-  
wagen plant at Uiten-  
hage yesterday

Production ground to a  
halt after more than  
3 500 workers downed  
tools in protest against  
the company's market-  
ing plan to lend the  
vehicles to the South  
African Rugby Board for  
the coming tour

A company spokesman  
said he could not say  
whether VW might  
change its mind over the  
loan of the microbuses  
adding that he could  
also not say when the  
plant would reopen

The regional secretary  
of Naawu, Mr Les Kettle-  
das, said "The union is  
opposed to international  
links which do not fur-  
ther the interest of op-  
pressed people in South  
Africa

"Our members at  
Volkswagen are protest-  
ing the building of buses  
for the pleasure of the  
privileged minority  
while the townships  
burn"

According to Mr Kettle-  
ledas, union shop ste-  
wards were mandated by

the workers to forward a  
request to the company  
not to lend the buses

"This request was re-  
fused by the company  
and the workers hearing  
this stopped work," Mr  
Kettleledas said

The VW spokesman  
said yesterday that the  
matter was being dis-  
cussed with union offi-  
cials The outcome of the  
meeting was not known  
last night

He added that the loan  
was a marketing promo-  
tion to boost sales in a  
depressed market and  
thus safeguard jobs He  
stressed that the  
vehicles were on loan  
and not a gift and would  
be sold after the tour,  
which starts later this  
month

He said "Workers be-  
came unhappy when  
they saw the vehicles  
painted in the green and  
black team colours, and  
mistakenly believed  
Volkswagen was giving  
the vehicles away"

About 6 000 people are  
employed at Volkswa-  
gen, but although an-  
other 2 500 salaried and  
non-union workers re-  
mained at the plant yes-  
terday it was closed as  
further production  
would not be economi-  
cal, the spokesman said

Dismissal threat  
to 490 <sup>B-Day</sup> AECI <sup>128</sup>  
<sup>11/7/85</sup> Natal <sup>152</sup> workers

By CLAIRE PICKARD-CAMBRIDGE

THE strike-ridden AECI Chlor-alkali and Plastics factory at Ballengeich, Natal, has issued 490 workers with an ultimatum to return to work by midday tomorrow or face dismissal

Michael Sander, executive director of AECI Ltd, said yesterday that the ultimatum followed a crippling five-week strike, preceded by a wage dispute which has been going on for eight months

"The company has two options closing the whole Ballengeich operation or taking whatever action it can to break even. We've reached the end of the road and believe we've explored every avenue in an attempt to reach a negotiated settlement," he said

The company's ultimatum follows the workers' rejection yesterday of a new offer of 1986 increases which would have brought Ballengeich wages into line with AECI's Midland factory, he said

Wage parity with this factory was a union demand, but the union said earlier that they would not accept 1986 offers until 1985 demands for a R100-a-month across-the-board increase and fringe benefits were met

The company's final offer, rejected by the union, is for a 9.5% increase, bringing the monthly minimum to R373 a month, although the total package amounts to a 12% increase

The union has argued that AECI can afford to meet its 1985 demands but AECI says that its Ballengeich plant is running at a huge loss and its viability has to be determined by its individual profit

Sander said yesterday that depressed economic conditions made it imperative for the company to take action to save the factory and preserve jobs in the area

The union could not be reached for comment last night

# Auto plant employees refuse to work again

192 H&A Star 11/7/85 152

By Sheryl Raine H&A

The 3 000 workers who downed tools at Volkswagen in Uitenhage yesterday in protest against the supply of complimentary minibuses to the All Blacks and Springboks during the coming rugby tour again refused to work today

A spokesman for Volkswagen said the workers, all members of the National Automobile and Allied Workers' Union, reported for work today and held a report-back meeting with union officials. When told Volkswagen had not changed its mind about the minibuses, they refused to work. The workers then went home and production was halted for the second day this week

Meetings between union officials and management are in progress to try to resolve the row

Trouble started earlier this week when the company decided to supply 12 minibuses painted in the Springbok and All Black colours to the South African Rugby Board for use during the All Blacks rugby tour. The buses were to have formed part of a marketing promotion

Volkswagen argued that in these recessionary times the company had to use every cost-effective means to promote vehicle sales and preserve jobs in the retrenchment-ridden motor industry

The union objected to the building of the buses "for the pleasure of a privileged minority while black townships burned"

The eastern Cape, in particular Uitenhage, has been the scene of widespread unrest recently. Several people have been killed in clashes with police and in township violence

Mr Les Kettledas, NAAWU's regional secretary, said the union was opposed to international links which did not further the interest of the oppressed here.

# AECI Speaks Out on the Moral Issues

152 1985 Show 11/7/85

## The Newcastle strike day by day

The legal strike over wages at Chlor Alkali at Ballengeich near Newcastle has dragged on for more than a month. What determines the length of management's tolerance of such a strike?

The reason we have not dismissed people before, is that the strike was legal. We believe that means something and is worthy of respect. We believe we had to make every attempt to resolve this issue by negotiation before taking dismissal action. We don't believe that there is a possibility any longer of negotiating an agreement. We have explored every possibility of breaking the deadlock.

About 110 striking workers have already been dismissed from the chemical works at Newcastle, which are due to close at the end of August. They will be given redundancy benefits dating back to June 3, the day on which the strike began.

How much has the present strike cost AECI? In direct payments to people working overtime and keeping the plant going we have spent about 10 million. There are many other financial variables I don't

Workers in South Africa have only a limited right to strike. No law prevents even "legal" strikers being dismissed.

AECI yesterday issued an ultimatum to about 500 members of the SA Chemical Workers Union who have been on a legal strike since June 3 at the company's Chlor Alkali and Plastics factory near Newcastle, to return to work by 12 noon on Friday or face dismissal. SHERYL RAINE spoke to the chairman of Chlor Alkali, Mr Mike Sander, about the strike and the moral issue of dismissing legal strikers.

know what we would have produced had there not been a strike. We have been able to supply the local market throughout the strike.

We have had to be careful in committing ourselves in the export market. The plant is the second biggest exporter of carbide in the world. We have had to withdraw our presence in the export market.

How would you characterise the strike at Ballengeich?

On the whole as far as our employees are concerned, I am not aware of any violence or intimidation-type activity that they have started or promoted. The tone of a meeting with the union and workers on Tuesday

was not belligerent, threatening or unfriendly.

Having said that, I add that there are other elements down there that have been intimidating. New employees at the plant have been petrol bombed and there has been violence around the townships.

How did a magisterial ban on union meetings come into force?

Police instructed a group of striking employees to disperse from outside the factory gates a few days ago. Every day numbers of workers would come to stand outside the gate to see if there were developments. Police said they did not want these meetings to take place every day. We

December 1984. Dispute between the SA Chemical Workers' Union and AECI over wage increases for 1985 Conciliation Board set up.

February 28: Conciliation board meets for the first time but fails to resolve the dispute. Union holds strike ballot.

March 22: Workers go on legal strike.

March 27: AECI issues ultimatum return to work or face dismissal.

March 28: SA Chemical Workers' Union says this is an unfair labour

arranged for shop stewards only to come to the factory thereafter. Special permission was given this week on Tuesday for the union and AECI to meet on the company's property.

Did the ban on meetings inhibit negotiations? No, not really. When we had to have meetings, we got permission. It did, however, slow down the pace of discussions. Shop stewards had to report back to the townships in order to get in touch with union members and that took time.

What are the chances of the workers returning to work and avoiding dismissal? I don't think that between now and noon

practice but to protect jobs the workers return conditionally.

June 3 Workers go on strike again in protest against 1985 wage increases.

June 6: AECI applies to the Rand Supreme Court asking that the strike be declared illegal and for an interdict to prevent sympathy strikes at other AECI plants. Mr Justice O'Donovan rules the strike, although intermittent, is legal.

June 24: Limpet mine explodes at AECI head office in Johannesburg's Carlton Centre. Union denies responsibility and denial is accepted by AECI.

Friday, employees will accept our latest offer.

The union is adamant that it wants a 20,6 percent wage increase to bring wages in line with other AECI plants. What is the company's final offer?

We are offering 9,5 percent increase on basic wages and increases in allowances bringing the total package to about 12 percent (R373 a month). We have indicated to the union that we accept in principle that wages at Ballengeich be raised to the level of our Midrand plant in Sasolburg as soon as the Ballengeich plant stops losing money and starts breaking even. As a gesture of good

their counterparts at other plants. A Unisa Minimum Living Level survey for the Newcastle area shows that the company's basic offer of a minimum salary of R373 a month is 37 percent higher than the MLL. With a R27-a-month transport allowance, this brings the offer to 47 percent above the MLL and 14 percent above the Unisa Supplementary Living Level.

Is AECI concerned about public opinion in dismissing legal strikers? I don't want to fire anybody. My concern is that people will believe we have fired them with malicious motives and that is not so. It is a last-ditch attempt to avoid closing down the works and shedding all jobs. We want to keep the factory open.

If AECI dismisses workers on Friday, could this lead to an application to the Industrial Court? We have anticipated this. Every action we have taken has been taken with a lot of thought and in a clean and legally proper manner. The court will have to decide whether this action of ours is reasonable. We believe it is reasonable.

The union argues that the company pays whites at Ballengeich salaries comparable to those paid at other plants, but that the same does not apply to blacks. That is not correct. There are certain market-related rates which we pay to blacks and whites who do the same jobs. If one takes the total white wage package into account, those whites working at Ballengeich get less than

# NZ tour Workers down tools

THE entire black workforce at Volkswagen downed tools yesterday in response to a management decision to provide courtesy mini-buses for the All Black and Springbok rugby teams during the forthcoming tour of the New Zealanders. A spokesman for Volkswagen confirmed that the entire coloured and African workforce had downed tools in the

morning in protest against this decision. He said the plant had been closed down for the day because further production would be uneconomical. The majority of the workers at the plant belong to the National Automobile and Allied Workers Union (Naawu), which is affiliated to the Federation of South African Trade Unions (Fosatu), which

opposes the tour. Mr Les Ketteldas, regional secretary of Naawu, said he did not know how long the strike would continue, adding that shop stewards were negotiating with management. **SWU Decision** 11/7/85  
Indications of worker unhappiness about the decision to provide the cars came yesterday

from a workers' spokesman who said industrial action at the plant was being considered. A spokesman for the company said the objective of the promotion was to boost sales in a depressed market and thus safeguard jobs. He stressed that Volkswagen were not financing any aspect of the tour and that the shop stewards had been advised of this.

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# All Blacks bus strike closes VW

152  
11/7/85

Labour Reporter N M

A ROW over the loan of 12 VW minibuses for the All Black rugby tour led to the shut down of the Volkswagen plant at Uitenhage yesterday

Production ground to a halt after more than 3 500 workers downed tools in protest against the company's plan to lend the vehicles to the South African Rugby Board for the forthcoming tour.

Mr L Kettledas, Eastern Cape regional secretary of the National Automobile and Allied Workers' Union (Naawu), told The Natal Mercury that union shop stewards had been mandated by workers to forward a request to the company not to lend the buses for use by the All Blacks.

'This request was refused by the company and on the workers hearing this they stopped work,' he said.

Mr Graham Hardy, Volkswagen's communications manager, confirmed the closure of the plant following the strike

He said Volkswagen had offered to lend the minibuses for the All Black tour as a marketing promotion 'to boost sales in a depressed market and thus safeguard jobs'

Management and Naawu were locked in negotiations yesterday in a bid to resolve the dispute

# AECI strikers are issued with final ultimatum

Star 11/7/85

152

The South African Chemical Workers' Union (Sacwu) yesterday accused AECI Chlor-Alkali and Plastics of exploiting a loophole in labour legislation by giving an ultimatum to about 500 strikers from the company's Newcastle factory to return to work by noon tomorrow or face dismissal.

union that the four plants will close at the end of August. Sacwu's national organiser, Mr Manene Sameja, said the company's issuing of the ultimatum was "unfair" because the workers had followed all the legal requirements before calling a legal strike.

as the union was demanding. While the Newcastle factory might be suffering losses, the rest of the company's factories were not. AECI was already paying a minimum of R408 at its other factories.

AECI issued the ultimatum yesterday "to avoid closing down the entire works permanently and thereby eliminating all the jobs", according to the Chlor-Alkali's chairman, Mr Mike Sander.

**PROTECTION**  
"The company knows that in South Africa there is no legal protection for workers who go on legal strikes and it is exploiting this loophole," Mr Samela said.

Mr Samela said the ultimatum would only be conveyed to the strikers today and a meeting would later be held with the company.

The tough move by the company follows months of unsuccessful wage negotiations which culminated in a legal strike by 600 union members on June 3.

He also accused AECI of capitalising on the ban on union meetings in the Newcastle area.

Announcing the ultimatum, Mr Sander said AECI had "taken every possible action since last November to settle this dispute by negotiation."

Already 110 workers from the Newcastle factory's chemical plants have been dismissed and AECI has informed the

the union rejected the company offer of a minimum wage of R430 from January next year, rising to R445 in July, because it believed the company was able to pay a minimum of R408 this year,

"Because of the very major losses this small factory has incurred over the last four years, the only step open to us to avoid closing down the entire works permanently and thereby eliminating all the jobs, is to resort to the ultimatum which was issued."

● See Page 17.

Gold Italian Design

OUT

FOR THE MONTH



10:07:8-

# Bakery D. Dispute workers to strike

Durban — More than 800 bakery employees were told by union spokesmen at a meeting here at the weekend that a date for strike action would be announced at a meeting next Saturday

More than 1 200 workers from major bakeries in Durban and the surrounding areas, voted last week to strike in support of their wage demands

Votes cast by them earlier in the week were counted last Friday — Sapa

# 'Return or face sack' says AECI

By Sheryl Raine

AECI today issued an ultimatum to the South African Chemical Workers' Union (Sacwu) that if its approximately 500 striking members at the company's Chlor Alkali plant near Newcastle did not return to work by noon on Friday, they would lose their jobs.

The ultimatum comes after long, tough and unsuccessful negotiations.

## OFFER REJECTED

Talks started in August last year and the present strike has lasted more than a month.

Sacwu today rejected AECI's final wage offer of a 9,5 percent increase which would bring minimum wages to R373 a month. The union also rejected an offer by AECI

to increase wages to R436 a month in January 1986 and to R445 a month in July 1986.

The union has demanded that pay at the plant be increased by about 20 percent to bring wages into line with other AECI concerns around the country.

"We have told the union that if workers do not return to work by noon on Friday they will be deemed to be in breach of their contracts," said AECI public relations officer Mr Murray Joubert.

"The number of workers who stand to lose their jobs is 490. About 110 workers employed at the chemical plants at the factory have already been dismissed."

The union could not be reached for comment.

# Unions to hold strike ballots

THREE transport trade unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots following a deadlock between them and the employers in the Industrial Council (IC) over working hours

The unions — the Transport Workers' Union of SA (TWUSA) the Motor Transport Workers Union of SA (MTWUSA) and the South African Transport Workers Union (SATWU) have vowed that they will take an industrial action that might bring "transport in the country to a standstill" next month

A spokesman for the unions said the workers — more than 10 000 drivers and general workers — were angry with the employers for not meeting their demand for a 46-hour working week.

This that is one of the many made by trade unions in an attempt to force employers to accede to their demands — unions in the mine metal and steel clothing and other industries have made similar threats in recent days, an industrial relations consultant said yesterday

The general secretary of the MTWUSA, Mr G van der Walt, told the SOWETAN yesterday that employers

have threatened to dismiss workers if they go on strike

They have indicated that there was a lot of manpower in the so-called homelands

He charged that employers were not prepared to pay workers a living wage and yet they were not keen to reduce working hours

They had exploited workers for a long time he said

He said members of the three unions would meet on July 28 to decide whether to strike or not

He was sure the workers would vote in favour of strike because "they are sick and tired of management's intransigent attitudes"

The secretary for the Industrial Council, Mr E Nel said the parties had reached a stage where they could not agree

Employers were going through "difficult times" because of the economy

The union have indicated that they will call a meeting of members where they will decide on which steps to take next and the employers were waiting for their response

"The ball is in the trade union's court and it is up to them to decide after employers have explained their positions" he said



Sowetan 10/7/85

# Mawu vows to down tools

9/7/85  
Sowetan  
THE Fosatu-affiliate Metal and Allied Workers' Union has threatened to go on a national strike if employers in the metal industries refuse to negotiate wages at plant level.

This follows Mawu's rejection of a wage offer for the 360 000 metal workers at the Industrial Council (IC) — the Steel Engineering Industries Federation of South Africa (SEIFSA) last week.

Mawu is the only union in the metal industries' IC which refused to sign the wage agreement — the second time in two years. The union is a member of the International Metalworkers Federation (IMF).

Two other IMF members which took part in the IC wage negotiations — South African Boilermakers Society and the Steel Engineering and Allied Workers Union — have signed the agreement.

The agreement means that metal workers will now receive increases ranging from 8.3 percent to 9.8 percent as from July 1, but the agreement still has to be gazetted by the Minister of Manpower.

However, Mr Brian Fredericks, chairman of the

local committee of the IMF said the unions were still unhappy about the offer and will be approaching managements at plant level. The unions will clamour for increases above the IC minimum rates and those employers who refuse to negotiate will face action.

Mawu said it was unable to sign an agreement which was not accepted by its members. It will not be pressurised by anybody into accepting the offer because "we are fully committed to the establishment of a living wage."

"The union remains totally opposed to Seifsa's policy of discouraging plant level bargaining and points out that this policy is based on a spurious intellectual and a historical supposition and has the effect of

- Causing massive industrial unrest
- Protecting highly profitable companies from paying wages commensurate with their income and profits, and
- Distorting the collective bargaining process

Total of lost working days zooms

# Workers pressure may continue for weeks

152 B. Day 9/7/85

THE economy lost more man-days through strikes, in the first six months of this year than were lost in any full year in recent history.

This is according to statistics compiled by a leading labour consultant, Andrew Levy, and they show that nearly 500 000 working days were lost in more than 100 strikes between January 1 and June 30

The closest in recent years was last year's record figure of about 450 000 man-days lost in strikes.

Levy said that the single biggest factor in this year's upsurge of labour action was the growing organisation and conflict in the mining industry, which accounted for 75% of the labour unrest.

"And, given the size of the National Union of Mineworkers and the mining industry, what we're witnessing now could be just the beginning"

Levy said that the way the Cham-

By PHILLIP VAN NIEKERK  
Transvaal News Bureau

ber of Mines and NUM worked out their relationship was probably more important than any other issue in labour relations

He said that after the NUM, the largest single contributor to strikes and stoppages was Fosatu's National Automobile and Allied Workers' Union (Naawu) with Fosatu's Metal and Allied Workers' Union (Mawu) in third place.

"The main trigger issue was the high pressure over wages and this should continue at least till September.

"In the metal industry in particular, the next 10 to 12 weeks are critical, and we could well be seeing a rash of wage-related strikes in the industry."

Levy said another important trend seemed the increasing number of

sympathy strikes and instances of concerted national strike action

"We've witnessed these in the past, but what we're seeing now — for instance at Corobrick, Siemens, the threat at AECI, Dunlop, the mining industry, and so on — is more a result of organisation than spontaneity"

He said he had excluded stay-aways such as that over the funeral of Andries Raditsela from the tally of strikes, but that there was no doubt that the political climate was playing a role.

"It's difficult to quantify, but I would say political issues are making labour issues more sensitive and solutions more difficult to find."

Levy said that the one area where there had been a decline in labour action was in the retail sector where the Commercial, Catering and Allied Workers' Union (Ccaawusa) which had been taking the number one slot for a number of years, had had a quiet six months.

(192) B. Day 9/7/85

# Duduza strike in limbo

SEVEN people died and at least another seven were injured as weekend unrest spread through three provinces

Five people died in trouble-torn Duduza near Nigel. A policeman was wounded, three people injured and three arrested. A supermarket belonging to the township's former mayor, Kebane Molo, was fire-bombed on Sunday night.

A proposed general strike yesterday by Duduza residents, to protest against police patrols in the township, was called off and might take place any day this week, according to a source.

A man was killed near Howick, Natal, after a mob stoned a crowd during an

BY SIPHO NGCOBO

argument. Police arrested a man for public violence.

A man was killed in Steysberg when police used birdshots and rifle fire to disperse a crowd that had set fire to Development Board offices.

Those shot dead by police in the beleaguered township of Duduza were Joseph Nonyane, 24, Meshack Shabangu, 35, Petrus Bhekí Makhanya, 19, and George Mnywabe, 16.

The fifth victim was a woman who, according to the police, died in a car accident involving a Casspir.

# Strike-hit Vaal firm lays off 56

THE strike-hit Baldwins Steel Company in Vanderbijlpark has laid-off about 56 black employees following a strike by the entire workforce over retrenchments and other working conditions.

Mr Johannes Maloka, branch secretary of the Steel Engineering and Allied Workers' Union (Seawu), yesterday accused the company of "unfair labour practice" for refusing to negotiate the retrenchment of the workers in "good faith with the union".

The workforce downed tools for four days last week after management had refused to negotiate the retrenchment issue which the union maintains was aimed at "victimising our members".

However, the company's branch manager, Mr R C Gybons, has confirmed that workers have been retrenched because of the current recession. He denied that the workers were unfairly retrenched. He also denied the strike action.

## May Day

The strike by the workers is the third since the beginning of the year. During May workers downed tools to celebrate May Day, according to Mr Maloka.

Workers were made to sign forms wherein they undertook not to stay away from work. Since that time workers have been victimised and threatened with dismissal.

Management has also used "dirty tactics" to lure workers to return to work after the strike last week. "We view this kind of practice as unfair and will challenge management."

Mr Gybons declined to comment on the allegations and claimed "This is a matter between the union and the company, and not the Press."

The union is to hold its annual general meeting at the Cathedral Place, Johannesburg on Saturday, starting at 10am. The agenda includes elections, financial reports, amendment to the constitution and the unemployment and strike funds.

## Village strike threat over S A P presence

Mercury Correspondent  
JOHANNESBURG—There was sporadic weekend violence, stone throwing and petrol bombing at various centres around the country.

On Saturday residents of Duduza near Nigel in the Reef area threatened that unless the police left the area there would be a strike of all workers living in the village.

The villagers were ordered by authorities not to hold funeral services over the weekend because of the fear of violence.

There is also a dispute surrounding an allegation that an unknown number of children were killed during a police crime sweep through the village on Friday.

Several youths were allegedly injured and others

were taken to the Dunnotar Hospital after they had been sjamboked by police.

Col J Venter, of the Police Directorate of Public Relations, denied there had been unrest in Duduza.

Sources in the village said that up to four youths had died during the police sweep.

Mr Vusi Mashabane, spokesman for the Duduza Civic Association, said township leaders were organising the strike to start today. 'If the police don't quit the township, we won't go to work,' he said.

Col Venter said 'incidences of stone throwing, arson, and petrol bombing continued overnight in areas of the Eastern Cape, Soweto, East Rand and Galeshewe in the northern Cape near Kimberley'.



*C. Piers*  
*2/7/87*

**Strike at  
Greyhound  
was illegal**

*152*

*148*

THE CASE against 195 Transport and Allied Workers' Union members was this week postponed to July 18 in the Klerksdorp Magistrate's Court.

The 195 Western Greyhound bus company workers in Klerksdorp allegedly held an illegal strike on May 30.

They are said to have demanded disciplinary action against a bus inspector who allegedly insulted a junior inspector.

# Ulundi hit by bread strike

CP Correspondent

THE KWAZULU capital of Ulundi was this week left without bread after Sasko Bakery workers went on strike.

About 200 workers went on a sympathy strike after some of their colleagues were retrenched at short notice and without any prior discussions with the National Iron, Steel, Metal, and Allied Workers' Union - of which they are members, say the workers.

Meanwhile, the bakery has been closed temporarily pending the outcome of talks between Nismawu and management next Wednesday.

Workers have been camping outside the factory gate daily after an unsuccessful plea to KwaZulu Interior Minister - whose KwaZulu Finance and Investment Corporation owns half the shares at the bakery - to intervene.

By late this week Ulundi was getting a supply of bread from bakeries in Melmoth, 40km away.

Sasko spokesman J Laing confirmed that the bakery had been closed temporarily.

He said the company had retrenched some workers because of re-organisation to ensure the liability of the bakery due to its unstable financial position.

# Gencor miners resign

From PHILLIP  
VAN NIEKERK

JOHANNESBURG — The General Mining Union Corporation (Gencor) has paid off 1543 workers in the wake of the wage strikes by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans, the chief executive of Gencor's gold and uranium division, said the vast majority of these had "resigned" of their own accord. Only a few had been discharged.

Mr Evans said they had not yet established the cause of the strikes, which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about two percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance the company was implementing added up to another four percent.

## 'Very fair'

The chamber offer has been rejected by the National Union of Mineworkers (NUM) which begins strike balloting on its 18 recognized mines on Monday.

Mr Evans said Gencor regarded the increases as "very fair" and were much higher than productivity improvement.

Meanwhile, about 85 workers from Lonrho's Western Platinum Mine

near Rustenburg have been arrested on charges of public violence following a strike over pay increases yesterday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4 000 strikers were back at work yesterday barring about 200 who had "disappeared".

Sapa reports that hundreds of Western Platinum miners remained in their dormitories yesterday, refusing to go to work after the violence.

## Average

Workers said trouble flared on Wednesday at 3am after workers assembled in the Wonderkop Hostel to protest against wage increases.

They said the mine had offered to increase wages by an average of R1 a shift from last weekend. Workers are demanding "at least R10" increase a shift.

When the situation got out of control, police were called to the mine and used tearsmoke, rubber bullets and sjamboks to disperse the mineworkers. Police said one death had been reported.

Mr Hoffe said three had died. One was a striker who had been run over by a worker who had hijacked a bus, the second was the driver of the bus who had been attacked by a mob and the third had been run over by a car.

CAPE TIMES 5/7/85



# Bakery workers vote to strike

OVER 1 000 bakery workers from eight bakery plants in Durban and surrounding areas resolved in a weekend meeting to exercise their legal strike option in order to bring the employers to their senses about workers' need for a living wage.

For nearly two months, four unions, the Natal Baking Industry Employees Union, Sweet Food and Allied Workers Union, Food Beverage Workers Union and Black Allied Workers Union have been negotiating with major companies in the baking industrial council for higher wages.

The unions' initial demands were for R27 50 increase in the weekly wage and a minimum wage of R110 a week. Workers are also demanding changes in a range of working conditions which the employers stipulate, can only be negotiated at industry level.

After three meetings, a dispute was declared on June 10. Both parties still

failed to resolve the matter in four subsequent meetings. The final wage offer by employers, was a R11,40 weekly increase.

Unions reached their final wage demand for a weekly increase of R23 and a minimum wage of R105 a week. The decision taken by workers from all four unions, is to exercise their legal strike option in order to bring the employers to their "senses" about workers' need for a living wage.

The unions believe employers have two choices in meeting the demands of the workers. • Employers can pressure the government to increase the subsidy on bread, or • Employers can recognise that, as all other subsidiaries of large private sector monopolies, they will have to engage in collective bargaining over the share of profits that workers are demanding.

Mr Mike Smith, secretary of Industrial Council and secretary of Master Bakers Association, was not available for comment.

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Britain  
B. Day

# fighters' shy of BTR dispute

(152)

London Bureau

THE British government has refused to intervene in an industrial dispute between BTR Sarmcol - a British subsidiary of BTR - and the Metal and Allied Workers' Union (Mawu)

The refusal was conveyed to Britain's powerful Trades Union Congress by Trade and Industry Minister Norman Tebbit.

Tebbit was responding to an appeal by TUC general secretary Norman Willis for British government action against BTR over alleged contraventions of the voluntary EEC code of conduct.

A copy of Willis's letter was also sent to the British Foreign Secretary, Sir Geoffrey Howe.

British companies operating in South Africa report to the Department of Trade and Industry but, in terms of the EEC code, it is the job of British Embassy officials to monitor application of the code.

Willis had asked Tebbit to take up the case of 1 000 black workers - belonging to Mawu - who were dismissed between April 30 and May 3 for taking part in what the union insists was a legal strike at BTR Sarmcol in Howick, Natal.

BTR hotly disputes that the strike was legal and also disputes a Mawu claim that, before the strike, the company paid wages below the EEC code's subsistence living level and the household effective level.

In reply to the TUC Tebbit wrote: "I do not think it would be helpful or appropriate for the British government to seek to intervene in the dispute, especially since it is taking place in another country."

Tebbit believed it was better for the company and the union to "resolve their difficulty directly"

"I cannot accept that the BTR case undermines the credibility of successive British governments towards British interests in South Africa or of the EEC code of conduct," Tebbit said.

He said that British companies generally had a good record of reporting on the code and of adhering to its requirements.

A spokesman for the Department of Trade and Industry said that it was not practice to release details or comment on the performance of individual companies under the code.

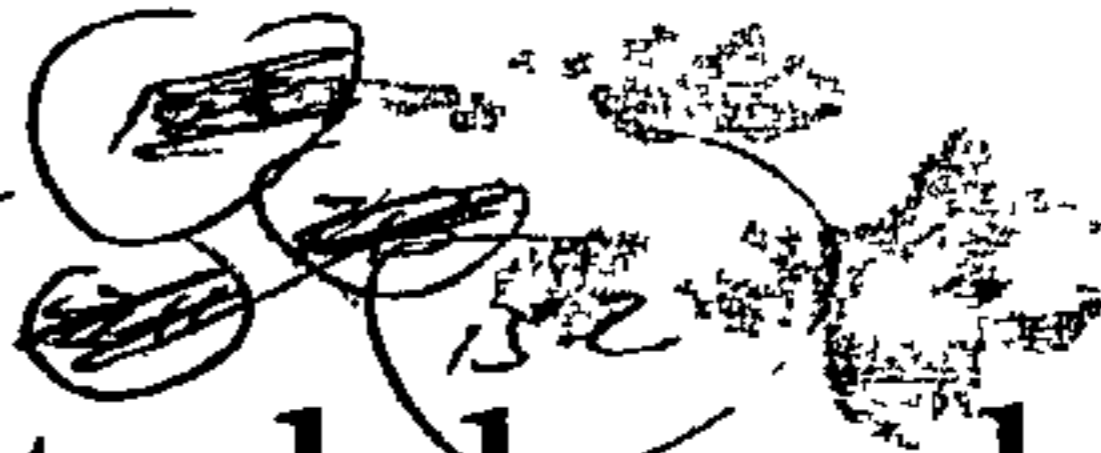
"But there is no reason to believe that the information provided by BTR Sarmcol was inaccurate," the spokesman said.

A TUC spokesman said that the TUC's international committee had found Tebbit's reply unsatisfactory and would be writing to him again to pursue the matter.

"The British Government is not doing as much as other governments to put pressure on the South Africans," he said.

Handwritten notes in the right margin, including the word "summary" and some illegible scribbles.

CHC-TWH 3/7/85



# NUM strike ballot delayed

From PHILLIP VAN NIEKERK  
JOHANNESBURG —  
The National Union of Mineworkers (NUM) ballot for a legal strike on 18 gold mines and 11 collieries has been delayed after the union and Anglo American were unable to agree on joint monitoring of the vote

Anglo American, who ran the vast majority of mines involved in the wage dispute, have re-

jected the wording of the NUM's ballot form and turned down a request that shaft stewards get paid leave for the duration of the ballot

A NUM spokesman last night said that failure to receive responses from Gold Fields and Rand Mines meant that the ballot would start only on Monday

Meanwhile, 20 000 workers on three Gencor goldmines returned to work yesterday follow-

ing a strike on Monday  
A Gencor spokesman said the workers from the Kinross, Winkelshaak and Beatrix mines had returned after a threat that they would face dismissal

The NUM is not recognized at the Gencor mines and they will not be part of the planned legal strike action

An Anglo spokesman said yesterday that management had been prepared to meet the union

"halfway" by allowing shaft stewards time off for the ballot without pay

Mr Cyril Ramaphosa, general secretary of the NUM, said the wording on the ballot forms was "none of their business" as it was a union issue

In terms of the Labour Relations Act, the NUM is not required to hold a strike ballot that is unregistered, but has decided to do so to prove its strength

# AECI suspends ultimatum

152

Star 2/7/85

AECI yesterday suspended its back-to-work ultimatum to about 150 workers who have been on a legal strike over a wage dispute at its Newcastle plant

The workers are among the 600 who originally went on strike on June 3 to back demands that their pay be brought into line with that of colleagues at other AECI factories

The suspension of the ultimatum coincided with a meeting yesterday between the company and the South African Chemical Workers' Union (Sacwu) Spokesmen for the parties confirmed the talks would resume tomorrow but would not say what would be on the agenda

Late last week the company issued an ultimatum to the workers,

all from the Newcastle factory's engineering and dispatch plants, to return to work by yesterday or risk losing their jobs

One hundred of those involved in the original strike have already been fired for failing to return to work

Sacwu has not indicated if it will go ahead with its threatened sympathy strikes at other AECI factories

20 000 miners

AKGUS 2/7/81  
face dismissal

JOHANNESBURG — Twenty thousand miners on strike over their annual pay increases at Free State and Eastern Transvaal gold mines face dismissal if they do not return to work today

One miner has been killed in unrest following the strikes yesterday at three mines owned by the General Mining Union Corporation (Gencor)

The company said that 560 workers had already been fired — Sapa



# 600 fired after going on strike

More than 600 workers were yesterday dismissed by the Vanderbijlpark company Vitro Building Products after going on strike over dissatisfaction with their annual wage increases

An Anglo American spokesman said Vitro, a subsidiary of Amcoal had fired the workers after they had staged 'illegal' work stoppages on Monday and Tuesday over wages

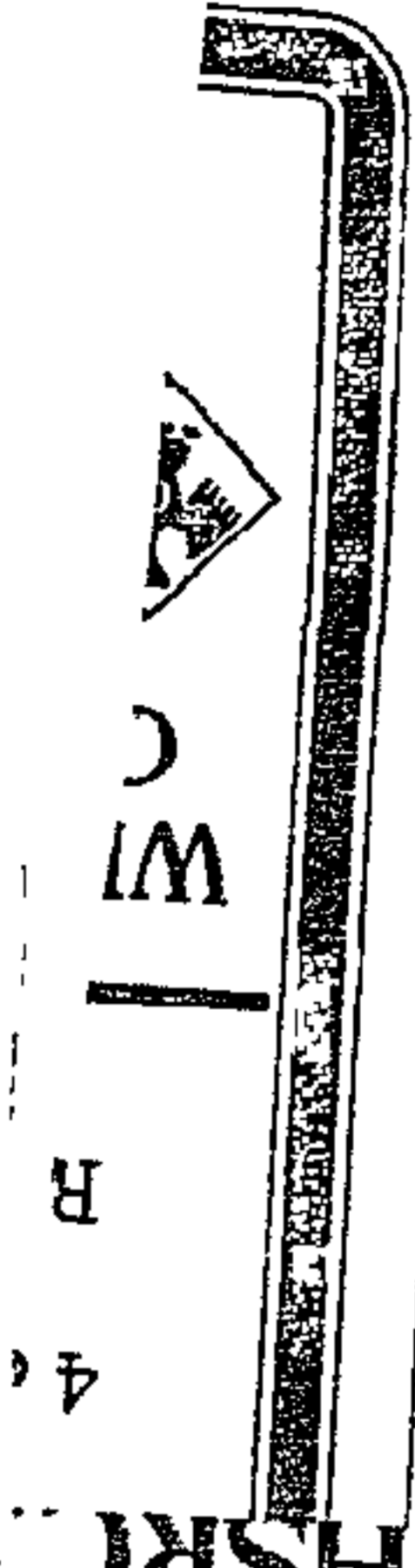
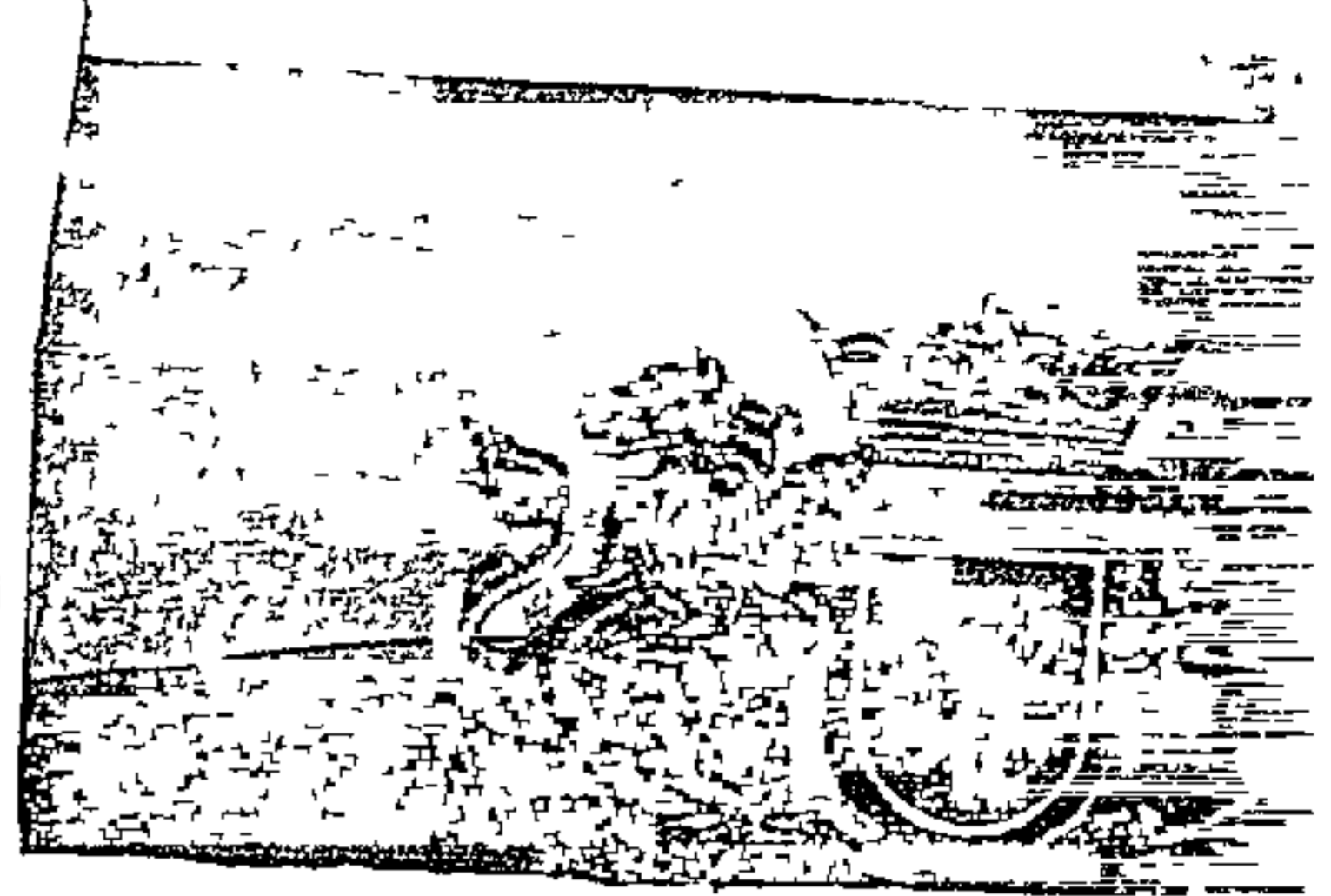
The workers were dissatisfied with their increments, which were based on the Steel, Engineering Industries Federation (Seifsa) rates, he said

Most trade unions in the steel and engineering industry have rejected the Seifsa rates.

The Anglo spokesman said the Vitro workers were not unionised

Recruitment to replace the dismissed workers had begun today

star 2/7/85



# Workers fired for striking

About 500 employees of  
Silverton Engineering  
near Pretoria were dis-  
missed this week after  
they downed tools to  
back demands for plant  
level wage negotiations

According to the Na-  
tional Automobile and  
Allied Workers' Union  
(Naawu), the strike fol-  
lowed the company's an-  
nouncement that it would  
effect Industrial Council  
(IC) wage increases,  
which unions have reject-  
ed as too low to meet  
members' rising costs of  
living

The workers want to  
negotiate wages with the  
company at plant level  
and are demanding a 50c  
an hour increase

Naawu said it had  
began in-plant negotia-  
tions with the company  
when the company sud-  
denly and unilaterally  
adopted IC wage rates  
which would grant work-  
ers a minimum 14c an  
hour increase

The company's manag-  
ing director, Mr B A  
Land, said the workers  
were dismissed after ig-  
noring appeals to return  
to work. He said the com-  
pany had told them it  
was willing to discuss the  
wage issue further

Mr Land hoped the dis-  
pute would be resolved at  
a meeting with the union  
today.

*Handwritten notes:*  
152  
Star  
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7/26

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152  
Star  
2/7/55  
7/26

# Miner dies as 20 000 strike over pay rises

CAPL TIMES 2/7/85

152

From PHILLIP VAN NIEKERK

**JOHANNESBURG.** — One miner died and about 560 were fired as more than 20 000 workers on Gencor goldmines went on strike in protest against their annual wage increases yesterday.

Teargas was fired at workers as incidents of unrest flared on the three mines — Beatrix near Welkom and Kinross and Winkelhaak near Evander in the Eastern Transvaal.

Gencor has told all 20 000 workers to return to work today or be fired.

The two mines hit by strikes at the weekend — Bracken and Leslie — were back to "normal" yesterday, and the company announced that about 390 workers at Leslie and 170 at

Bracken had been sacked.

The strikes were triggered by the annual increases. Gencor is giving less than the amount rejected last week by the National Union of Mineworkers (NUM), and which most of the other mining houses will be implementing this week.

### Control

NUM, which is preparing for a strike ballot on the 18 goldmines where it is recognised, has a presence but no recognition agreements at the five strike-hit mines.

A spokesman for NUM said they were waiting till after the strike ballot which starts today before launching their legal strike and had the situation under control at their mines.

Meanwhile, a Gencor spokesman said last night that one miner had died in unrest at the three mines yesterday afternoon.

### Looting

He said the death occurred at Winkelhaak gold mine and the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away.

"The cause of death is unknown and is being investigated," he said.

He said that at Beatrix mine a concession store was looted and burnt down.

The SA Police were called in early this afternoon to disperse the crowds which had

formed at two of the four sections of the hostel. No injuries were reported.

In an earlier statement Gencor said most of the combined workforce of 7 600 at Bracken and Leslie who struck over the weekend had returned yesterday morning following an ultimatum to work or face dismissal.

The statement said the 170 at Bracken and 390 at Leslie had had their services terminated.

Gencor said about 8 400 workers at Kinross, 7 300 at Beatrix and 4 000 at Winkelhaak had, however, refused to work yesterday, and as the strike continued onto the night shift the number was expected to swell.

### Biggest-ever

No incidents were reported in the rest of the industry, however, which is facing its biggest-ever strike by black mineworkers unless the Chamber and the NUM can reach agreement in the next few days.

All was quiet at Rand Mines' marginal Durban Deep and ERPM mines where the company is implementing increases higher than Gencor but lower than the Chambers' offer to the NUM.

Meanwhile, the NUM has applied for a conciliation board for its dispute with De Beers over wage increases at its Namaqualand Division, opening the possibility of a strike in the diamond mining industry as well.

## Business report

Pages 12 & 13

● National Acceptances under judicial management

● Syfrets cuts part bond rates

● Protea earnings still on target

● City's first corporate bank to open soon

● Forex losses knock Mercatrust

● Sage Fund raises income

### BUSINESS BRIEF

Gold (close) \$313,50  
Rand \$0,5070/80  
FT Index (close) 952,50  
JSE 1081,80  
Dow Jones 1 337,14

# Took job of striker stoned to death

Star 11/7/85  
By Mike Siluma

The two month-long recognition battle between the Metal and Allied Workers' Union (Mawu) and the British subsidiary, BTR Sarmcol, has spilled over into the local community of Epophomeni near Howick and has so far claimed two lives

The two died after a bus carrying Sarmcol workers was stoned in the township

One of the dead is believed to have been a new employee of Sarmcol, hired by the company after 975 Mawu members were fired in April

A mob of youths and women was said to have searched the bus for new Sarmcol workers. They then attacked people and tried to set the bus on fire

Huts belonging to new Sarmcol workers are reported to have been set on fire last Monday night

## SHOPS BOYCOTTED

Township residents have also been boycotting white shops in the area for their alleged failure to support workers against BTR Sarmcol.

The attacks came after the union had warned that the dismissals could lead to the "destruction of the commu-

nity of Empophomeni" as many of those dismissed lived in the township.

The dismissed workers have said lack of income would harm their families as BTR is the only major employer in the town

This week all meetings and gatherings in the Empophomeni magisterial district were banned

The union has cautioned that the banning could have the effect of escalating the violence in Empophomeni because the ban will drastically undermine the union's ability to maintain some order and discipline

## UNION OFFER

It said it was willing to meet the company "unconditionally to prevent further deaths and violence"

Repeated efforts to reach company spokesmen last week failed

At the centre of the dispute is the company's decision to fire the workers two months ago.

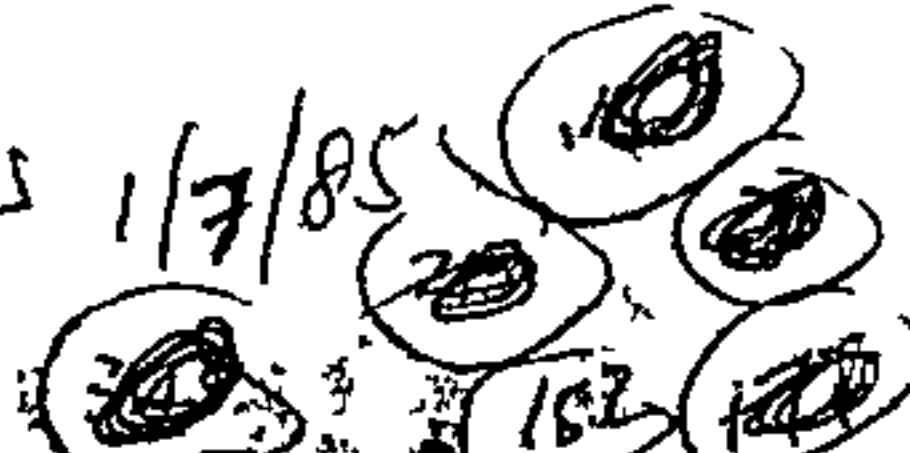
The workers had struck over the recognition of their union, Mawu.

A series of accusations and counter-accusations then followed, with the company saying the strike was illegal and the union insisting it was not.

The union accused the company of "union bashing" while the company blamed the union for intimidation

The list of claims and counter-claims is endless. Meanwhile the fight at Sarmcol is having far-reaching consequences in the Empophomeni community

CAC Touts 1/7/85



# NUM claims 200 000 could go on strike

From PHILLIP  
VAN NIEKERK

JOHANNESBURG — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two gold-mines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend in protest against the Chamber of Mines' annual wage increases

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

## Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action

The increases vary between 14 and 19,6 percent and include concessions on working hours

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave al-

lowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 gold-mines where the NUM is recognized would support the strike

"We also have a presence on 12 more gold-mines, and workers on these mines feel just as strongly about the increases," he said "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength"

Mr Johan Liebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher

By late yesterday Gencor was the only mining house to be hit by strike action

CAPE TOWN  
11/7/88 (15)

## E Cape, E Rand unrest report

PRETORIA — Numerous incidents of unrest in the Eastern Cape and East Rand were reported by police at the weekend.

Police said two men were wounded in Cradock on Saturday when police used rubber bullets, tearsmoke and birdshot to disperse a crowd stoning a police vehicle.

"One South African Police member was slightly injured," the spokesman said.

Also in Cradock, tearsmoke was used to disperse a crowd which set fire to a truck and stoned a police vehicle, the spokesman said.

In the same area, a tennis ball filled with petrol was thrown at a house, and petrol-bombs were thrown at another house and a police vehicle, causing no damage.

Two policemen were slightly injured when their vehicle was stoned in the Michausdal township, also in Cradock. The policemen had dispersed the stone-throwers with shotguns, police said.

In Bedford in the Eastern Cape, a delivery vehicle was set alight.

At Katilehong on the East Rand, police used teargas to disperse a group who were obstructing a road with burning tyres.

At KwaThema, also on the East Rand, a private home was set alight and two shots were fired at the inhabitants. Nobody was injured and damage was estimated at around R1 000. Three men were arrested after they stoned a private vehicle.

● More than 950 protesting workers from the Metal and Allied Workers' Union brought traffic in Maritzburg to a stop on Saturday morning to draw attention to the labour dispute at BTR Sarmcol in Howick.

A convoy of 10 buses made its way up the city's main street and workers waving placards called for an end to the dispute. Riot police and municipal traffic officers stood by with teargas but there were no incidents.

Most of the men live in Mpophomeni, near Howick, where a 21-day ban on meetings was imposed last week. — Sapa

★ (152) (152) (152) (152)

### Cusa backs workers

THE COUNCIL of Unions of SA will hold a support meeting on July 6 for 44 workers dismissed at Triomf's Potchefstroom plant last April

Cusa general secretary Piroshaw Camay said all Cusa affiliates and Fosatu and UDF unions have been invited to the meeting

Meanwhile the Ikageng village council has turned down Cusa's request to exempt workers from paying rent or lodgers' fees

Ikageng mayor Gabriel Moraladi said it would cause a "deficit in the council's coffers" if they exempted people

C Press 30/6/85

11/2/85 11:11 AM

# Strike: <sup>CAF 7.10</sup> Black <sup>29/6/85</sup> miners to vote <sup>152</sup>

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers announced a strike ballot for black coalminers next week after deadlock at conciliation board talks over pay increases with the Chamber of Mines yesterday

The announcement came within 24 hours of a NUM decision to hold a strike ballot among black workers on the goldmines, and opens the way for a massive legal strike on both gold and coal mines

The chamber is offering increases of about 19 percent while the NUM is demanding 23 percent.

Exact support for the NUM is not known but a spokesman for the NUM said their latest figures showed a signed-up membership of 160 000 black miners

The first stirrings of dissatisfaction with this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Brakken goldmine near Evander failed to go underground

Gencor, owners of the mine, said night-shift workers had refused to go down on Wednesday and all but a few day-shift workers failed to go underground yesterday

It said there was little damage to mine property and the situation at the mine was calm. Workers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances



# Talks with

## chemical

## workers

## fail again

152  
Star 28/6/85  
Yet another round of talks has failed to solve the wage dispute between the chemical giant, AECI, and the South African Chemical Workers' Union (SACWU)

The union disclosed today that a meeting had been held with the company on Tuesday, but that no agreement was reached

Six hundred workers from the company's factory near Newcastle have been on a legal strike since June 3 in support of long-standing wage demands

And in a development that could only worsen relations between the parties, the union claimed the company had issued an ultimatum to some of the strikers at its Newcastle factory to return to work or face dismissal.

SACWU general secretary, Mr Michael Tsotetsi, said about 100 workers were affected by the ultimatum

About two weeks ago AECI sacked nearly 100 of the strikers after they failed to meet an ultimatum to return to work

### SYMPATHY

Mr Tsotetsi would not comment on whether the union would go ahead with threatened sympathy strikes at other AECI factories around the country

SACWU claims to have a mandate for such strikes

An AECI spokesman confirmed that about 160 strikers from the factory's dispatch and engineering plants had been asked to return to work by Monday, or risk losing their jobs

The company had repeatedly asked all employees to return to work. The union had been notified that management "was being forced to consider alternative ways of manning the plant" if the workers did not return

# Meetings ban after sackings

Own Correspondent

DURBAN — All meetings in the Mpopomeni area outside Howick have been banned for 21 days by a local magistrate in the wake of recent unrest after the sacking of more than 900 striking BTR Sarmcol workers

Two people were killed at the weekend after a mob of about 250 stoned buses carrying "scab" workers, and seven huts were attacked

Commenting on the ban, a spokesman for the Metal and Allied Workers' Union (Mawu) said it was clear it was aimed at preventing meetings of 970 workers dismissed by the rubber company at the end of April after a dispute over union recognition

"Daily meetings have been held to report to members on developments and help them with their problems

"This action will undoubtedly escalate violence in Mpopomeni because the ban will drastically undermine the union's ability to maintain some order and discipline," he said

The union yesterday sent a letter to the company, re-emphasizing its willingness to negotiate unconditionally with the company to resolve the dispute

## New recognition agreement

The entire work force was dismissed after a strike in protest against the company's refusal to sign a new recognition agreement. The company responded by saying it had signed a preliminary recognition agreement with Mawu in June, 1983

Since then, negotiations had taken place continuously to try to finalize a full recognition agreement. However, a document drafted after two conciliation boards which the company was willing to sign was rejected by the union. A draft submitted by the union was unacceptable to management

● Sapa reports that a mass meeting in Lenasia near Johannesburg to commemorate the 30th anniversary of the Freedom Charter was banned by a Johannesburg magistrate last night hours before it was scheduled to start


This is the second time the meeting, organized by the Transvaal Indian Congress, has been banned on the grounds that it would endanger public peace

The venue was shifted to Lenasia after the meeting had been banned from taking place in Laudium

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LIDE

# PE abattoir strike settled — 50 butchers go home

Dispatch Correspondent  
PORT ELIZABETH —  
About 350 workers at the  
abattoir here ended  
their one-day strike  
yesterday morning after  
"amicable consultations," according to the  
development manager of  
the Pretoria-based  
South African Abattoir  
Corporation, Mr Andre  
Fourie

He said 50 butchers  
from Johannesburg, Pre-  
toria and Krugersdorp  
who were flown to Port  
Elizabeth as a pre-  
cautionary measure, re-  
turned home yesterday

quoting a local butcher  
who said the dispute  
had arisen from an  
altercation between an  
African and a white em-  
ployee on Friday, after  
the African dropped a  
carcass, Mr Fourie said  
it was impossible for one  
person to carry a car-  
cass

from time to time, but an  
employee cannot actual-  
ly drop a carcass"

Mr Fourie said an em-  
ployee had been fired on  
Friday, but had been  
reinstated five minutes  
later. No worker had  
been fired as a result of  
the strike

"All the problems  
were amicably ironed  
out by 9 am," he said  
yesterday. "If I had ar-  
rived earlier, the strike  
would have been over on  
Monday"

He said he did not  
have figures available of  
the number of animals  
not slaughtered because  
of the walk out. Howev-  
er, he stressed that no  
meat shortage had re-  
sulted from the dispute

"If consumers rush to  
buy meat, they will be  
burning their fingers  
South Africa has more  
meat on the market at  
present than it can sell."

Mr Fourie said the ex-  
pense of flying the 50  
butchers to Port Eli-  
zabeth and accommodat-  
ing them in a hotel had  
to be viewed against  
"our business to slaugh-  
ter and supply the city  
with meat."

He said the SA Abat-  
toir Corporation owned  
the 10 largest abattoirs  
in the country

"I can take slaughter-  
men from any centre I  
like to carry on our  
work"

Handwritten notes at the top of the page, including the date '26/6/85' and some illegible scribbles.

11/12/85 25/6/85

# Union members leave in protest after 100 dismissed

Labour Reporter

ELECTRICAL workers on contract at a Mitchell's Plain hospital have walked out in protest against the company's dismissal of about 100 fellow union members working on a major contract in the city

Mr Cecil Theys, chairman of the Western Cape region of the Electrical and Allied Workers' Union, said the 100 were fired on Friday by JMR Electrical

## WORKERS' COMPLAINTS

He said there had been complaints from workers about racism, wages and a system of calling workers by numbers instead of by name

After 15 were retrenched on Friday two resigned in protest and the workforce left the site in the city centre to meet union representatives, said Mr Theys

A committee was formed to talk to management. After a meeting all workers were told they had been fired

About 70 workers at the Mitchell's Plain contract walked out yesterday to protest against management actions

Management and union representatives met this morning to discuss the situation. Mr J Hutchinson, manager of JMR, was in the meeting and not available for comment

~~1965-25/6/85~~

# Mob attacks bus — 2 men killed

(152)

(152)

(152)

(152)

DURBAN — A crowd of about 250 stopped and stoned a busload of Howick workers last night, killing two and injuring 20

The battle was the latest incident in the simmering labour unrest following the dismissal of 950 workers who are members of the Metal and Allied Workers' Union at the BTR Sarmcol rubber factory at Howick

Homes of alleged "scab" workers brought in to replace them have been attacked

Killed were Mr Vusi Mbense, 38, a BTR Sarmcol worker, and Mr J Mabusa, 40, who worked for the South African Transport Service in Howick. Both died of head injuries

152

152

152

AKGUS 25/6/75



## Union 'not involved' in Carlton blast

Argus Correspondent

JOHANNESBURG — The South African Chemical Workers' Union (Sacwu) today dissociated itself from an explosion which damaged the offices of AECI in the Carlton Centre yesterday

Police are investigating the cause of the blast, which occurred at 5 30pm. No one was injured and the extent of the damage caused to the company's 15th-floor offices has not yet been established

Sacwu has been locked in a wage dispute with the company at AECI's Chlor Alkali plant at Ballengeich near Newcastle which led to a legal strike by 600 workers

Last week about 100 of the striking workers were dismissed and AECI announced that four of the plants at Ballengeich would be closed at the end of August and that about 120 jobs would be lost

This is the second time in less than three months that explosions at major corporations have coincided with labour disputes. Unions have consistently dissociated themselves from the blasts

Two explosions in May which caused thousands of rands damage at the Anglo American and Anglo Vaal offices in central Johannesburg coincided with the dismissal of about 17 000 black mineworkers. The National Union of Mineworkers denied involvement in the blasts

# Blast wrecks offices of strike-torn AECI group

*B. Day*  
*25/6/85*

By LINDA ENSOR  
and SIPHO NGCOBO

AN EXPLOSION causing extensive damage ripped through the Carlton Centre offices of AECI in Johannesburg last night.

Nobody was injured in the blast on the 15th floor, which houses the company's personnel and industrial relations departments.

This is the latest blow for AECI. The group has been troubled by an ongoing strike at its Newcastle factory and threats of sympathy strikes at eight of its other plants.

At 5.35pm, shortly after office staff had left the building, a blast in the passage tore through the prefabricated walls and apparently destroyed one of the offices housing personnel records, though the blast was not followed by a fire.

Cleaners on the ground floor said they heard a loud bang from above and saw flying debris.

Colonel Fred Bull, police public relations officer for the Witwatersrand, on the scene with a squad of armed men, told reporters that the security police were still investigating the cause and nature of the explosion.

"We do not want to speculate at this stage. However, a statement will be issued as soon as the investigation is complete," he said.

AECI executives contacted last night were reluctant to comment on the incident. They said they had no confirmation that a bomb had caused the explosion.

Last week 110 of the 600 striking workers at Ballengeich, a factory of AECI Chlor-Alkali and Plastics near Newcastle, were fired. They had failed to return to work following an ultimatum from management that they would be dismissed if they did not do so.

The strike has been going since June 3 when workers downed tools for the second time this year in support of wage demands.

They are demanding R100 across-the-board with fringe benefits and have rejected management's offer of a 9.5% increase which would bring the minimum wage to R373.

AECI is also threatened by sympathy strikes at eight other plants being organised by the SA Chemical Workers' Union and 14 000 workers could ultimately be involved.

The company has announced that four chemical plants at Ballengeich are to close at the end of August.

# Winery workers go on strike over union agreement

N.M. June 1985  
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## Labour Reporter

ABOUT 200 workers at the New Germany plant of Stellenbosch Farmers' Winery (SFW) went on strike yesterday in support of their demand that the company signs a recognition agreement with the Sweet, Food and Allied Workers' Union

Mr E L Brill, regional director of SFW in Natal, yesterday declined to comment and referred the Mercury to Mr Piet Rossouw, director of human resources at the SFW headquarters in Stellenbosch. Mr Rossouw could not be reached for comment.

According to Mr J Naidoo, general secretary of the union, SFW workers at the New Germany plant stopped work yesterday in protest at the company's delay in signing a recognition agree-

ment with the union

'At the beginning of June, the company requested a ballot between the Sweet, Food and Allied Workers' Union, (SFAWU) and the National Union of Wine, Spirits and Allied Workers.

'Workers are angry that the company is questioning their support for SFAWU, but, nevertheless agreed in principle to vote

'However, when the company this week unilaterally set the date for the ballot for July 17, the workers found the delay unacceptable. Worker representatives have been attempting to persuade management to hold the ballot this week, but the company has refused

'We plan to meet the management next week to try to resolve the deadlock,' he added.



# Strike in support of laid-off worker

Labour Reporter  
52 MM 25/6/55

Some workers said one man had been retrenched. This had angered his colleagues, who had sent a petition to the management demanding his immediate reinstatement. They had decided to stop work as a protest. By late yesterday the dispute remained unresolved they said.

THE dismissal of a worker from a Durban transport firm, Storm and Company, led to a strike by about 200 other workers, causing a disruption in goods deliveries.

Most of the trucks, some with loads on them, were parked in the yard in Feniscowles Road.

A spokesman for the company yesterday confirmed the work stoppage.

# Police called after strike

A BRITISH multi-national operating in South Africa has called police to disperse dismissed black workers who have been on strike over wages and the action has angered trade unionists.

Workers at Winding Wires in Springs downed tools on Monday after wage negotiations between the Engineering and Allied Workers' Union and management had collapsed.

Police who were called to the plant ordered the workers to leave the premises. Workers left peacefully after being addressed by a police officer.

EAWU's national organiser, Mr Shepstone Sothoane, has accused the company of not adhering to the European Economic Community code of conduct and for refusing to bargain with the union in "good faith".

The company's managing director, Mr S Engelbrecht, said the police were called after workers were repeatedly told to vacate the premises.

Mr Engelbrecht has refuted claims by the union that white workers were given salary increases and that the company was not adhering to the code. He has advised the union that wage talks will only take place at the Industrial Council. He said workers were dismissed because they refused to take instructions.

Sovetan  
June 1985

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# Abattoir strike ends, meat supply resumed

Post Reporter

THE strike at the Port Elizabeth abattoir is over and normal meat supplies to butcheries and supermarkets will be resumed today

Mr Russel Singleton, acting managing director of the abattoir, said the strike had been resolved early today and by 9am all employees had resumed work

Yesterday, the entire workforce of about 350 people walked out after an altercation between two employees?

Mr Andre Fourie, development manager at the abattoir, said the incident had not been of a racial nature

He added that the strike need never have happened and that the disagreement had been solved without anyone being dismissed

Mr Fourie said there was no danger that PE would have been without meat as 50 slaughtermen from all over the country had been flown in last night as a precautionary measure in case the strike was not resolved today

However, the strike had been resolved so quickly that it had not been necessary to use the slaughtermen. They would return home today

He said this back-up measure was always used as the company was dealing with livestock which could not be left in the yard waiting to be slaughtered

# PE Abattoir workers strike

*E. Post* By CATHY SCHNELL 24/6/85

THE entire workforce at the Port Elizabeth Abattoir went out on strike today, resulting in a halt to meat deliveries to butcheries in the city.

The acting managing director of the abattoir, Mr Russel Singleton, confirmed this today.

He declined to comment on why the 300 workers had gone on strike and said that management was trying to resolve the dispute.

He said he expected the strike to end tomorrow. Butchers have had to cope without meat supplies today.

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# Down tools at CDA

**By BENITO PHILLIPS**  
**MORE THAN 3 000**  
 East London CDA  
 car plant workers  
 downed tools this  
 week "because a  
 foreman said he  
 could work better  
 with baboons from

the zoo".  
 "When we complained  
 to management to either  
 fire him or transfer him to  
 another department, no-  
 body took notice of our  
 grievances," the workers  
 told City Press  
 "Instead another white of-  
 ficial showed us pictures of fat  
 and lean cows. He told us  
 those who weren't prepared

to work would become as thin  
 as the lean cow  
 "This was the last straw,  
 and we decided to down tools  
 until our grievances are taken  
 up at management level. We  
 are not prepared to be  
 humiliated, insulted and com-  
 pared with baboons" Mer-  
 cedes Benz and Honda as-  
 sembly plant workers said  
 CDA human resources  
 manager WI Gardiner con-  
 firmed that workers downed  
 tools after lodging a verbal  
 complaint about a foreman's  
 behaviour  
 He said management un-  
 dertook to investigate the  
 matter, but only after receiv-  
 ing the complaint in writing,  
 "in accordance with the com-  
 pany's grievance procedure"  
 "The workers went on  
 strike before we received a  
 written complaint"

## No to 'new' evidence

A MARITZBURG Supreme Court judge this week rejected an application to reopen the murder trial of Mandla Kubheka, sentenced to death in 1981.  
 The application was brought before Judge Kumleben after June Gcaba — a key state witness in the case — made affidavits that she was "forced by a policeman to implicate him".  
 The judge rejected the affidavits, saying they were unconvincing.

## JUNE 16 Baptism of fire!

**FOUR-MONTH-OLD**  
 Johannes Letube tasted  
 his first teargas fumes  
 this week — when 2 500  
 people gathered to  
 commemorate June 16  
 in Sebokeng.

Toddler Letube's en-  
 counter with the deadly  
 fumes came after youths  
 stoned a contingent of cops  
 outside Sebokeng's Catholic  
 Church  
 "Little Johannes inhaled  
 the fumes and cried for a long  
 time but then he calmed  
 down," said his grandmother,

Selma Mabuse  
 At the meeting, scathing  
 attacks were made on the  
 Government by Cosas,  
 Azanyu, DPSC, Vaal Civic  
 Association, Food and Be-  
 verages Workers' Union,  
 Vaal Minister's Solidarity  
 Group and the Vaal Informa-  
 tion Service

Group of people stoned police  
 stationed along Potch-  
 estroom Road a short dis-  
 tance from the  
 Reporters then "cornered"  
 Nhato Modana for an im-  
 pudent appeal  
 Charter supporters  
 Consciousness  
 and strong appeal

FM 2/6/85

implications of such crucial pieces of legislation as the Regional Services Councils Bill — which is expected to be approved by Parliament before the end of this session — and the proposed new system of regional advisory councils to replace the provincial councils

He believes these councils will not remain extensions of local government, but will develop into a new tier of government. They will take over some of the functions of exist-

ing municipalities and will become politicised because they will be seen as stepping stones to higher political office

The implementation of government policy is an issue that Botha feels also affects the position of town clerks. While he accepts that there should be a desire on the part of government to ensure that its policies are followed at all levels, he has sounded a warning note against the idea of town clerks becoming government appointees

“The town clerk has to identify and promote the needs and desires of his community. To make him a representative of the central government will interfere with the principle of local autonomy”

Botha points out that the appointment of separate Ministries of Local Government, the Council for the Co-ordination of Local Government Affairs and the proposed Regional Services Councils seem contrary to the principle of minimum administrative

BTR SARMCOL STRIKE

21/6/85 152

# An international battle

FEATURE

The picturesque village of Howick near Maritzburg is best known for its waterfalls and scenery. But since the beginning of May it has been the scene of a bitter labour dispute and consumer boycott which has become the rallying point of a concerted local and international campaign

The dispute involves members of the Metal and Allied Workers' Union (Mawu) at rubber products manufacturer BTR Sarmcol, a subsidiary of British company BTR PLC. On April 30 nearly 1 000 Mawu members struck because two years of negotiations had failed to achieve accord on substantive and procedural matters. The union and the company have blamed each other's intransigence for the failure. The strikers were all dismissed within 72 hours and the company has replaced them

Mawu — which is fighting for its members to be re-instated — says the strike is legal, claiming its members followed the procedures laid down in the Labour Relations Act (LRA). BTR disputes this, but declines to give reasons. “We do not want to disclose the company's position in case the matter gets to court,” says a spokesman

Last week Mawu proposed to BTR that the matter be referred to arbitration, but this has been rejected by the company. Says the spokesman “We do not believe arbitration is appropriate after two years of negotiations”

The latest arrow in Mawu's bow is a threat of sympathy action at two Natal plants belonging to Dunlop, which recently became a BTR subsidiary. The union announced last week that its members at the Dunlop plants voted in favour of industrial action in strike ballots conducted in terms of the LRA

The union's campaign against BTR began shortly after the workers' dismissal with a boycott of white-owned businesses in Howick. BTR is by far the largest single employer in the town. President of the local chamber of commerce and industry Michael Mayer estimates that BTR employees represent 40% to 50% of Howick's black purchasing power. And the boycott has not been confined to ex-BTR employees as picketers outside shops have been preventing potential black customers from entering

Says Mayer “If the boycott persists for

any length of time some traders could find themselves in financial difficulties. It is highly irregular for traders to be brought into a dispute that has nothing to do with them. Traders have no influence over BTR”

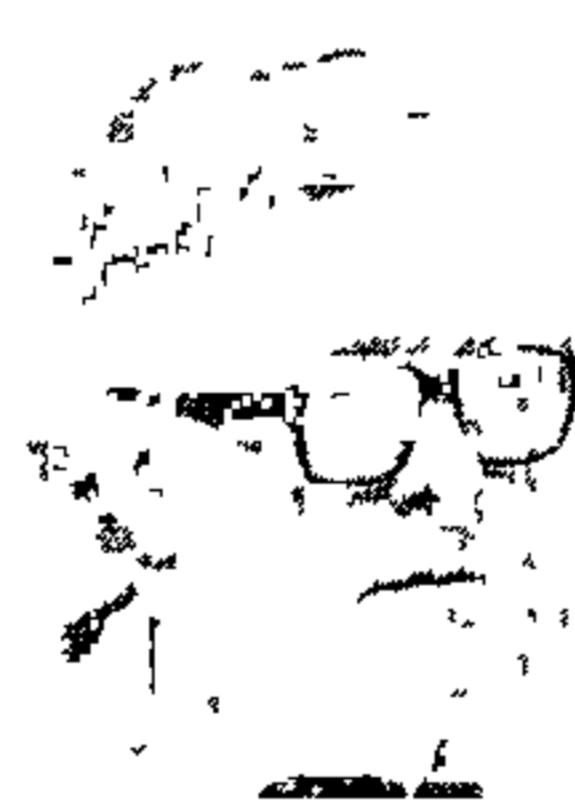
Shopkeepers believe the boycott, although effective at first, is beginning to taper off. Says the manager of a supermarket “Initially we took a knock with regard to goods bought predominantly by blacks. But we are now getting back to normal as farmworkers and others begin returning to the shops”

Another trader says there has been a marked improvement in sales to blacks since the beginning of June. A spokesman for Checkers says that while there may have been a fall-off in business at its Howick branch early in May, the total monthly turnover was normal. Mawu accuses BTR of



Tebbit

replacing most of the dismissed workers with new employees from Maritzburg and outlying areas. It argues that because of the importation of labour from Maritzburg black residents of Howick will “liter-



Howe

ally face starvation and death” The various communities, especially the black ones, will disintegrate and this will cause social unrest, it contends

The union says its medical advisers have investigated health conditions in Mphophomeni — Howick's black township where most of the dismissed workers live — and have discovered that 20% of children between two and nine years of age weigh below 80% of their expected weight. This situation, it says, is an indication of severe malnutrition caused by low wages which will be exacerbated by the dismissals

Mawu also alleges that BTR has failed to uphold the financial and industrial relations standards laid down by the EEC Code of Conduct. It says that prior to the strike, 90% of BTR workers earned between R336 and R405. This is lower than the latest Subsistence Living Level (SLL) and Household Effective Level figures which are the minima recommended in the EEC code

The BTR spokesman says it is company policy to set minimum wages at the Maritzburg SLL level for a family of five. The present minimum wage at BTR is R356/month and when it came into effect in July 1984 it was well above the SLL, he says. “Furthermore, prior to the strike the average length of service of our workforce was 25 years — an indication of our ability to provide stable employment which is another requirement of the code,” he adds

The spokesman says the company has employed 800 new workers “predominantly drawn from the same areas as previously and many are ex-employees. Only 40 are from the Maritzburg area of Edendale” Mawu, however, says only a handful of the new workers reside in Mphophomeni

Meanwhile, Mawu has asked the British Trades Union Congress (TUC) to make representations to the BTR head office on its behalf. Mike Walsh of the TUC's international department tells the FM that he was “shocked” when British BTR rejected union representations, describing them as “gratuitous and ill-advised”. A BTR PLC spokesman describes its SA subsidiary's decisions as “responsible” and wholly within its authority

The TUC has now written to Trade and Industry Minister Norman Tebbit and Foreign Secretary Geoffrey Howe about the dispute, and is awaiting their replies. It is also asking affiliates of the International Confederation of Free Trade Unions to put pressure on BTR subsidiaries in other countries

Mawu has further threatened to pursue the case through SA and international courts and has had talks with the labour attaché at the British embassy in Pretoria who tells the FM he is “in touch with BTR and hopes to meet with management soon”

Handwritten scribbles and numbers at the bottom of the page.

AECI STRIKE

## Legal blessing

The first SA workers ever to be granted the right to resume a strike continued their legal wage strike at AECI's Ballengeich plant in Newcastle this week with the Supreme Court's blessing.

At the time of going to press, some 600 members of Cusa's SA Chemical Workers' Union (Sacwu), who resumed their strike on June 3, were still out. This was despite the company's announcement on Monday that four chemical plants within the Ballengeich complex, owned by AECI subsidiary AECI Chlor-Alkali Plastics, will be closed down by the end of August, affecting 120 jobs.

Sacwu has been demanding a R100 across-the-board increase, a leave allowance and a standby allowance. Management, which has repeatedly pointed to Ballengeich's poor financial position, has been offering a 9,5% package increase.

Says AECI group personnel manager "Bokkie" Botha on the closures: "This is not a gesture to break the union. The closure of the plants has always been on the cards. But we hope the fact that we are closing will bring home the message that the plant is in a bad way." Botha says seven strikes by Sacwu members at Ballengeich in the past 16 months has "influenced" AECI's view. He

also says AECI has managed to keep the plant going by employing temporary labour.

Even though the Ballengeich strike is legal, management still has the right in common law to dismiss the strikers. This factor — and the prospect of the closures — will place great pressure on Sacwu to settle the dispute because, if AECI does dismiss, at least some of the strikers are likely to lose retrenchment benefits.

Sacwu members first went on strike in April, but returned to work after six days when AECI threatened to hire new workers. At the time, however, the union stated that it did not regard the dispute as settled.

Two weeks ago, when it became apparent that the workers intended to resume the strike, AECI applied for an urgent interdict to stop the Ballengeich strike, and threatened sympathy strikes at four other AECI plants.

In the urgent application, AECI argued that the Ballengeich workers could not rely on the fact that they had exhausted the Labour Relations Act's conciliation procedures for the original legal strike to legitimise its resumption. Sacwu argued that because a conciliation board had failed to resolve the dispute and strike ballots had been conducted, both the Ballengeich strike and the sympathy strikes would be legal.

Judge Brian O'Donovan established a precedent in labour law when he rejected AECI's contentions. In his endorsement of the legality of this intermittent strike, the judge cited the following factors:

- The original wage dispute remained unresolved,
- Viewed in context, the delay between the strike and its resumption was "not so excessive as to amount to abandonment by the union of the strike called in March," and
- The union had reserved the right to resume strike action in a letter to the company.

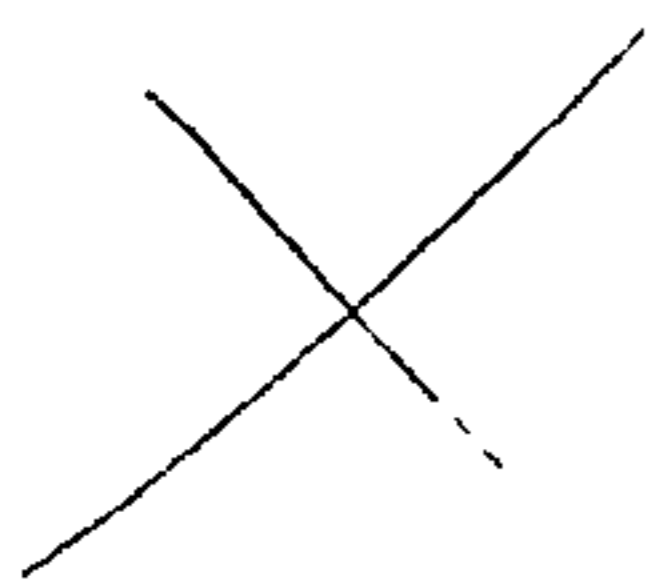
Despite the fact that the Ballengeich strike continues, the union has not called out its members at the other AECI plants. But confusion about the implications of the court's ruling on sympathy strikes remains. At issue is a concession made by AECI that if the Ballengeich strike was declared lawful, it would not contest the issue of the sympathy strikes. Because this happened, the judge did not make a ruling on the validity of the sympathy strikes.

The union's lawyers tell the *FM* they are "mystified" about the concession. They say they are unaware that it was made in open court and have asked AECI's lawyers for precise details of what was conceded. Botha refused to be drawn on the question, saying simply "the company did make that concession."

The issue of sympathy strikes thus remains unresolved. But both parties insist that their interpretation of the law is correct. The company insists that they are illegal, while a union lawyer says "The real guts of the question of secondary strikes turns on one point: AECI is a corporate entity. The issue in dispute is whether Ballengeich wages

*FM 2/6/85*  
should be brought in line with other AECI plants. This leaves us with the question of to what extent workers at associated companies should be able to use their collective muscle. It seems to me that the answer is that it is permissible to the extent that the associated companies are bolstering the primary company."

Given the highly volatile nature of SA industrial relations, the issue of sympathy strikes is sure to arise again. Perhaps only then will the legal complexities of the issue be sorted out.



*B. Day*  
**100 sacked, but  
Sacwu adamant** *21/6/81*

Business Day Reporter

THE SA Chemical Workers' Union (Sacwu) are adamant that their 600 striking workers will not return to work at AECI Chlor-Alkali and Plastics, near Newcastle, following Wednesday's dismissal of the first 100

The company issued a mid-Wednesday ultimatum then dismissed the men amid warnings that the other 500 would be fired

A company spokesman said 110 new workers were hired yesterday

Manene Samela, Sacwu national organiser, said the company was using the impending closure of four Ballengeich plants as an excuse for not meeting demands.

He said the union was prepared to accept management's offer of a 9,5% increase — backpaid from January to March — but was demanding a minimum wage of R408 from April

Management described the demand yesterday as impractical



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implications of such crucial pieces of legislation as the Regional Services Councils Bill — which is expected to be approved by Parliament before the end of this session — and the proposed new system of regional advisory councils to replace the provincial councils

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### BTR SARMCOL STRIKE

# An international battle

FEATURE

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Howe

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Tebbit

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# Strikers go back to work

ABOUT 1 700 strikers at Car Distributors Assemblies — producers of Mercedes Benz and Honda cars in East London — have returned to work after downing tools for almost a week. 152  
A company spokesman said production was back to normal. The workers went on strike in support of colleagues on the Honda plant who had stopped work as a result of a grievance against a foreman in

one of the sections. The spokesman said the problem arose last Thursday when 23 workers in a section of the Honda production line stopped work because they wanted a foreman removed from the section. The spokesman said all but four of the 23 workers agreed to return to work. When disciplinary action — three days' suspension — was taken against the four dissenters the whole

production line downed tools and demanded the return of their colleagues. All the workers on the Mercedes Benz and Honda production lines joined the work stoppage in support of their colleagues on Monday this week. The passenger car production operation was closed down on Tuesday when the workers stayed away again, but they returned on Wednesday.

Sometan 21/6/85

# AECI sacks 600 strikers in Natal

152 (152) (152) (152) Sowetan 20/6/85

**STRIKING** workers at AECI's Chlor-Alkali and Plastics near Newcastle have been dismissed following a deadlock reached between management and their trade union over wages.

The 600 workers, who have been on strike over wages for the past 17 days, will be paid all their monies on Monday, AECI's group personnel manager, Mr Bokkie Botha, announced yesterday. He said negotiations between the company and the South African

**By JOSHUA RABOROKO**

Chemical Workers' Union representing the workers broke down when the union did not accept the company's final wage offer.

However, the union's national organiser, Mr Daniel Samela, told **The SOWETAN** that it has been the intention of the company to dismiss and retrench workers at the plant.

He said the talks broke down even after they had changed their

original demand that the Newcastle workers be paid the same rate as other AECI's employees in the country.

"We accepted that the workers be given what the company was offering, that is, 9,5 percent for January-March period. However, we still maintained that as from April they should be paid the same rate as other workers. This is where the talks broke," Mr Samela said.

"Management then gave our members an ultimatum to return to work by noon yesterday. The workers were then dismissed and management has told us they will seek other employees," he added.

Referring to the proposed retrenchment of workers at the com-

pany's four chemical plants, Mr Samela said management has always wanted to lay off union members. This, he said, they indicated as early as February.

"However, we told them that the issue of retrenchment is not negotiable because it is their prerogative. They have stubbornly told us that it is not a threat that they will retrench, but a fact. This is proof of management's power."

The company announced this week that it will lay off 120 workers when four of their chemical plants close down during August this year. The retrenchment was due to the recession, the company said.

The union has vowed that it will fight the workers' to the bitter end, even if it meant going to court again.

# Production back to normal at car plant

D. P. Kettle  
20/6/85

EAST LONDON — Production at Car Distributors Assemblies, producers of Mercedes Benz and Honda cars, was back to normal yesterday when workers who had downed tools last week returned to work, a spokesman for the company said yesterday.

The striking workers — about 1700 on one of the sites at the CDA plant here — came out in support of workers on the Honda production

line who had stopped work as a result of a grievance against a foreman on one of the sections, Mr Wally Gardiner, human resources manager of Mercedes Benz, said

"The problem arose last Thursday morning when 23 workers in a section of the Honda production line stopped work because they wanted a foreman removed from the section," he said

"Management indicated that if the workers had a grievance it should be registered with management and would receive urgent attention in terms of the agreed grievance procedure."

All but four of the 23 workers agreed to return to work when disciplinary action — three days' suspension — was taken against the four dissenters. The whole production line downed tools and demanded the re-

turn of their colleagues, the spokesman added.

On Monday all the workers on the Mercedes and Honda production lines joined in support of their colleagues.

The passenger car production operation was closed down on Tuesday morning when the workers stayed away again, but later in the day the shop stewards informed management that all workers would return to

work yesterday.

"The plant was back to normal yesterday morning and a hearing about alleged grievances against a foreman is continuing," Mr Gardiner said.

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettle, said yesterday the grievance arose after a foreman had allegedly insulted some workers by calling

them monkeys.

Mr Kettle said his executive had held a meeting with the CDA management yesterday.

No decisions had been taken at the meeting and Naawu had referred the matter to the local branch executive to report back to local members and to consider further action in having the matter resolved.

He said the workers had gone back to work on their own — DDR

(192) 20/6/85  
AECI sacks 100 strikers R. Deary

By CLAIRE PICKARD-CAMBRIDGE

A MAJOR showdown between AECI and the SA Chemical Workers' Union began yesterday with the company's dismissal of 100 strikers at AECI Chlor-Alkali and Plastics near Newcastle

AECI's group personnel manager, "Bokkie" Botha, said the dismissals followed an ultimatum to return to work by midday Wednesday and another 500 workers also faced dismissal if they did not come back. Workers had been asked to return to work on Monday and hiring of new workers had already begun.

"We regret this decision, but we had to keep our plants going or face closure. We will be re-employing and have written to each worker inviting them to re-apply for their jobs," he said.

The union could not be reached for comment yesterday, but general secretary Michael Tsotetsi said on Monday that workers would not respond to management's appeal for them to return.

The 600 Ballengeich workers downed tools on June 5, demanding a R100 across-the-board increase and improved fringe benefits. Chlor, which said the factory could close due to financial losses, offered a final 9,5% increase bringing the monthly minimum to R373. This offer was rejected.

The company announced on Tuesday that it was closing four of its chemical plants at Ballengeich at the end of August.

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## Mercu Classif

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## Firm to consider replacing strikers

NM 20/6/85

Labour Reporter

THE strike-hit AECI's Ballengeich factory at Newcastle is to consider engaging replacement labour as the pay dispute by more than 600 workers continued into its 15th day

Mr Bokkie Botba, AECI's group personnel director, said the company could not allow the present situation to continue indefinitely

He said numerous meetings had been held between the union and the management, but the dispute remained unresolved

Temporary workers might have to be engaged where necessary and in this case it would mean some people would be dismissed

The strikers ignored a return-to-work ultimatum which expired at midday yesterday

Mr Manene Samela, national organiser of the South African Chemical Workers' Union, said workers were united and still stood by their demands for a pay increase

20/6/85  
Sowe Jan

By JOSHUA RABOROKO

# Fosatu flays UK firm

THE Federation of South African Trade Unions has condemned the intransigent attitude of a British multinational, BTR Sarmcol, operating in Natal, for refusing to reinstate 975 sacked strikers.

The federation has called on all its affiliates to support the workers until their "long standing" dispute between the company and its affiliate the Metal and Allied Workers' Union (Mawu) was resolved.

Fosatu's call comes after several international and local trade unions have launched a campaign against the company for paying its

workers what they termed "starvation wages" and using "unfair labour practices" by firing the workers.

The workers were dismissed after going on strike over the recognition of Mawu.

The International Confederation of Free Trade Unions — one of the unions which called for the campaign — said 20 other multi-nationals operating in South Africa are on their hit list. The international fed-

eration has said that it has sent messages to unions in other countries where BTR has subsidiaries, including the United States, as part of the campaign to impose economic sanctions against South Africa.

Meanwhile the Council of Unions of SA (Cusa) and Fosatu have accused overseas companies with investment in SA of not adhering to the codes of conduct prescribed for them by their mother countries.



By JOSHUA RABOROKO

THE International Confederation of Free Trade Unions and local trade unions have launched a campaign against a British-owned multinational, British Tyre and Rubber, which dismissed 975 striking workers.

The ICFTU's general secretary Mr John Vanderveken said in a statement this week that BTR subsidiary in Howick, Natal, paid "starvation wages" to blacks and used "unfair labour

# British unions launch action against firm

Locally, Fosatu-affiliate Metal and Allied Workers' Union representing the sacked workers has launched a campaign against white-owned shops and bus-practices by hiring workers.

Locally, Fosatu-affiliate Metal and Allied Workers' Union representing the sacked workers has launched a campaign against white-owned shops and bus-practices by hiring workers.

The company claimed the strike was illegal and demed contravening the European Economic Community code of conduct. Meanwhile workers at Dunlop in Durban, another BTR subsid-

ary, have warned their managements that they might strike in support of their colleagues. The union said the company's minimum rate was a "starvation wage" of R76 a week and workers have re-

fused to accept the money. The workers have also refused to apply for unemployment benefits or normal company pay-outs and surviving on food parcels provided by the union support committee.

## EEC code

The spokesman said the union was to take industrial court action against the company for dismissing the workers and for alleged contravention of the EEC code. The company's administrative director Mr John Sampson has said they will contest the court action. He also denied that they contravened the EEC code.



## Conciliation Board to solve mines dispute?

THE National Union of Mineworkers and the Chamber of Mines are to meet at a Conciliation Board meeting being set up to deal with a dispute the union has declared over wages and working conditions in the mine industry. They meet next week.

Negotiations between the parties broke down when they failed to reach an agreement on the demands, according to the chamber's industrial relations adviser, Mr John Liebenberg.

The union has modified its original demand of 40 percent across-the-board increases to roughly 27 percent. Increases would have ranged from R37 in the lowest job category to R142 in the highest.

The chamber has offered increases of between R24 and R69. This is between 14 percent and 17 percent, according to union sources.

Mr Liebenberg said the union has dropped its demand for the scrapping of job reservation in the mines. The union was now demanding participation in negotiations between the Chamber and white unions concerning the issue.

The Chamber rejected demands from the NUM to be included in talks with white unions, but has said that it was fully prepared to discuss with them how the cancellation of the "scheduled person" definition in the Mines and Works Act would affect their members.

He said other issues on which the union and the chamber failed to reach agreement included working hours, leave, leave allowance, shift allowances, Labour Day and death benefits.

For sometime several unions have been asking employers for a paid public holiday on May 1, Labour Day. The NUM proposed that miners would be prepared to work on public holidays and take May 1 off as a public holiday, but this was rejected by the chamber.

Herald 15/6/85

# AECI workers win first round of strike

JOHANNESBURG — The South African Chemical Workers' Union achieved a significant victory over AECI Chlor-Alkali Plastics and AECI Explosives and Chemicals, in the Witwatersrand Supreme Court last week.

AECI made an application asking for a strike at their Ballengeich factory near Newcastle, and proposed sympathy strikes at four other fac-

tories, to be declared illegal. But Mr Justice O'Donovan dismissed the application with costs.

The judge said he would give written reasons for his decision later, but on the facts before court that were common cause between the parties, he could not find that the strike at Ballengeich or the other proposed strikes were unlawful.

# AECI sympathy strike plans still a grey issue

By LINDA ENSOR

AECI workers planning to go out on sympathy strikes will be acting within a grey area of the law. Assumptions that Judge Brian O'Donovan had established a precedent last week, by declaring sympathy strikes legal, were not supported by the judgment he handed down yesterday.

The judge confined himself to the documents and arguments presented in court and dealt with AECI's application on the basis of a concession made by AECI that, if the Ballengeich strike were declared lawful, then this would dispose of the whole matter.

A ruling on sympathy strikes was therefore not necessary because the concession made by AECI limited the dispute to be decided to the issue of the Ballengeich, Natal, strike.

Judge O'Donovan did, however, establish a precedent by ruling that the temporary suspension of a strike to pursue negotiations was in principle lawful.

This emerged in the judge's explanation of why he had dismissed AECI's application brought against the SA Chemical Workers' Industrial Union last week.

AECI applied to have a strike at AECI Chlor-Alkali Plastic's Ballengeich plant in Newcastle, as well as sympathy strikes planned at its other plants, declared unlawful.

AECI group personnel manager Bokkie Botha, in court yesterday to hear the judgement, said "I think it is clear that a lot of speculation about the legality of sympathy strikes has been proved wrong. The judge in fact has not ruled on sympathy strikes at all."

Botha implied that AECI would adopt a tough stance on sympathy strikes being planned at eight plants which could involve 14 000 workers. Some labour lawyers sharply dis-

agree with Botha's view.

Halton Cheadle, of the legal firm Cheadle, Thomson & Haysom, said "I believe the definition of strikes is wide enough to incorporate sympathy strikes and so do other leading labour academics."

Other labour lawyers felt the question of the legality of sympathy strikes remained as open as ever.

AECI and its subsidiary instituted legal action last week after the outbreak of a strike at its Ballengeich plant.

At a meeting in March the Industrial Conciliation Board failed to resolve a wage dispute at Ballengeich and 600 workers went out on a legal strike which ended about a week later when management issued an ultimatum saying that the workers faced dismissal if they did not indicate by March 28 whether they accepted management's offer of a 9.5% increase.

The workers returned to work conditionally and came out on strike again on June 3. Negotiations have failed to resolve the dispute.

Judge O'Donovan dealt with AECI's application on the basis of its concession that, if the Ballengeich strike were declared lawful, this would dispose of the whole matter.

AECI argued that only one conciliation board had been established, that for the wage dispute at Ballengeich.

For a strike to be legal a board must have jurisdiction over the dispute giving rise to it and a ballot must be held.

Therefore, AECI argued, if the judge found that the Ballengeich workers could not rely on the board established prior to its first strike to legitimise the second one, neither could the sympathy strikers.

The argument for the illegality of the sympathy strikes thus was entirely dependent on the one for the illegality of the Ballengeich strike.

The judge said the interdict sought by AECI was more widely framed than the argument presented by AECI in court, which was addressed mainly towards the illegality of the Ballengeich strike.

However, attorneys for the SA Chemical Workers' Union said they were not aware that AECI had made this concession as counsel had argued the issue of sympathy strikes in court.

Regarding the legality of conditionally suspending a strike and continuing it later, Judge O'Donovan said "I am not aware of any provision in the Labour Relations Act which prohibits a union from temporarily suspending a strike in order to pursue negotiations further."

He said in his view the question of whether the second strike was a new strike or merely a continuation of the earlier one was "ultimately a question of fact" and cited the following facts of the Ballengeich strike as relevant:

□ The original wage dispute remained unresolved.

□ The long delay between the strike and its resumption had to be viewed in the context of the long-standing nature of the wage dispute. In this context the delay was "not so excessive as to amount to abandonment by the union of the strike called in March".

□ The union's letter to the Ballengeich management saying that workers would return to work to protect their jobs despite the fact that the dispute remained unresolved. Judge O'Donovan said this amounted to "a reservation by the union of its rights to resume strike action which has been lawfully commenced".

ment away from the short end

**AECI-Sacwu talks result in deadlock**

Business Day Reporter

**INTENSIVE** talks continued between AECI management at Ballengeich, Natal, and the SA Chemical Workers' Union (Sacwu) yesterday to try and resolve the strike by 600 workers and prevent sympathy strikes at other plants.

The strike over wages, which was resumed by AECI's Ballengeich workers on June 3, has resulted in continuous talks between the two parties

It has been speculated that if the sympathy strikes take place, management may consider firing workers in the same way it did last year when four AECI plants went on strike

152  
14/6/85  
Or

[scribble]

# AECI, union in new deadlock

By JOSHUA RABOROKO

THE African Explosives and Chemical Industries has once more reached a deadlock with the South African Chemical Workers Union during a meeting held this week in fresh attempts to avert nationwide strikes.

The union's general secretary, Mr Michael Tsotetsi, told The SOWETAN yesterday that workers at eight AECI factories throughout the country may now go on strike.

The workers had earlier voted in favour of strikes.

"We have sent out messages to all the plants informing members about the deadlock and it is just a matter of time before they down tools.

Management has confirmed that they met with the union but no agreement was reached. They did not know about the intended strikes.

• More than 800 Vaal Bus Transport employees who went on strike on Tuesday have returned to work pend-

ing discussions between management and the Transport and Allied Workers' Union.

• Workers at John Deere and Fedbisco companies on the East Rand were still on strike over the dismissal of colleagues according to trade union sources.

• The stage is set for the Chamber of Mines and the National Union of Mineworkers to settle their dispute during a meeting to be held in Johannesburg today.

The union is demanding a 40 per cent increase in wages, the scrapping of job reservation and improvement of safety measures in the mines. The union has already declared a dispute with the chamber over these issues.

The chamber's industrial relations adviser, Mr Johan Liebenberg, has expressed hopes that the dispute will be resolved. But, sources speculate that a deadlock will be reached and a strike will follow.

AECI

workers

put off

strike

152

B. Dwyer

13/6/85

By CLAIRES  
PICKARD-CAMBRIDGE

**WORKERS** at eight AECI factories did not come out on strike yesterday and the union says last-minute discussions are still taking place among workers at the individual plants.

Michael Tsotetsi, general secretary of the SA Chemical Workers Union (Sacwu) said the union's leaders were ready to support immediate action, but workers at individual plants were making final decisions this week on whether they wanted to protest in sympathy with 600 strikers who have struck over wage demands at AECI Chlor-alkali and Plastics, in Ballengeich, Natal.

He said there had not been any confusion concerning the matter. Balloting had revealed that workers wanted to strike in support of the 600 workers.

Planning of industrial action has been going on since AECI lost its Supreme Court application last week for an interdict to prevent Sacwu organising "sympathy" strikes.

Rand Supreme Court judge O'Donovan established two precedents in labour law when he ruled that sympathy strikes, and the continuation of a legal strike following a conditional return to work, were both lawful.

AECI and its subsidiary, AECI Chlor-alkali and Plastics were granted leave to appeal, but this could be a lengthy procedure.

# Malnutrition hits strikers' children

NMM 13/6/85

152 Labour Reporter

MANY children of the striking workers at a Howick rubber company BTR Sarmcol have been hit by severe malnutrition according to a Durban doctor who is assisting the families with free medical services

Dr Mark Colvin, who was asked by the Metal and Allied Workers Union to help the families after their medical aid had been stopped following the strike, said yesterday that he had treated 54 patients at the Mpophomeni township this week

Another clinic would be held in the township tomorrow

'These are all families of the striking workers at BTR Sarmcol who are unable to afford medical treatment

'Twenty percent of these were children between the ages of two and nine

'About 80 percent of the patients were experiencing severe malnutrition. This developed over the months, but their condition worsened after the loss of income

'Some patients suffered with severe ear infection

Asked why they had not seen a doctor earlier most replied that they did not have the money to travel to Howick which is 20 km away, for medical treatment,' he said

Dr Colvin said a number of Durban doctors had assisted by donating medicines

Nearly 1 000 workers at the factory went on strike last month

152  
AECI work  
force *B. Day*  
expected  
to strike *12/8/85*

By CLAIRE PICKARD-CAMBRIDGE

ROUGHLY 14 000 workers at eight African Explosives and Chemical Industries' (AECI) factories are expected to come out on strike today in what could be the most widespread to date.

This follows the outcome yesterday of a ballot by the Chemical Workers' Union (Sacwu) to assess support for 600 strikers at AECI's chlor-alkali and plastics factory in Ballengeich, Natal.

The "sympathy" strikes are planned at AECI factories in Modderfontein, Somerset West, Alberton, Umbogintwini and Sasolburg, as well as Sterkolite in Wynberg and Kynoch Fertilizers at Chloorkop and Somerset West, according to Sacwu general secretary, Michael Tsotetsi.

The company, which signed its first recognition agreement with Sacwu at AECI Paints in Alberton in 1980, said it had met with the union twice yesterday to discuss the wage strike at Ballengeich but the union had not told the company it intended staging "sympathy" strikes today.

Planning of the strikes has gone ahead since AECI lost its Supreme Court application last week for an interdict to prevent Sacwu organising them.

And the judgment, which effectively declared the strikes legal, has cleared the way for the union's plans, according to Halton Cheadle, Sacwu's legal advisor.

"Sympathy" strikes are rare in SA and industrial relations experts cite the Commercial Catering and Allied Workers' Union (CCAWUSA) and the National Allied and Automobile Workers' Union (Naawu) as among the few unions to have used this strategy.

Labour consultant Andrew Levy believes that while sympathy strikes are not common at present, they are likely to increase in future.



AKG 12/6/85  
**Union wants fired  
workers reinstated**

Labour Reporter

THE General Workers' Union has applied to the Industrial Court for the temporary reinstatement of about 140 workers fired from African Spun Concrete after a two-week strike last month.

A union spokesman said today papers had been filed with the registrar of the Industrial Court. The union was waiting for a hearing date to be set.

The strike, which involved about 150 workers, began late in April when the GWU and the company failed to reach agreement on an effective date for payment of back wages.

# 500 down tools <sup>Sawetun</sup> <sup>11/6/85</sup>

MORE than 500 workers yesterday downed tools over dismissals of colleagues at two companies, one a multinational company, on the East Rand <sup>153</sup>

About 260 employees of John Deere, a multinational company in Nigel, went on strike after a shop steward was dismissed by the company for allegedly being absent from work <sup>327</sup>

The United Mining and Metal and Allied Workers Union claims that the shop steward was detained under the Internal Security Act. When released last week, he went back to work and was sacked.

However, the com-

pany's managing director, Mr Bill Hubbard, confirmed the strike over the dismissal. He did not give reasons for the action <sup>11/6/85</sup>

Over 200 workers at Fedbisco near Isando yesterday downed tools over the dismissal of a colleague who was earlier reinstated by the company following negotiations between two trade unions organising on the plant. <sup>11/6/85</sup>

Meanwhile, the threat of sympathy strikes by over 15 000 workers at AECI companies in the country is looming. Workers have voted in favour of strikes, according to the general secretary of the South

African Chemical Workers' Union, Mr Michael Tsotetsi, yesterday <sup>11/6/85</sup>

He said following their Supreme Court hearing last week management tried to call them to the negotiation table, but talks deadlocked again. The company had applied for a court order restraining the union from organising or calling on strikes at the four plants. The application was dismissed.

The union had initially called a strike at AECI's plant in Newcastle after two conciliation board meetings had failed to resolve the wage issue.

(152) (74)  
Sympathy strike  
L. Day 10/6/83  
threatens AECI

By CLAIRE PICKARD-CAMBRIDGE

THE threat of sympathy strikes by 14 000 workers is looming at African Explosives and Chemicals Industries' factories where the outcome of strike balloting will be known this week

The ballots are being issued by the SA Chemical Workers Union (Sacwu) after an unprecedented Supreme Court ruling against AECI's application for an interdict to prevent Sacwu organising the strikes.

The strikes — in support of 600 workers who struck at the AECI Chlor-alkali and Plastics factory in Ballengeich, Natal, over wage demands last week — could take place at four AECI plants and four subsidiaries

Murray Joubert, AECI public relations manager, said the company would hold urgent talks with the union this week although AECI might appeal against the court's decision

AECI could not increase its wage offer of 9,5%, Joubert said, because production had been hit by five strikes last year.

# Three in job dispute

By MICHAEL DOMAN

Cape Herald staff writer

LEGAL representatives for three dismissed employees of the credit corporation Dun and Bradstreet (Pty) Ltd say they are considering taking action on an international level following the deadlock in talks directed at having the workers reinstated.

Last Thursday, a conciliation board sat in Cape Town to decide the fate of Mrs Latiefa Fataar of Mitchells Plain, Miss Susan de Villiers of Woodstock and Miss Christine Koekemoer of Wynberg, all of whom were fired in November 1984 by the USA-based finance corporation. The hearing ended in deadlock.

The company alleged that the

three had been guilty of giving out false information about bankrupt businessmen in return for payment.

One of the services provided by Dun and Bradstreet is records of businessmen. If they were to tell a prospective customer of a certain businessman that the man had a good business record, when in fact he had a bad one, the businessman could clinch deals under false pretences.

They challenged the company's assertion that they "were no longer trustworthy" and will now appeal to the Industrial Court.

If the court decides they were unfairly dismissed, the women will be afforded the necessary relief, said a spokesman for the trio.

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Monday

8/16/85

# Strikes loom at AECI plants

DR643 7/6/85 Labour Reporter (152)

STRIKES at three Cape factories in the AECI group appear imminent as the South African Chemical Workers' Union holds crucial ballots for sympathy strikes in support of wage demands at a Natal factory

The ballots follow a Rand Supreme Court ruling yesterday in favour of the union and against AECI

The union went to court to oppose an urgent application by AECI to have a strike of 600 workers at their Ballengeich plant near Newcastle declared illegal. AECI also asked the court to issue an interdict on proposed

sympathy strikes at four other AECI plants

About 15 000 workers are expected to be involved nationally with about 1 000 at the three Cape plants — AECI Explosives and Chemicals, Kynoch and Vynide at Somerset West

The dispute between the union and AECI started in December last year during negotiations for 1985 wage increases, according to papers before the court

If the mass strike comes off it will cause extensive disruption at AECI's continuous plants. Supplies of AECI products, including dynamite, will be affected

(152) (152) (152) (152)

**BAKING INDUSTRY**

**Cutting the cake**

A ballot among unions in the bakery and confectionery industry in the greater Durban area indicates strong support for strike ac-

Financial Mail July 19 1986

<p>tion But the unions involved are reserving their options</p> <p>Says Renée Roux, branch organiser of the Sweet, Food and Allied Workers Union (SFAWU), one of four unions involved "We're in no hurry to strike. The pressure is now on the employers to move"</p> <p>There could be a further reason why industrial action is being delayed. The dispute was declared on June 18 and, in terms of the Labour Relations Act, there has to be a 30-day grace period before workers can resort to a legal strike. The statutory period expires on Thursday this week. Roux hopes both parties</p>	<p>will use the time to resolve the dispute.</p> <p>Employers were taken aback at the ballot outcome. With four unions involved in the dispute, the degree of solidarity displayed clearly surprised them. Of the 1 782 workers involved in the dispute, 1 221 voted in favour of a strike in a 68,5 percentage poll.</p> <p>Other unions involved in the wage deadlock, apart from Fosatu's SFAWU, are the Natal Baking Industry Employees' Union, Cusa's Food and Beverage Workers' Union and the Black Allied Workers' Union. Negotiations within the industrial council ground to a halt when employers offered an</p>	<p>R11,40/week increase against the unions' final demand for a R23/week increase on the basic wage of R82,50.</p> <p>Employers maintain wage levels in the Durban and District Industrial Council for the Baking and Confectionery Industry are the highest in the country. Moreover, they claim that bread is a controlled product. The prices of raw materials are controlled. So are profits, due to a mechanism known as the "bakers' margin".</p> <p>The unions reply that, by means of an unofficial cartel, employers have kept wages in the industry artificially depressed. ■</p>
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CAPE TIMES 19/7/85  
152  
PE plants shut  
down by strike

PORT ELIZABETH — Volkswagen and the locomotive plant of General Motors shut down yesterday through continuing strike action by the workers.

Workers at Ford's Neave plant resumed work yesterday but by 10 30am had downed tools again. They went on strike on Wednesday.

A spokesman for Ford said it was not clear at this stage whether the Neave plant would be closed down for the day.

On Wednesday, for the second time this year, all three motor companies in the Eastern Cape had workers out on strike.

● Meanwhile the National Union of Mineworkers (NUM) plans to go ahead with a strike on 27 gold mines and collieries throughout the country early next month, according to the union's information secretary, Ms Manoko Nchwe.

More than 210 000 of the country's 550 000 black miners are employed on the designated mines, which would make the strike, if successful, the largest in South African history.

Ms Nchwe said balloting at 16 of the 27 mines where the union is recognized had brought in more than 60 000 votes favouring the strike with fewer than 1 900 oppos-

ing. This represented 92 percent of workers on the balloted mines, according to the union's figures "The strike is going ahead," Ms Nchwe said.

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg, said yesterday the NUM represented 85 000 paid-up members on the mines.

"The chamber contends that the NUM does not have a mandate from the 27 mines where it is recognized, and most definitely not from throughout the industry," he said.

● In Johannesburg, the Siemens management will meet representatives of the Metal and Allied Workers' Union (Mawu) today to try to overcome the deadlock situation in which about 2 000 striking workers were dismissed, a company statement said last night.

The workers were dismissed at five Siemens plants for going on strike on Monday to back demands for plant-level wage negotiations to supplement Industrial Council wage rates.

Siemens said the company was willing to consider re-employment of the fired workers, many of whom were loyal to Siemens. — Sapa

# Two faces of a divided capital

152  
NM 19/7/85  
Michel Labour  
Pietermaritzburg  
Bureau

THE strong show of force by the military and police at trouble spots in Pietermaritzburg's black townships during yesterday's stayaway contrasted sharply with the placid and at times carnival atmosphere in the almost deserted city centre

While white schoolboys willingly offered their labour to local businessmen for some extra pocket money, their counterparts in the nearby townships stayed away from school, with many engaged in confrontations with the police

Township roads were strewn with concrete slabs, rocks, broken bottles and wreck of abandoned cars which policemen on patrol had to remove, while residents looked on

Skirmishes between the two groups occurred in many areas as groups of black people, mainly youths, advanced on police armed with tear-gas and rubber bullets

## Glaring

Confrontations, usually lasting only a few minutes, were particularly common on a section of the highway near Edendale Hospital, after police and passing traffic had been stoned

Five troop carriers arrived loaded with armed SADF soldiers who joined riot squad police in positions on either side of the highway

From a safe distance a line of motionless people defiantly faced the soldiers and policemen, each group glaring at the other

One group advancing up a street leading to the highway was dispersed with tear-gas and then chased by a police troop carrier.

The soldiers remained in their troop carriers and watched the police at work.

On hand to record the events were two South African Police video camera crews.

In sharp contrast, the capital's central streets had a Sunday afternoon air, with barely a moving car or pedestrian in sight.



19/7/85.  
Siemens and union  
meet over strike

SIEMENS management and the Metal and Allied Workers' Union (Mawu) are meeting today in the hope of breaking the strike deadlock and re-employing 1 250 dismissed workers.

Both parties have indicated their willingness to negotiate and to come to an acceptable agreement

Workers' demands of plant-level bargaining and a R1 across-the-board increase led to a deadlock in talks with Siemens management on Tuesday evening.

Mawu, representing most of the strikers, is the only union which rejects the wage increase negotiated with employers through the Industrial Council for the metal industry.

Joint Siemens MD Johan Trotskie said yesterday that Mawu had dropped its plant-level bargaining demand, while Mawu's Transvaal organising secretary, Moses Mayekiso, said their demands remained the same.

By FRED STIGLINGH

"We don't know what management have up their sleeves," Mayekiso said, "but if they are serious about considering our point, then we too are committed."

He expressed his disappointment in the Steel and Engineering Industry Federation of South Africa (Seifsa), who "sided with Siemens".

Seifsa director Sam van Coller had indicated that Seifsa members were strongly opposed to plant-level (shop-floor) bargaining and did not believe it possible to bargain on the same matter on two different levels.

Siemens' Trotskie said that 500 coloured workers who were threatened by striking workers at the Pretoria factory on Wednesday had returned yesterday, together with "some black workers".

Reports concerning a sympathy strike at Dorbyl plants remained unconfirmed yesterday.

**Show of**

NW 19/7/85  
**support**

**for** (152)

**stayaway**

**Mercury Reporter**

WORKERS stopped work briefly or held lunch-hour demonstrations at a number of Durban and Pinetown firms yesterday in sympathy with the Pietermaritzburg stay-away.

A Metal and Allied Workers' Union (Mawu) spokesman said it had been planned that members of Fosatu unions would show their support for the 950 workers fired by BTR Sarmcol in Howick.

He claimed there had been a response of about 60 percent.

But many firms with strong Mawu membership in their workforces denied that any form of industrial action had taken place yesterday. Some said that employees had worn stickers calling for support for Sarmcol workers.

In Durban a Dunlop rubber company spokesman said there had been a 'short work stoppage over the lunch period'.

Excluding lunch time, it had lasted about half an hour.

A large number of workers, including Dunlop and Bakers men, staged a peaceful march in Sydney Road.



Howick high school pupil Robin Gould fills up the tank of a car at the Howick Falls garage yesterday after the garage's entire black staff stayed away from work. Another pupil, Thaine Channon, took over the cashier's job at the garage while the owner, Mr Thomas Breeds, in the background, attended to other customers

# 'Skeleton staff' day in Howick protest

NM 19/7/85 152

## Labour Reporter

MOST businesses in Howick operated on 'skeleton staff' yesterday, while others were closed as black workers joined in a mass stay-away in protest at the dismissal of 950 workers from a Howick rubber company, BTR Sarmcol

But it was work as usual at the rubber factory, where other workers were taken on recently.

At Howick Falls Garage, the owner, Mr Thomas Breeds, took over the duties of his petrol pump attendants, assist-

ed by five white pupils

Mr Breeds said none of his black staff of 12 turned up for work yesterday morning 'I presume they did not come to work because of fear,' he said

Mr S C Blackstock, managing director of BTR Sarmcol, could not be reached for comment yesterday, but one of the workers at the gates said it was a 'normal day' at the factory

## 'Camped'

He said most of the workers had 'camped' on the premises on Wednesday night while others had arrived 'very early in the morning', using their own transport.

A Mercury team in Howick saw black workers at the factory going about their routine duties — moving goods on the premises with forklifts.

The streets of Howick were almost deserted yesterday morning and most small businesses reported widespread absenteeism by black workers and said 'skeleton staff' had manned shops and other businesses. At least six shops in the town centre were closed

## 'Best day'

None of the black staff at Checkers in Howick reported for duty after they had been given an option by the management to come to work or stay at home, Mr Hugh Bland,

the financial manager for Checkers in Natal, said, adding that the store was open for business as usual yesterday

The owner of Rio Cafe said he had advised his black staff not to report for duty for their own safety

'Nevertheless it was the best day in my life. Everything is so peaceful and quiet. I did not have to work as hard as I would on a normal day,' he said

He said many people, including workers at the Sarmcol factory, had gone on a 'buying spree' on Wednesday in anticipation of the stayaway

Mr Ron Robbins, Town Clerk of Howick, could not be reached for comment yesterday, but a spokesman for the municipality said there had been no major disruption in essential services

## 'Solidarity'

Most shops and businesses in the Indian areas of Pietermaritzburg and Howick were also closed

The 950 Sarmcol workers were dismissed about two months ago following a strike in support of their demand for recognition of the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of South African Trade Unions.

Last night Mawu urged Sarmcol management to return to the negotiating table to settle the dis-

pute

Mr Geoff Schreiner, Mawu's Natal branch secretary, said 'We trust that the company, the Pietermaritzburg Chamber of Industries and the Afrikaanse Sakekamer will take very serious cognisance of the very deep feelings of the majority of the city's people and that in the light of this show of solidarity they will reconsider their respective positions

## 'Strategies'

'In the light of yesterday's events it will be naive and absurd to suggest that the stayaway was as a result of intimidation. It clearly has massive popular support which has been built up over the past weeks in on-going discussions with community and civic organisations,' he said

Mr Schreiner said the union had been trying for nearly three months to get Sarmcol management to the negotiating table to reach settlement over the dispute.

He said there had been massive and overwhelming support for the stayaway, not only from factory workers but also from traders, shopkeepers, professional people and the youth. He said 17 black schools in Pietermaritzburg and the outlying areas were closed yesterday because of non-attendance by pupils, and all black-owned shops in the townships were closed.

# Two die, workers stay home

MARITZBURG — Sixty percent of the black workforce stayed at home yesterday, almost bringing Maritzburg to a halt, as two people died in countrywide unrest.

Sapa reports that a youth was shot dead in Soweto and a 25-year-old woman was axed to death and set alight on Wednesday night after apparently ignoring threats not to shop in white areas.

## Business 'slow'

The incident — at Nonzwakazi near De Aar in the Northern Cape — was reported by police yesterday. Four deaths were reported in countrywide unrest on Wednesday.

Surveys conducted by the Maritzburg chambers of commerce and industry showed that the stayaway of blacks varied between 10 and 100 percent. Business was reported to be "very, very slow" throughout the day.

Only two of the 48 buses on the white service operated during the morning rush-hour and none of the 270 buses on the black, Indian and coloured services ran at all.

The stayaway was called in support of the 950 Sarmcol rubber-factory workers at Howick who were dismissed by the factory two months ago following a strike in support of their demand for recognition of the Metal and Allied Workers' Union.

In Howick, hardly a

black person was to be seen and buses from the townships were with drawn. Workers stopped work briefly or held lunch-hour demonstrations at a number of Durban and Pinetown firms yesterday in sympathy with the Maritzburg stayaway.

Unrest flared at the Mpophomeni township outside Howick around lunchtime yesterday when houses, a clinic and three vehicles were set alight.

The house belonging to a Sarmcol employee, Mr Samuel Buthelezi, and a car belonging to his brother, Mr Piet Buthelezi, were burnt.

● In Soweto, the homes of two policemen were petrol-bombed in Naledi yesterday morning and in another incident a policeman was attacked and robbed of his official vehicle and fire-arm.

Thousand of pupils carrying placards marched through the township in protest against injuries caused to schoolchildren in clashes with police.

## Questioning

● In Port Elizabeth police spent nearly three hours questioning Mr Mkhusele Jack, publicity secretary of the committee responsible for the consumer boycott which began on Monday.

Mr Jack told a reporter "It was only when I told them (police) that the committee had met last night and decided to negotiate with whoever was prepared to respond positively to the situation, that the questioning came to an end."

Port Elizabeth traders continued to report a loss of sales.

● Police last night reported incidents of unrest from the Eastern Cape, South-Western Districts, East Rand, West Rand, Natal Midlands and on the Witwatersrand — Sapa and Own Correspondents.

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# VW warns workers of possible dismissal

2 Post  
19/9/85  
152

By CATHY SCHNELL

VOLKSWAGEN cautioned workers today that while it was sympathetic to their problems, recurrent stoppages could result in workers facing strict disciplinary action, including dismissal

This warning came after a spate of strikes that resulted in the plants of all three Eastern Cape motor manufacturers shutting down this week

Ford's Neave plant closed today for the third consecutive day while the Aloes loco plant at General Motors has shut down for the week. The VW plant — shut since Wednesday — was also obliged to close down again today

VW closed at 9am today after employees arrived at the plant but refused to work

Mr Brian Robinson, industrial relations director at VW, said that while the company was sympathetic to the economic hardships suffered by its workers, they could no longer tolerate unauthorised work stoppages

These stoppages had resulted in serious loss of income for the company and consequently, to the workforce

The company would consider the problem of the current hardships experienced by the workers only when they had all returned to work and normal production had been resumed in all sections of the plant

A spokesman for Ford said the workers at Neave had refused to work today. Consequently the plant had been closed down

● Ford workers are on strike over the date set for their wage increase. They want it backdated to August 1 to be in line with the other two motor companies

● GM workers downed tools over an altercation between a white supervisor and an African worker. They want the supervisor suspended. A white supervisor is reported to have left the company

● VW workers are unhappy with their pension schemes and want their contribution benefits paid back to them. Economic hardships in the township necessitated this, they said

152

### Bakery staff set to strike

Strike action by more than 1 200 Durban bakery employees seems unavoidable after the breakdown of the latest round of talks with employers

At a meeting on Tuesday, employers made it clear they would not be able to increase their wage offer which guarantees a minimum weekly pay of R93,90 plus an across-the-board R11,40 weekly rise

In rejecting the employers' offer, the workers are demanding that all workers be granted a weekly pay rise of R23 and that night-shift allowance be doubled from 10 to 20 percent

### Union asks workers not to apply for jobs

The Metal and Allied Workers' Union has launched a campaign appealing to the community not to take the jobs of about 2 000 striking workers dismissed by Siemens

This move follows the dismissal of workers at five Siemens plants for going on strike on Monday to back demands for plant-level wage negotiations to supplement Industrial Council wage rates

The union has rejected the 14c-an-hour increase granted by the council and has instead asked for an R1-an-hour rise from Siemens

The union's appeal to

the community came after negotiations between the union and management were deadlocked yesterday

The chairman of the union shop stewards at Siemens, Mr Charles Mkhabela, said last night management's attitude was that there were thousands of blacks they could recruit

Siemens's joint managing director, Mr J Trottskie, said before yesterday's meeting the workers had been dismissed for intimidating staff

But because many of the workers were "loyal" the company would be willing to re-employ them

### Wits lecture on dental implants



APPE TIMES 18/7/83

# Welworth he trip to Parow!



## Strikes halt work at Ford and VW

**Own Correspondent**  
**PORT ELIZABETH** — Industrial action at Ford's Neave assembly plant in Port Elizabeth and at Volkswagen in Uitenhage stopped production at both factories yesterday.

Operations halted at Neave when 16 workers in the paint section downed tools because of dissatisfaction over wage increases.

'As a result the assembly line halted and Ford had no option but to close. About 1 500 workers were affected' a Ford spokesman said.

An estimated 500 employees on Volkswagen's Golf line stopped working yesterday. According to a company spokesman, a National Automobile and Allied Workers' Union (Naawu) delegation asked management for payments from their pension contributions.

The spokesman said VW would consider this once Naawu had made an official request.

He said the work stoppage caused a disruption and imbalance on the entire production line.

Diplomatic sources say that if the dispute were to go to court of law, South Africa would...

I continued to be... members

# Natal stayaway call

By JOSHUA RABOROKO

THE battle between black emerging trade unions and multinationals is gaining momentum with community organisations calling a stayaway from work in Maritzburg today. 152

The stayaway has been planned in support of dismissed workers from BTR Sarmcol company — a British multinational in Howick, Natal. The workers were sacked two months ago.

About 975 members of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) were fired after going on a legal strike over wages and working conditions.

## Campaign

Since the sacking of the workers the union has launched a campaign against the company products, organised demonstrations and picketing.

The union has held meetings with community-based organisations and called for support from residents, according to sources.

Meanwhile the public relations officer for the Natal division of the SAP, Captain Pieter Kitchen, said the planned stayaway would probably result in no bus service in the greater Maritzburg.

Captain Kitchen warned employers not

to enter black areas

Workers not wanting to participate in the campaign would probably have no means of getting to work.

He advised employers to go into the townships to collect workers and said if anyone — employers or employees —

experience any problems, they should ask police for help.

He said police will be on duty at strategic points.

Employers should make arrangements to collect any employees at pre-arranged places not in the townships.

Sowetan 18/7/85



AKGUS 18/7/85

# East Cape plants shut down by strikes

1520  
Argus Bureau

PORT ELIZABETH — Volkswagen SA in Uitenhage and the locomotive plant of General Motors at Aloes shut down today because of strikes

Workers at Ford who went on strike yesterday returned today

Volkswagen management said that because so few workers reported for duty today the entire plant would close for the day

Last week Volkswagen workers downed tools for three days over the management's decision to lend mini-buses for the All Blacks rugby tour

The plant closed yesterday afternoon after workers on the Golf production line downed tools

The workers say they want their pension contributions paid out to them and are also unhappy with the existing pension scheme

The Aloes locomotive plant is to close until Monday through an unresolved strike that started on Monday

The workers at the Aloes plant downed tools on Monday over an alleged altercation between a white supervisor and a worker

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Star 18/7/85

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But because many of the workers were "loyal" the company would be willing to re-employ them.

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Star 18/7/85

### Wits lecture on dental implants



Cape Times 18/7/85 (Mawu) 152

# 1 100 strikers fired

Own Correspondent

**JOHANNESBURG** — More than 1 100 workers from five Siemens plants in the Transvaal have been fired for striking in support of a demand that the company negotiate wages with them at plant

level. Messages of support for the Metal and Allied Workers' Union (Mawu) have been received from the International Metalworkers' Federation and the West German union, IG Metall.

Mr C Mkhabele, the national chairman of the Siemens shop steward council, told a press conference yesterday that the workers would not go back to work without a wage offer.

Workers have demanded an increase of R1 an hour but Siemens have refused to negotiate wages at plant level over the 14c an hour minimum increase granted by the industrial council earlier this month.

A management-union meeting held yesterday afternoon failed to break the impasse.

# Unions deny stay-away 'intimidation'

Pietermaritzburg  
Bureau

ALLEGATIONS that intimidators would ensure that workers here did not go to work today were described by the Federation of South African Unions (Fosatu) as 'highly questionable and ridiculous'.

Mr Geoff Schreiner, spokesman for Fosatu, said this following a joint statement from the Pietermaritzburg Chamber of Commerce and Industry and the Afrikaanse Sakekamer which made the allegation this week in a call for workers to ignore calls for a stay-away today.

The statement said 'It is known that intimidators are at work fostering discontent and that all-out efforts will be made to prevent law-abiding workers from proceeding about their business'.

Mr Norman Middleton, Natal co-ordinator for the Council of South African Unions, said some of the workers had 'not been properly consulted and had no option but to stay away'.

'We have suggested that people judge the situation for themselves, not put themselves in danger, and stay indoors if they were not going to work,' Mr Middleton said.

Mr Schreiner said the stay-away had been the result of lengthy consultations with a number of organisations, which included weekly meetings with the Pietermaritzburg Shop Stewards' Council.

'In fact, earlier this month about 2 500 people and various community organisations from Pietermaritzburg held talks and agreed that a stay-away should take place in support of the 950 workers dismissed from Sarmcol 12 weeks ago.

'It was felt that if Sarmcol were allowed to engage in union-bashing, then other employers could do the same'.

'The limited rights the black worker has gained over the years would be rolled back'.

Mr Schreiner said Fosatu factories all over Natal, and the Metal Allied and Workers' Union throughout the country, of which the dismissed Sarmcol were members, planned to hold brief 'demonstrations' to show their solidarity with the stay-away.

# Workers now on strike at three motor plants

E Post 18/9/85

DA

152

~~152~~

By CATHY SCHNELL

BOTH Volkswagen and the locomotive plant of General Motors at Aloes shut down today through continuing strike action by the workers

The workers at Ford's Neave plant resumed work again today after downing tools at 10 30am yesterday

However, by 10 30am today they had downed tools again in protest over their wage increases being held over until November

A spokesman for Ford said it was not clear at this stage whether the Neave plant would be closed down for the day

The strikers at all three plants have differing grievances

Volkswagen management said that

because so few workers had reported for duty today, the entire plant — affecting some 3 500 workers — would have to close down for the day

The workers have said they want their pension contributions paid out to them and are unhappy with the existing pension scheme itself

The GM locomotive plant at Aloes is to close until Monday through an unresolved strike which started on Monday this week GM announced earlier the closure of the Kempston Road plant to allow "inventory realignment"

The workers at the Aloes plant downed tools on Monday over an alleged altercation between a white supervisor and a worker

(152) (BR) (730) NMI 18/7/85

# Multinational firm fires about 2 000 over strike

**JOHANNESBURG**—The German-owned multinational Siemens had dismissed about 2 000 workers who went on strike on Monday to support wage demands, the Metal and Allied Workers' Union (Mawu) said yesterday.

Repeated attempts to reach Siemens management yesterday were fruit-

less. Siemens had earlier put the number of strikers at 1 500.

Mawu's Transvaal secretary, Mr Moses Mayekiso, said workers from five Siemens plants in the Transvaal had been told on Tuesday they had been dismissed and that they should return yesterday to reapply for their jobs.

Siemens management

had not yet responded to a union request for a meeting.

The Siemens strikers are demanding an across-the-board wage increase of R1 an hour. They have rejected the 14 c an hour increase granted by the Industrial Council as too low to meet the cost of living. — (Sapa)

# Strike ends as <sup>1572</sup> negotiation begins

NM 18/7/55  
Labour Reporter  
A FOUR-DAY strike by more than 1500 workers at Scotford Mills, a clothing factory at Ladysmith, ended after the management agreed to negotiate wage demands with the workers' representatives.

A spokesman for the Garment Workers' Industrial Union said yesterday that although the company had refused to accept demands by the workers for a R25-a-week across-the-board pay rise, it had agreed to negotiate with the union

The strike started on

Tuesday last week after workers from one department downed tools in support of their pay demands.

'By Wednesday the whole factory had come to a standstill. Union representatives held talks with the management on Thursday and Friday

'On Monday representatives from the company's head office flew in from Johannesburg and a settlement was finally reached. All the strikers returned to work on Tuesday,' he said. Negotiations were continuing.

# Stay-away call after unrest death

18/7/85  
152  
KCPA

By PHILLIP VAN NIEKERK

THE Transvaal region of the Federation of SA Trade Unions (Fosatu) is organising a stay-away and stoppages next week to coincide with the funeral of a union member who died in unrest.

Elias Lengoasa, a member of the Metal and Allied Workers' Union, died after he was allegedly shot by police while returning from a funeral in KwaThema near Springs last Tuesday.

Fosatu president Chris Dlamini said yesterday that the call was similar to that made after the death in May of Andries Raditsela, an organiser of the Chemical Workers' Industrial Union.

Raditsela died of head injuries shortly after release from police custody.

Dlamini said that at the time of the Raditsela stoppages Fosatu had warned the police the union would take a day off for every union member killed in the unrest.

He said "Our call is for workers who can make it to take the day off, or otherwise to organise stoppages at their workplaces."

He said the union would be approaching management to see if they could arrange time off for workers or some form of symbolic protest.

"We are also appealing to other unions to support us in this call," Dlamini said.



90 percent

196 (152)

turnout reported

HOWICK — Sarmcol rubber factory at Howick reported a 90 percent labour force turnout this morning — in defiance of a stayaway called in support of the 950 striking workers dismissed by the factory two months ago

Star 18/7/85

Some Sarmcol workers had spent the night at the factory

In Howick today, hardly a black person was to be seen, housewives were without domestic help and white schoolboy volunteers manned the town petrol pumps. Sapa

# Strikes hit plants at Ford, VW

(152)

(170)

E Post 17-07-80

By CATHY SCHNELL

WORKERS at Ford's Neave plant and Volkswagen downed tools today meaning that employees at all three giant motor companies in the Eastern Cape are now on strike

More than 600 workers, and possibly as many as 1 000, at Volkswagen downed tools at 1pm today after demanding that they be paid out their contributions from the pensions schemes

The regional secretary of the National Automobile and Allied Workers' Union, Mr Les Ketteldas, said the shop stewards would meet management later today to discuss the issue

Mr Ketteldas said the workers wanted their pension contributions paid out to them in order to make ends meet

Earlier today, operations at Ford's Neave plant stopped after 16 workers at the paint plant downed tools in protest over the company's implementation of a wage offer

Mr Dirk Pieterse, Ford's employees relations manager, said the

workers at the paint plant downed tools shortly after 10am They were asked to return to work — but refused

Consequently the company had no option but to close the plant for the day, affecting about 1 500 workers

Mr Pieterse said employees had indicated they would return tomorrow

The 16 operators who downed tools had told management they were unhappy about the company's implementation of a wage offer However, this offer was currently still subject to negotiations with the Industrial Council, said Mr Pieterse

Mr Ketteldas said the workers at the Neave plant were refusing to work unless their wage increases were brought into line with the other two motor companies

According to Mr Ketteldas, workers at General Motors and Volkswagen had their interim wage increases backdated to February 1 The Ford workers, however, only had their in-

terim wage increases backdated to May 1

Wage increases are due six months after the backdated date

Consequently VW and GM workers had been told they would get across the board increases on August 1 whereas Ford workers had been told they would only receive their increases on November 1

Mr Ketteldas said the Ford workers had been bitterly unhappy about the interim wage increase being backdated to May 1 instead of February They wanted the wage increases granted on August 1

Workers at General Motors' locomotive plant at Aloes are still out on strike — for the third day — after downing tools on Monday morning over an alleged dispute between a shop steward and a worker

Last week Volkswagen workers also downed tools for three days over management's decision to lend mini-buses to the All Blacks rugby touring side They subsequently returned to work after the tour was called off

# End to AECI strike expected

## Labour Reporter

THE six-week long strike by 600 workers at the AECI factory at Ballengeich in Newcastle is expected to end tomorrow, according to a spokesman for the company.

But a pay dispute by hundreds of workers at Scotford Mills (Pty) Ltd, in Ladysmith, continued yesterday as representatives of the workers and the management were still locked in negotiations.

Hundreds of workers at the clothing factory downed tools last Wednesday in support of their demand for a R25 a week pay rise, according to a spokesman for the workers.

Mr Frankie Hansa, general secretary of the Gar-

ment Workers Industrial Union, was still in Ladysmith yesterday and could not be reached for comment.

A spokesman for the Ladysmith factory said the manager was busy at a meeting and the company had no comment on the strike.

Mr Murray Joubert, spokesman for the AECI's Johannesburg-based company, said yesterday that following talks between the management and the South African Chemical Workers' Union, the 600 striking workers decided to return to work.

The 110 workers dismissed from four of the factory's plants during the strike had been offered re-employment and were expected to return

to work on Thursday.

Workers at the Chlor-Alkali and Plastics factory had been on a legal strike since June 3 in support of demands that the minimum pay at Ballengeich be raised from R373 to R408 — the level paid at several of the company's other AECI factories.

Union spokesmen could not be reached for comment yesterday.

# Wanted help in stayaway

## Pietermaritzburg Bureau

CONTINGENCY plans which in at least one case involve using white schoolboys for the day, have been prepared in the capital in anticipation of a mass stayaway of black workers today

The regional manager of Clover Dairies in Pietermaritzburg, Mr Arthur Shuttleworth said the Sweet and Allied Workers' Union had informed him yesterday that none of their members would arrive for work this morning

'Indian staff have also said they will not be coming in to work for fear of intimidation,' he said

## Normal 152

He appealed to white schoolboys over the age of 16 who wanted to work today to apply at 397 Victoria Road in the capital

Mr Daniel Anastasis, managing director of Albany Bakery, said as far as he was concerned today would be a normal production day and that bread would be delivered as usual

A spokesman for the Pietermaritzburg City Engineer's Department said the refuse collection might be affected if insufficient numbers of workers reported for duty

In the event of refuse not being collected, people should put out their rubbish for collection tomorrow

Mr Ron Robbins, Town Clerk of Howick, said the 100 black municipal employees would 'probably stay away for fear of intimidation', in which case white employees would perform essential services

The S A Police will be on standby in all black township areas to 'render protection and keep the peace', according to a statement by Brig Mulder

van Eyk, Divisional Commissioner for Natal

Brig van Eyk said police patrol units would patrol all bus routes in the Edendale, Imbali and Mpophomeni districts as well as all black townships in and around Howick and Pietermaritzburg

He said all public services including bus services would continue as normal and 'the public using these services can be assured of police protection'

## Thatcher

Arrangements have also been made for mobile police units near the entrance to Imbali township and at the Mpophomeni community hall

It is reported from Geneva that the head of the International Metalworkers' Federation has urged the British Prime Minister, Mrs Margaret Thatcher, to intervene in the dismissal of 950 black South Africans by a British-owned company

'She should show the people of South Africa that Britain does not endorse the activities of British firms in their support for the most odious aspects of the apartheid system,' the IMF General Secretary, Mr Kurt Rehan, said

● See also Page 2

# Workers urged to ignore stay-away call

255  
MAM  
152  
143  
NUN 17/1/85

Pietermaritzburg Bureau

WORKERS in the Pietermaritzburg area have been urged to ignore calls to stay away tomorrow.

The Pietermaritzburg Chambers of Commerce, Industry and the Afrikaanse Sakekamer, issued a joint statement yesterday following a decision by the Metal and Allied Workers Union (Mawu) to organise a stay-away in support of the 950 striking workers who were dismissed by BTR Sarmcol in April.

The three employer bodies have asked that workers present themselves at their work places on Thursday and subsequently.

'Management is also requested to plan for normal production or business and to inform their employees accordingly,' the statement said.

It added that the policy of 'no work - no pay' should apply.

The chambers and Sakekamer said it was known that intimidators were at work fostering discontent and that all-out efforts would be made to prevent law-abiding workers from proceeding about their business.

## Disrupt

'We understand that protection is to be provided but should lives be at risk the individual must decide whether or not to proceed to his work place.'

The chambers did not believe that the dispute between one trade union and one company should be allowed to disrupt the lives of people and their families.

Nor did they believe that people should 'suffer hardship for a matter which has no direct influence on their lives and which could be resolved by way of court procedures'.

Mawu indicated in a telex sent to the Pietermaritzburg Chamber of Industries that they (Mawu) might be able to affect the stay-away.

'It is the chambers' contention that Mawu, in terms of their recognition

agreements, should immediately notify all their members to be at work on Thursday and subsequently,' the statement said.

## Courts

A telex sent to Mawu by the director of the Chamber of Industries, Miss Pamela Reid, said the action of the union in organising the stay-away was clearly in breach of recognition agreements with member companies and had to be interpreted as not being conducive to sound labour relations.

'It is the considered opinion of the Pietermaritzburg Chamber of Industries that if Mawu firmly believe that BTR Sarmcol are guilty of any unfair labour practice

then it is incumbent on Mawu to seek relief in the courts.'

Miss Reid said that in view of the seriousness of the situation the chamber suggested that they apply for an urgent hearing.

The city council was reluctant to comment on the issue.

Assistant Town Clerk Mr Derek Wicks said it was hoped that municipal buses would run as normal and without any interference.

The S A Police Press Liaison officer in Pietermaritzburg, Capt P C Kitching, said police would be on standby in all township areas tomorrow to offer protection to workers who wanted to go to work.

15/1/85

# Bakery workers on strike

ABOUT 1 800 workers went on strike yesterday at seven bakeries in Durban, Pinetown, Tongaat and KwaMashu, leaving 400 000 loaves of bread undelivered.

At B B Bread in Sydney road 700 workers downed tools at 5 am, leaving packed bread in trucks. They refused to deliver and could not let customers fetch their quotas.

Mr Clokie said his company had thought of closing the plant on Saturday to prevent wasting bread, but decided against the idea because they were not certain the strike would continue yesterday.

A spokesman for the Sweet, Food and Allied Workers Union said employers were responsible for the strike, "because of their hard-headed attitude in refusing the workers demands of a R23 a week wage increase, despite the fact that the bread price will go up between 15 and 20 cents in September."

Workers get R82,50 a week and a R11,40 increase offered by employers has been rejected by labourers and driver/salesmen alike because, they say, their living standards are declining too fast.

The other unions involved are the Natal Baking Industries Employees Union, The Food and Beverage Workers Union and the Black Allied Workers Union. *Sowetan*  
Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said the Stanger bakery was also expected to go on strike yesterday. Workers were working normally this morning and there had also been some deliveries from the Blue Ribbon Bakery yesterday. — Sapa *23/7/85*

Real +49.5% Current Real Weekly Wage: R 10.01

Current Real Weekly Wage: R 9.37

Grade	Hourly Change 1975 to date: Nominal	Hourly Change 1975 to date: Real
Grade 10	0.00 0.00 14.95 16.71 18.03 19.35 22.88 22.88 26.40 29.04	0.00 0.00 14.47 11.44 11.42 10.92 10.16 9.32 10.32 10.15
Grade 12	10.38 13.85 16.55 18.76 20.14 21.58 24.48 24.48 28.08 30.96	10.95 14.38 16.02 12.84 12.75 12.18 10.87 9.98 10.97 10.82
Current Hours: 44	Hourly Change 1975 to date: Nominal +388.1%	Hourly Change 1975 to date: Real +49.5%

# Strike goes on at PE motor plant

By CATHY SCHNELL

THE strike at Ford's Neave plant continued today when employees again refused to work because of a management refusal to bring forward the date of wage increases

The workers at the Neave plant were expected back today after going out on strike on Wednesday last week

Striking workers at Volkswagen and the General Motors' Aloes locomotive plant all returned to work yesterday after downing tools last week

Ford, which is on a four-day week, has now lost four days' production

Negotiations continued between shop stewards and management today

The Neave plant workers want their salary increase to be effective from August 1 instead of November 1, in line with workers at VW and GM

A spokesman for the National Automobile and Allied Workers Union (Naawu) said the Ford workers had reported for work today, but had been told at a report-back meeting that management had refused to alter the date of their increases

They consequently walked out of the plant.

The spokesman said the workers were adamant they would not return unless their wage increases were changed in line with the other companies

The regional secretary of Naawu, Mr Les Ketteldas, said executive members of Naawu and shop stewards at Ford were meeting today to try to solve the dispute

There would be report-back meetings at all three motor plants tomorrow and on Thursday

● Another spokesman for Naawu said an executive member of Naawu, who is also a shop steward at GM, had been detained by security police today

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E. Post  
23.07.80

152  
182  
183

# Agreement in sight on car workers' pay

PORT ELIZABETH — An Industrial Council agreement on wage increases between three Eastern Cape vehicle manufacturers and two trade unions is days away according to Mr Henry Ferreira, chairman of the council

Ford, General Motors and Volkswagen met the National Automobile and Allied Workers' Union (Naawu) and the South African Iron, Steel and Allied Industries' Union yesterday in a bid to break an eight-month deadlock.

Since the last council agreement expired last November, the companies and the trade unions have failed to reach an agreement

Mr Ferreira said after the meeting "All parties moved closer to each other and I think an agreement is a matter of days away There is still one small item to be sorted out and possibly

one more meeting will be held this week. He would not say what the unsolved problem was

Earlier this year after strikes at GM, VW and Ford, interim wage adjustments were agreed on after factory-level negotiations

After strikes at Volkswagen and General Motors' Aloes plant last week, both companies reported normal production yesterday

GM's Kempston Road plant also re-opened yesterday after a week's closure to allow inventory re-alignment

Workers who went on strike at Ford's Neave plant last week are expected to return to work today



# No flour produced

Feb 23 1948



**Strike**  
DURBAN — The Durban bread strike took a new turn today as 160 workers at Bakers Flour Mill on the same premises as B B Bread bakery joined the strike — stopping production of flour as well.

They joined 700 bakers who lingered on the premises last night, ostensibly to prevent the 400 000 loaves baked over the weekend from being distributed.

The managing director of Bakers Flour Mill, Mr R L Sullivan, said the workers went on an illegal strike two hours before a conciliation board meeting was scheduled to settle a separate wage dispute.

Workers at the Stanger bakery did not turn up for work today, bringing the eighth major bakery to a standstill. — Sapa

# Mawu, ~~11/13~~ Siemens ~~1/12~~ talk on ~~2/16~~

Talks are expected to continue today between the Metal and Allied Worker's Union (Mawu) and Siemens after their meeting on Friday ended in deadlock. *Star 25/7/85*

The workers were dismissed from five Siemens factories in the Transvaal last week after going on strike to support demands for plant-level wage negotiations to supplement Industrial Council wage rates.

The company said it had made clear that it would not grant the R1/hour rise demanded, but would consider merit increases.

Management also said it was willing to re-employ all workers, except those guilty of violence and intimidation.

The union said it would press ahead with its demand for the reinstatement of all the dismissed workers.

NUM bid  
for strike  
'has little  
backing'

The National Union of Mineworkers (NUM) had at best a 30 percent vote in favour of a strike at the 27 gold and coal mines where it was represented, the Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, said at the weekend *Star*

He was commenting on the NUM's announcement that it would proceed next month with a strike at the mines over its pay dispute with the chamber, on the strength of the ballots it had done at 16 of those mines *22/7/85*

Mr Liebenberg said "The ballot does not really say anything meaningful, not only as far as the chamber is concerned, but also the union leadership, who cannot draw anything from it to support going ahead with a strike"

He said the NUM, because it was unregistered, was not legally obliged in terms of the Labour Relations Act to conduct a strike ballot at all once deadlock was reached at the Conciliation Board

"In theory, it could have called a strike then and there at the 27 mines where it is recognised, unless the constitution of the union itself required that a strike ballot be conducted" — Sapa

# Bakery workers say they'll strike

**Mercury Reporter**  
BAKERY workers in Durban, Pinetown, Tongaat and Stanger say they have decided to strike this week.

More than 1 000 workers from seven bakeries — members of the Sweet, Food and Allied Workers' Union, the Natal Baking Industries Employees' Union, the Food and Beverages Workers' Union and the Black Allied Workers' Union — met on Saturday to fix a date for the strike.

But the unions are dis-

cussing no more than to say the strike is imminent. A spokesman for the Fosatis-affiliated Sweet, Food and Allied Workers' Union said it's up to the committees in each factory to finalise the exact time.

'We are aware of the managements' contingency plans, but hope they will come to their senses and we will have a speedy resolution to the strike which is going to inconvenience all, especially the workers of Durban and districts.'

Workers are demanding an across-the-board pay increase of R23 a week on a basic wage of R82,50, which would bring the wage to R105. Management is sticking to an offer of R11,40, which it says represents a 13,8

percent increase. But according to unions the increase in the cost of living in the past year has been 19,5 percent and workers are not prepared to take a drop in their standard of living.

The vice-chairman of the Durban Master Bakers' Association, Mr Maurice Grant, said he was not aware of any statement being issued after Saturday's meeting.

If the workers were to strike at 5 30 a m today, as he had heard rumoured, they would be doing so 'for their own ends' and not just for wages, he said.

Earlier, Mr Grant told the Mercury that the price-controlled baking industry could not remain profitable if it had to carry 'additional cost increases'.

## Critically ill

JOHANNESBURG—Mr Hennie du Preez Nel, general manager of the Maize Board, is critically ill in the HF Verwoed Hospital in Pretoria — (Sapa)

... can reach us on ...  
... (am - 5 pm) ...

# Capital may face further stayaways

152 (Mawu) NAM 22/7/85

### Mercury Reporter

THE Metal and Allied Workers' Union (Mawu), which organised last week's stayaway from work in Pietermaritzburg, may organise further such campaigns if BTR Sarmcol management does not yield.

The stayaway was in support of 950 striking workers fired by Howick's Sarmcol in April and was an attempt to

pressure management to return to negotiations

A statement by Mawu and the Federation of South African Trade Unions (Fosatu) yesterday said that if there was 'no shift' on the part of Sarmcol or of the Pietermaritzburg chambers of commerce and industry, further action would be considered

Although the Chamber of Commerce has called

on Sarmcol to reopen negotiations, the Chamber of Industry issued a statement last week slamming the union.

Mawu and Fosatu criticised the Chamber of Industry as 'lacking insight and showing a total lack of respect for the black community in Pietermaritzburg'

The union statement said 92 percent of black workers had taken part in the stayaway. All Pietermaritzburg firms had experienced some degree of absenteeism

'Even at Huletts Aluminium, where management required workers to sleep over at the factory, attendance dropped by 30 percent'

Solidarity work stoppages and demonstrations in the rest of Natal had 'been extremely widely' supported, contrary to 'fabricated' Press reports, the union said.

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*Capetown 22/7/85*  
**Fosatu denies stayaway call**

*1409 152 1700*  
Own Correspondent  
JOHANNESBURG — Mr Chris Dlamini, president of the Federation of SA Trade Unions (Fosatu) has denied that the Transvaal region of Fosatu has called for a worker stayaway tomorrow

Mr Dlamini said Fosatu's Transvaal region had simply appealed to its members to attend the funeral of Mr Elias Lengwasa, a Metal and Allied Workers' Union (Mawu) member who died during unrest in KwaThema. They also appealed to members to ask their employers for time off to do so.

Mr Dlamini said that at no stage did he state that he made a call for a stayaway.

# Strike action ending in EP motor plants

(12) 1992/05/28  
Post Report

PRODUCTION resumed at Volkswagen and the General Motors Aloes locomotive plant today, signalling the end of a wave of strikes among the motor industries in the Eastern Cape

Ford's Neave plant is on a four-day week, but workers are expected to return tomorrow

Negotiations are continuing against a backdrop of Industrial Council deliberations

No union spokesman was available to comment on the outcome of last week's deliberations *East*

Last week saw workers at all three motor industries down tools

- Workers at the GM Aloes plant downed tools over an altercation between a white supervisor and a black worker *28.07.92*
- Neave plant workers went on strike because they wanted their wage increases backdated in line with the other industries
- VW workers wanted their pension contribution funds paid out

# Durban bread strike

E. Post  
S 22:07

## Post Correspondent

DURBAN — Most householders in Durban, Pietermaritzburg and many parts of the Natal North Coast were without bread today when about 1 800 workers employed by five bakeries went on strike

Mr Maurice Grant, vice-chairman of the Bakers' Federation, Natal, said most workers arrived at their places of employment, but refused to work

They also adopted a "threatening attitude" to employees who wanted to drive delivery vans

FOR THE...



2 000 strike  
at Siemens

July 1955

More than 2 000 work-  
ers from Siemens fac-  
tories in the Transvaal  
downed tools today to  
back demands for a R1  
across-the-board hourly  
wage increase, the  
Metal and Allied Work-  
ers' Union (Mawu) said

The workers are  
from Siemens factories  
in Spartan (Kempton  
Park), Isando, Kudu-  
spoort, Watloo and  
Rosslyn (Pretoria)

A union spokesman  
said the workers were  
not satisfied with the  
14c an hour rise granted  
by employers at the  
Metal Industry's Indus-  
trial Council

"From the company's  
financial statements,  
we are convinced that  
the company can afford  
what we are asking  
for," the spokesman  
added

WMA  
WMA  
S.M.  
152

# Bakery strike date decision today

140A  
152  
154  
NAM 20/7/85  
Labour Reporter

WORKERS in the baking industry are expected to decide on a date for their strike action over pay at a meeting in Durban today.

The vast majority of workers have voted in favour of striking after negotiations between the management and four unions reached a deadlock.

Miss Renee Roux, a spokesman for the unions, said yesterday that the Industrial Council for the Baking Industry met this week, but the pay dispute remained unresolved.

'We were hoping that the employers would reconsider their final offer to avert industrial action, but they refused to budge,' she said.

Mr Maurice Grant, chairman of the Durban Master Bakers' Association, said the employers stood by their final offer of an across-the-board pay rise of R11,40 a week.

The workers have rejected it, saying they will not settle for less than a R23-a-week rise.

Mr Grant said the employers were not in a po-

sition to increase their offer and had indicated to workers to take it or leave it.

He said there were contingency plans to counter an 'extended period of strike action'.

Meanwhile, employees at Bakers Flour Mills in Durban, which also has a pay dispute, said yesterday they refused to work overtime this weekend.

Mr R L Sullivan, the managing director, yesterday confirmed that workers at the mill had decided not to work 'essential overtime this weekend in spite of the fact that this is normal working practice'.

He said the move was apparently to enable them to attend today's meeting of baking industry workers.

CAPL Tru 65 20/7/84  
152  
152

# Car industry strikers 'to go back to work'

Own Correspondent

PORT ELIZABETH — Workers at Volkswagen in Uitenhage and Ford's Neave plant here are expected to return to work early next week, ending strikes at both factories.

A spokesman for the National Automobile and Allied Workers Union (Naawu) which represents most hourly-paid workers at both plants, said workers at VW were expected to return on Monday and Tuesday and Neave workers on Tuesday.

Strikes at both companies started on Wednesday this week and affected about 5 000 workers. Both plants were closed yesterday.

Workers at VW downed tools after demands for refunds from pension contributions were refused. Workers at Ford stopped work because of the company's

refusal to backdate interim wage increases, the Naawu spokesman said.

These issues are expected to be high on the agenda when Ford, General Motors and VW meet trade union representatives in the Industrial Council on Monday. Industrial Council negotiations over wage increases have been going on for about eight months with no results.

Ford and Volkswagen spokesmen could not be reached late yesterday to comment on the expected return to work.

● Sapa reports that yesterday's talks between Siemens and the Metal and Allied Workers Union (Maawu) to break a deadlock after 1 250 workers were fired for striking this week will be resumed on Monday.

A Siemens statement

last night said Maawu delegates were told that the company was willing to re-employ the vast majority of the dismissed workers, as it believed them loyal to Siemens. It said that while the company "clarified" its refusal of the R1/hour increase, individual workers would receive an additional increase based on performance and merit.

The statement said, however "A small number of the dismissed workers will not be re-employed where acts of violence and intimidation can be proved. In addition, where disciplinary records exist, this will also be taken into account."

The company added it was willing that a small committee, representing both sides in the dispute investigate the fairness of each case.

# Motor workers 'to return'

By CATHY SCHNELL

TWO of the three motor industries in the Port Elizabeth/Uitenhage area, which were forced to shut down their plants this week due to strikes, are expected to be in operation again next week.

It is reported that a spokesman for the National Automobile and Allied Workers' Union (Naawu), which represents most hourly paid workers at Volkswagen in Uitenhage and at Ford's Neave plant, said that Neave workers were expected back on Tuesday and YW workers on Monday and Tuesday.

This is the second time in recent months that the three motor industries have fallen, in domino fashion, to a wave of strikes.

The first set of strikes, about two months ago, revolved around the granting of interim wage increases.

This time strikers at the plants did not have a common reason for striking. Their grievances were less precisely defined and appeared to be affected by the depressed economic and political climate.

Two of the three strikes occurred in plants where workers were on a full five-day week — and in one plant where they were working overtime.

Workers usually complain about short time and temporary closures — both of which mean they bring home less money.

The series of strikes started last week at VW when workers downed tools in protest against management's decision to provide buses for the All Black tour.

The first workers to down tools at VW were from the paint shop on the Golf line. The Golf line is the only line in the plant on a five-day week. It also accounts for about

70% of the company's production.

The regional secretary of Naawu, Mr Les Kettelidas, said the workers felt management's decision was bitterly unfair as the company could have increased workers wages instead of losing money by handing over the buses.

Mr Kettelidas said that while unions were opposed in principle to the tour coming to the country, the workers would also have been equally dissatisfied had the buses been provided for any touring side or any company.

The strike ended on Monday when the New Zealand Rugby Football Union announced the tour was finally cancelled.

But on Wednesday the workers were out on strike again — this time over pension contribution repayments. The workers are unhappy with their pension schemes and want their contribution benefits paid back to them.

The economic hardships in the townships necessitated this move, there was little money and times were hard, the workers said.

General Motors workers at the company's Aloes locomotive plant downed tools over an altercation between a supervisor and a worker last weekend.

They want the supervisor suspended. The Aloes plant has so much work that employees are not only on a five-day week but are also taking turns working night shifts as well.

One of the contracts the plant is currently completing is worth R50 million.

Workers at Ford's Neave plant went on strike over the date set for their wage increase. They want it backdated from November 1 to August 1 to be in line with the other two motor companies.

So: 09:85

Trade union representative and management have been trying to reach agreements on all these issues at shop floor level.

The workers are represented by Naawu, the Federation of South African Trade Unions (Fosatu) and on a smaller scale by the Motor and Component Workers Association of South Africa (Macwusa).

Management and union officials are to meet again in the Industrial Council on Monday, and it is believed that these issues will be high on the agenda. The meeting takes place against a backdrop of ongoing attempts in the Industrial Council to reach agreement over wage increases.

However, discussions reached straining point late this week with Macwusa national president Mr Tobile Mahlahlo's statement that Macwusa members throughout the country had pledged solidarity with fellow members at the Neave plant.

Volkswagen management yesterday warned strikers that if work stoppages continued, strikers would face disciplinary action — and even dismissal.

A company spokesman said negotiations should continue between shop stewards and management while the rest of the workforce continued with a full day's work.

The company said it was sympathetic with the workers conditions and grievances — but the work stoppages were resulting in a revenue loss for both the company and the employees.

A local labour expert said there could be little doubt the depressed economic climate in the Eastern Cape, combined with unrest in the townships, had been aggravating factors in the work stoppages and strikes.

F M 19/7/85 (152) #37 #38  
LABOUR RELATIONS #12 #101

## Novel strike clause

Durban motor components manufacturers Rowen, and Fosatu's National Union of Automobile and Allied Workers (Naawu), have signed a recognition agreement containing a unique clause whereby the company undertakes not to dismiss strikers for four weeks — provided they have adhered to the agreed dispute procedures

Unions have long argued that striking workers should be entitled to some form of protection from dismissal if they have followed dispute-resolving procedures. This agreement goes further than any other in providing this protection, and is set to be a major talking point in industrial relations circles

The agreed dispute procedure comes into effect once a deadlock has been reached in negotiations over conditions of employment, or when the disciplinary or grievance procedures have been exhausted. It includes

- A five-day cooling-off period;
- Thereafter management and the union are obliged to meet twice within 14 days to attempt to resolve the dispute,
- If that fails, a mediator may be appointed by mutual consent, and he has seven days to bring the two sides to agreement, and
- Unless mutually agreed otherwise, the

dispute-resolving mechanisms contained in the Labour Relations Act must be invoked. Once these steps have been followed, workers are entitled to embark on an "authorised" strike (which may also be legal) with the guarantee that they will not be dismissed for at least 20 working days.

The philosophy behind the agreement, says a Rowen spokesman, is to create an onus on both sides to prevent strikes and to build a relationship based on trust. "We do not want wildcat strikes. This clause is an incentive for the union to follow the lengthy procedures. Hopefully, once they have been followed, any dispute will be resolved. But if not, and there is a strike, we believe that to dismiss our employees immediately would destroy any trust that has been built," he adds.

Rowen employs 800 people. It is part of the Met Air group and supplies a major portion of its products to Toyota. Toyota is, in fact, a shareholder in Met-Air and a Naawu spokesman believes the agreement has implications for the whole Toyota group.  The first strike following the wage settlement at the National Industrial Council for the Iron, Steel and Metallurgical Industry has been resolved. According to a Naawu spokesman, 500 members at Silverton Engineering have returned to work having won improved wage increases. They are to receive hourly increases of 15c as from July 1, with two further 5c increases in October and December. The new minimum rate at the company is R2,15/hour. The new Industrial Council minimum is R1,90/hour with guaranteed increases of 14c/hour in the lowest job category.

Still at issue, however, is whether the workers should be fully reinstated or treated as new employees. They went on strike on July 1 over a management decision to implement the council increases while plant-level negotiations were in progress, and were dismissed (*Current Affairs* July 5).

Naawu is not a party to the Industrial Council. However, another Fosatu affiliate which is, the Metal and Allied Workers' Union, refused to sign the agreement and has said it plans to campaign for extensive plant-level wage settlements. ■

# Bosses warn striking bakers: You'll be fired

152 (1985) (1985) (1985)  
B. Day 26/7/85

EMPLOYERS yesterday warned the 2 500 striking bakery workers in Durban that they could not be allowed to continue to occupy the premises indefinitely and that they could face dismissal.

According to a spokesman for the four trade unions involved, strikers were given a verbal ultimatum to leave the premises of B B Bread by 4pm yesterday.

In their pay packets yesterday the workers found notices that their services might be terminated if the strike continued.

A spokesman for the Master Bakers' Association said: "The actions of the unions have now held the people of Durban to ransom for long enough. Sooner or later workers are going to be asked to leave bakery premises to let bakeries get on with the business of making bread," he said.

He reiterated that the workers had been told that the association's pay offer was final and workers were free to accept it.

Meanwhile a ninth bakery, at Umlazi, joined the other strikers, making a total of more than 2 500 workers refusing to work as the strike entered its fourth day.

Consumers were still battling to get bread as small independent

bakeries worked overtime to produce enough special "fancy" bread for hospitals as well as the public.

The B B Bread plant workers in Sydney Road were refusing to allow Red Cross trucks into the plant to collect bread baked at the weekend for charitable distribution.

Rumours of a milk workers' strike sent shoppers scrambling to supermarkets and cafés on Wednesday afternoon.

However, a spokesman for Clover Dairies said emphatically: "There is no strike." He said his firm had been swamped by calls from anxious shoppers.

He had spoken to a senior shop steward who had confirmed there were no plans for a strike.

Rumours of strikes by petrol delivery workers and petrol station attendants also proved unfounded.

The bakers' association message the strikers found in their pay packets read:

1 Management urgently requests workers to accept the wage offer of

R11,40 a week increase to all weekly paid workers;

Two additional public holidays

(being 10 October and 26 December);

Hours of work for security guards to be reduced from 60 hours to 48 hours, and pay for public holidays and Sundays for security guards to be the same as for all other workers

2 Management cannot allow the strike to continue indefinitely. Bread is an important basic food and the strike is affecting very many people.

3 Management cannot increase the wage offer which it has made. The new wage will be the highest in the baking industry in South Africa.

4 Management earnestly requests workers to accept the wage offer and to return to work. Management advises striking workers that if they do not return to work on their normal shifts with effect from Sunday, 28 July 1985, they may be dismissed. Any worker who does not return to work on his normal shift commencing 28 July will therefore understand and accept that he could be dismissed.

5 Workers are clearly reminded that they may be dismissed by management if they strike.

PE now facing meat shortage

PORT ELIZABETH is bracing itself for a meat crisis as 300 striking abattoir workers stayed away for a second day yesterday.

At one large supermarket the grade-one lamb price rose by R1/kg. 26/7/85

A local butcher said butchers faced ruin because the strike came at the same time as a boycott of white businesses by blacks.— Sapa

25/7/85

Strike-hit Siemens improves offer to Mawu

K.D. cur

AGREEMENT has still not been reached at Siemens where about 1 250 strikers were dismissed last week, but the Metal and Allied Workers' Union (Mawu) said yesterday the firm had made an improved offer

Moses Mayekiso, Mawu branch secretary, did not want to talk about the offer until the matter had been discussed with members, but said the union was still demanding a R1 an hour across-the-board increase and rejected the industry minimum

By CLAIRE PICKARD-CAMBRIDGE

of a 14c increase implemented on July 1 Mawu is also demanding plant-level bargaining as an additional alternative to industrial council negotiations, and the reinstatement of all dismissed workers

Johan Trotskie, joint MD of Siemens, said the company had offered to re-employ the majority of the dismissed workers, but could exclude about 40 where acts of vio-

lence and intimidation could be proven A small committee representing both sides in the dispute would investigate the fairness of each case he said

The company have also said they do not want to agree to plant-level bargaining until the outcome of certain developments in Seifsa, the employer federation

Seifsa plan to meet with certain trade unions to discuss collective bargaining arrangements in the industry



# Siemens threatens to replace strikers

Siemens plans to start replacing the workers it dismissed last week for going on strike at five Transvaal factories, if no agreement is reached this morning on conditions for the strikers' re-employment.

Talks between the company and worker representatives broke down again yesterday, with worker representatives insisting on the unconditional reinstatement of all the workers.

## INVESTIGATION

According to Siemens' joint managing director, Mr J Trotskie, the company had offered to re-employ all the workers, with 40 of them being suspended with full pay pending the investigation of allegations of violence and intimidation.

Mr Trotskie said the company had suggested that the case of the 40 be submitted for arbitration and workers' representatives were given until this morning to accept or reject the suggestion.

He said if the unions representing the workers did not come back to management this morning new workers would be employed.

One of the unions, the Metal and Allied Workers' Union (Mawu), said workers rejected the company offer because it was meant to divide the workers and kill the union.

Mawu accused Siemens management of threatening to call in the police to remove union negotiators from company premises. Siemens has denied the charge.

Current Real Weekly Wage: R 10.01

Real +49.5%

Current Hours: 44 Hourly Change 1975 to date: Nominal +388.1%  
 10.95 14.38 16.02 12.84 12.75 12.18 10.87 9.98 10.97 10.82  
 10.38 13.85 16.55 18.76 20.14 21.58 24.48 24.48 28.08 30.96

Grade 12

Current Real Weekly Wage: R 9.37

Current Hours: 44 Hourly Change 1975 to date: Nominal +0.0%  
 0.00 0.00 14.47 11.44 11.42 10.92 10.16 9.32 10.32 10.15  
 0.00 0.00 14.95 16.71 18.03 19.35 22.88 22.88 26.40 29.04

Grade 10

McGus 25/7/85

# 1 500 workers shut out at Ford plant after stoppages

Argus Bureau

PORT ELIZABETH

Samcor have shut out 1 500 workers at Ford's Neave plant and have threatened to keep the plant closed until the workers return to work and agree to continue working

The move follows a week of stoppages by workers demanding that recent wage increases be backdated to February 1

Samcor insists on sticking to an Industrial Council agreement and backdating the increase to May 1

Recently General Motors and Volkswagen agreed to workers' demands to backdate the increases to February 1,

precipitating the Ford Neave walkouts

Samcor public relations officer Mr Bob Kernohan said the company had decided on the shutout because "gearing up for work every day in the expectation of work not performed is a hopeless exercise"

"Before we reopen the plant we want an assurance from the workers that they will return to work and continue to work," he said

## Denial

He denied that Samcor was taking advantage of the stoppages to close the plant permanently — scheduled to happen at the end of the year in terms of the Ford/Amcar merger

"We have parts and material in the plant for several months' production in the motor industry planning has to be done months in advance as parts have to come from as far afield as Europe," Mr Kernohan said

"We negotiated with the workers for four days before we took this action. That should show that we are not trying to take advantage of the situation"

CHIT Times  
27/7/85

BBB  
BBB  
152

# Durban strikers end bakery siege

**Own Correspondent**  
DURBAN — About 700 striking workers at BB Bread Bakery in Durban marched out of the bakery premises yesterday ending a five-day siege.

Earlier the bakery's management made an urgent application to the Supreme Court for an order to evict the strikers, some of whom had been occupying the

premises since Monday when the strike in support of a wage demand began.

The application was adjourned after the workers representatives gave an undertaking that all the strikers would vacate the premises voluntarily.

Meanwhile, there was still no settlement to the wage dispute in spite of another meeting of the Industrial Council for the Baking Industry in Durban yesterday.

Over 2 000 workers from seven bakeries in Durban, Pinetown, Tongaat and Stanger joined by workers from Umlazi and KwaMashu bakeries, went on strike in support of pay demands.

Security parking bays for caravans  
cars, boats R50 monthly

**MINI  
STORAGE**  
NATIONWIDE

Telephone Barbara 932 9036

Bates Wells • 0 3CT F



A crowd of sympathetic factory workers, carrying sticks and banners, marched to the nearby Durban's BB Bread bakery yesterday to express their solidarity with striking workers.

## Crowd gathers at bakery to support strikers

MORE than 100 people from Clover Dairies and neighbouring factories marched down Sydney Road to Durban's BB Bread bakery yesterday to express their solidarity with the striking workers.

NM 26/7/88

Labour Reporter

The chanting demonstrators, including workers from Clover Dairies, carried banners and waved sticks and knobkieries as they marched and assembled in front of the main gates to the bakery

They were joined in singing and dancing by the hundreds of strikers in the bakery premises before marching back along Sydney Road to Clover Dairies

When riot police arrived in a convoy of vans, the demonstrators were in Commodore Road, almost nearing the back entrance to Clover Dairies. The police did not intervene

A trade unionist at the scene praised the police for the 'commendable manner' in which they handled the situation

'The demonstration was purely a peaceful gesture on the part of workers expressing solidarity with the bakery workers. Police intervention would have only aggravated an already explosive situation,' he added

Meanwhile more than 2 000 striking bakery workers were yesterday

given an ultimatum by the managements of the affected bakeries that if they did not return to work by Sunday they might be dismissed

The warning was given in English and Zulu in notices included in their pay packets as the strike over a pay dispute dragged into its fourth day

Workers from seven bakeries — BB Bread Ltd, Albany, Blue Ribbon, Betta Bread in Stanger, Premier Pies, Tongaat Bakery and Wareings in Pinetown — rejected employers' offers of an R11,40 a week pay rise and are demanding a R23 a week increase

They were later joined by workers from Kwa Mashu and Umlazi bakeries

In another development yesterday, strikers on the BB Bread premises — some of whom had been at the site since Sunday — were told to vacate the premises by 4 pm yesterday, but after talks with the management they were allowed

to remain on the premises last night

A spokesman for the four trade unions involved in the pay dispute said the management had agreed to extend their 4 pm ultimatum until after today's meeting of the Industrial Council for the Baking Industry

The council is to make another attempt today to resolve the pay dispute which has paralysed bread deliveries since Monday

Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said no ultimatum was given to workers, but workers were informed while collecting their outstanding wages that they could not indefinitely continue to occupy the baking premises

In the notices, the strikers at all the bakeries affected were warned that they might be dismissed if they did not return to work by Sunday

A BBC television crew filmed the strikers at the bakery and the demonstration in Sydney Road

# Union backs down to end Siemens strike

JOHANNESBURG—  
The Metal and Allied  
Workers' Union (Mawu),  
representing the 1 250  
strikers at Siemens, has  
backed down on its  
wage demands for the  
time being (152) ~~152~~

At a meeting with the  
management yesterday  
the union agreed that all  
but 40 of the striking  
workers would return to  
be rehired by the com-  
pany Rehiring, which  
will start next Monday,  
will be on the basis of the  
Industrial Council mini-  
mum increase in pay of  
14 c an hour which came  
into effect on July 1

The workers were dis-  
missed by the company  
last week after they had

refused to return to work.  
The company issued an  
ultimatum on Wednesday  
that if agreement was not  
reached with the union  
yesterday that the work-  
ers were willing to be  
rehired, the company  
would find labour else-  
where

The union had demand-  
ed an across-the-board  
increase of R1 an hour

Siemens' joint manag-  
ing director, Mr Johan  
Trotskie, said yesterday  
that the union had indi-  
cated at the meeting that  
it would reserve the right  
to continue to negotiate  
on the sought-for pay in-  
crease

The company has re-  
fused to re-employ 40 of  
the strikers who it claims  
it can prove have commit-  
ted acts of violence or in-  
timidation Mr Trotskie  
said it was agreed at yes-  
terday's meeting that a  
mediation committee  
would be set up to decide  
about these workers —  
(Sapa)

~~196~~ ~~152~~  
MARITZBURG STAYAWAY 152

~~196~~ ~~152~~  
**Biting the bullet** 152

The majority of black workers in Maritzburg and surrounding areas responded to the call for a work stayaway last Thursday in support of the 975 members of the Metal and Allied Workers' Union (Mawu) dismissed from the British-owned Howick company BTR Sarmcol nearly three months ago. But there is no indication so far that the action has caused local commerce and industry to shift from its position of refusing to intervene in the dispute.

Mawu estimates that 70% of the total workforce in the area stayed away from work and says that all Indian-owned businesses in Maritzburg were shut, as were all schools in the total area affected by the stayaway. According to the preliminary results of a survey conducted by the Labour Monitoring Group (LMG), a group of academics based at the University of Natal, 92% of those who stayed away were black workers. The LMG says its statistics are based on interviews with management at 49 factories, a 20% sample.

A spokesman for the Pietermaritzburg Chamber of Industries (PCI) estimates that the stayaway was 60% effective. The stayaway was directed at the PCI which had previously turned down a Mawu demand

that it "intervene in the (BTR) dispute and secure from the company the necessary commitment" to negotiate the re-engagement of the dismissed workers. A joint statement issued by the PCI, the Pietermaritzburg Chamber of Commerce and the Afrikaanse Sakekamer two days before the stayaway, argued that a dispute involving one company should not be permitted to disrupt the lives of people not directly involved. And the PCI spokesman says its views have not been changed by the stayaway. BTR declined to comment to the *FM* on the stayaway, but is expected to issue a statement later in the week.

#### Procedural agreement

The workers went on strike on April 30 when Mawu and BTR failed to reach agreement on the terms of a recognition and procedural agreement after two years of negotiations.

The company has replaced the strikers and has remained firm in its resolve not to reinstate them — in the face of one of the most concerted union campaigns ever seen in SA. In addition to the stayaway, it has included a consumer boycott of white-owned business in Howick and threatened sympathy strikes at BTR subsidiary Dunlop.

The dispute has also taken on an international dimension. The union has received moral support from the International Con-

federation of Free Trade Unions. Mawu has accused the company of contravening the EEC Code of Conduct and the British Trades Union Congress (TUC) appealed to the British government to intervene, but this was rejected. Labour Attaché at the British Embassy, Tony Gooch, who has had talks with Mawu and the company, says there is "no reason to think the company has contravened the letter of the EEC Code."

There have been several violent incidents involving people who have taken up new employment with BTR. In June two people, one of whom was a BTR employee, were killed when a bus entering Howick's Mpophomeni township was stoned. The homes of others have reportedly been attacked in recent weeks, and there have been a number of other police reports of unrest in the township. Meetings in Mpophomeni were banned for three weeks, and more than 100 people have been arrested and charged with intimidation, assault or disturbing the peace. Five have already been convicted and sentenced to one year in prison.

Does Mawu have any arrows left in its bow? Observers believe that the union may now attempt to extend the boycott of white-owned business from Howick to the rest of the area, including Maritzburg. And with BTR and organised commerce and industry standing firm, it seems this bitter labour dispute is far from over. ■

# Dismissal threat to strikers

As the Durban bread strike entered its fourth day yesterday the Master Bakers' Association (MBA) issued a warning to striking workers that they would be dismissed if they did not return to work.

The 1 800 workers have been on strike since Monday to back a demand for an across-the-board weekly rise of R23 as against a management offer of R11,40.

On Tuesday they were joined by 160 colleagues from a flour mill at one of the affected bakeries, BB Bread.

The MBA said in a statement that workers had been told when paid money due to them that they could not indefinitely occupy bakery premises.

Employers had pointed out to the workers that their "services might be terminated if the strike continued", the statement said.

# Capital bread rush

NM Pietermaritzburg Bureau July 25

BREAD was in short supply here early yesterday as Durban people invaded Pietermaritzburg to stock up for the weekend.

Local tearoom owners said that by early yesterday afternoon they were battling to cope with the demand for bread and many were down to their last few loaves.

They attributed the rush to people travelling from Durban to stock up for the weekend.

'For the past three days we have been selling a lot of bread and people from Durban have bought up large supplies. Many drive away with a dozen or more loaves,' one tearoom owner said.

'I was almost cleaned out by early this morning,' said another.



... of the Phenomena show — which will be  
from Switzerland this  
sper Schwabe is pic  
a cube which forms  
Picture by PHILIP L

# Natal dairies quash rumours

152

NAM 25/7/85

manager of Clover

Labour Reporter

HOUSEWIVES in Durban rushed to supermarkets yesterday to stock up on fresh milk and other dairy products after widespread rumours that dairy workers had gone on strike

But, the management of the two major dairies in Natal, Clover and National Co-op (NCD), and Miss Renee Roux, spokesman for the Sweet, Food and Allied Workers' Union, quashed the strike rumours

Mr Raymond Floweday, coastal area divisional

manager of Clover Dairies, told the Mercury all Clover staff were at work and there were no problems

'A number of our customers telephoned us to inquire whether our workers had gone on strike following the rumours. But, I assured them that all our staff are at work and we are talking to our shop stewards,' he added

A spokesman for NCD at Prospecton said all his staff were 'definitely at work' and he did not anticipate any problems. Stores and supermar-

kets in and around the City yesterday reported receiving 'unusual demand for milk, eggs, butter and cheese'

Mr Martin Rosen, general manager of the Durban North Hypermarket, could not be reached for comment, but a spokesman for the hypermarket said they were selling milk yesterday 'well above their normal sales for the day'

He said they were getting in extra deliveries of milk late yesterday, although they still had enough supplies

had called in to viewers had been

equally hilarious entire studio team the fateful words

ered the curse dur- instead of rewinding error, a technician



Bed  
ED  
R  
TY

D. Disbater 25 of 21

# PE plant closes indefinitely

Dispatch Correspondent  
PORT ELIZABETH — Ford's Neave plant is to close for an indefinite period.

This was announced by the company yesterday after a strike at the plant which has lasted for five scheduled working days.

After the announcement, it was speculated in motor industry circles that the strike might give the company the opportunity to proceed with its plans to close the plant permanently.

When Ford and Amcar merged in January this year, to form Samcor, it was announced that pro-

duction at the Neave plant would eventually be re-located to the Samcor Silverton plant in Pretoria.

But the Neave plant still has a production schedule to meet.

A Ford spokesman said yesterday the plant would remain closed until employees gave notice of their intention to resume work.

The Neave workers are demanding that interim wage increases granted in April be backdated in line with those at Volkswagen and General Motors — to February 1 instead of May 1.

# 249 at abattoir sacked after strike

By CATHY SCHNELL

E. Post  
25:07 '81  
1521  
152

ALL 249 Port Elizabeth abattoir workers who went out on strike yesterday were dismissed today

Mr Andre Fourie, development manager of the SA Abattoir Corporation in Pretoria, said the abattoir would be recruiting new staff today and would not be re-hiring any of the striking workers

Mr Fourie said the workers' demands had been impossible to meet, and as yesterday's strike had been of a "wildcat" nature, the workers had voluntarily broken their employment contract and were consequently dismissed.

The workers walked off the premises early yesterday morning after making certain demands. They refused to return after several requests to do so

Mr Fourie said the workers had demanded a guarantee from management that none of them would ever be detained and had also demanded that management secure the release of two workers who were detained recently

"We could obviously not agree to these demands," Mr Fourie said

He had been advised by his board of directors to dismiss the workers

It had been decided not to re-hire any of the strikers as it brought the whole question of selective re-employment into play. He would rather employ new people

He said the decision to dismiss the workers was regrettable but the meat industry dealt with live produce and delays and stoppages could not be tolerated. He sympathised with the workers who would now be without an income

Mr Fourie said he had the impression the workers had been "looking for any excuse to strike"

Since the last strike on June 25 — over an altercation between a white and an African employer — the workers had been "undisciplined and provocative", he said

The workers had appeared yesterday to have been bent on causing as much damage as they could during the strike. They had walked out during the middle of cutting up the carcasses, leaving all the fresh meat partly butchered

He said the workers did not have a union, but after the last strike they had elected a workers' committee. Management had subsequently been dealing with this committee

Mr Fourie said PE would not suffer a shortage of meat and supplies would continue as normal

He said more than 75 slaughtermen had been flown down from Pretoria to help out. They were "keeping the show on the road", and would be here for as long as they were needed

During the last strike this emergency back-up team from Pretoria were also flown down to normalise services

Reacting to a report in a morning newspaper that the price of lamb had already risen, Mr Fourie said this price increase was due to a shortage of lamb and mutton countrywide and had nothing to do with yesterday's strike

**Strikers bar  
Red Cross  
bread trucks**

Own Correspondent  
~~REPORT~~

**DURBAN** — Striking  
workers at BB Bread in  
Durban today refused to  
allow any further Red  
Cross trucks on to the  
premises to collect the  
remainder of the bread  
baked at the weekend

~~11/85~~ 152  
A spokesman for the

Sweet, Food and Allied  
Workers' Union claimed  
the workers and shop  
stewards had taken this  
decision after a combi  
which had collected  
bread at the bakery yes-  
terday was allegedly  
seen selling bread

Star 24/7/85  
We were given guar-  
antees by the Red Cross  
that the bread it took  
from the bakery would  
not be sold "

# Patients make do with porridge

Mercury Reporter NM 26/1/85

KING EDWARD VIII Hospital in Durban switched from bread to mealie-meal porridge yesterday as the strike by about 1 800 bakery workers continued into its second day

St Augustine's Hospital on the other hand was 'importing' bread from Albany Bakery in Pietermaritzburg yesterday

Spokesmen for provincial and private hospitals in and around the city stated that they were using up bread which they had stockpiled in freezers in anticipation of the strike

Dr Justin Morfopoulos, medical superintendent of King Edward VIII, said attempts had been made to obtain bread from local bakeries, but it was abandoned after fears had been expressed for the safety of the drivers

'We've switched to mealie-meal porridge instead,' he said

The senior hospital secretary at Wentworth Hospital said they were still getting their daily supply of bread from 'an outside source'

Meanwhile, Albany Bakery in Pietermaritzburg reported a 'big demand for bread from people in Pinetown and Durban

'We sent three trucks of bread to Pinetown and some people from Durban arrived in Kombis to pick up bread'

● See Page 2



Chicago—The future 'Mrs Rambo', film bears all in the September issue of Pia Danish-born Brigitte Neilsen, 21, is the just started her second film role in S... ple announced their engagement

## CUT PRICE

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## Wynne fined R250 for interference

By Richard McMillan

NATAL jockey Patrick Wynne has been fined R250 for causing interference to three horses during the running of the Computaform Juvenile Futurity Stakes at Clairwood last Saturday

Wynne rode Direct Connection into fourth place in the race and was found guilty at an inquiry in Durban yesterday of causing interference to

Kerry Piper, Clarendon and Cape Cloud

He was charged Jockey Club R and was found failing to take caution to prevent mount causing interference to other runners

The interference place at two points home straight as field had moved outside of the take advantage better going

## Advertisement deadline

TOMORROW'S Mercury will be printed in two so the deadline for classified linage advertisements is noon today

## Punter reaps

Mercury Correspondent

JOHANNESBURG—One lucky punter scooped a R607 856,60 jackpot at Newmarket in Alberton yesterday

Who he or she is the course public relations officer declined to say, but they confirmed that a punter had won the money

Out of a gross pool of R810 475 and a net of R607 856,60, the winner got the lot by selecting the 1st, 2nd and 4th legs in yesterday's

# Red Cross saves only 5 500 loaves from bread 'mountain'

Mercury Reporter

THE Red Cross was able to remove only about 5 500 loaves out of a mountain of more than 100 000 loaves of bread at BB Bread's Sydney Road factory yesterday.

Striking bakery workers yesterday held discussions and agreed to allow Red Cross trucks to enter the factory and take bread for Operation Hunger. The operation will continue today.

But the flat-bed trucks and vans mustered by the charity proved unequal to the task. A BB Bread spokesman said 'Our company's got a fleet of 80 trucks designed to carry bread daily.

'What the Red Cross was able to take was only a drop in the ocean.'

The bread was baked at the weekend but strikers would not allow it to be delivered.

## Dispute

Mrs Inka Mars, chairman of the Red Cross in Natal, said 'I can only congratulate people that common sense prevailed and we were allowed to take bread.'

Yesterday's operation appeared briefly to be in jeopardy when a dispute arose over who should load the bread but the management mustered non-union, mainly white employees to do the job.

Hundreds of singing, dancing strikers crowded around the factory gates but parted to allow trucks to leave. In spite of their aggressive chanting, strikers remained remarkably good-humoured and polite.

The Red Cross had discussions yesterday with both management and the union. Workers suggested to the Red Cross that some bread be distributed to striking Sarmcol workers in Mpophemeni near Howick, members of a fellow Fosatu union.

Mrs Mars said bread had been distributed to the KwaMashu Polyclinic,

Diakonia, the Settlers' Home for the Aged and in the Mahlabathini area north of Ulundi where people were starving.

She said the bread had seemed 'surprisingly fresh' when she examined it and she was sure it would still be fit for consumption today.

## Glad

Mr Grant said workers had allowed customers to collect bread at Blue Ribbon, Tongaat and Albany bakeries. Only the pile at BB remained to be disposed of.

'We were glad the Red Cross could get some of that bread away to needy cases,' he said.

A statement from the Durban Master Bakers' Association said last night that a point in the strike had been reached 'where no immediate solution appears to exist.'

It said there was 'serious doubt among employers whether the unions have fully realised the consequences of their strike action.'

'The unions' demands are still damaging the prospects of a settlement and the situation remains tense.'

The statement confirmed that workers remained on site at all factories around Durban except Albany and Wareings in Pinetown where management union leaders had agreed workers could leave at night and return in the mornings.



Non-union BB Bread staff on the way to throw away hundreds of loaves which had spoiled in the ovens when the strike began

## Strike keeps Durban flour mill shut

Labour Reporter

THERE was still no production at one of Durban's large flour mills, Bakers, yesterday as the 160 workers who joined the bakery workers' strike refused to return to work.

A spokesman for the Sweet, Food and Allied Workers' Union said

workers were frustrated with their wages and were not prepared to be divided from their colleagues in the baking industry.

The mill, which is on the same premises as BB Bread, supplies flour to bakeries owned by Bakers Ltd.

Supplies to supermar-

kets are not likely to be affected.

The union spokesman said that in the past wage negotiations had been made jointly for the bakery and mill workers. She said wage negotiations had started in April and after 10 meetings the company was still not prepared to meet the

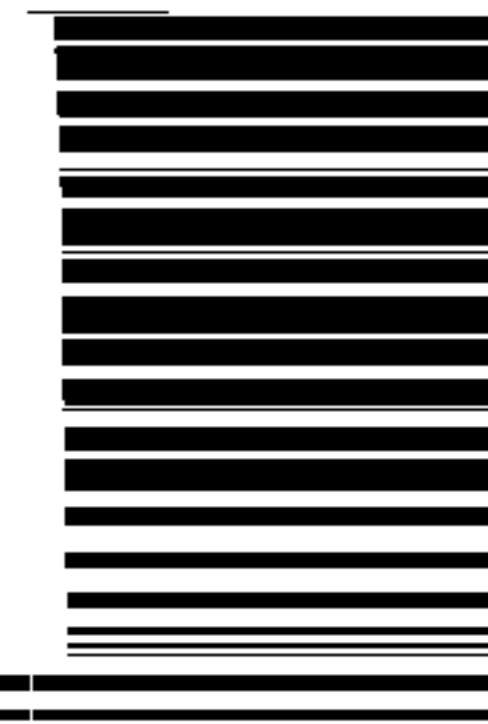
workers' demands.

Mr R L Sullivan, managing director of the flour mill, said worker representatives and officials of the union failed to appear at the conciliation board meeting yesterday morning. The board had agreed to reconvene.

'Meanwhile, the workers remained on illegal

strike at the mill and remained on site overnight.

'The management had agreed not to take any drastic action against workers before today, to give the union an opportunity to persuade the workers to return to work and continue negotiations at the conciliation board.'



Copy to A 24/7/85 (152) 1001

# Bread strike! No solution

**DURBAN.** — A situation in the bread strike here had now been reached where an immediate solution to the dispute was not in sight and there was doubt among the employers that the unions involved realized the serious implications of their action, the representative of the affected bakeries, the Durban Master Bakers' Association, said in a statement yesterday.

"All bakery managements have reported to the association that workers have indicated that there is strong desire on the part of many of the striking workers to accept the employers' offer.

"The unions' demands, amounting almost to a doubling of existing wage benefits, are still damaging the prospects of settlement and the situation remains tense,"

the statement said.

A spokesman for the Durban Master Bakers' Association said yesterday striking workers had remained on most sites around Durban.

During the day at B B Bread, vehicles hired by the Red Cross were loaded with non-distributed bread by management and senior executives of the bakery for distribution by Operation Hunger. — Sapa

# No work until pay dispute is sorted out

By CATHY SCHNELL

**FORD'S Neave plant is to close for an indefinite period following the continued strike by workers over the past five days.**

The company's employee relations manager, Mr Dirk Pieterse, said today the plant would remain closed until employees gave notice of their intention to resume work.

About 1 500 workers will be affected. This decision was taken after workers once again downed tools today — for the fifth consecutive day.

The Neave plant produces the Escort and Granada models, pick-up trucks, cargo trucks and tractors. The plant has been on a four-day week.

Workers have been striking over the date of the implementation of their wage increases.

They want the wage increase back-dated from November 1 to August 1, to be in line with the wage increases at General Motors and Volkswagen.

Yesterday a spokesman for the National Automobile and Allied Workers Union (Naawu) said the employees refused to resume work unless this demand was met.

The spokesman said workers had been told Ford management had refused to back-date wage increases.

But a spokesman for Ford management said the whole wage issue was still being discussed by the Industrial Council.

It is believed that the negotiations at the Industrial Council will be concluded soon.

Earlier this year workers at all three motor industries went out on strike over interim wage increases. The disputes at General Motors and Volkswagen were later settled.

# STRIKERS SHUTS DOWN PLANT

152  
Past 24:07



ABOUT 400 000 loaves could end up on the waste heap while people scramble for bread because of a strike.

The loaves are destined for the scrap heap because workers baked bread on Sunday night, but refused to deliver Durban's daily requirements.

Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said arrangements were being made to donate some of the bread to Operation Hunger, but it depended on whether the delivery trucks could leave the premises 'with any degree of safety'

'To throw away this much food when people are suffering from malnutrition in the rural areas is appalling. At some bakeries we are being prevented from getting the bread to the people and the unions have told us that customers should not try to collect.

'At this stage, therefore, we cannot deliver and would not recommend that people call at bakeries for bread. It could spark something off,' he said.

About 1 800 workers at seven bakeries in Durban, Tongaat and KwaMashu went on strike at 5 30 a m yesterday in support of their demand for a R23 across-the-board pay rise.

### No incidents

The bakeries affected are Bakers BB Bread in Durban, Albany Bakery, Blue Ribbon and Wareings in Pinetown, Tongaat Bakery and KwaMashu Bakery.

At Bakers BB Bread, about 700 strikers remained on the premises all day yesterday and were planning to stay on last night. Most of them spent their time singing and dancing, but there were no incidents.

The strike was called jointly by the Sweet, Food and Allied Workers' Union, Natal Baking Industry Employees' Union, Food and Beverages Workers' Union and the Black Allied Workers' Union after wage negotiations deadlocked.

Small bakeries and bakeries in supermarkets worked flat-out yesterday to cash in on a huge demand for bread on the first day of the strike.

Some laid on extra shifts. But consumers who crowded counters paid a premium — almost no Government-standard bread was available and 'special' bread was being sold for as much as 90 c a loaf.

However, some supermarkets claimed to have reduced the price of special bread in the interests of consumers.

'Our ovens haven't been empty since 6 a m,' said Mr Clive Walker, manager of Checkers Davenport Road branch which has the biggest bakery in the supermarket chain.

Mr Vernon Mitchell, Pick 'n Pay's Natal general manager, said 'It's been hectic. There was a panic and people have been rushing in.'

Spar's Natal managing director, Mr Brian Beavon, said 'Generally things are going okay, although customers are having to wait for bread.'

A spokesman for the unions involved yesterday blamed employers for the strike 'because of their hard-headed attitude in refusing the workers' demands for a living wage, in spite of the fact that the bread price will go up between 15 c and 20 c in September.'

At present the lowest paid worker earns R82 50 a week which the workers want increased to R105 50 a week.

Last night 1 800 bakery workers were still on site at most bakeries, having been there for most of the day. It appeared that the strikers were not going home, seemingly preferring to sit it out overnight, said a spokesman for the Durban Master Bakers' Association.

'They have told us that they don't want people to collect their own bread either, and there are large mobs around the gates to most bakeries,' the spokesman said.

Bread from Pietermaritzburg bakeries would not be brought into Durban to alleviate the shortage because trade unions had 'promised violence' if this were done, he added.

Mercury Reporters

# BREAD SCRAMBLE AS 100,000 LOAVES POLE UP

NM 23/7/85

152

APR 23/7/85

152

152

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Mercury Reporters

# Bread scramble as 100 000 loaves go to waste

NM 23/7/85  
152  


## Mill workers join bread strike

DURBAN — The bread strike in Durban took a new turn yesterday when employees at Bakers Flour Mill, on the same premises as BB Bread also stopped work and halted production.

The 160 mill workers joined the 700 baking workers who stayed on the premises last night,

ostensibly to prevent the 400 000 loaves baked at the weekend from being distributed. Yesterday people were rushing to shops for flour to bake their own bread.

The managing director of Bakers Flour Mill, Mr R L Sullivan, said the workers went on an illegal strike two hours be-

fore a conciliation board meeting was scheduled to settle a wage dispute with the company and the Sweet Food and Allied Workers Union.

"Management have made a final offer of R99,50. The union is demanding a minimum wage of R108,40 a week."

— Own Correspondent

152 (15)

## Strike-hit bakers roll out the bread

Argus Correspondent

DURBAN. — Bakeries at shops here worked at full steam through the night to meet the huge demand for bread and rolls as a strike entered its second day.

Many customers queued long before stores opened.

At one supermarket nearly 1 000 soft rolls and 800 loaves of special bread were snapped up between 8 30 and 8 45am

"Sales have been fantastic," said the bakery manager, Mr Geoffrey Davies. They usually baked 40 special loaves and 200 dozen rolls, but yesterday they baked 998 loaves and 2 500 dozen rolls.

He had worked through the night and hoped to keep up a steady supply today. Other

stores were also baking their own bread

"I normally do 22 bakes, but yesterday I did 86," said the manager of another supermarket-based bakery, Mr Eddie Oelofse

However, he predicted that his supply of flour would run out today

● Workers at the Stanger bakery failed to arrive, bringing the eighth major bakery to a standstill

A spokesman for the employers, Mr Patrick McLaughlin, said workers were nervous about continuing to work yesterday and did not arrive for work today

"This means that the chain is now complete, with only the Umlazi bakery still working," he said

# Conflict looms over dismissal of striking SA workers in SA

THE dismissal of striking workers in South Africa is fast becoming a major issue of conflict between black emerging trade unions and employers in recent days.

Workers going on either legal or illegal strikes have faced the wrath of the bosses who dismissed them or called police to intervene

This disturbing feature of industrial relations has been criticised by unions — especially those engaged in the present unity talks aimed at forming a "super federation" — lawyers and industrial relations consultants

The black working class is angry, militant and is resisting any form

BY JOSHUA RABOROKO

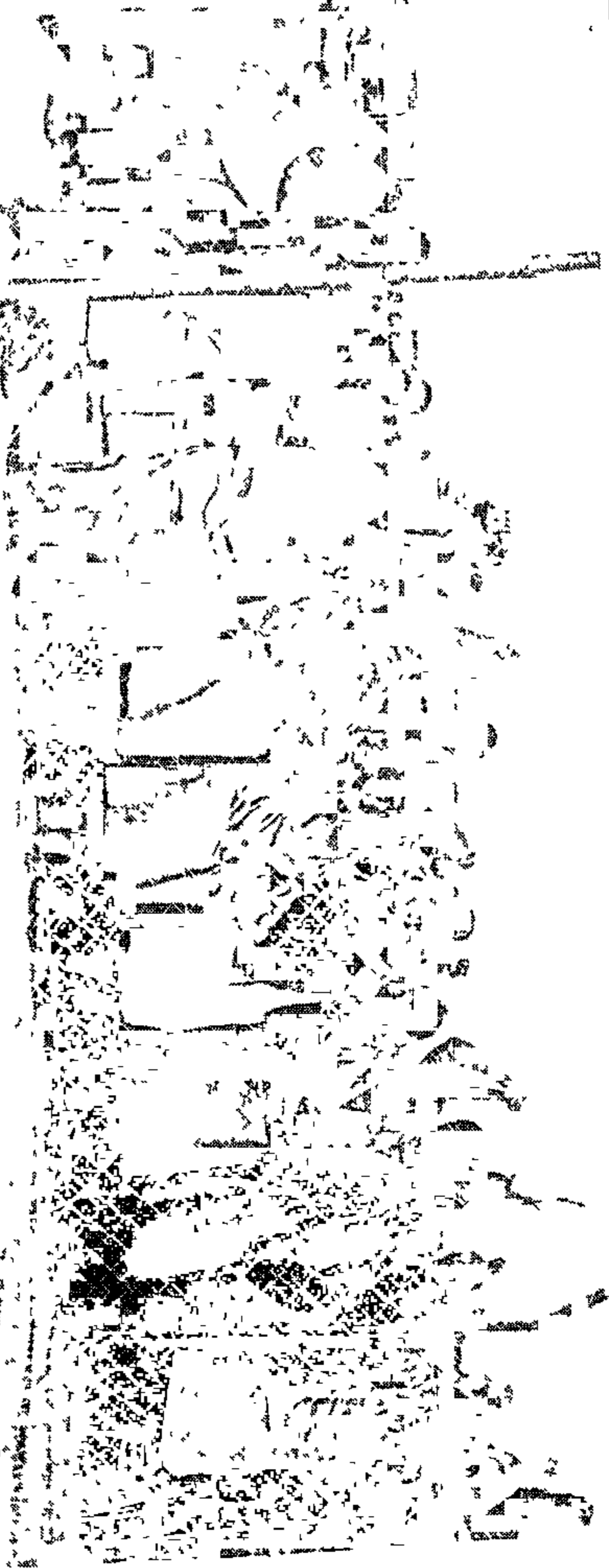
of oppression, exploitation and are even prepared to fight apartheid on the factory floor. Thirty percent of strikes in South Africa are caused by "unfair dismissals", retrenchments and disciplinary actions, sources say

## Demands

In an article entitled "Strikes new practices and new law", labour lawyer, Mr Clive Thompson, says a worker who goes on strike in South Africa, not always anticipates that his demands will be met, but he has, at least until recently, had good reason to expect certain other consequences police action, criminal prosecution and dismissal

"This sequence, typical of the seventies and the early eighties, seems set to change as unions,

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STRIKING workers... they face the wrath of the bosses

Secretion - July 1985

trial workers, continue to expand and consolidate that power and to make aggressive use of the opportunities presented by the amended labour legislation," he says

"The primary purpose of labour law is to regulate industrial conflict. Ten years ago, a mass dismissal by an employer ended a dispute by eliminating the opposition, these days the procedure has changed

"Throughout the industrialised and developing world, legislatures have come to recognise that the best way of dealing with labour-management strife is through the promotion of genuine and effective collective bargaining", he says  
 Mr Thompson adds that the legislature has

tried to facilitate matters through the introduction of a very open-ended unfair labour practice jurisdiction

An unfair labour practice is any practice by an employer which affects a worker unfairly or which, without justification, creates labour unrest. Only the industrial court can actually decide that a particular practice is unfair

It is against this background that the law of strikes seems on the verge of undergoing a major transformation. The first break-through has already occurred

"The conventional wisdom says that even lawful strikers can be dismissed by employers at will. However, the National Automobile and Allied Workers Union and the Metal and Allied Workers Union have recently

concluded agreements that protect their members for up to 30 days against dismissal"

Again, the on-going battle between the SA Chemical Workers Union and AECL is even more telling when workers could not be dismissed after several negotiations which ended up in the Supreme Court

Mr Thompson says developments can be expected in the South African labour law, such as decriminalisation of strike action. No successful prosecution has been brought against strikers recently, notwithstanding the fact that the number of offenders in this area is eclipsed only by the number of pass offenders

He cited the example of several members of the National Union of

Mineworkers (NUM) who had charges of instigation against them withdrawn. The charges arose out of a dispute at the East Driefontein gold mine

He further argues that strike action must only be taken once all avenues of negotiation have been exhausted. This will mean that an employment contract is suspended for the duration of a strike, but that at the end of the dispute all workers will be entitled to return to their jobs

The present practice of selective re-hiring of dismissed strikers — should be outlawed as it is a fundamental concept of justice that like cases should be treated in a like manner

He adds that where struck occur as a result of grossly unfair beha-

viour by management — such as the refusal to recognise a representative trade union — the industrial court should reinstate, without reservation, any workers who may be victimised as a result of the dispute

"The industrial court has already said it believed that the logical outcome of the unfair labour practice is that lawfully striking workers should receive protection against dismissal

"It has even reinstated workers who engaged in an unlawful strike when provoked by management. What is needed is for these tentative decisions to be developed into a coherent and forceful body of law that shows an appreciation of the critical role of industrial action in underpinning the entire collective bargaining process

# Strike ended by some Durban bakery workers

DURBAN — The two-week bread shortage in Durban eased slightly yesterday, about 800 workers at five bakeries having returned to work on Sunday

They will be able to produce only about one-third of normal needs because the 1 200 workers at B B Bread, Blue Ribbon and KwaMashu Bakeries, who bake most of the city's bread, are still not back at work

Workers at Blue Ribbon and B B Bread arrived at work on Sunday and yesterday but, after seeing a notice posted on the gate and talking to Sweet, Food and Allied Workers' Union officials (SFAWU), they went home

The notice, which management had put on the gates, stated that the company would not allow any worker on to the premises until he had signed a declaration that he accepted the R12-a-week wage increase, which would stay in force for a year

This was interpreted as a "lockout" by the SFAWU, which condemned the action B B Bread MD Maurice Grant confirmed

that staff had arrived at work but refused to talk about the conditions set down by the company.

He said that there should soon be an increased supply of standardised bread in the shops, even though production was not back to normal throughout the industry

B B Bread, which is producing one-quarter of last week's quota, did not bake bread at the weekend and people who began queuing this morning will have to get their bread from one of the five bakeries that are working normally

However, Grant hoped that all the bakery workers and the bakers' flourmill workers would be back at work by today

Employers and the unions hoped to resolve the latest dispute at B B Bread and Blue Ribbon at an industrial council meeting late yesterday

SFAWU members decided at a weekend meeting that while they would return to work, they would continue their struggle for improvement in working conditions — Sapa

~~SFAWU~~ ~~152~~ ~~152~~ 3. Day 6/8/85

# EL workers down tools

Dispatch Reporter funded "

EAST LONDON — About 3 000 workers downed tools at the Mercedes Benz plant here yesterday, according to a public relations spokesman for the company

He said the stoppage had occurred after a pensions dispute "The workers want their pension contributions re-

Management had agreed to discuss the issue with shop stewards and urged the workers to return He said the stoppage had only affected the day-shift, and the night-shift had all reported for duty

Management would be holding talks with the workers today, he said

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**STRIKING bakery workers were back at work in Durban yesterday for the first time in two weeks and employers were hopeful the entire dispute would end today.**

They said bread shortages would be eased as a result of the development, although work at the two bakeries which produced 70 percent of the area's supplies had not resumed

Baking resumed at five of the seven bakeries in the Durban area and although a Sunday shift of workers arrived at BB Bread in Sydney Road and Blue Ribbon Bakery in Leicester Road, they were turned away by shop stewards not happy at the men having to sign agreements accepting a R12 a week wage increase

A Sweet, Food and Allied Workers' Union spokesman said members had reported for work at the two bakeries yesterday morning, but had been told they would not be allowed in unless they signed individual agreements accepting the R12 a week offer.

### Hopeful

Durban Master Bakers' Association spokesman Mr Maurice Grant said union members had reported for work at the two bakeries but had been turned away by shop stewards, or had refused to agree to the R12 offer

Mr Grant said he was hopeful union officials would sign the new wage agreement at a meeting of the Industrial Council they planned to organise today

He said there should be an increased supply of standardised bread in shops today, although it

would not be back to normal

Mr Grant said 'The position is very clear. We are anxious to have them back but they have to agree to the final offer on the table, either individually, or collectively

'Although I'm still waiting for a report from one bakery, as far as I can make out workers at the five bakeries we predicted would return — SASKO in Stanger, Premier at Tongaat, Albany, Premier Pies and Wareings in Pinetown — have done so, and they are back into production

'The tragedy is that the lemon has been squeezed absolutely dry. It is the workers who are losing. It seems to be a question of the union trying to save face'

Union spokesman Mr Jay Pillay yesterday attacked the lockout and said members demanded that employers deal directly with union representatives

Union members had decided on Friday to return to work yesterday when it became apparent that non-union workers and workers from other unions wished to return to work

'But today none of the 1200 we represent started working when the employers insisted that they sign individual undertakings accepting the R12 offer,' he said

Meanwhile, management at the Bakers flour mill are to meet workers off site today

Mercury Reporter

people have parts of

# Bread today but more tomorrow?

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5/8/85 Mercury



# NUM set to strike on 29 coal, gold mines

From PHILLIP VAN NIEKERK

**JOHANNESBURG.** — The National Union of Mineworkers (NUM) has set August 25 as D-Day for the country's mining industry.

Following a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba)

And Mr Cyril Ramaphosa, general secretary of the NUM, said thousands of members on mines not yet recognized by the Chamber of Mines would participate as well

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 percent of the country's gold-mining production

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the NUM over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

- A warning to the State President, Mr P W Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members

- A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted

- Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of emerging unions be formed no later than the end of this year

The mining houses have indicated they are not prepared to increase their offer of between 14,1 percent and 19,6 percent implemented at the beginning of July

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks on scrapping of job reservation

# Boycott on for Maritzburg, 152 says Mawu

INDUSTRY REPORTER

IN an escalation of the BTR Sarmcol dispute, white-owned shops in Maritzburg are to be boycotted, said the Metal and Allied Workers Union (Mawu).

Mawu said the methods of the boycott had yet to be decided.

A spokesman for the Federation of South African Trade Unions (Fosatu) said a delegation of Fosatu and Mawu officials, along with representatives from community organisations, would hold meetings with the Mayor of Maritzburg, Robin Dales, and the Chamber of Commerce today and tomorrow, respectively. "But the boycott is definitely on" he added.

Mawu is also to have a separate meeting with the Chamber of Commerce, which it hopes will put pressure on BTR to reinstate dismissed workers.

"There will be a general meeting of the Maritzburg community next Saturday to report back on the meetings with the mayor and various chambers and to launch the boycott," said the Mawu spokesman.

The dispute between Mawu and Sarmcol began when the company fired 975 workers who went on strike over union recognition several months ago.

In a weekend Press release MAWU drew attention to the interest the BTR dispute has sparked in Britain.

"The BTR issue has been raised in the House of Commons regarding foreign investment in SA and a representative of Mawu will be appearing on British TV to outline the dispute," said the union.

The release added that the British Trades Union Congress had agreed to send a senior trade unionist to SA to investigate the BTR dispute and report back to UK, if invited by Fosatu.

Cape Times 5/8/88 152  
**Chamber: Majority will work**

JOHANNESBURG. — well received, the statement said  
The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said last night

The chamber based its view on the fact that the NUM had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were

In the present economic circumstances the increases granted on the chamber's member gold and coal mines this year were, extremely good, the statement said.

However, in keeping with the open-door policy with the trade unions, even after deadlock was

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To page 2



Cape Times 5/8/88



From page 1

reached in recent negotiations, the chamber gave the NUM an opportunity to produce final realistic bottom-line proposals, it said

Those proposals, amounting to increases equivalent to 32 percent on gold mines and 41 percent on coal mines, were unrealistic, the chamber said

Following these futile attempts to reach agreement, the employers accepted that there was no possibility that an accommodation could be

reached with the NUM. The chamber welcomed the undertaking that there would be no intimidation of the workforce. It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM's ultimatum to the government over the state of emergency and the possible repatriation of foreign workers, the statement concluded. — Sapa

# Date set for legal strike by 400 000 on 29 mines

AGOS 5/6/81

Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to launch what could be the mining industry's biggest strike ever on August 25 to drive home its demand for a 22 percent wage increase.

The strike could involve 400 000 miners at 29 gold and coal mines represented by the Chamber of Mines, as well as other mines.

The strike date was set at the NUM's special national congress in Welkom on Saturday night and announced at a Press conference at the union's headquarters in Johannesburg yesterday.

In reaction, the Anglo American Corporation has disputed the NUM claim that the miners are willing to strike.

An Anglo spokesman said "We are disappointed at NUM's declared intention to strike as we do not believe NUM has a clear mandate."

The company's indications were "that the majority of our workers are satisfied with the wage award".

The union has also threatened to call a national strike if President P W Botha does not withdraw his threat to expell all foreign black workers in South Africa. Migrants constitute 40 percent of the union's membership.

## Boycott

The NUM has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours, starting today.

The congress, at the Philip Smit Hall in Thabong township, was attended by 450 voting delegates and about 12 000 observers.

The NUM also resolved to disaffiliate from the the Council of Unions of South Africa (Cusa), because of Cusa unions' "lack of seriousness regarding moves taking place for the formation of a new federation".

The new federation of unions should be formed not later than the end of this year, the resolution said.

In another resolution, the NUM called for the formation of a federation that would include miners' unions in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique.

# NUM to debate strike date

JOHANNESBURG  
The National Union of Mineworkers' will decide this weekend when its planned strike affecting 28 gold and coal mines will start.

A specially convened conference in Welkom will also discuss the formation of a Southern African federation of mining trade unions.

The NUM claims it has a mandate to strike on the basis of a ballot conducted on 17 of the 28 mines where the dispute is operative.

Mr Cyril Ramaphosa, general secretary of the NUM, said the formation of the miners federation, which has been planned for more than a year, would take place in Zambia or Zimbabwe.

Other countries which are likely to be party to it are Zimbabwe, Zambia, Botswana, Swaziland, Mozambique and Zaire.

It is understood that one of the principle reasons for the federation is that Southern African miners have the same employers — multinationals such as Anglo American and Lonrho — DDC.

# Strike date set by miners' union

Transvaal News Bureau  
JOHANNESBURG — The National Union of Mineworkers (NUM) has set August 25 as D-day for the country's mining industry.

believe that the majority of their black employees are in support of strike action, the chamber said in a statement last night.

This applied to the mining industry as a whole as well as to the 29 mines where the NUM workers proposed to call a strike on August 25, the statement said.

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the union had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received on the mines.

The union appeared to have timed its proposed strike in order to elicit a further wage offer from the employers.

In keeping with the open-door policy with the trade unions, even after deadlock was reached in the recent negotiations the chamber gave the union an opportunity to come forward with final, realistic bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 32 per cent on gold mines and 41 per cent on coal mines, were totally unrealistic, the chamber said.

Asked what the union would do if the mining houses dismissed striking workers en masse, Mr. Ramaphosa said they would be "committing economic suicide" if they fired 200 000 workers at once.

He said workers who did not want to strike would be allowed to work as, he said, the union respected the concept of freedom of association.

ceeded with his threat to repatriate foreign migrant workers, the union would call a national strike of all its members.

● A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

● A resolution to withdraw from the Council of Unions of SA (Cusa), over Cusa's lack of seriousness regarding the moves towards a new federation.

● Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of unions be formed no later than the end of this year.

Announcing the resolutions at a press conference yesterday, Mr. Ramaphosa said there would be a limited period for the chamber to reach settlement with the union.

Legal strikes over three other disputes — at Namaqualand Diamond Mines, at Duvha, a non-chamber coal mine, and the Johannesburg depot of Teba — are to start on the same day unless settlement can be reached.

The mining companies represented by the Chamber of Mines do not

After a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

Mr Cyril Ramaphosa, general secretary of the union, said thousands of NUM members on mines not yet recognised by the Chamber of Mines would be participating as well.

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 per cent of the country's gold mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the union over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included:

● A warning to the State President, Mr P W Botha, that if he pro-

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# Bread strike ends at five bakeries

Monday



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3/8/85 M. McCarthy

The passion and the power face to face

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**Mercury Reporter**  
THE two-week bread strike has ended at five of seven bakeries in the Durban area and workers at the other two bakeries have said they will return to work tomorrow.

But the management at the two outstanding bakeries, which together produce more than 70 percent of the city's bread, threatened to lock out workers unless their union signed an agreement accepting a wage offer and formally ending the dispute.

In negotiations on Thursday employers offered a R12-a-week pay increase, which was accepted yesterday by members of three of four unions involved in the strike.

Employers had offered R11.40 in answer to workers' demands of R23 when the strike began.

## Agreement

Yesterday, according to a spokesman for the Durban Master Bakers' Association, only the Sweet, Food and Allied Workers' Union which represents workers at BB Bread and Premier, had not accepted the offer.

The spokesman said "The strike started with a dispute and it must end with an agreement that the dispute has been solved. Workers won't be allowed to work unless an agreement is signed."

A statement last night by the union said workers had decided at a meeting yesterday to return to work tomorrow but had vowed to continue their struggle for a living wage.

JACK RAM



# Now ballot strike

SOWETAN 2/8/85

THE Metal and Allied Workers Union is to go on strike ballot on August 12 following a dispute with the Dorbyl group over wages and conditions of employment.

This was told to The SOWETAN yesterday by the union's Transvaal secretary Mr Moses Mayekiso, who also said the deadlock had been reached with the company over several issues — including the refusal to meet the union's representatives at plant-level.

The main reason of companies refusing to negotiate with unions at plant-level is that such negotiations should take place at the industrial council. Mawu has refused to sign the IC wage agreement for the metal industries this year and indicated that it will negotiate at shop-floor level.

The Dorbyl dispute affect; Dorbyl Railways Products, Dorbyl Structural Products, Dorbyl Structural Engineering and Dorbyl Forging and Machining Division, where the union's demands include a 40-hour working week without loss of pay, an increase in the long service bonus and the improvement of severance pay.

# Capital to take 'a firm stand' on mass stayaways

2/8/85 NM

## Pietermaritzburg Bureau

THE Pietermaritzburg City Council has decided to take 'a firm stand' in the event of future mass stayaways in the capital

This follows the stayaway organised by the Metal and Allied Workers' Union (Maw) on Thursday, July 18, which resulted in less than 5 percent of the black municipal labour force arriving for work

The Mayor, Mr Robin Dales, said in a statement yesterday that the stayaway was 'viewed with the gravest concern' and he appealed to employees in all sectors to avoid such action, which he described as unproductive and disruptive

Mr Dales said it was necessary for the council and other employers to take a firm stand in such matters in the interests of the workers and the community

### Disciplinary action

He said the city council, in common with the attitudes of the Chamber of Industry, the Chamber of Commerce, Sakekamer and other bodies, had adopted a policy of 'no work no pay'

Municipal employees absent from duty in the event of 'mass stayaways or similar occurrences' would not be granted leave nor would they receive any pay for the period of absence

Also, the council reserved the right to take disciplinary action against employees who absented themselves from duty in such circumstances

Mr Dales said employees were 'exhorted to report for duty' and intimidation should not be tolerated

'The council appreciates the actions of those employees who did not stay away and is not unmindful of the general goodwill which exists within its own large labour force, and I am sure this applies to other employers as well,' he said

**'Free  
sheet' to  
sell for  
R29 m**

## London Bureau

A FORMER Fleet Street journalist has agreed to sell the non-union 'free sheet' newspaper publishing business he set up eight years ago, to Reed International, the largest British-owned publishing group for R29 million

Mr Paul Morgan, 42, a former financial sub-editor with the Daily Express, will personally collect R22,9 million after accepting the share offer for his 78 percent holding in Morgan Communications, which publishes 13 free weekly newspapers in south and west London, West Sussex, and Southampton

Mr Morgan graduated

### No more dough

The Durban bakers' strike is rapidly reaching a crisis point. With the stoppage now well into its second week and bread production virtually at a standstill, employers say their options are narrowing.

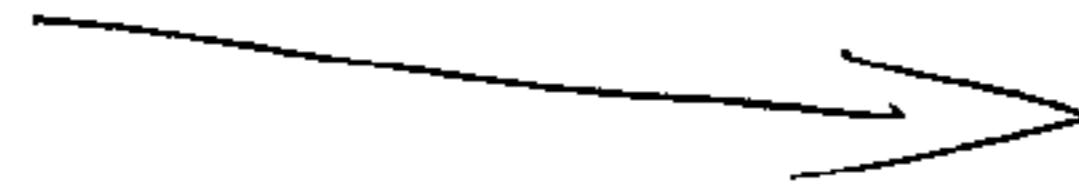
If there is no breakthrough within the next few days, they could conceivably turn to their weapon of last resort — the dismissal of the entire work force.

The strike, which involves around 2 000 workers from eight bakeries represented by four different unions, has been marked by intransigence on all sides.

Workers claim they are not prepared to go back to work until management meets their final demand for an additional R23/week on their basic R82,50/week wage. That position was reiterated at a meeting of the unions on Saturday.

Employers say their final offer of R11,40/week stands. They want workers to go back to work but they are not prepared to talk further on the wage issue.

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<p>As is typical in these situations, there is a degree of reasonableness in both positions. The real bugbear appears to be inflation.</p> <p>Workers maintain they are part of a larger family of food unions and their basic wage of R82,50 is below average for the sector. They say they want to bridge the gap — even if this requires an immediate large increase.</p> <p>Employers, on the other hand, maintain that their R11,40/week offer represents a 13,8% increase, well in line with other wage awards and high by comparison with other bakers' increases.</p> <p>The R23/week increase demanded by the union, they charge, is totally unrealistic. It would represent a 27,8% increase on current wage levels.</p> <p>Further, employers contend that bread is a controlled commodity. Their profits are determined by a mechanism known as the "bakers' margin" which is agreed annually in</p>	<p>discussions between industry representatives and government. Therefore they don't have the degree of elasticity required for making a higher offer.</p> <p>Unions argue that it is not their fault the workers are involved in an industry that relies on government subsidies. They, too, deserve to be paid a living wage — even if it means that the industry has to be restructured.</p> <p>Meanwhile the stalemate continues. Some bakeries are using white collar workers to bake about a quarter of their normal production and others are likely to follow suit. Workers who were encamped on the premises of some bakeries left after the managements threatened legal action to have them evicted.</p> <p>However, they are against scabs being hired to produce bread and say they will block any moves in this direction. Employers</p>	<p>have warned that "the strike cannot go on indefinitely and normal production must be resumed".</p> <p>Undeterred, union spokesmen remained hopeful that "employers will see reason and return to the negotiating table".</p>
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# Transport unions consider strike

11/8/85  
B. Day  
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CLAIRE PICKARD-CAMBRIDGE

**THREE** transport unions, affiliated to the Trade Union Council of SA, are considering a strike over wages and hours in a move that could affect 18 000 drivers and general workers in the Transvaal.

This follows their rejection of a new offer from employers and marks the first time strike action is being considered after an industrial council deadlock in the transport industry.

The offer by the Motor Transport Owners' Association (MTOA) last week included reducing the 48-hour working week to 46 hours, a union demand to align hours with the Basic Conditions of Employment Act, but employers simultaneously lowered their offered minimum increase from 9% and 11% to 6% and 8% for drivers and general workers respectively.

Emily Fourie, organiser of the mainly-black Transport Workers' Union of SA, said the SA Transport Workers' Union, with its coloured and Indian members, and the white Motor Transport Workers' Union of SA believed the offer was "hopelessly below the rate of inflation".

Workers had mandated the unions to return to their original demand of a 30% minimum increase coupled with a 46-hour week. Members would meet on September 1 to make a final decision on strike action, she said.

"The agreement covering the industry expires at the end of August and the ironic thing is that the Basic Conditions of Employment Act, which lay down a 46-hour week, would then apply."

She said the unions had decided against strike balloting because it was "time-consuming" and consequences were the same whether the strike was legal or illegal.

An MTOA spokesman stressed that employers' policy was that of negotiation and "mediation if necessary". He said they wished to abide by industrial council procedure and believed a strike would be detrimental in the long run.

He warned that some lay offs had already taken place and said there had not been increased productivity among workers demanding reduced working hours.

Fourie said present wages represented a minimum of R101 a week for drivers and R54 a week for general workers.

# Mediator bid brings hope in bakery workers' strike

## Labour Reporter

THE pay dispute between bakery workers and employers remained unresolved last night, in spite of a marathon four-hour meeting of the Industrial Council for the Baking Industry

Mr Maurice Grant, vice-chairman of the Durban Master Bakers' Association, said trade union and employer representatives on the council agreed to appoint an advisory mediator to help settle the dispute by 1 800 bakery workers

'The mediator will arrive from Johannesburg at 10 a m tomorrow for a further meeting between employers and trade union representatives to break the deadlock,' he said last night

The move was 'totally within the framework of the employers' total package'

'The fact that the trade union parties agreed to mediation within the total package gives employers cautious optimism for an early settlement to the dispute,' he said

Miss Renee Roux,

spokesman for the four trade unions involved in the pay dispute, could not be reached for comment

Meanwhile, about a 1 km-long queue of cars and bakkies waited outside BB Bread bakery in Sydney Road and at the Blue Ribbon Bakery at Mobeni yesterday to collect their quota of bread as the strike continued into its 10th day

Some traders said they had to wait in the queues for about two hours and were only allowed 25 per cent of their usual order as production was still

limited

Workers from BB Bread Ltd in Durban, Wareings in Pinetown Albany, Blue Ribbon, Premier Pies, Betta Bread in Stanger, and Tongaat Bakery are striking in support of a R23 per week pay rise They were joined by workers from Umlazi and Kwa Mashu Bakeries

They have rejected the employers' offer of an across-the-board pay rise of R11,40 a week They want the minimum weekly pay increased from R82 50 to R105,50

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B. Drey 1/8/85  
**Non-strike bakery  
damaged by blast**

A BLAST caused more than R100 000 worth damage to Umlazi Bakery premises in Durban yesterday morning only hours before a scheduled industrial council meeting between striking bakery workers and employers.

The is not one of the eight Durban bakeries affected by the wage strike and there is no proof that it is linked with the dispute.

Production of bread was stopped.

At no stage had the Umlazi bakery supplied to anyone in the council area and traditional customers in the Umlazi area were the only ones to get bread from it

Despite the Durban bread workers' strike and its effects, and threats and reports of strikes over the past few days, there had been no industrial action at the bakery. Police were still investigating the incident and management would

By Business Day and Sapa

decide later when to resume production, a management statement said.

Umlazi Bakery manager W Pretorius said he thought there could be "some connection" with the strike, but did not know who had been involved

He said senior officials had received threats but the workers had decided to continue with production.

Maurice Grant, of the Durban Master Bakers' Association, said the explosion would not influence negotiations between employers and the four unions involved in the strike.

The Sweet Food and Allied Workers' Union, which has co-operated with three other unions in the strike, could not be contacted for comment yesterday.

3/17/85 (152) (152) (152) B. Day (152)

# Employers see strike easing

THE Durban bakery strike — now in its second week — eased yesterday as non-union staff at the city's biggest producer made bread. the Durban Master Bakers' Association said

It added that there were indications some other bakeries in the area would soon be following suit

Threats of violence to staff and destruction of equipment had been brought to the attention of management, the association said

"It is most contradictory to be advised of these threats because, through the daily Press, we read that the leaders of the strike are urging us to resume negotiations"

"This makes us doubt whether they

are serious about negotiation, which process they themselves ended"

The statement said the view of the employers was that management-union negotiations had never been closed

The employers' final offer remained on the table

"The strike cannot continue indefinitely and it is not benefiting workers, employers or consumers Nor will it do so in the future and the sooner this is understood by the workers, the better"

A spokesman for the Master Bakers' Association said that it appeared union leaders had still not stressed the finality of the offer

It had been arrived at after lengthy

negotiations with the workers' representatives It had been extensively revised and all possible ways of improving it had been exhausted

"The unions, and not the employers, withdrew from negotiations," he said, "and they rejected mediation as a way of solving the dispute"

"The industry sees responsibility as the provision of bread to consumers and this is why some bakeries are doing all they can to produce even though they are unable to deliver

"We are aware that bread is a staple for many people and regard it as essential to provide as much as we can The strike cannot continue indefinitely," he said

31/7/87 (152) (157) (158) B. Day

# Last 200 strikers go back

THE last 200 strikers at Siemens' cable factory in Rosslyn, Pretoria, returned to work yesterday with the Metal and Allied Workers' Union (Mawu) warning it would keep on demanding shopfloor bargaining facilities.

The strike by 1 250 began two weeks ago with workers wanting plant-level bargaining and rejecting industrial council increases implemented on July 1.

The company said it could not discuss formal plant-level bargaining until efforts to restructure col-

CLAIRE PICKARD-CAMBRIDGE

lective bargaining in the metal industry had been resolved at industrial council level Mawu has condemned this, saying it would cause further delays Mawu also said it had lost confidence in the employer body, the Steel and Engineering Industries Federation of South Africa, and was not sure possible restructuring would be adequate

Mawu accused Siemens of re-

employing workers selectively because 40 workers, who had been suspended to await mediation on charges of intimidation and violence, were "mostly shop stewards and active union members".

Joint MD of Siemens, Johan Trotskie, denied this yesterday, saying he was only aware of two shop stewards among the 40 He said mediation would take place on Monday because the plan to have a joint adjudicating committee had fallen away



# Bomb blast

(152)  
damages

~~2-11-1985~~  
bakery silo

DURBAN — A bomb blast damaged a flour silo at the Umlazi Bakery early today.

The blast occurred only hours before a scheduled Industrial Council meeting over the bread strike which has dragged on for more than a week in the Durban area.

The explosion will not, however, influence any negotiations aimed at ending the bread workers' strike, according to Mr Maurice Grant of the Durban Master Bakers' Association.

The manager of the Umlazi Bakery, Mr W Pretorius, said nobody had been injured and production would not be affected by the blast.

"We are not affected. We are still baking as we fortunately have a manual plant and are not fully automatic."

He said there was no proof the explosion was linked to the bread strike but added "I would think there is a connection"

Umlazi Bakery workers have continued production throughout the strike despite threats. — Sapa

31/7/85  
SMA

# City's Mayor calls meeting on black stayaway

(152)

NM 31/7/85

## Pietermaritzburg Bureau

THE Mayor of Pietermaritzburg, Mr Robin Dales, has called a meeting of various interested bodies to discuss the stayaway by black workers in the capital earlier this month.

Deputy Town Clerk Mr Derek Wicks said the meeting would be attended by among others the Pietermaritzburg Chamber of Commerce, the Sakekamer, the Inter-denominational African Ministers' Association, and the Federation of S A Trade Unions, represented by Mr Geoff Schreiner.

The meeting would be held 'as soon as possible'.

The New Republic Party MP for Mooi River, Mr Ralph Hardingham, met the Howick Chamber of

Commerce, the Town Council and the Lions River Division Agricultural Society over the the dispute between the Metal and Allied Workers' Union and BTR Sarmcol.

Mr Hardingham said it had been decided that he should convene a meeting between representatives of the three organisations and Mr Ben Ndlovu, the Mayor of Mphopomeni, to discuss ways and means of normalising the situation in Howick and surrounding areas.

During his visit to the town he also had discussions with top Sarmcol management.

He said he hoped a solution to the disagreement between the company and Mawu would be found before further disruption occurred in the Howick community.

Grade	Current Hours	44	Hourly Change 1975 to date	Nominal	Real	Real
Grade 10	0.00	0.00	0.00	17.59	20.22	21.98
	0.00	0.00	21.98	23.74	27.72	31.68
	0.00	0.00	27.72	27.72	27.72	27.72
	0.00	0.00	27.72	23.74	23.74	23.74
	0.00	0.00	23.74	23.67	23.67	23.67
	0.00	0.00	23.67	21.76	21.76	21.76
	0.00	0.00	21.76	19.96	19.96	19.96
	0.00	0.00	19.96	21.88	21.88	21.88
	0.00	0.00	21.88	21.47	21.47	21.47
	0.00	0.00	21.47	24.45	24.59	25.67
	0.00	0.00	24.59	24.59	24.59	24.59
	0.00	0.00	24.59	25.82	25.82	25.82
	0.00	0.00	25.82	23.74	23.74	23.74
	0.00	0.00	23.74	21.77	21.77	21.77
	0.00	0.00	21.77	23.87	23.87	23.87
	0.00	0.00	23.87	23.57	23.57	23.57
	0.00	0.00	23.57	25.90	30.24	30.24
	0.00	0.00	30.24	30.24	30.24	30.24
	0.00	0.00	30.24	34.56	34.56	34.56
	0.00	0.00	34.56	38.16	38.16	38.16
	0.00	0.00	38.16	21.58	23.74	23.74
	0.00	0.00	21.58	23.74	25.90	25.90
	0.00	0.00	23.74	26.09	26.55	26.55
	0.00	0.00	26.55	26.09	26.09	26.09
	0.00	0.00	26.09	29.06	33.21	33.21
	0.00	0.00	33.21	29.06	29.06	29.06
	0.00	0.00	29.06	22.12	22.12	22.12

Current Real Weekly Wages: R 19.85

Current Real Weekly Wages: R 21.79

Real +61.2%

Nominal +425.6%

# Bread strike into 2nd week

THE strike by more than 2 000 bakery workers in Durban — now in its eighth day — continued yesterday with “some easing” of the situation as non-union staff produced bread, according to sources. *Sowetan*

The Durban Master Bakers' Association said there were also indications that other bakeries in the area would be following suit “soon”

Threats of violence to staff and threats of destruction of equipment had been received and brought to the attention of various management personnel, the association said. *31/7/85*

However, the union involved, Sweet Food and Allied Workers Union, Food Beverage Workers Union, Black Allied and Workers Union and the National Baking Industry Employers' Union, have denied the threats

## Breakdown

The unions have discouraged members of the community to stop “looking for jobs at the expense of their own black people,” a spokesman told The SOWETAN yesterday

The strike follows a breakdown in negotiations between the unions and the employers association concerning wages

On the whole scores of traders have been

queuing outside Durban bakeries yesterday for bread as the workers continue the strike, according to sources.

- More than 2 000 workers at all Siemens plants who went on strike two weeks ago, have returned following negotiations between the company and the union representing them — the Metal and Allied Workers Union.

- About 100 workers at Reef Plastics, who downed tools on Monday after the company threatened to retrench colleagues, have returned to work after management had indicated that it was prepared to negotiate with the Steel Engineering and Allied Workers Union

Meanwhile there are conflicting reports about the consumer boycott in Port Elizabeth. Retailers around the city have claimed an influx of shoppers after a week of almost no support at all

A leaflet distributed in townships and reportedly issued by the consumer boycott committee, says the boycott and the stayaway from CBD areas are over because “our people are suffering much.” Meanwhile pamphlets issued by the Border Consumer Boycott Committee says the boycott was going yesterday

# The day Lingelihle w

By RIAAN DE VILLIERS

ALL roads led to Cradock before Saturday July 20

Political unrest which had engulfed large parts of the country had started with a school boycott in this quiet Karoo town many months ago when an acting school principal, Mr Matthew Goniwe, became involved in a rent action and was dismissed after refusing to accept a transfer

Now, thousands of people from the Eastern Cape, the Karoo and elsewhere were streaming to Lingelihle township to bury Mr Goniwe and four other community leaders found murdered after attending a UDF meeting in Port Elizabeth a few weeks before

Clearly, it was to be a showcase funeral. Talk was that up to 100 000 people might attend

Massive security precautions were in operation. A large combined security force bivouacked at the showgrounds guarded the town, seemingly against a possible mass invasion

Heavily armed police were posted on the streets and troop carriers were stationed on street corners

At the same time, everything pointed to high-level planning to avoid another Langa

A month before, police, SADF forces from Grahamstown and the local commando consisting of farmers on horseback had surrounded and invaded the township in a "show of force", searching houses and executing arrests as a



Saluting youths at the Cradock funeral, against the backdrop of a South African Communist Party banner



Funeral standards and

helicopter circled overhead

Now, Lingelihle was wrapped in cotton-wool. Security forces were under the command of a general from Pretoria. Police spokesmen declared talks had been held with the burial action committee and security forces would remain in the background if peace was maintained. There were mutual appeals for order from the police and the funeral organizers

Traffic destined for the funeral was politely waved through at roadblocks

There were other signs of a belated attempt at conciliation. Last year, Mr Goniwe spent six months in detention

Now, in an extraordinary eulogy printed in the local newspaper just before the

funeral, Mr Sam de Beer, Deputy Minister of Co-operation and Development, declared Mr Goniwe had been a practising Christian and a "man of peace who did not seek confrontation"

His funeral should be seen as an occasion for "prayer and meditation" and an opportunity for "all to come together as Christians, to attempt to reconcile differences" and "forget past hurts". Mr De Beer added

He added he had intended that Mr Goniwe should be re-employed by the department — an intention that was "tragically frustrated by his untimely end"

Events would soon take a different turn. For one day, though, Lingelihle was a "liberated zone"

Pressmen, diplomats and funeral-goers were met at the entrance to the township by UDF marshals and directed to the sports stadium. The press and other visitors were formally accredited by the UDF

In the township, thousands of people assembled behind a variety of banners and marched to the stadium

ANC colours were widely displayed — on clothing, coffins and funeral standards. Posters and banners further served as a vehicle for popular political expression

"SADF — get out of our townships", several said. "Le Grange, you are responsible for the death of Goniwe", another read

A poster proclaimed "Tambo, we demand AKs and ba-

zookas — we are ready"

Observers were startled when the huge Soviet flag and red banner — soon to be featured so prominently on South Africa's TV screens — were borne into the stadium

Representatives of various organizations expressed surprise and no one could say who was responsible for them

There was little response from funeral-goers. Many seemed as nonplussed as observers were

They remained in evidence throughout the day, however, in the stadium and during ceremonies at the graveside

The funeral proceedings were muted and there were far fewer people than expected — perhaps about 25 000

31/7/85



# Lingelihle was liberated



Against the backdrop of a party banner.

Funeral standards and a Soviet flag at the graveside in Lingelihle cemetery on July 20

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The funeral proceedings were muted and there were far fewer people than expected — perhaps about 25 000.

Nevertheless, it remained an extraordinary event, a rare and open display of popular belief in a different social and political order.

Lingelihle's "Spring of Freedom" was a brief one. Later that night, whites crowded into hotel lounges to listen to the State President announce a state of emergency.

Soldiers cheered as Mr Botha declared "Any person who continues to disturb the public rest and peace will now have to face, under these measures, the security forces".

By the next morning, all visitors had departed and Lingelihle was as quiet as the grave.

Since then, 19 people have been detained.

On Sunday July 21, I

travelled to Graaff-Reinet, a major centre of conflict. Once again, the town was blanketed with police.

White residents were guarded and seemed reluctant to talk to visitors.

But it appeared a near-complete strike had taken place the previous day and a widespread boycott of white businesses was in progress.

The atmosphere was tense. Community figures in the townships were fearful and reluctant to speak on the telephone. Their anxiety soon proved to be well-founded.

**Referred**

The next day, I contacted local development board officials for permission to enter Hillside township.

They said they had been instructed to

throw their full weight behind the emergency regulations. They could no longer grant permission for access to the township and referred me to security force representatives.

They already appeared to be aware of my presence in Graaff-Reinet. They brought the terms of the state of emergency to my attention and told me I was not permitted to enter the township.

Until then I had been able to obtain permission from development board officials to enter townships in troubled towns. This together with my press card, had lent crucial if fragile, legitimacy to my presence in black areas when accosted by police.

I had also been able to make contact with community leaders to provide safe passage in and out of townships and arrange accounts of events by residents.

Now, this system had collapsed on both fronts. It appeared as if it would no longer be possible to report on towns where the state of emergency had been brought into effect.

Later that day, PFP MPC Mrs Di Bishop, who has visited a number of towns affected by unrest, and two American visitors tried to enter Hillside township. They were accosted by police, taken to the police station and questioned.

On Tuesday, police announced that 62 people had been detained in Graaff-Reinet in terms of regulations under the state of emergency. The figure has since risen to 66.

# Union to see Mayor over strike, boycott

## Pietermaritzburg Bureau

MAWU is to meet the Mayor of Pietermaritzburg and the Chamber of Commerce to discuss the BTR Sarmcol issue last month's stayaway of black workers and a planned boycott of white shops in the capital

This was decided at a meeting between Fosatu and various community organisations here on Thursday night after an invitation by the Mayor Mr Robin Dales for a discussion with interested bodies on the July 18 stayaway

Deputy Town Clerk Derek Wicks confirmed yesterday that a meeting in the City Hall next week would be attended by the Chamber of Commerce, Sakekamer, Mawu Natal secretary Geoff Schreiner and the chairman of the Inter-denominational Af-

rican Ministers' Association, the Rev Moses Ntshangase

Mawu said in a statement yesterday that it would meet separately with the Chamber of Commerce to explain the details of the dispute at BTR Sarmcol in the hopes of negotiating a settlement

It was also decided at Thursday's meeting to extend the boycott of white shops to Pietermaritzburg, but details have not been finalised

The statement added that a Mawu representative would appear on British television to outline the dispute

Also, the Trades Union Council had agreed that if invited by Fosatu it would be willing to send a senior trade unionist to South Africa to investigate the dispute and report back

MAWU 152  
3/8/85 NM

# Capital's Chamber of Commerce calls on union for talks

31/7/85

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## Pietermaritzburg Bureau

THE Metal and Allied Workers' Union has been asked to meet the Pietermaritzburg Chamber of Commerce after the chamber had discussions with BTR Sarmcol yesterday about its months-old dispute with the union

The president of the Chamber of Commerce, Dr Keith Wimble, said he could not disclose at this stage what was discussed at the meeting with Sarmcol, but hoped Mawu would agree to discuss the situation with the chamber

### 950 sacked

Mawu and a number of community organisations will decide tomorrow night whether to extend the consumer boycott of white-owned shops from Howick to Pietermaritzburg

The dispute between the union and the tyre

and rubber manufacturing factory at Howick led to a one-day stayaway here last week after Sarmcol had allegedly refused to reopen negotiations and when the Pietermaritzburg Chamber of Commerce and Industries declined to intervene at the request of the union

The stayaway was called when Sarmcol sacked its 950 strong workforce who went on a legal strike after two years of negotiations with the company had failed to have Mawu officially recognised

Dr Wimble said that when he spoke to Mr Geoff Schreiner of Fosatu yesterday about the proposal for a meeting, Mr Schreiner said he would have to refer the suggestion 'back to his executive committee' and no date had been settled

Mr Schreiner was not available for comment.

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# Bakery strike likely to take a new turn today

## Labour Reporter

THE Durban bakery workers' strike, now in its second week, is likely to take a new turn today as the strikers meet to consider their next step in their battle for 'a living wage'

A spokesman for the four trade unions spearheading the workers' demand for an across-the-board pay rise of R23 a week, yesterday declined to divulge any further information except to say that a statement would be issued after the meeting

Bread deliveries in Durban, Pinetown, Tongaat and Stanger, were still disrupted yesterday but at BB Bread bakery, which has resumed limited production by non-union staff, private vans and other vehicles continued to pick up their quota of bread

City Police cordoned off a lane in front of the bakery in Sydney Road to allow easy access into the premises

Mr Maurice Grant, managing director of BB Bread Ltd, and vice-

chairman of the Durban Master Bakers' Association, said although the strike continued yesterday there was 'some easing' of the situation as non-union staff at BB Bread bakery were producing bread

'Threats of violence to staff and threats of destruction of equipment had been received and brought to the attention of various management personnel

## Doubt

'It is most contradictory to be advised of these threats because through the daily Press we read that the leaders of the strike are urging us to resume negotiations,' he said

'This makes us doubt whether they are serious about negotiation, which process they themselves ended,' he said, adding that the view of the employers was that management-union negotiations had never been closed

The employers' final offer remained on the table and the workers were

free to accept it at any time, he said.

However, Miss Renee Roux, a spokesman for the Sweet, Food and Allied Workers' Union — one of the four unions involved — rejected as 'utter nonsense' claims by the employers that the union leaders themselves had ended the negotiation process.

She pointed out that at the midst of talks during the crucial Industrial Council meeting on Friday, the employers' party, totally out of the blue, served papers on union leaders of their intention to seek a court order to evict the strikers from the bakery premises

'Clearly by their attitude they were not interested in seeking a solution to the wage dispute through negotiation,' she added

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NM 31/7/55



# 5 000 on strike

By JOSHUA RABOROKO

MORE than 5 000 black workers were yesterday on strike over wages and working conditions while unionists were on the run as police attempted to track down a wide range of people under the State of Emergency regulations. 152

In another labour move, police raided the offices of two Johannesburg-based trade unions — the South African Allied Workers Union (Saawu) and the General and Allied Workers Union (Gawu) — and searched them.

Mr Samson Ndou, president of Gawu, told The SOWETAN that police arrived at their offices and started searching.

Most of the organisers were not yet in their offices.

A spokesman for the SAP public relations in Pretoria yesterday said: "We are not prepared to comment on routine police duties

More than 2 000 bakery workers in Durban were still on strike yesterday demanding a living wage

The four unions representing the workers, the Sweet Food and Allied Workers Union (SFAWU), Food Beverage Workers Union (FBWU), Black Allied

Workers Union (Bawu) and the National Baking-Industry Employers' Union (NBIEU), are demanding a R23,00 per week increase which will bring the minimum wage to R105,00

• Workers at two multinational plants of Siemens, Koedoespoort and Cables in Pretoria, were yesterday still on strike after they claimed managers forced them to sign certain forms when they returned after a two-week strike

This claim has been denied by management

The rest of Siemens strikers at other plants have returned to work after the industrial action which gained international support

• About 100 workers at Reef Plastics in Krugersdorp downed tools yesterday after management refused to negotiate retrenchment procedure with the Steel Engineering and Allied Workers Union.

Management was not available for comment

• Workers at 3M, a United States multinational, who have been on a go-slow protesting retrenchments, yesterday resolved to work the usual pace while management negotiates with the Commercial Catering and Allied Workers Union

July 1985

(152) (1974) (1970) B. Dou

# Pmb faces stores boycott

30/7/85

CLAIRE PICKARD-CAMBRIDGE

A THREATENED consumer boycott of white shops in Maritzburg is hanging in the balance as the Metal and Allied Workers Union (Mawu) await responses from BTR Sarmcol and the Chambers of Commerce and Industry

The threatened boycott is intended to get businessman to persuade Howick-based BTR Sarmcol to meet with the Metal and Allied Workers' Union (Mawu) who are demanding the reinstatement of 975 workers fired by the company last month

A Mawu spokesman said yesterday that if the boycott was launched it would be the joint decision of community and labour organisations in the area

Maritzburg was hit by a work stay-away two weeks ago which closed most industries in the area. The stay-away was also launched to pressure BTR Sarmcol into reinstating workers who went on strike over union recognition

Dr Keith Wimble, president of the Maritzburg Chamber of Commerce, said they had decided to meet both Mawu and BTR Sarmcol in an attempt to get the two parties together

He said the chamber did not see stay-aways or consumer boycotts as productive measures because they could force employers to consider further retrenchments. He also said he believed that such a move would alienate sympathy for their cause

# Siemens workers back at their jobs after agreement

152  
JOHANNESBURG—Black workers at all but one of Siemens' factories returned to work yesterday in accordance with an agreement between the company and the Metal and Allied Workers' Union (Mawu) last week.

All but 200 of the 1 210 striking workers who were due to be re-employed yesterday were back at work

In a further development yesterday, the union disputed many of the points of agreement in last week's negotiations, but the company refused to comment publicly until it had had further discussions with Mawu on these points

The 200 workers were due to be re-employed at Siemens' cable factory at Rosslyn in Pretoria, but unlike their colleagues at the other four plants, they refused to accept letters of re-employment which the company gave them on Friday as agreed by the union in last week's negotiations

Mr Johan Trotskie, Siemens' joint managing director, said the union had requested a 24-hour extension of the re-employment ultimatum. Consequently, the workers at the Rosslyn plant were expected to be back at work today

The agreement for the workers to return to work this week at the industrial council rates which came into effect on July 1 came after the company had dismissed the 1 250 strikers. The union ac-

30/7/85 Mercury  
cepted the company's offer to re-employ all but 40 of them

The company says acts of violence and intimidation can be proved against those 40. It was agreed that a special committee with equal management and union representatives would mediate over their possible re-employment

But Mawu, in a Press statement issued yesterday, disputed many of the points of last week's agreement, stating among other things that it had asked the company to extend the re-employment ultimatum 'due to misunderstanding on signing of new overtime contracts'

## Condemned

The Press statement, issued by Mawu's Transvaal secretary, Mr Moses Mayekiso, said 'We understand (the company) is forcing people to sign new contracts of working overtime'

It condemned the company for refusing to re-employ 40 of the strikers, saying its reason for doing so was that most of them were shop stewards or active union members

'We think the company is trying to get rid of

those shop stewards who can represent the workers effectively and those whom they think are stumbling blocks,' the statement said

The union would continue to press for a R1-an-hour across-the-board pay increase and would also insist on negotiations at shop-floor level although the management had rejected this

'We would like to inform the company that the workers are going to continue with plant-level negotiations until management gives in,' the statement said

It warned Siemens 'and other multinationals' to negotiate at all levels 'where the workers feel they have got a big problem'. Refusing to do so was 'playing with fire'

'The workers are no longer prepared to be jabaases but are determined to fight for their rights. If these multinationals are insisting in denying these workers rights we insist that they pack and go out of this country. We cannot tolerate this exploitation,' the statement said

The workers were also 'furious' about the interference of the police in the dispute — (Sapa)

# New move in bakery pay strike

SFAW 29/7/65  
The International Union of Food Workers (IUF) has intervened in the Durban bread strike urging management to modify its pay offer and to settle the

wage dispute in good faith.

In a statement issued in Durban today, one of the four unions involved in the strike, the Sweet Food and Allied Workers Union (SFAWU), said that the IUF was intervening on behalf of the SFAWU and another union, the Food and Beverage Workers Union. The IUF is reported to have 2,2 million members in 66 countries worldwide.

About 2 000 striking bakery workers met in Durban at the weekend and reaffirmed their decision to continue striking at the city's major bakeries in support of wage demands.

Workers are demanding an across-the-board weekly rise of R23, bringing wages to R105,50 a week, compared with management's offer of R11,40, bringing wages to R93,90 a week.

On Friday one of the bakeries involved in the strike, BB Bread applied to the Supreme Court for a court order to evict about 1 000 striking workers from the company's premises.

The SFAWU, which represents the majority of BB workers, contested the application. The hearing was postponed and continues today.

# Durban bakers plan

BAKERS plan to thwart the strike which has left Durban without "regulation" bread for a week.

They will bake their loaves today for collection by consumers

The wage strike this week was one of the most widespread and highly visible legal strikes seen in South Africa

It totally cut off the supply of "regulation" bread to Durban

## Demand

More than 2 000 workers at eight different bakeries and a flour mill in Durban are demanding an increase of R23 a week

Employers say they can offer no more than an R11,40 increase

By late yesterday it

*S. Times*  
28/7/85  
to thwart the strikers

By SHAUN HARRIS and  
MICHAEL JOHNSON

seemed that at least one bakery in Durban, the B B Bread plant near the city centre, would be making bread today despite the strike

Mr Maurice Grant, vice-chairman of the Master Bakers' Association, said "I have all my monthly paid staff here and we will start making bread if our workers don't return today"

The workers were asked to return to work today, but a union spokesman said it was

unlikely that they would

Mr Grant said. "If the men don't return, one of our options would be to start hiring new staff, although we certainly won't fire our men if they are not here for the first shift."

A spokesman for the strike committee set up by four unions said workers were "strong in their resolve" not to return to work until their wage demands were met.

"We have been blamed for causing this strike, but it is the low wages and the attitudes of employers that has caused it"

# Bread again from biggest bakery

Mercury Reporter

BAKING has started again at Durban's biggest bakery, which has been paralysed by a strike for a week.

The strike by employees at B B Bread, Albany Bakery, Blue Ribbon Bakery, Betta Bread, Premier Pies, Tongaat Bakery and Wareings entered its second week yesterday.

But monthly paid staff at B B Bread in Durban yesterday managed to produce about 25 percent of the factory's usual daily supply of brown bread.

Mr Maurice Grant, managing director of B B Bread, said the bakery's regular customers would be able to collect a quarter of their

usual order from the bakery from 8 a.m. today. The bakery could not deliver any bread.

Workers who had occupied the factory all week moved out on Friday after the bakery management applied for a Supreme Court order to evict them. Striking employees at the Bakers Flour Mill left the mill premises at the same time.

Mr Grant said the monthly paid staff had spent Saturday cleaning the factory and emptying delivery vans, which had been standing full all week.

The bread which had been in the vans was still edible, although very stale, and was handed over to several charitable organi-

sations for distribution to the needy.

'But the bulk of the bread — about 60 000 loaves — had to be thrown away.'

Mr Grant said the bakery's attempt to bake bread again was not a 'publicity stunt'.

'It is a genuine attempt, with the limited resources available to us to make bread available to the ordinary consumer again.'

Workers from the seven bakeries decided at the weekend not to return to work until their demands for a R23 a week pay rise were met.

The unions representing the workers have rejected an offer of an increase of R11,40 a week.

July 19 85

# Traders face ruin as boycott bites

By Amrit Manga

TRADERS trapped in an industrial dispute in Howick face ruin as a trade-union-inspired consumer boycott tightens its grip

Hopes of an early end to the boycott of white retailers in Port Elizabeth have been dashed by the state of emergency

Tony Gilson, director of the Port Elizabeth Chamber of Commerce, says the emergency regulations wrecked negotiations which were at an advanced stage to end the boycott

## Worst hit

Turnover in Port Elizabeth's supermarkets has slumped by up to 32%

Stores in North End are the hardest hit. Some retailers say blacks make up 90% of their customers. They forecast a financial crisis if the

boycott goes its full eight weeks

A North End chain store reports a drop in sales of between 15% and 20% after the second week of the boycott

There is every sign that black customers will stay away from white shops as long as black stores meet their needs

A supermarket owner says his turnover has dropped by almost 50%

A Checkers store in the city, however, has not been affected severely and sales are down by only 5%

But a chain store in North End, the worst-hit area, reports a 15% fall in sales

Although blacks represent 50% of Port Elizabeth buying power, most business in food and clothing depends on them. One clothing retailer reports a 75% plunge in sales

Mr Gilson says "Although it is difficult to quantify the degree to which trade has been affected, the impact is serious"

He warns that a prolonged boycott could lead to further decline in buying power in the area which is plagued by some of SA's highest unemployment rates

A spokesman for the Eastern Cape African Chamber of Commerce says the extent to which city stores are affected is shown by the long queues at township shops

He says wholesalers continue to supply black retailers and there is no indication that they will stop doing so

The boycott can be sustained as long as traders have sufficient stock, he says

The boycott of Howick's white traders was sparked off more than month ago

after a 10-year battle by the Metal and Allied Workers Union to gain recognition at the BTR-Sarmcol rubber factory failed

Geoff Schreiner, the union's Natal secretary, says "Repeated failure of the conciliation machinery to secure recognition culminated in a strike and dismissal of 1 000 our members"

"The union launched the boycott to force Sarmcol's return to the negotiating table"

## Bread strike

A Howick supermarket reports a 50% drop in takings. The town clerk, Ron Robbins, says "Traders are concerned that the backlash from trouble at Sarmcol has scared many white customers away as well"

Mr Schreiner warns that Howick's small businesses and the informal sector will be forced to close if the dispute with BTR-Sarmcol is not resolved

The union has threatened to extend the boycott to neighbouring Maritzburg if talks are not resumed

Workers are being supplied with food by the union and the rest of the black community shops in Maritzburg

The Sweet Food Workers Union demanded this week that some of the 400 000 loaves of undelivered bread from strike-hit bakeries in Durban be given to dismissed Sarmcol workers

152 26/7/83 D.D. 27

# Workers to end strike?

PORT ELIZABETH —  
Workers at Ford's Neave  
plant will return to work  
on Tuesday next week  
after a strike at the fac-  
tory which has lasted for  
six scheduled working  
days

Mr Les Kettledas, re-  
gional secretary of the  
National Automobile  
and Allied Workers' Un-  
ion (Naawu) which rep-  
resents the majority of  
hourly paid workers at  
the plant, said a decision  
had been taken yester-  
day by the workers to  
call for arbitration on  
the issue which led to  
the strike.

The Neave workers de-  
manded that interim  
wage increases granted  
in April be back-dated

— DDC



# Strike threat worries mines

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers strike goes ahead on August 25, is viewing the threat with grave concern

Mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the production of gold

The decision to proceed with a strike on at least 28 gold and coal mines was taken at a special conference of the NUM at the weekend

## Backing

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines

## 'Rude shock'

But Mr Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses 'were going to "get a rude shock" on August 25

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the

sibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

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Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union"

### Talks

The NUM is demanding 22 percent across the board, improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry-wide bargaining.

A chamber statement yesterday said that following the deadlock the employers accepted there was no possibility that agreement could be reached with the union and "nothing has occurred to change this view"

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as a newspaper)

ARGUS 6/8/85

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# Miners' strike threat unsettles gold market

Argus Foreign Service

LONDON — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the fillip they have so long awaited

For months gold has been a poor investment. Even sales of the Kruger rand have suffered so much that marketing agents have stopped publishing monthly sales figures

While gold rose a little in London yesterday to \$323,50 an ounce, Kruger rands of one ounce were only one pound higher on Friday's price at £239,88

The apparent indifference of the market largely reflects the view that a strike, if it comes, will not last long

## HIGHER YIELD

Dealers point out that a strike would have to be prolonged before it affected supplies enough to move the price

What worries the market is the political conditions which the miners appear to be attaching to their claim for a 22 percent pay increase

Ironically, bad news could be good news for investors. Lower share prices mean that the yield — the percentage a dividend is of the share price — will rise. Political worries could so depress share prices as to make the shares attractive again

In Zurich Swiss bankers see little chance of an immediate price boom because of the planned strike, reports Reuter

Gold dealers and economist said there was scope for a price rise in the medium term, but only as deterrents to investment — low inflation and high real interest rates — recede

They saw good chances for a revival of the currently quiet market once investment in stocks and bonds became less financially attractive

"After the strike news I had expected to have some orders. But there is just no interest," a dealer at a major Swiss bank said

# Durban bread strike ends

Own Correspondent

DURBAN — The bread strike here is now officially over and normal bread supplies should reach shops tomorrow morning

A formal agreement between management and unions ending the strike, which virtually stopped bread supplies in Durban for the past two weeks, was reached yesterday afternoon

Six of the seven bakeries on strike were producing normally yesterday after many workers and three of the four unions involved had accepted management's final pay offer at the weekend

But the biggest bakery,

BB Bread, was idle

Deadlock between management and the Sweet, Food and Allied Workers' Union over the signing of an agreement was broken only at yesterday's lengthy Industrial Council meeting

It is understood baking industry workers accepted employers' final offer of a R12 a week across-the-board increase, reduced working hours for security guards and the dropping of a requirement that new employees serve six months before qualifying for full rates of pay

When workers decided to strike "for a living wage" they were demanding a R23 increase

CAP. TIME 6/18/85

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# THE WORKERS' ULTIMATE WEAPON

152  
STRIKES in South Africa have become a fundamental and ultimate weapon in the hands of workers and employers are going to have to learn to live with them.

Strikes in this country, after a lull in 1983, have escalated at an alarming rate, a labour relations consultant has declared

SOWETAN  
The reasons for strikes are manifold and labour expects are not in full agreement over the causes. However, it appears most are the results of economic factors and conditions such as union recognition, ordinary grievances and "unfair dismissals"

## Problems

It also seems that community problems and political issues are involved

The proposed strike called by the National Union of Mineworkers (NUM) has economic as well as political ingredients which Andrew Levy Labour Consultants described as "the biggest industrial relations bombshell since 1922."

The union has voted for a national strike on August 25 in support of wages, working conditions and the scrapping of apartheid laws in the mine industry — job reservation.

It has also called on the State President to withdraw the state of emergency and to withdraw the threat to repatriate migrants. NUM is

## Workers' diary

By JOSHUA RABOROKO

definitely taking a political direction

Other unions which went on strike for political reasons include the Fosatu affiliate National Automobile and Allied Workers' Union (Naawu). The members at Volkswagen in the Eastern Cape downed tools after it was learnt that the company was going to give vehicles to the New Zealand rugby players who were supposed to tour the country.

## Unity

The trade union unity talks aimed at forming a "super federation" takes place again in Johannesburg today amid confusion and tension among the participating unions.

Two federations, the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Union (Azactu), representing 18 unions, will not participate in the talks.

Azactu's co-ordinator Mr Pandelani Nefolohodwe says they have not been invited to the talks and no reasons were given for their exclusion.

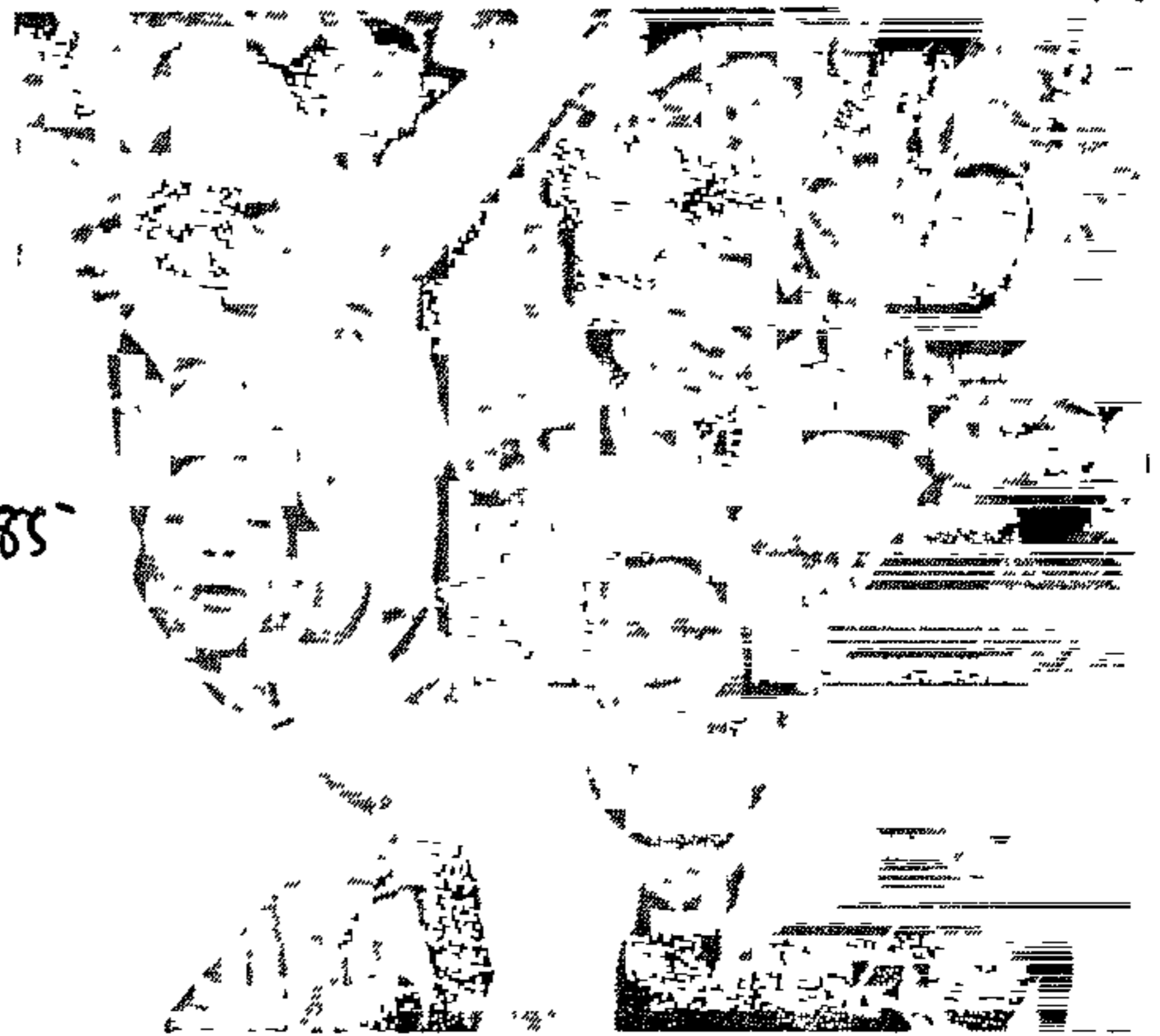
Nine Cusa unions have decided to withdraw from the talks. The exclusion of Azactu and Cusa from the talks will cause another delay in the formation of the giant federation scheduled for inauguration in October.

## Merger

However, the original unity talks unions — Fosatu, the General Workers Union (Gwu), Food Canning Workers' Union (Fcuw), Commercial Catering and Allied Workers' Union (Ccaawusa) and the Cape Town Municipal Workers' Association (Ctmwa) — are prepared to meet the October deadline. They will be joined by the National Union of Mineworkers (NUM) and other UDF unions.

Given all the confusion and differences of political ideology among the unions, will the 'dream federation' ever get off the ground?

All the garment workers in the Transvaal,



WORKERS demand their rights

Free State Kimberley and East London have merged into one union — the National Union of Clothing Workers (NUCW).

The merge which took place as from August 1, was approved by the National executive committee's of the Garment Workers' Union and the NUCW in a statement.

A spokesman for the unions said MUCW will meet shortly to set up new structures as well as revising the constitution. The merger has been described as "a major breakthrough" in a new era of unity among black unions.

• Black trade unions have called on the government to withdraw the state of emergency and

to release all those detained without trial or charge them.

• In an escalation of the BTR Sarmcol dispute, white-owned shops in Pietermaritzburg are to be boycotted, the Fosatu-affiliate Metal and Allied Workers' Union (Mawu), announced yesterday.

## Boycott

Mawu still has to decide on other strategies in persuading the company to reinstate the 975 sacked workers. The workers were dismissed after going on a legal strike over wages.

The boycott has been supported by Fosatu which also announced that it will hold meetings with community organisations today. The fede-

ration also intends meeting the mayor of Maritzburg.

• The Pietermaritzburg Community Advice Bureau is to hold a series of workshops starting at the Lutheran Church Centre in Seshego from August 17. The workshops will discuss various aspects of the Unemployment Insurance Fund (UIF) and other labour related issues.

The strike by over 2 000 bakery workers in Durban has ended with employers announcing that the supermarkets were once more filled with loaves of bread.

The strike over wages, brought production in the industry to a standstill. The unions have announced that they have gone back to negotiate "a living wage".

# Vehicle plant <sup>7/8/85</sup> strike ~~152~~ ended <sup>(152)</sup>

Dispatch Reporter

EAST LONDON. Production at the Mercedes Benz plant here was back to normal yesterday after a work stoppage by 3 000 workers on Monday, according to a public relations spokesman for the company.

He said all the workers who downed tools on Monday afternoon were back at work and management had held talks yesterday with the workers' union.

"The discussions with shop stewards and union officials will probably last for several days."

The talks were held to discuss the "pensions issue". The stoppage followed workers' demands that their pension fund contributions be refunded.

# 1985 could see record work time lost through strikes

By Mike Sillma

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A record number of man-days could be lost through strikes this year, with the National Union of Mining Workers (NUM) being a major contributor, says a leading industrial relations consultant.

In the Institute of Personnel Management monthly *IIPM Journal*, Mr Andrew Levy writes that although January appeared quieter than usual in terms of strike incidence, it had become apparent by the end of the first quarter of 1985 that this would be a record year for strike activity.

"There seems little doubt that man-days lost will reach a historic high in 1985 and, equally, that the National Union of Mineworkers will be a major contributor."

"While the wage round is only now beginning to get under way, it seems almost certain that the third

quarter will see a high degree of wage-related strikes in the metal industry," Mr Levy writes.

It appears, he says, "a great deal of luck" will be required for settlement in the mining industry without strike activity of some sort.

The NUM has called a strike for August 25 after failing to reach a wage agreement with mining companies, while some unions in the metal industry signed the annual wage agreement only after three months of tough talks — even then reserving the right to hold plant-level negotiations to supplement industrial council rates.

Employers' and employees' attitudes at the negotiations were extreme.

"With such wide divergence between wage demands and offers there will have to be a lot of movement and major shifts of position from both parties before settlement," says Mr Levy.

## STAR 7/8/85 through strikes

He says there is little doubt the employer/union wage settlement in the metal industry will lead to intensified pressure for plant-level wage agreements.

The judgment in the case between the Metal and Allied Workers' Union and Hart promises to be the definitive ruling on plant-level bargaining, he notes. The union took the company to the Industrial Court for allegedly refusing to negotiate at plant level.

"The case is potentially the most far-reaching and important matter the court has yet addressed and, whichever way it goes, will have a fundamental impact on the whole course of South African labour," Mr Levy says.

He sees as significant the settlement of a wage strike at Mercedes in Port Elizabeth, a strike that triggered a succession of stoppages elsewhere in the motor industry.

It is possible, he says, that the same may happen in the metal industry on the East Rand in the second half of the year.

On the issue of dismissing workers who are on legal strike, he says this will generate even greater debate than registration and plant-level negotiation.

Mr Levy says the dismissal of strikers remains a dangerous and unwelcome alternative for most employers, and one which should never be taken lightly.

He adds that, while more strikes end with a negotiated settlement rather than mass dismissal, reference should be made to the dismissal of almost 17 000 miners in April.

These dismissals should be seen in the context of "a fairly lengthy period of guerilla warfare" which preceded them.

"For management, no doubt, the rationale was the need re-establish control and almost start again with a clean slate," asserts Mr Levy.

He warns that some of the core issues giving rise to grievances at the time — such as discrimination and job reservation — still rank high on the NUM's agenda.

Says Mr Levy: "In general terms, however, firing strikers seems to happen less frequently and, when it does, there appear to be two distinct circumstances: the rogue employer, for whom unionisation is a species of mutant deviation to be annihilated root and branch, and the employer who faces an intractable demand that he will not, or cannot, meet."

On the growth of unions, he says this has continued during the first half of the year, "certainly in terms of factories organised".

But the rate of growth had slowed down considerably, due in part to the economic climate, retrenchments, and a lack of sufficient numbers of organisers.

# Bakery stops work after bomb threat

August 1985

Mercury Reporter

THE Umlazi Bakery — blasted early on Wednesday by a bomb — suspended production the same day because of anonymous threats of further violence and not because of bomb damage it was disclosed yesterday

Mr Kobus Laing assistant general manager for manpower of Sasko which owns Umlazi Bakery, said

while the bakery was 'certainly' still capable of producing, it was unlikely production would be resumed until the Durban bread strike had been settled

Umlazi Bakery had been the only bakery in the Durban area producing bread since the strike at seven bakeries began 12 days ago. It was not party to the Durban Industrial Council for the baking industry and its workers were not on strike, he said

The morning after the explosion the company had continued baking 'manually' because automated systems had been damaged

## Suspended

But about noon 'we had an anonymous telephone threat that if we carried on there would be further action', Mr Laing said, speaking from the company's head office in Paarl

'The caller indicated we would be adding to the Durban (bread strike) problem if we continued

'Production was suspended. We don't want to endanger lives or jeopardise the chances of a settlement among the parties who are really involved in the conflict in Durban'

This was in spite of his company's commitment to supplying a basic foodstuff, Mr Laing said

He added 'In the light of the tense situation in the Durban baking industry, the reason for this unacceptable and repulsive act of violence remains an open question

'We trust that the various authorities will take notice of the incident and take the necessary steps to ensure a peaceful industrial environment'

He said he did not mean he was asking for a police presence at the bakery



# Stayaway: Workers get jobs back

THE Industrial Court has ordered a Johannesburg company, Advance Laundries Ltd, to reinstate workers sacked for staying away from work during last November's stay-away. **1572**

**By Labour Reporter** The case was brought to the court by the Cusa-affiliate, SA Laundry, Dry Cleaning, Dyeing and Allied Workers Union (SALDC-DAWU) The union al-

leged that the company had committed an unfair labour practice by firing the workers. The workers said on November 4 last year, pamphlets calling for a stayaway were distributed in Soweto and other townships. They went to work and informed their employers about the possible outbreak of violence when they returned from work. They asked for permission to be allowed to go home. However, they were not allowed to do so and they defied instructions and went home at 2 pm. The following day they were dismissed for staying away from work. The stayaway was called for November 4 and 5.

The court found that the dismissal of the workers was unfair because the employers neglected, failed and/or refused to hold a proper disciplinary enquiry before dismissing the employees. The workers are to be reinstated retrospective from February, 1985, to be paid normal hours of work for the period of unemployment to the date of re-employment. The union's general secretary, Mrs Agnes Molefe, told **The SOWETAN** yesterday that the ruling was "a victory for the union and might set a precedent for other unions."

152 ~~152~~ ~~152~~ B. Dany  
9/8/85  
**Siemens workers return**

THE 1150 workers who were dismissed and re-hired by Siemens after a major strike at five of its plants last month have been re-instated without loss of accumulated service benefits.

This follows a meeting between Siemens and the Metal and Allied Workers Union (Mawu) yesterday over the issue of reinstatement and plans for scheduled mediation on the cases of 40 workers suspended on charges of alleged violence and intimidation during the strike.

Mawu's Transvaal organiser Moses Mayekiso warned yesterday Siemens should reinstate all 40 suspended workers or else there would "be no peace in these plants".

Joint MD of Siemens Johan Trotskie said yesterday the company had re-instated the workers because there were 200 black employees facing retrenchment due to forthcoming technological changes.

"Some of these employees have been working with us for nearly 15 years and lost all their accumulated benefits after

CLAIRE PICKARD-CAMBRIDGE

the strike. We believe many of them were intimidated and did not want to stop work."

Mayekiso said yesterday the union had also requested negotiations on their long-standing demand for a R1 across-the-board increase. But the company had refused to negotiate across-the-board increases at plant level, he said.

A statement yesterday said the union had declared a dispute with management over its refusal to negotiate an across-the-board increase. However, Trotskie said yesterday he did not know about the alleged dispute because neither the company nor the Industrial Council had been informed.

Negotiations between Mawu and Siemens for the granting of merit increases have been tentatively planned for August 20.

Mediation on the 40 suspended workers begins today.

Code Tomb 9/8/84  
Fund for striking SA miners

Own Correspondent

LONDON. — The Anti-Apartheid Movement (AAM) has established an emergency fund to help support black South African mineworkers if they go on strike.

This was announced here yesterday at a press conference at which an AAM spokesman expressed confidence that they would be able to get the money to the miners in South Africa, if the strike went ahead.

The AAM is also to seek an urgent meeting with the foreign ministers of Luxembourg, Italy and the Netherlands who are due to visit South Africa this month.

The AAM will urge them to consult with extra-parliamentary opposition leaders.

The AAM is also campaigning for the imposition of sanctions.

# Workers ignore call to stay away

MERCURY  
152  
10/8/85  
Mercury Reporter

A STAYAWAY call made to black workers in Durban seems to have failed, with most large businesses reporting a good turnout of employees yesterday.

Widespread intimidation was, however, reported by many black workers and requests by employees to go home to protect their families and homes were responded to sympathetically by most employers.

The managing director of Corobrik, Natal, Mr Ray Andrews, said that most of workers turned up for work yesterday but many voiced concern for their personal safety and the safety of their possessions.

'We have taken a sympathetic view of their plight and let many of our workers off at midday,' he said.

Another spokesman for the company said: 'A lot of the workers have been threatened that they will be beaten up for going to work and were told that gangs would be waiting for them when they return home.'

The Durban Corporation allowed most of their Indian workers from Phoenix to go home on Thursday following attacks on Indian families in the area.

According to Mr Willie Mitchell, regional manager for South African Transport Services, there was not any noticeable stayaway by black railway workers this week.

Most bus services into the townships have been suspended and where buses are operating near troubled areas they are being protected by police.

Our Pietermaritzburg Bureau reports that schools of the Department of Education and Training are remaining open in spite of widespread class boycotts in Pietermaritzburg and Durban.

DET director Mr P J P Nicholson said classes at only one school, Siqongweni Senior Secondary School in Imbali, had been temporarily suspended.

All schools in the Lamontville, Chesterville and Klaarwater areas around Durban had been affected by total boycotts, he said.

Some pupils have returned to school in the Inanda/New Town area.

Rioters have prevented some pupils from attending schools.

Classes were not attended at several schools in the Pietermaritzburg-West area and a few reported attendances of between 100 and 200 pupils.

Mr Nicholson said the DET would have talks with parents through the school committees as soon as possible.

'No schools have yet been closed as a result of the boycotts,' Mr Nicholson said in a statement yesterday.

The countdown to a strike on 29 gold and coal mines in South Africa has begun. The cost of such an action would run into millions. The human costs would be incalculable. SHERYL RAINE traces the development of the National Union of Mineworkers and examines the strike issues.

# Countdown to a strike

W/E APPROX 10/8/82 152

JOHANNESBURG — The small room was crammed with media people. Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, Press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240 000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400 000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14.1 percent to 19.6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66 a month, bringing the minimum wage up to between R160 and R521.

Increases for underground workers ranged from R25 to R69 a month, bringing the minimum wage up to between R191 and R595 a month.

The union demanded increases ranging from R37 to R122 a month for surface workers to bring their minimum wages to between R173 and R577 a month.

## Labour battles

For underground workers NUM demanded increases ranging from R45 to R142 a month, which would bring the minimum monthly wage to between R211 and R668.

Other disputes include the issue of NUM participation in job reservation talks with white mine unions, leave and death benefits.

Labour experts have often predicted that the country's fiercest and most important labour battles would begin when black mineworkers mobilised and that the socio-political implications would be far-reaching.

There is no doubt that the battles have begun.

Born in 1982 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa), NUM came into being in reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

## Recruiting strategy

NUM's signed-up members now total 150 000 and paid-up members 100 000, according to union figures.

Mining houses deny this and put the membership at about 80 000.

The union's early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.

Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him with respect.

## Lost man-days

In the first 18 months of its existence, the union was not involved in any major strikes.

However, in the first quarter of this year it accounted for nearly 170 000 lost man-days due to strikes, compared with about 70 000 lost man-days from strikes in all other sectors put together.

It was NUM which launched the first legal strike by black mineworkers, last September. Although agreement between the Chamber and NUM came at the last minute it was too late to avert a strike.

The union claims that at one time 64 000 mineworkers were on strike. The union won some concessions and, it says, thousands of new members as a result of the strike.

Violence flared however, and the human costs are still being reflected in civil claims for alleged shootings, assaults and unlawful arrests.

Aug. 1985

# Workers on legal strike

MORE than 450 employees of Irvin and Johnson Company in Springs yesterday went on a legal strike over several issues, including wage rises and the recognition of June 16 as a paid public holiday.

Members of the Fosatu-affiliate Sweet Food and Allied Workers Union (SFAWU) took action after the Minister of Manpower, Mr P T C du Plessis, failed to appoint a conciliation board to settle the dispute.

The union held a strike ballot to test the workers' opinion on a strike.

The results were: 69 percent voted in favour, 14 percent against and 17 percent abstained.

Mr T Broderick, the company's group personnel and industrial relations manager, said the union had dead-

locked with management and the matter was referred to mediation which failed to resolve the dispute. The union then applied for a conciliation board hearing.

The company had increased its offer to 21,4 percent for lower-paid workers with the union demand remaining a 35,7 a percent rise a week, he said.

Mr Broderick said it was emphasised to workers that the basic wages offered was still well ahead of those paid in other markets.

A union spokesman said they were demanding increases of up to 35 percent, recognition of June 16 and May 1 as public holidays, a 40-hour working week and better working conditions.

The union spokesman has disputed that the company's wage offer was better than other markets.

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12/8/85

# Disputes hit BTR hard

BTR SA's interim earnings were hammered by labour disputes. Profits could continue to be affected in the second half.

Chairman and MD Peter Fatharly says in the interim report that, while BTR welcomes constructive participation of unions, "it cannot accept disruptive, destructive and political actions which are totally incompatible with the successful running of a commercial operation".

Earnings slumped by 47,4% to 15c in the six months to June from 28,5c in the 1984 half-year. The interim dividend has been cut to 12c from 19c. Cover has been reduced to 1,25 from 1,5.

The Sarmcol strike, sit-downs and go-slows resulted in a sales loss of R9,69m, reducing interim sales to R45,8 from

LIZ ROUSE

R61,9m in the 1984 half-year.

Attributable profits were reduced by R2,93m, resulting in a slump to R2,27m from R4,3m. In addition, realised losses at Sarmcol and other costs make up extraordinary losses of R1,1m.

However, BTR's liquidity improved. Total borrowings were reduced to R16,46m, from R19,63 at the end of December, and the ratio of borrowings to shareholders' funds improved to 35% from 42%.

Terms and conditions of the BTR SA-Dunlop SA merger will be announced at the end of this month. The merger will create a powerful group and BTR shares, currently trading at 460c, should be viewed in this light.

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# Builders' suit against union

CAPE TOWN 17/10/85  
152  
Supreme Court Reporter

A CONSTRUCTION company which recently fired 1587 of its employees, yesterday sought a final interdict in the Supreme Court to prevent the South African Allied Workers' Union (SAAWU) from 'interfering with' its employees

Murray and Roberts Buildings (Cape Town) (Pty) Ltd had been granted an interim interdict on August 30 preventing the union from organizing strikes, picketing or holding meetings on company premises

Mr J J Gauntlett, for the company, said it had been obliged to dismiss its "entire work force" and employ new workers. The "strike" was still on but "strikers" were now ex-employees as far as the company was concerned

Many hundreds of the workers were still occupying hostels owned by Murray and Roberts on Western Cape Development Board land

## 'Hard core' remains in hostels

Mr Justice J J Fagan asked why ejection orders were not sought

Mr Gauntlett replied that such orders would have to be applied for in each individual case. "There has been a steady flow away from the hostels but a hard core remains. One does not know who is left. An ejection would not be unopposed. There would be a dispute as to the lawfulness of the dismissal." He hoped that if the court granted a final interdict, the "trickle" out of the hostels would increase

Mr Justice Fagan asked whether the company could provide employment for the workers, and if so how many. Mr Gauntlett replied that the company was not in a position to take the workers back "across the board"

The judge urged both sides to try to find a real solution, and the court adjourned. The hearing continues today

Mr Gauntlett with Mr J A S Shortt-Smith, and instructed by Marais Müller, appeared for Murray and Roberts. Mr L J Krige, instructed by E Moosa and Associates, appeared for SAAWU

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*Cape Town*  
**Sacked workers  
say no to offer**

*15c*  
Staff Reporter

HUNDREDS of dismissed construction workers have rejected a draft agreement between their union South African Allied Workers Union (SAAWU) and Murray and Roberts Buildings, Cape Town, (Pty) Ltd, an attorney confirmed yesterday.

He would not disclose the contents of the agreement which was rejected at a meeting in the Murray and Roberts hostels on Thursday night.

SAAWU officials had earlier insisted on taking the proposals, drawn up by lawyers from both sides seeking a settlement of the deadlock to all members affected by it for a vote.

It is understood that that the workers would like their jobs back en masse but failing that are pressing the company for payment of all monies they say are due to them. The company is apparently willing to pay the workers off but does not agree with the workers on what monies are due.

The company dismissed 1 587 of its workers after strikes in August and several hundred workers are still occupying company-owned hostels in Guguletu.

A temporary interdict prohibits SAAWU from "interfering" with Murray and Roberts workers and the company is seeking to make the interdict final.

This is being opposed, the attorney for SAAWU said yesterday. The hearing is expected on Tuesday.

# Union judgment reserved

Supreme Court Reporter  
JUDGMENT in the matter between Murray and Roberts Buildings (Capetown) Pty Ltd and the South African Allied Workers Union was reserved in the Supreme Court yesterday.

Mr Justice R M Marais said he would let the parties know when he was ready to deliver judgment. He had heard three days of representations from the company and union locked in dispute after 1587 workers were fired late in August following two strikes.

Mr L J Krige, for the

union, said workers themselves had decided to strike because they had been unhappy with the rent increase in the company hostels as well as with conditions.

Workers who were still occupying their hostels had been notified that they were fired by pamphlets dropped from an aircraft, he said.

He argued that the company should not have its interim interdict — which prohibits various union activities — made final. Instead the company should take the dispute to the proper fo-

rum, the Industrial Court.

Mr J J Gauntlett for the company, said that Mr Krige's submission that there was an alternative remedy open to the company was merely a suggestion that the company should take its case elsewhere.

He said there was no basis on which the temporary interdict should not be confirmed.

Mr Gauntlett, with Mr J A Shortt-Smith and instructed by Marais Muller, appeared for Murray and Roberts. Mr L J Krige, instructed by E Moosa and Associates, appeared for the union.

(152)

Cape Times  
Oct. 19 1957

# Construction workers <sup>AKO 43 12/8/85</sup> out on strike <sup>(152)</sup>

Tygerberg Bureau

ABOUT 1 000 construction workers went on strike at Murray and Roberts sites in the Western Cape today

This was confirmed by Mr H E Minott, the managing director

There was also "above-average absenteeism" at the company's Tyger Valley shopping centre site, he said

The company was investigating the reasons for the stayaway because there had been no negotiations

"Correspondence was received from one union requesting a meeting and we will be happy to meet them to hear if they have representation of our workers and to discuss matters of mutual concern with them," he said

A spokesman for the South African Allied Workers' Union said the workers were demanding increased wages

They also maintained that rents for single men's hostels owned by the company in Guguletu were too high and were demanding that wives be allowed to join husbands in the hostels

# 1 000 city construction workers call off strike

ARC 43 13/8/83 152  
Tygerberg Bureau

THE strike by about 1 000 Murray and Roberts construction workers has been called off

The Cape Town branch organiser of the South African Allied Workers' Union, Mr Zezile Ramnewana, said the company had agreed to further dis-

cession of workers' demands on Thursday. The union has to prove to the company that it is representative of its workers, he said.

Mr H E Minott, managing director of Murray and Roberts Buildings (Cape Town), said about 1 000 workers did not report for work yesterday and

that "above average absenteeism" was experienced at the company's Tyger Valley shopping centre construction site in Bellville.

Among workers' gripes is that rent for the single men's hostels they occupy in Guguletu has been increased from R12,50 to R15,50.

Carl Trol  
14/8/85

## Workers return

Labour Reporter

**ABOUT 1 000 Murray and Roberts construction workers returned to work yesterday after going on strike on Monday**

A spokesman for the South African Allied Workers' Union (Saawu) said workers had decided to return to work as management had met all their demands

These were that management recognize Saawu as the legitimate representative of workers, that a liaison committee be abolished and a workers' committee linked to Saawu be recognized, and that security officers should be elected by workers

He added that a recognition agreement between Saawu and Murray and Roberts management was due to be signed this week

No confirmation of this could be obtained from management yesterday

# Building

## workers

### on strike

1991 Times 27/08  
Labour Reporter

AN estimated 6 000 Murray and Roberts construction workers went on strike yesterday, according to a spokesman for the South African Allied Workers' Union (Saawu)

Mr Zuzile Ramncwana, Western Cape branch organizer, said workers had downed tools in support of a wide range of demands, including grievances about their Guguletu hostels

Among these were that hostel fees should be reduced from R16,50 to R6 which workers said were the normal fees in other hostels, that watchmen be replaced and that more cooking appliances and telephones should be provided

Mr Ramncwana said management had negotiated "in good spirit" with the union and the committee after a strike earlier this month

However, a number of undertakings given by management had not been met, and at a meeting on Sunday workers had decided to strike

Mr H Minott, managing director of Murray and Roberts Buildings (Cape), could not be reached for comment. Other spokesmen declined to comment

CAPE TIMES 25/1/53

# Construction firm to fire 2-day strikers

152 Labour Reporter

MURRAY and Roberts have announced their intention to fire construction workers who have been on strike for the past two days

In a statement issued yesterday, Mr H Minott, managing director of Murray and Roberts Buildings (Cape Town), said the actions of the South African Allied Workers' Union had "forced the company to take necessary steps against the illegal strikers which regretfully will result in dismissal"

He said this had become necessary to "protect the company's clients and the progress of its work"

Workers went on strike on Monday in support of demands for recognition of the union and an elected workers' committee, as well as demands relating to hostel conditions

Mr Minott said management had checked nomination forms submitted to it by Saawu and had found it only represented a minority of the workforce

It was therefore "unable to recognize Saawu as a representative union" He also said hostel fees were comparable with those of many other employers in the construction industry

# Herald

staff to

talk to

chairman

Staff Reporter

STRIKING Cape Herald staff are to meet the executive chairman of the Argus Mr Hal Miller, this week

Staff requested a meeting with Mr Miller to discuss demands that the Herald editor be removed from his position and that management reconsider its decision to retrench 25 percent of the staff

Almost the entire Herald editorial and advertising staff went on strike on Friday afternoon and this week's paper was produced by the editor, Mr Ted Doman, editorial and advertising executives and two sports writers

The chairman of the Herald's ad hoc staff committee and Western Cape chairman of the Media Workers Association of South Africa, Mr Aneez Salie, said staff would meet today to "assess the situation" and if there was no movement on management's part the strike would continue

## 'Far short'

Mr Miller is due in Cape Town tomorrow on business and has undertaken to address the staff on the Argus's policy on editorial appointments

Mr Salie says this falls "far short" of staff demands

The dispute between the staff and management began two weeks ago when management announced its intention to fire 25 percent of the staff because of a continuing drop in the paper's circulation



## Strike at Woolworths

BLACK workers at several Woolworths' stores in Johannesburg downed tools in protest against an incident in which a colleague collapsed and died after complaining of being sick while working in a "freezing room" on the factory floor. 152

Mr Sam Mashaba, a migrant from Giyane and a staunch member of the Commercial, Catering and Allied Workers' Union (Ccawusa), was allegedly forced to work in the room even after he had refused to do so, the union claimed yesterday SOWETAN

Mr Mashaba's death last week has angered several colleagues, including shop stewards, who immediately called for a work stoppage to protest against the working conditions at chain stores 13/8/85

Woolworths' director Mr Robert Stern confirmed the work stoppage and said that workers would not get paid for not working

He said that according to a certificate they received, Mr Mashaba died of natural causes

"We have always taken the safety and welfare of our staff at heart," he said

## Strike vote at Dorbyl shelved 152

The Metal and Allied Workers' Union (Mawu) shelved a strike ballot which was to have been held at four Dorbyl plants yesterday, in favour of a possible national ballot.

The ballot was to have been held in support of a demand for plant-level wage negotiations.

A Mawu spokesman said the union had decided to delay the Dorbyl ballot because it was considering a national ballot.

He said the union had also declared a dispute with Siemens over the company's refusal to negotiate wages at plant level and its refusal to reinstate 14 workers dismissed after a strike last month.

The company has refused reinstatement on the grounds of alleged intimidation during the strike.

Earlier this year the union decided to hold a national strike if it received no satisfactory wage offer.

Mawu and other unions rejected increments granted by the Industrial Council and have demanded the right to negotiate with individual employers. Most employers have resisted this.

B Day 14/8/85  
Braai 'fight'  
leads to  
strike vote 152

CLAIRE PICKARD-CAMBRIDGE

MEMBERS of the right-wing white Mineworkers' Union have voted to strike at Matthey Rustenburg, JCI's platinum refinery in Wadeville, after the dismissal of a white worker who allegedly assaulted a black worker

However, MWU general secretary Arrie Paulus said yesterday that the union was trying to arrange a meeting with management before going ahead with a stoppage

The MWU declared a dispute with the company over the dismissal of employee Piet Robbertze, who is understood to have been involved in a series of racially-linked incidents

The company declined to comment yesterday

Paulus said that the alleged incident had occurred at a multi-racial braai held on company premises in March. A black worker had gone into the toilets and claimed he'd been assaulted by Robbertze

The MWU declared a dispute with the company over Robbertze's dismissal which followed a disciplinary hearing and an appeal

Minister of Manpower Pietie du Plessis refused to appoint a conciliation board to resolve the issue and the Industrial Court was unable to prove that Robbertze had been responsible for the alleged assault. A status quo order for temporary re-instatement compelled the company to restore Robbertze to the payroll although he was not allowed to work

Paulus said that the temporary provision had expired at the end of last month and members were now determined to take action to have him reinstated

# Herald staff given deadline

Cape Times 14/8/8  
152  
Staff Reporter

THE Argus Company has warned striking Cape Herald staff that it will take them to the Industrial Council if they do not return to work by 8.30am today

The warning came after thousands of pamphlets calling for a boycott of this week's edition of the Herald were distributed throughout the Peninsula yesterday

The staff went on strike last Friday, after management announced it intended to retrench 25 percent of the staff and refused the staff's demand that the editor, Mr Ted Doman, be removed from his post

The general manager of the Argus, Western Cape, Mr Fred Collings, said yesterday the Argus Company had declared a dispute with the staff as it considered the strike "illegal"

## No pay

Asked to comment on the call for a boycott of this week's paper, which was produced by the editor, editorial and advertising executives and two sports writers, Mr Collings said the company would "continue to publish the Cape Herald"

The strikers confirmed yesterday that they had been told that those on strike would not be paid

They said in a statement that some of the newspaper's "biggest advertisers" had sent telegrams to Argus management backing the strikers

"We reject management's contention that we have refused to negotiate, as a cynical distortion of the facts

"We have been involved in protracted negotiations with them only to be told that what we regard as the main issue, the editor's removal, was beyond their jurisdiction

## Argus policy

"They said this was a matter for the Johannesburg-based executive chairman, Mr Hal Miller"

Mr Miller is due in Cape Town today

"But even so, he has indicated he will merely outline Argus policy on the appointment of editors and has not clearly indicated he is willing to negotiate

"We have thus rejected management's ultimatum, and will continue with our strike action"

# Workers strike over wages

14/8/85 ~~14/8/85~~ 152  
More than 600 workers

were on strike today at Irvin and Johnson, Springs, after the collapse of wage talks between the company and the Sweet, Food and Allied Workers' Union (SFAWU) STAR

During negotiations which began in June, the workers asked that the minimum weekly wage at the factory be raised from R70 to R115

After more negotiations, the union moderated its demand to about R95 while management offered R85

The decision to strike was taken after the dispute was unsuccessfully referred for mediation

A SFAWU spokesman said workers had demanded a 40-hour working week and improved benefits

A company spokesman said what had been offered was more than what its direct competitors offered

ARGUS 15/8/85  
Cape Herald staff call  
off 'illegal' strike  
after top-level talks 152

Labour Reporter

CAPE Herald staff, who have been on strike since Friday, have returned to work.

This followed a management statement that the strike was illegal and setting a deadline of 8.30am today for strikers to return

Staff representatives met Argus Company chairman Mr Hal Miller to discuss grievances, including the position of the editor, Mr Ted Doman, and retrenchments

**JOINT STATEMENT**

According to a joint management/staff statement after the meeting, proposals were made by both sides and they will be considered in continuing discussions on the future development of the Cape Herald

Representations by community, trade union and business leaders on the editorial content of the Herald and staff retrenchment were presented to management, who undertook to give these consideration

## Cape Herald staff end strike

CAPE HERALD 15/8/85 Labour Reporter

CAPE HERALD staff yesterday decided to end their strike when they met management representatives of the Argus Company, which included executive chairman Mr Hal Miller

Most of the Herald's editorial and advertising staff had been on strike since Friday in support of demands that its editor, Mr Ted Doman, be removed and that management reconsider its decision to retrench 25 percent of the staff

The dispute began two weeks ago when management announced its intention to retrench staff because of a continuing drop in circulation

# Unions warn of industrial action

152

THE Federation of South African Trade Unions has warned a plastic bag manufacturing company in Industria, Transpoly, to reinstate 80 sacked workers or face industrial action from companies it supplies with products.

The 80 members of the Fosatu-affiliate Paper Wood and Allied Workers Union (Pwawu), were dismissed because they refused to work overtime and belonged to a trade union.

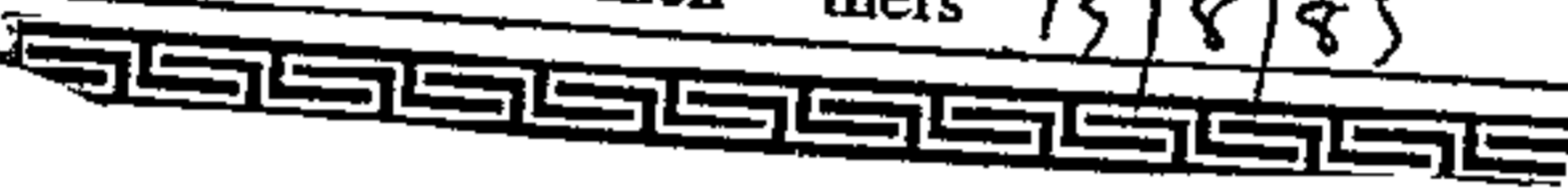
The workers claimed the company has refused to negotiate with their union in "good faith" over wages and union recognition. They stopped work and management said they had dismissed themselves.

In a statement Fosatu's Transvaal shop steward council said they demanded the immediate reinstatement of the workers and opening of doors for negotiation.

They warned that if this was ignored by the company workers at plants which are supplied by Transpoly will be called out to support in their dismissed brothers.

SOWETAN

15/8/85





Actus 16/8/85

# Dairy workers end strike: Secret ballot to be held

Labour Reporter

WORKERS who went on strike at Dairybelle's Epping and Philippi operations in support of demands for union recognition and an increased minimum wage are back at work

A secret ballot to determine support for the Retail and Allied Workers' Union will be held on Monday

A union spokesman said workers were demanding that management sign a recognition agreement and a R400 minimum wage

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said an agreement would be negotiated after Monday's ballot

"We were deadlocked on the recognition issue because we wanted to determine union representation from their subscription lists

"They refused to show these to us and demanded a ballot," he said

He said about 400 workers were dismissed last night when they refused to return to work, but they had been reinstated

# Unrest hits Mercedes plant

MERCEDES Benz yesterday said its East London plant was closed for a second day, due to absenteeism by workers worried about rioting in East London's Duncan Village township

A company spokeswoman said 30% of the 3 000 workers stayed home to protect families and property. The plant also closed early on Wednesday. Workers who did turn up were told to

16/8/75  
tell absentees to come to work from today. They would not be paid for Wednesday and yesterday and two-and-a-half days' production had been lost, the spokeswoman said

The plant is wholly owned by the unlisted Mercedes Benz of South Africa, in which Daimler Benz of West Germany has a 50,1% stake — Reuter

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# Dairy workers fired

CME TIME 16/11/52  
Labour Reporter

ABOUT 400 dairy workers were fired after going on strike at Dairybelle's factory in Epping and its Philippi branch yesterday morning

The workers downed tools yesterday morning in support of demands for a payrise as well as recognition of the Retail and Allied Workers' Union

Dairybelle's personnel manager, Mr Norman Jenkins, said yesterday workers had been given an ultimatum to return to work but had failed to do so and had then been told they were dismissed

A Rawu spokesperson said the union had entered into an interim recognition agreement with management last year and a workers' committee had met regularly with management. Earlier this year, however, management said it no longer regarded the union as representative

The spokesperson said Mr Jenkins had refused to meet with either the workers' committee or union officials yesterday, on the grounds that the union was not representative of the workers

Imperial Cold Storage, Dairybelle's parent company, were due to meet with workers later



**Ballot for  
Dairy Staff**

Labour Reporter

ABOUT 400 striking Dairybelle staff returned to work yesterday after management and the Retail and Allied Workers' Union agreed on a ballot to test the union's representivity

A union spokesperson said management had agreed to a ballot on Monday

Staff returned to work about 8 30am after management's agreement to the ballot had been conveyed to a workers committee

Mr Martin Henning, Dairybelle's general manager in the Western Cape said he had "no doubt" that the union would attain a majority vote — but the ballot would "for once and for all" enable management to justify negotiating with the union

17/8/85

152  
1830  
X

# Trial of Tawu's 62

*B. Day 18/8/85*  
THE trial of 62 Transport and Allied Workers Union members was this week postponed to November 11 by the Potchefstroom Magistrate's Court

They are accused of holding an illegal strike at Western Greyhound's Potchefstroom bus depot on May 30

# A dispute as miner's strike looms

The Argus correspondent in Johannesburg reports on a legal wrangle over the possibility of this month's miner's strike spreading to mines where the National Union of Mineworkers is not officially recognised

AS the build-up to the proposed wage strike by black miners grows, so does debate about the legality of potential strikes on mines where the National Union of Mineworkers (NUM) is not recognised

The NUM has claimed majority support for a strike among the more than 200 000 black mineworkers at 29 Chamber of Mines mines

But the chamber says the union is recognised at only 27 mines after it lost recognition in June at two of the mines, East Driefontein and Coalbrook

The NUM publicity officer, Miss Manoko Nchwe, said that while the union had not gone out of its way to

organise strikes at mines where it was not recognised, chances were that workers at these mines would support the strike

If workers at non-recognised mines also struck the total number of workers on strike could reach 400 000

Miss Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines had covered the mining industry's entire black workforce

A leading Johannesburg labour lawyer says that a strike by workers at non-NUM-recognising mines would be legal — if wage negotiations had covered all the black miners in the industry

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board. The wording suggests that a person does not have to be a member of a union to take part in such a strike"

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and a strike by workers at other mines would be viewed as illegal

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities"

Strike threat: ~~20/8/85~~  
Argus 20/8/85  
Miners revise ~~20/8/85~~  
their proposals ~~20/8/85~~  
152

Argus Correspondent

JOHANNESBURG — In an apparent bid to avert a strike at 29 gold and coal mines, the National Union of Mineworkers (NUM) has tabled revised proposals in negotiations with the Chamber of Mines

A union statement after yesterday's meeting said the revised proposals were that workers be allowed to finish two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all parties hold joint negotiations before agreement is reached

**PAY INCREASE**

But the union's demand for a 22 per cent across-the-board pay increase remains

The NUM's original demands had included that May 1 be recognised as a public holiday and that the union be included in negotiations on job reservation with white unions

The chamber had said it would refer the revised proposals to its principals and hold further negotiations tomorrow, she added

A chamber statement confirmed that the NUM had presented a revised set of demands during a meeting which had been requested by the union

The chamber's representatives had undertaken to convey the union's demands to their principals and it was possible that another meeting would be held within the next two days

1966 20/8/20  
**Dairy workers  
show support  
for their union**

Labour Reporter  
WORKERS at Dairy-  
belle voted overwhelm-  
ingly in favour of the  
Retail and Allied  
Workers Union in a bal-  
lot at all Cape Town  
plants to determine  
union support.

A union spokeswoman  
said more than 80 per-  
cent of the workforce  
voted and 96 percent  
were in favour of the  
union.

Negotiations on a  
main recognition agree-  
ment were expected to  
start this week.

The union already had  
several agreements with  
Dairybelle but wanted a  
consolidated recognition  
agreement to be nego-  
tiated.



# during stayaway

## Court ruling supports workers dismissed

The Industrial Court has handed down a significant ruling and clearly set down its opinion concerning the dismissal of employees during worker stayaways.

In his recent ruling on a case involving the SA Laundry, Dry Cleaning, Dyeing and Allied Workers' Union and Stork Napkins, Mr M A E Bulbula ordered the reinstatement of 11 workers who were dismissed on November 6 last year.

His ruling is of wide

spread interest to workers as well as employers who face the dilemma of whether or not to take disciplinary action against those who fail to report for work during stayaways and whose workers are subjected to intimidation.

Mr Bulbula supported the union's argument that an employer could not take a myopic view of his relationship with employees.

He dismissed Stork's view that political

stayaway action and intimidation by other persons were irrelevant to the contractual relationship between employee and employer — and to an employee's duty to obey instructions.

The Stork workers, all women with children, ignored the two-day stayaway call arranged for November 5 and 6 last year and reported for work on November 5.

On that day in Soweto, between 40 and 60 per cent of the workforce

stayed away.

The union said workers who reported for work endangered their lives.

Stork and the union agreed that threats, intimidation and violence were present in the stayaway and that workers were afraid of violence.

Some workers feared

their houses would be burned down if it became known they had gone to work.

During the course of November 5, shop stewards asked management to allow workers to go home at 2 pm.

Management said 2 pm was too early and that workers could go home at 3 30 pm.

Stork also offered workers blankets and bread if they wished to sleep at the company's premises.

Workers said they would still have to catch a 4 30 pm train if they left at 3 30 pm.

Twenty-three workers left without permission at 2 pm.

Stork had informed workers on Friday November 2 that anyone who did not report for work on November 5 and 6 without a valid excuse would be dismissed.

However, seven workers who did not report for work on November 5 and 6 were not dismissed.

The court found that employees who reported

for work during the stayaway faced a "cruel dilemma".

Some stayed at home and ran the risk of being fired.

Others came to work and performed their duties as usual.

Others, less brave, came to work but left at 2 pm to "evade the wrath of those who had agitated in favour of the stayaway call".

Witness Miss Patience Mondl summed up the attitude of this last group of employees when she

said that although she was aware her employer would not be happy at her leaving at 2 pm, she valued her life more than her employer's happiness.

Mr Bulbula said: "He found employees who reported for work ended up being 'dramatically worse off than all those who had not reported at all'."

He ruled that Stork's neglect, failure and refusal to hold a proper inquiry prior to the dismissal of the employees

as well as the discrepant manner in which the company treated workers who left early and those who did not report for work at all, constituted unfair labour practices.

He ordered the dismissed workers be reinstated.

He also said seven of the 11 must be reinstated retrospectively to February 1 and that they be paid the remuneration due to them for normal hours of work had their employment not been terminated.

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# Union keeps open door on boycott

152  
~~152~~

22/8/85  
R. Deary  
THE Federation of South African Trade Unions (Fosatu) wants a quick end to the Maritzburg business boycott but said this depended on BTR Sarmcol and those who influence the company

### Business Day Reporter

The boycott is aimed at forcing BTR Sarmcol, near Howick, to reinstate workers dismissed during a strike over union recognition and to negotiate a settlement under an independent chairman

many affiliated companies had different views

"The Metal and Allied Workers' Union has taken all possible steps to avoid the boycott of businesses by calling on all the Maritzburg chambers, and other major bodies, to intervene and get Sarmcol to the negotiating table. But these steps have been to no avail"

Fosatu said the business boycott had been extensively discussed among and supported by the black community before it was started

"The Chamber of Industries has simply attacked Mawu and the black community. The Sakekamer has done likewise. The Chamber of Commerce undertook to endeavour to set up a meeting between the parties with an independent mediator but they have never come back to the union"

Fosatu added it seemed that leaders in the Maritzburg Chamber of Industries and Sakekamer were supporting Sarmcol's action though

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# Offers by mines leads NUM to delay strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mineworkers (NUM)

The NUM yesterday announced that it had postponed for a week the strike which was due to start on Sunday, to report back to its members the Chamber's revised offer

The Chamber, with the exception of Gencor, is offering an increase of 10 percent to the annual holiday leave allowance, but no improvements in basic wages

One other mining house, Rand Mines, like Anglo is offering additional increases of R4 across-the-board to workers at its collieries

The new offers are in addition to the increases of between 14.1 and 19.6 percent which the Chamber paid at the start of July this year

The NUM has decided to recommend neither acceptance nor rejection of the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning

The offer by Anglo, which employs about 80 percent of the union's membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 percent in response to the NUM's demand of 22 percent across the board

Mr Johan Liebenberg, the industrial relations adviser to the Chamber, told a press conference yesterday that the "conciliatory" move by the Chamber was a new development

"The chamber's wage offer does not apply across the board to all union members on all recognized mines," he said

"Mining houses other than Anglo and Rand Mines felt that the increases granted in July were more than fair and were generally well accepted by their employees"



# THE EMERGENCY

## White business boycott spreads throughout Natal

THE four-month battle between Fosatu's Metal and Allied Workers' Union and a Natal company which has dismissed 975 workers took a dramatic turn this week when Fosatu announced that the boycott of white-owned shops in Maritzburg and Howick would be extended to the entire province

The boycott was called by communities and Fosatu affiliates in and around the city to show their support for the workers, who were sacked by BTR Sarmcol

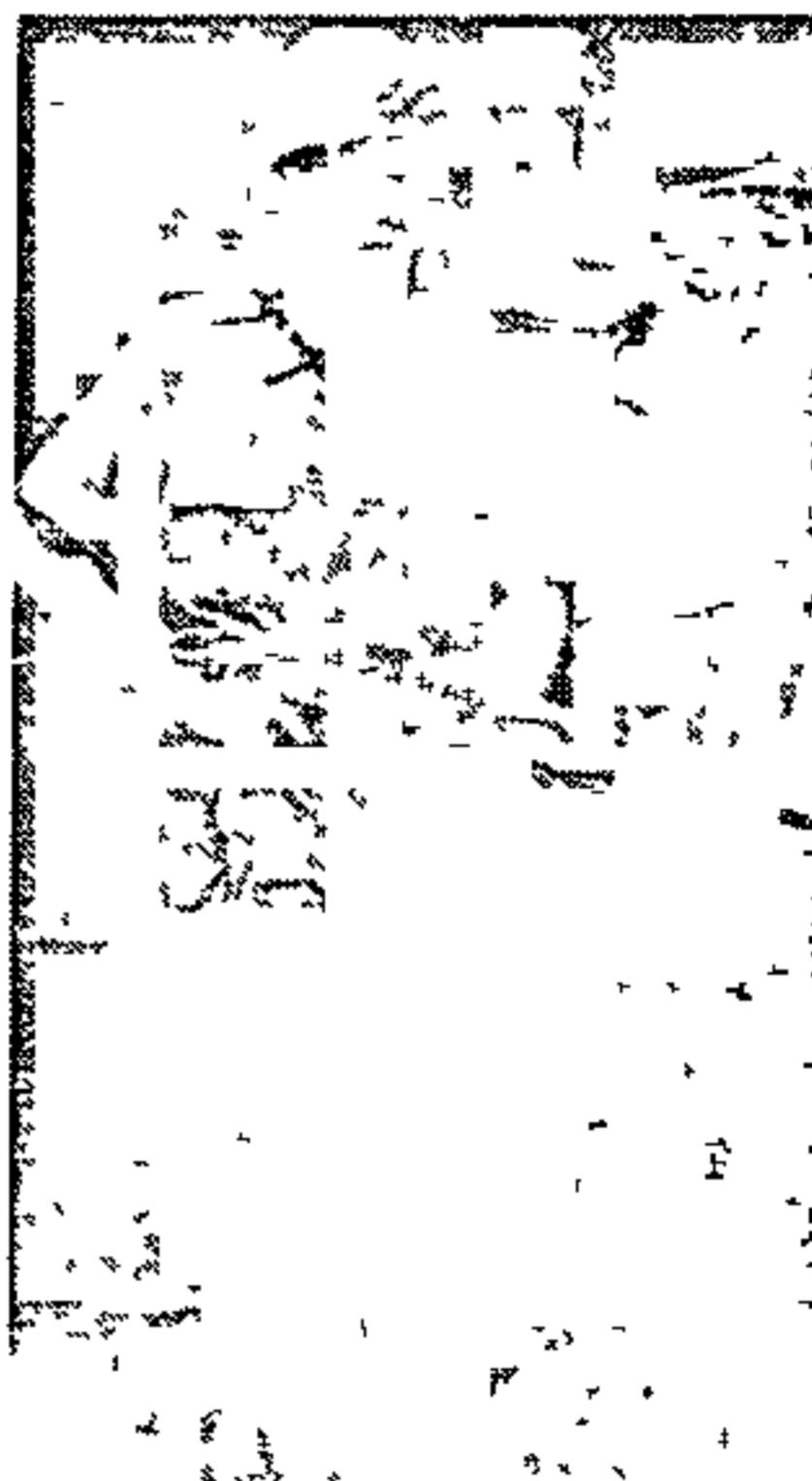
And, in a statement this week, Mawu responded to BTR Sarmcol chairman and managing director P Fatharly and director AWF Bird, who gave their background to the dispute when they announced the company's interim results

Fosatu said Mawu had taken all possible steps to avert the boycotts by calling on the local white chambers of commerce to get Sarmcol to the negotiating table

The Sarmcol interim results statement said Sarmcol welcomes the constructive participation of unions, but it cannot accept disruptive, destructive and political actions

But Mawu has denied these charges

# BLITZ



A Soweto student is arrested under seige by soldiers

## Students arrested SADF besieged

A SOWETO high school was under siege for a day this week when SADF soldiers in three armoured vehicles surrounded the school and chased pupils who were on the grounds, arresting several of them

CITY PRESS staffers Mono Badela and Evans Mboweni were asked, at gun point, to drive their car from Orlando

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25/8/85  
152



McCANN ERICKSON 40178/E

# 25 Kloof miners hurt in night of violence

*Call Times 27/8/85*

From PHILLIP VAN NIEKERK  
**JOHANNESBURG** — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria on Sunday night as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid more than 1 800 miners downed tools yesterday afternoon after management told them that they would not receive increases.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been briefed last week that increases were ruled out because of the economic situation.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three percent wage increase and the other mining houses marginal increases in fringe benefits.

An NUM spokesman said yesterday

they been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said the open-air arena was for tribal dancing and they had offered the NUM the use of the training centre hall instead.

During the unrest, which started during Sunday's night shift, 13 miners were arrested and about 25 injured as police used dogs, teargas and rubber bullets to disperse workers.

An SAP spokesman said about 3 000 miners had stoned mine buildings on Sunday night causing severe damage to mine property and injuring five SAP members.

But the mine spokesman said about 300 workers involved in an illegal picket of the hostel gates had been dispersed by police and mine police.

Mr Cyril Ramaphosa, general secretary of the NUM said that after police were brought in to break up a peaceful picket, the workers were forced to go underground at gunpoint.

...her own now and it is... tape and secret time-trials...

cent announcement by the Min- e items from the

CAPE/NATIONAL ARGUS 22/8/85

# Miners expect decision on pay increases today

**Argus Correspondent**  
JOHANNESBURG — The National Union of Mineworkers (NUM) expects to know today whether its members accept or reject a revised pay offer made by the Chamber of Mines last week, the secretary-general of the union, Mr Cyril Ramaphosa, said yesterday

Mr Ramaphosa said the union had not been able to hold a report-back meeting at Kloof Gold Mine in the Western Transvaal because the owners, Goldfields of SA, had refused the union permission to use the mine's arena, which could hold 13 000 people

He said they were instead allowed to use a hall more than 1,5km from the mine hostel which could seat only 100 people

A spokesman for Goldfields said the company usually gave permission to the union to address miners in categories for which the union was recognised and the hall offered to the

union would have been adequate for the purpose

Kloof is the only mine which is known to have experienced unrest during the weekend, with management reporting pickets by more than 200 mineworkers

The union is to give its members its response to the revised offer tomorrow. A strike which was to have started last Sunday was postponed late last week to September 1

Other mines where the union has a dispute are those belonging to Anglo American, Gencor, Rand Mines and Anglo Vaal

Mr Ramaphosa said the union was expecting conciliation boards to try to resolve wage disputes with the Chamber's manpower-recruiting arm — Teba — and the Nuclear Fuel Corporation

He said the union would hold a members' meeting to decide on a course of action following a conciliation board deadlock with Duvha colliery

The union is demanding a 22 percent across-the-board monthly wage rise

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# Strike unrest at Sabie mill

CLAIRE PICKARD-CAMBRIDGE

SIX hundred striking workers allegedly burned part of their residential quarters at Mondri's saw mill in the sleepy Eastern Transvaal village of Sabie

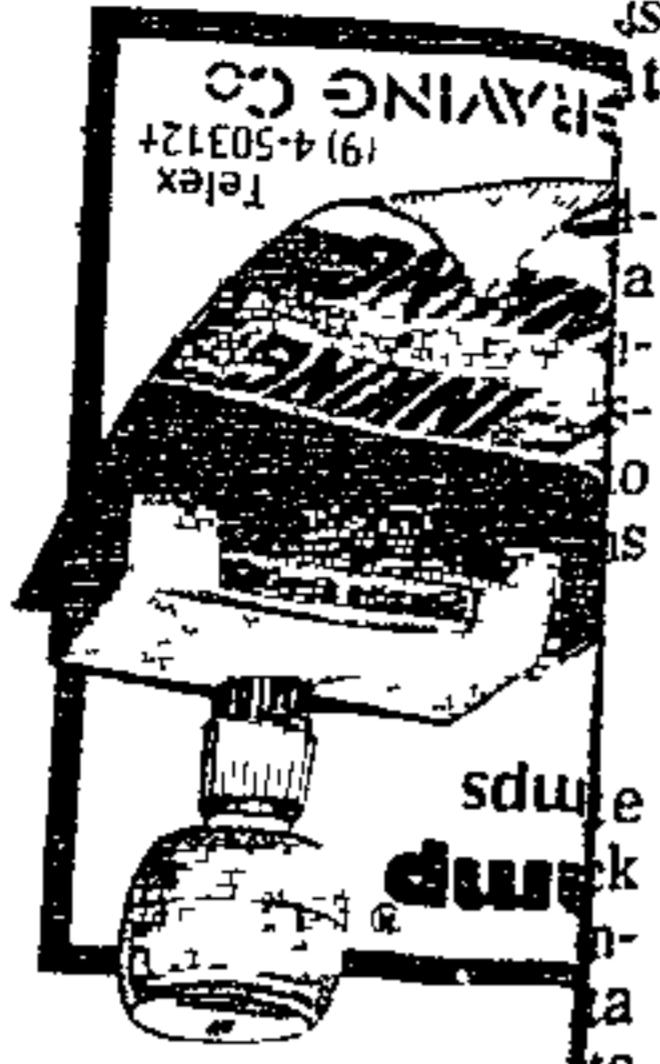
The strike, involving most of the black workforce, flared up on Monday and continued yesterday over production bonuses and working conditions

A police source said there had been unrest among striking workers on Monday night who set some buildings in their living quarters on fire. Management declined to confirm this, saying the cause of the fire was being investigated

Police officially refused to comment on the incident, besides confirming they had been called in

The picturesque town has experienced little industrial action in the past

An Anglo spokesman said the fire damaged a kitchen and a dining room in the workers residential area. Management was still engaged in negotiations with a worker delegation. No union was involved in the dispute



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It is a day

AR&US 29/8/81  
City firm sacks 1 500 strikers

Labour Reporter

ABOUT 1 500 workers from Murray and Roberts have been dismissed following a three-day strike in support of union recognition and other demands

The company said a check of union nomination forms showed that the South African Allied Workers' Union (SAAWU) represented only a minority of the workforce and the company could not recognise it as a representative union

A statement from the Murray and Roberts Workers' Committee, issued yesterday, said discussions with management had been about

- Recognition of SAAWU
- Ending the sites consultation committee
- Reduction of hostel rentals from R16,50 to R6, or a 31,25 percent wage increase
- A reshuffle of hostel staff, particularly nightwatchmen who, it is alleged, ill-treat workers and steal.

Mr H E Minott, managing director of Murray and Roberts Buildings, Cape Town, said hostel fees were comparable with many other employers, and allegations about the watchmen had been investigated and were groundless



Strike  
shuts EL  
car plant

E. Post  
Post Reporter

EAST LONDON — The Mercedes Benz car plant here has closed till Monday after a strike by workers in vital sections.

The strike started yesterday as a result of disciplinary action taken against a worker.

The company public relations manager, Mrs Delene McFarlane, said the disciplinary action had been taken in accordance with procedures agreed to by the company and the workers' trade union but this was followed by the stoppages

29/08/85  
"Then management decided to close the factory as production was badly affected"

About 3 500 weekly paid workers are affected

# Strike at chicken plant

09.08.85 DISPATCH  
Dispatch Reporter . . . EAST LONDON — More than 1 000 workers at the Panmure Chickens factory near Mdantsane staged a wildcat strike yesterday, according to a spokesman for the workers

The chairman of the workers' committee, Mr Samson Mtyukatya, said yesterday the stoppage was the second one this week and had occurred after a seven man committee, elected by the workers, failed in attempts to negotiate with management for better working conditions and wages

After a work stoppage

on Monday the company's management had advised the workers to elect a committee to voice their grievances, he said

"We have a democratically elected committee and we went back to see management on Tuesday during working hours, but they still refused to negotiate with us"

The workers' main grievances were fair treatment on the shop floor, pay of R2,00 an hour for all workers, that the company registered its workers, proper times for clocking in and knocking off, and recognition of the workers' committee

Mr Mtyukatya claimed white staff at the factory insulted the workers, and that the only day workers were given off during the year was Christmas day. They did not receive leave pay, sick leave, notice pay or maternity pay

He alleged women workers were paid between R15 and R20 a week and men between R25 and R29,50 a week, which was the same wage scale as when Ciskei became independent in 1981. He also claimed that if a worker had to consult the company doctor R7 was deducted from the worker's pay

He said workers who had been employed at the factory for more than ten years were still unregistered and regarded as casual labourers

"We are paid only for the days we are at work, and if a worker should miss a day his wage is docked. We work a ten hour day, from 7 am to 5 pm, without any lunch or tea breaks"

He claimed night shift workers were not allowed to leave the plant yesterday morning because management had used security guards

to force the workers to work the next shift

When a delegation from the workers' committee went to the factory yesterday morning they found a sign on the gate saying the factory was closed

He claimed the delegation was insulted by management and told they were not prepared to hold talks

Mr Mtyukatya said prior to the stoppages management had agreed to look into and adjust the wages of weekly paid workers

The management of the factory would not comment on the allegations. All inquiries were referred to the managing director, Mr Leon Schonknecht, who could not be contacted last night. A phone call to his home was met with the response that he might be available this morning

# 60 000 miners to strike

From PHILLIP VAN NIEKERK JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call off the strike at mines owned by two mining houses

A NUM spokesman said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

### Warning

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines involving more than 60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday

The union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The NUM announced its decision at a final meeting with the Chamber of Mines yesterday after the NUM had spent a week reporting a fresh offer back to its members

The NUM said the chamber's partial offer made last week in which Anglo offered additional pay increases but most of the other mining houses offered only a 10 percent increase in holiday leave allowances, was not acceptable

### Into line

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI) which is not party to the negotiations, into line with the Anglo offer

Anglo has been offering increases on average 2,8 percent higher than the chamber's increases of July 1 over which wage talks deadlocked

The vast majority of the union's membership is on Anglo gold mines and the NUM is to recommend to its members that they accept these offers

The NUM spokesman said the offers made by Goldfields and Anglovaal were rejected as was the stand of Gencor, which has refused to offer any additional increase

### Iscor

The union told the chamber they would be recommending to their members at Rand Mines and Anglo that they accept the offer

The NUM said the mines which would be affected included Hartbeesfontein, Kloof, East Driefontein, West Driefontein and Marievale gold mines as well as the Matla and Transvaal Navigation Collieries coalmines

● Meanwhile, Iscor has begun dismissing some of the 5 300 workers at its Hlobane colliery near Vryheid in Natal who have been on strike since Monday

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**CATERING**  
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CLASSIFIED

# Chicken factory closes after workers strike

30:08:85

DISPATCH

152

**Dispatch Reporter**  
EAST LONDON — The Panmure Chickens factory near Mdantsane closed down production temporarily yesterday following a strike called on Wednesday by more than 1 000 of its workers

In a statement released here yesterday, the company's general manager, Mr Leon Schonknecht, said

"The nature of industrial action taken has forced the company temporarily to cease operations and we will be recommencing shortly

"During the recent unrest some of our workforce have been pressured from outside to take industrial action

"The company deeply regrets that many of our longstanding and faithful employees have become victims of circumstances beyond their control," Mr Schonknecht said

Mr Schonknecht said Panmure Chickens had operated in Ciskei for the past nine years and

throughout that time had built up a fine record of co-operation with its people.

"This is borne out by the fact that this period has been totally devoid of any form of industrial unrest or disagreement with the workforce

"Our factory was recently awarded a five-star National Occupational Safety Association award which establishes it as a leading company in the Ciskei in terms of health, welfare and the safety of its employees," he said

Mr Schonknecht said the company carried out a continual improvement programme and was constantly endeavouring to further better conditions of employment

Mr Samson Mtyukatya (the chairman of the workers' committee) has been in our employ for approximately five months and the published statements in the Daily Dispatch on Thursday are irresponsible and bordering on the

ridiculous," he said

Mr Schonknecht said the company's management had attempted to hold negotiations with the workers' committee, but the committee had "abandoned" them.

The work stoppage at the factory on Thursday — the second one this week — occurred after a seven-man committee, elected by the workers, failed in attempts to negotiate with management for better working conditions and wages

Following a work stoppage on Monday the company's management had advised workers to elect a committee to voice their grievances

Mr Mtyukatya said the workers' main grievances were fair treatment on the shop floor, pay of R2 an hour for all workers, that the company register its workers, proper times for clocking in and knocking off, and recognition of the workers' committee

He claimed that white staff at the factory insulted the workers and the only day workers were given off during the year was Christmas Day. He said they did not receive leave pay, sick leave, notice pay or maternity pay

He alleged women workers were paid between R15 and R20 a week and men between R25 and R29,50 a week, the same wage scale as when Ciskei became independent in 1981.

Mr Mtyukatya also claimed that R7 was deducted from a worker's pay if the worker had to consult the company doctor

He said workers who had been employed at the factory for more than 10 years were still unregistered and were regarded as casual labourers

Mr Schonknecht declined to comment on Mr Mtyukatya's allegations

# 1 500 fired after Cape Town strike

*B. Day*  
*30/8/85*

ABOUT 1 500 have been dismissed from Murray & Roberts in Cape Town after a three-day strike in support of union recognition and other demands.

The company said a check of union nomination forms showed the SA Allied Workers' Union (SAAWU) represented only a minority of the workforce and the company could not recognise it as a representative union.

A statement from the Murray & Roberts workers' committee said discussions with management had involved recognition of SAAWU and other issues, including the reduction of hostel fees and a reshuffle of hostel staff, particularly nightwatchmen who, it was alleged, ill-treat workers.

H E Minott, managing director of Murray & Roberts Buildings, Cape Town, said hostel fees were comparable with those of many other employers, and allegations about the watchmen had been in-

vestigated and were groundless

A spokesman for the strikers has appealed to jobless blacks not to seek employment at the company as they would "get the same treatment we are fighting."

The workers' statement said they wanted to "tell the world that we are being treated like animals by the company"

Meanwhile, the Federation of SA Trade Unions has reacted angrily to actions taken against its president, Chris Dlamini.

Fosatu said yesterday it would "lay the blame entirely on the authorities" if anything happened to Dlamini.

The federation said in a statement in Johannesburg that Dlamini's home had been searched three times while he was at work.

"He has of late also been threatened with death and we want it to be known that, should anything happen to him, we will lay the blame entirely on the authorities," Fosatu said. — Sapa-Reuter.

SOUTH AFRICA'S metal industry is threatened by the largest industrial action if managements refuse to negotiate wages and conditions of employment with unions at shop-floor level.

In an unprecedented move the Fosatu-affiliated Metal and Allied Workers Union (Mawu) has threatened to take strike action at more than 100 Transvaal companies in an intensification of its demand for plant-level negotiation

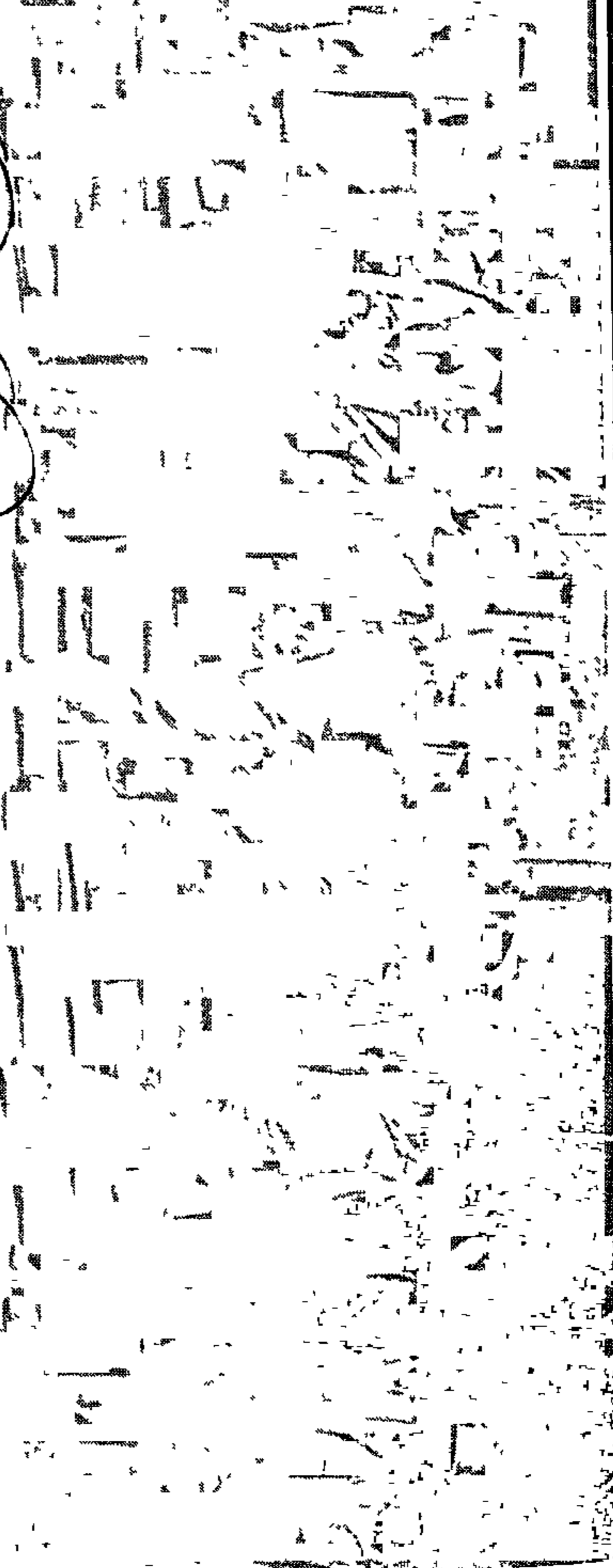
This demand follows an increasing frustration with the National Industrial Council which Fosatu unions regard as employer-dominated and unrepresentative of black workers

The strike, which might hit the heart of South Africa's metal industry, is scheduled to start at the end of September or early October, according to union sources

• ANOTHER Fosatu affiliate Paper, Wood and Allied Workers Union has resigned from the paper and pulp industrial council—a move which has been described in trade union circles as "a fight against apartheid structures"

Most black emerging unions are not in favour of the industrial council system and prefer to negotiate wages at plant

# WORKERS' DIARY — BY JOSHUA RABOROKO



FLASHBACK Workers on a recent strike

# METAL INDUSTRY FACES STRIKE

level

• IT is almost certain that thousands of black mineworkers, who went on strike on Sunday on the country's coal and gold mines will be dismissed, according to union sources

This action by employers might spark off much resentment from various organisations,

including the Azanian People's Organisation (Azapo) the United Democratic Front (UDF) and several trade unions

## Warned

The black miners, the National Union of Mineworkers, has warned that the mass firings could provoke sym-

pathy strikes at mines belonging to mining houses which have met wage demands

A union source said the hardline approach adopted by Gold Fields of SA, Gencor and Anglovaal is geared to rid their mines of union influence.

• THE inaugural conference on the feder-

ation of six major trade unions with combined membership of about 300 000 is due to be held at an undisclosed venue on November 30 and December 1, it has been announced

Following their annual conference in Cape Town at the weekend, the general secretary of the Food Canning Workers Union, Mr Jan Theron, said the union had been committed to the federation's conference as "it was felt that there could be no delaying this important step"

## Courses

• THE Black General Workers union is to hold shop stewards training courses at the Lutheran Church Mission Centre in Seshego from September 7 starting at 8 am.

The courses will deal with a co-ordinating committee bureau, contributions of unions, the importance of a trade union and other issues, according to Mr Yasser Rasethaba, the union's national organiser

• THE BGWU has also signed a wage agreement with two companies in Pretoriusburg following "hard negotiations" which ended at mediation. The agreements between the union and Faico Bakery and another bakery has

152

4/9/85 Sowetan

Sowetan

# Ex-strikers fighting on

~~1974~~ ~~1974~~ Post Reporter ~~1974~~ 152

FORMER employees of a Port Elizabeth industrial fabrics manufacturing firm, Industex, are still continuing their battle for reinstatement or alternatively the payment of money allegedly owed to them by the firm

Mr Stark Made, a spokesman for a special committee of the ex-employees, told the Evening Post today that a meeting would be held at the Daku Hall in Kwazakele on Friday at 2pm to report on the progress made by their legal advisers

The possibility of taking legal action against the company will be discussed at the meeting

The strike at the factory took place last November after a woman employee was dismissed for allegedly being drunk and after a black supervisor claimed a breathalyser test had been conducted on her.

The woman denied taking the test or being drunk

The workers then called for the dismissal of the supervisor (a member of their own union, the National Union of Textile Workers) Management rejected this. The company replaced the strikers and offered to re-employ 250 to 300 of the 1 000 employees on strike and pay the remainder gratuities. The union rejected the offer.

# 200 on strike

MORE than 200 work-  
ers went on strike at the  
German multinational  
company of Robert  
Bosch Ltd after manage-  
ment refused to nego-  
tiate wages.

The company then  
closed the factory until

*Sowetan* *5/9/85*  
September 10, accord-  
ing to a statement from  
Mr Moses Mayekiso,  
the Transvaal organising  
secretary of the Metal  
and Allied Workers'  
Union (Mawu) whose  
members are involved in  
the dispute

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# Striking workers reinstated

The wage dispute between about 300 members of the Metal and Allied Workers Union (Mawu) and a Pretoria company, Robert Bosch Ltd, ended last night when the company agreed to reinstate dismissed workers and raise the minimum wage from R2,82 to R3 an hour

The settlement was reached after all-night negotiations which followed the dismissal of the workers for striking on Tuesday

Many of the workers stayed on the company premises until settlement was reached

A company spokesman said it was up to the workers to decide whether they wanted to return to work this morning or take a day's leave in lieu of time spent by them at the factory last night

Mawu spokesmen could not be reached for comment this morning

(192) (194) (193) (191)

# Sacked workers stage sit-in

MORE than 200 sacked workers of German multinational company Robert Bosch are sitting in the canteen of the factory premises at Brits and are refusing to leave, day or night.

They were sacked on Wednesday following a strike on Tuesday.

The company received a telex from the Metal and Allied Workers' Union (Mawu) requesting further negotiations about a wage dispute.

Bosch director T Wagner said the company had agreed and had asked the union to nominate a day and time.

Moses Mayekiso, Mawu's Transvaal organising secretary, said talks between management and Mawu reached deadlock on Wednesday. The company then dismissed the workers because they refused to return to their jobs and closed

the factory until September 10

In a statement, the company said management rejected as untrue a statement made by the union that Bosch had refused to negotiate, Bosch had been negotiating since June 1.

The union then had demanded an increase of 50c an hour across the board.

It declared a dispute which was rejected by the Industrial Council on grounds the wages paid and the offers made by Bosch were fair and reasonable, the statement said.

"Mawu then submitted a revised demand for an increase of 47c an hour effective from July 1.

"We granted 12c an hour as from July 1 and offered another 11c yesterday."

The final offer was rejected again and workers downed tools. — Sapa.

B. Dawy

6/9/85

9/9/85 (152) (156) B-Day

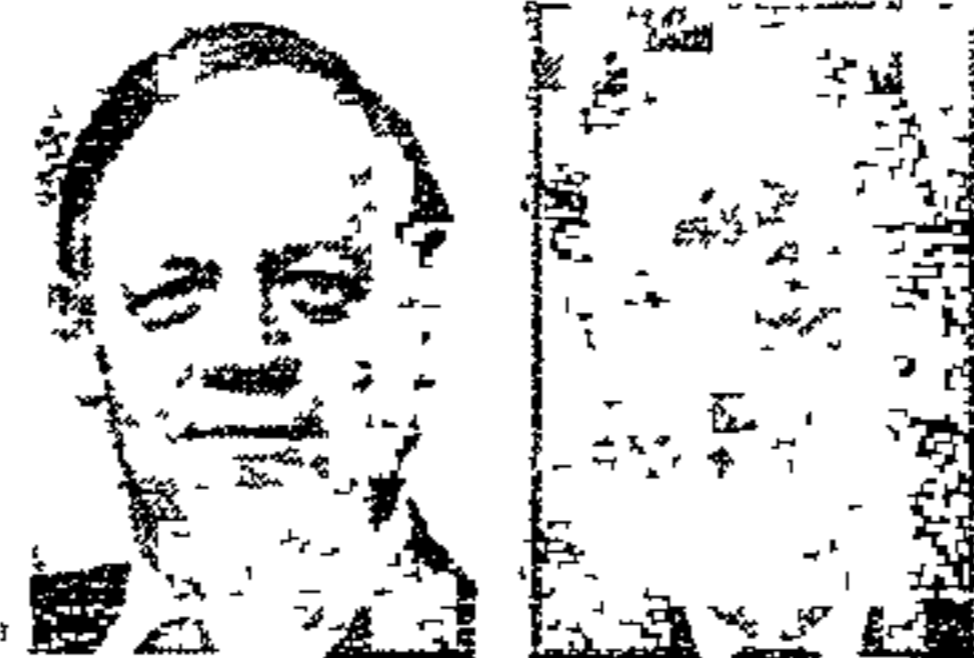
# Strike sackings for hot debate

AN URGENT call for the introduction of laws to protect employees on a legal strike will be debated at the annual conference of the Trade Union Council of South Africa (Tucsa) next week.

The motion submitted by Tucsa's National Executive Committee, is expected to gain strong support at a time when many unions are intensifying their demand for laws to restrain employers from dismissing legal strikers.

The conference will be opened in Johannesburg on Monday by Nic Wiehahn, director of Unisa's School of Business Leadership, and key speakers include Urban Foundation MD Robin Lee and Bok Marais, vice-president of the Human Sciences Research Council (HSRC).

The grave unemployment situation is mirrored by the Sweet Workers Union's call for local au-



● Nic Wiehahn ● Robin Lee

thorities to stop evicting families when a breadwinner is unemployed and to allow payment of arrears when they are re-employed.

There is also a proposed call for government funds to support the unemployed because the Unemployment Insurance Fund was never intended to meet the present crisis.

Tucsa is dissatisfied with a new government scheme granting cash

handouts to white families affected by retrenchments. It sees this as "blatant discrimination" and wants a nationally co-ordinated scheme.

Further proposals emphasise Tucsa's opposition to banning, detention without trial, removals and influx control, its protest against police action and a call for black freehold rights.

The National Union of Clothing Workers has re-iterated demands for housing authorities to ensure the planning and construction of sub-economic housing prevents degeneration into slums.

Hot debate may follow a proposal that the Minister of Manpower re-examine the registration process.

Tucsa has supported the registration system over the years, but many of its affiliates now feel this is a dead issue.

# Strike 152 dismissals examined

The dismissal of workers on a legal strike and the lack of protection in the law for legal strikers came under the spotlight today at the annual conference of the Trade Union Council of South Africa

Delegates unanimously adopted a resolution calling on the Government to introduce legislation to limit the right of employers to discharge their employees when engaged in a legal strike called in terms of the Labour Relations Act

10/9/85  
SHOCKED

Speakers who debated the issue said they were shocked at what action employers were still entitled to take against legal strikers

Some unethical employers could use loopholes in the law to avoid retrenching workers with full retrenchment benefits by simply biding their time and dismissing striking workers

Migrant workers from the homelands were particularly vulnerable to dismissal

# UDF joins call for work stayaway

## Political Staff

CALLS for a two-day stayaway from work in Cape Town were made yesterday — and supported by several groups, including the United Democratic Front — but confusion arose over when it would take place.

However last night it seemed that the call for a stayaway tomorrow and on Thursday had more widespread support.

The UDF interim organizer Mr Naseegh Jaffer, who came out of hiding to address a press conference said the front would support a stayaway tomorrow and on Thursday after it had become clear that it had widespread support.

Confusion arose after different anonymous pamphlets called for a stayaway on different days. One said the stayaway was to be today and tomorrow, another said it would be tomorrow

and Thursday.

Yesterday the secretary of the Mitchells Plain Centre Merchants Association Mr Alec McLeod said members had decided to close their shops today and tomorrow.

A spokesman for the Western Cape Traders' Association said "we don't want to defeat our objectives in terms of the consumer boycott of white shops and have therefore decided to open our shops as usual but close from 1pm to 4pm on the days of the stayaway in solidarity with the people".

In another statement yesterday eight trade unions said they were "aware of calls being made for a stayaway from work".

A report-back meeting would be held today to discuss the possible support for a stayaway tomorrow, a trade union spokesman said.

The union statement

was issued in the name of the Food and Canning Workers' Union, Cape Town Municipal Workers' Association, National Union of Textile Workers (NUTW), General Workers' Union, Commercial Catering and Allied Workers Union of South Africa, National Automobile and Allied Workers' Union (Naawu), Paper Wood and Allied Workers' Union (Pawawu) and the Retail and Allied Workers' Union.

Three of the unions involved in yesterday's discussions are affiliates of the Federation of South African Trade Unions (Fosatu) — NUTW, Naawu and Pawawu.

A spokesman for the eight said they had met briefly yesterday to discuss the calls. It had been decided that the matter would be discussed with union members concerning the possible support for a stayaway on Wednesday September 11, the spokesman said.

A spokesman for Fosatu said the call for a stayaway had to be discussed with members.

Lieutenant Attie Laubscher, a police liaison officer for the Western Cape, said several pamphlets calling for a stayaway had been distributed in Bellville yesterday and that the matter was being investigated.

# Call for revised strike law

152  
CAPE TIMES  
11/9/85

JOHANNESBURG — A resolution calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Trade Union Council of South Africa (Tucsa) conference in Johannesburg yesterday

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain"

Mr Jan Hurter of the Mines Surface Officials Association said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes

"This would prevent wildcat strikes and encourage strikers to utilise negotiation procedures which often result in a settlement," he said

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that

- The employment contract is suspended for a time limit or indefinitely during a strike

- Dismissal of legally striking workers constitutes an unfair labour practice

- Summary dismissal of legally striking workers be declared illegal

Speakers who debated the issue of employees on legal strike in terms of the Labour Relations Act being dismissed said they were shocked at what action employers were still entitled to take against legal strikers

Earlier, the conference heard that the critical housing shortage in South Africa was a factor in the present unrest because it was part of the legitimate and deep-seated grievance of the black communities

Addressing the conference, Dr R H Lee, the managing director of the Urban Foundation, said resolution of the crisis required widesweeping reforms and a dynamic housing policy

He said the reasons for these shortages included "a reluctance to build more houses in 'white' cities for blacks, channelling of state housing programmes to homelands and a negative attitude to black urbanization" — Sapa and Own Correspondent

# Mercedes Benz

## workers strike

~~4801~~ ~~152~~  
Post Reporter

WORKERS at the Mercedes Benz plant in East London were on strike again today following the suspension of a worker two weeks ago

All 2 500 workers at the plant downed tools yesterday morning, bringing production to a halt

According to a spokesman for the Mercedes Benz headquarters in Johannesburg, negotiations were again in progress between management and representatives of the National Automobile and Allied Workers Union (Naawu)

The worker around whom the strike revolves was suspended from work for a few days by management, who had decided to take disciplinary against him

The spokesman said this was the first time the workers had all gone out on strike since the suspension of the worker two weeks ago

There had been three minor work stoppages in that period, but these had been confined to certain sections of the plant, the spokesman said

Mr Les Ketteldas, regional secretary for Naawu, was in East London today and not available for comment

# Now Tutu threatens work <sup>152</sup> stayaway

Own Correspondent

DURBAN — Bishop Desmond Tutu yesterday called on nearly 400 church leaders to help him organise a nationwide weeklong stayaway from work. 11/9/85

He was addressing church leaders from 47 different denominations at a National Initiative for Reconciliation meeting in Maritzburg.

And Professor David Bosch, Dean of Theology at Unisa, told the meeting that never before in the history of the Afrikaner churches had there been so much soul-searching.

Bishop Tutu said he would call for the stayaway if the Government refused to heed requests to lift the state of emergency, charge or release detainees, and talk to "authentic leaders".

"I'm going to tell people stock up, don't go into the streets, but stay indoors."

He urged other church leaders to join him in this "non-violent strategy".

Professor Bosch said "The Afrikaner church people are at their wits' end. They are at the point where they are asking themselves the most soul-searching questions they have ever asked."

He said that in the present atmosphere, any "imaginative initiative" by the Government could succeed.



# Precedent-setting court ruling on mine strike likely

By PHILLIP VAN NIEKERK

The Industrial Court case in which the National Union of Mineworkers (NUM) is challenging the right of employers to fire workers on a legal strike could be the most important aspect to emerge from this year's wage dispute between the NUM and the Chamber of Mines

If the court does rule that after following the exhaustive legal channels — as the NUM has done in this year's wage talks with the Chamber — it is an unfair labour practice to fire workers en masse, an important precedent will have been set

The union is arguing that if it does not accept this argument, the court will have removed the major incentive for legal strike action and will be giving unions carte blanche to go on wildcat strikes

This year's wage negotiation shows a responsible union which was prepared to go patiently through the whole process of negotiation before opting for strike action

On the other hand, if the court does accept the NUM's case, it will remove the strongest weapon in the hands of the mining houses — the right to fire thousands of workers

Even before the start of this year's strike, all three mining houses facing industrial action issued their employees with pamphlets warning them that to strike would mean instant dismissal

This very real threat plus the heavy police presence are given by the union as the main reason why the strike failed on the bigger mines

Some 23 000 workers on Gencor, Gold Fields and Anglovaal mines struck in support of higher wages — less than half the number the NUM said they would pull out

In all, some 11 gold mines and collieries were hit by action, but the biggest mines — Gold Fields' Kloof and West and East Driefontein and Anglovaal's Hartebeesfontein — did not come out in force

And after three days, the strike was collapsing in the face of mass

dismissal threats before the union suspended it pending the Industrial Court case

In some instances, says the union, workers were forced underground at gunpoint

Cyril Ramaphosa, general secretary of the NUM, believes that workers were intimidated into not striking, while management makes the same claims from the other end

According to Ramaphosa, the "despicable behaviour" of mine management demands that the union seriously examine a change of strategy

"We warned three weeks in advance that we were striking so that we could mobilise our members. It turns out that management was also mobilising

"Some of our most effective strikes were taken at short notice when management was not prepared"

However, the actual reason for the strike's relative failure could be a combination of factors, including the particular circumstances at the various mines

At East Driefontein and Hartebeesfontein, for instance, the union was largely gutted after the strikes earlier this year in which the top leadership was fired

Mass dismissals, now looming at Marieval and Deelkraal as well, often mean a weakening of the union's strength, though NUM sources say the union has recovered at Vaal Reef South, where 14 000 workers were dismissed in April, many to be rehired.

Either way, the union played its weakest card by bringing out Gold Fields, Gencor and Anglovaal mines while 86 percent of its membership are at Anglo American — though Ramaphosa says the NUM had no choice

The split offer meant the union could not reject the Anglo American-Rand Mines package while at the same time it could not accept the offer of the other three.

Sept



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the houses accomplishment which have entered

# Tucsa to seek sacking curbs

Business Day Reporter

152  
B. Day 11/9/85

A RESOLUTION calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Tucsa conference in Johannesburg yesterday.

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain" by an amendment moved by Gert van der Walt of the East London Municipal Worker's Union.

Seconding this, Jan Hurter of the Mines Surface Officials Association said following correct procedure was a big bluff unless the employer's right of dismissal was restrained.

In certain cases, the Labour Relations Act declared striking a criminal offence, but a legal strike did not exist in the sense that strikers had no more common law rights under the circumstances.

He said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes.

"This would prevent wildcat strikes and encourage strikers to utilise negotiation procedures which often resulted in a settlement," he said.

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that:

- The employment contract is suspended for a time limit or indefinitely during a strike,
- Dismissal of legally striking workers constitutes an unfair labour practice,
- Summary dismissal of legally striking workers be declared illegal.

# WORKERS JOIN CAPE STAYAWAY

By JOSHUA RABOROKO 152

HUNDREDS of Cape Peninsula workers yesterday heeded the stay-away call by the United Democratic Front and trade unions in protest against the recent detentions under the state of emergency regulations.

The situation was tense but calm as buses from most townships were emptier than usual. Although trains appeared to be unaffected, some passengers

said they were travelling earlier than usual

However, the mass stayaway from work became evident later when a spokesman for the Cape Chamber of Industries reported more workers did not report for work

Meanwhile trade unions — the Federation of South African Trade Unions (Fosatu) and other unity talks unions — have resolved to intensify their consumer boycott of white-

owned shops

They condemned the detention of trade unionists

The unions also resolved to

12/9/85  
• Call on the Government to release all detainees and political prisoners,

• Call on the Government to withdraw all SADF and SAP from townships,

• Call for the lift of the state of emergency, and

• Call on the Government to lift the ban on

the Congress of South African Students (Cosas)

In another labour development, Durban police yesterday searched for more explosives at a metal scrapyards where a Russian-made mine was found on Tuesday

Captain Winston Heunis, the local liaison officer, said the SAP did not think the bomb was planted to go off in the yard

It was not known how it got there

# Stayaway estimates differ

CAPE TIMES

12/9/85

1520

STAYAWAYS at City businesses yesterday averaged between 50 and 60 percent with only a very low percentage reporting full stayaways, according to a survey by the Cape Chamber of Industries

However, the United Democratic Front claimed in a statement issued last night that the stayaway was 75 percent successful

The mass stayaway, supported by the UDF and nine major trade unions, was called to protest against detentions and the presence of police and troops in townships.

Many factories and shops did not open yesterday. Milk and bread deliveries were badly disrupted.

A spokesman for City Tramways, Mr Bob Krause, said that although buses ran normally, the stayaway had "indeed had an effect"

## Sticks, sjamboks and pangas

The secretary of the Divisional Council, Mr C Mocke, said the council's Forestry and Northern Services departments had been hard-hit by stayaways of more than 90 percent

● Migrant workers returning to Guguletu clashed with youths late yesterday afternoon when groups of workers were attacked with stones and sticks.

The workers evidently retaliated with sticks, sjamboks and pangas. Police intervened and separated the two groups. It was unclear last night whether there had been injuries.

● Meanwhile, at the National Initiative for Reconciliation Conference in Maritzburg, Bishop Desmond Tutu yesterday threatened to organize a national one-week stayaway next month unless the government agreed to four demands:

"We, this body, must go and tell the government to lift the state of emergency, get the SADF out of our black townships, charge or release those who have been detained and then sit down and talk to our leaders, the authentic representatives," he said in an address to 400 Christians from 47 denominations

## 'As if swatting flies'

He said that during the state of emergency the police had been indemnified and had a licence to kill

"I have had enough of our people being killed as if you are swatting flies. I will tell our people to stock up, don't go out in the streets because they will kill you, stay indoors. The children must not go to school. I know they will provoke you, they will throw teargas in your house.

"This is a non-violent strategy. If you want to identify with us so that we can change this country according to what God wants it to be, then we have to take that kind of action. Are you ready?"

"Maybe white people still want to think about it. I think black people no longer want to think about it because we are on the verge of a catastrophe."

● Home deliveries of the Cape Times yesterday morning were affected by the stayaway — Staff Reporter and Own Correspondent

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● Home deliveries of the Cape Times yesterday morning were affected by the stayaway — Staff Reporter and Own Correspondent

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IN THIS LESS

# Dismissals dispute could affect firms nationwide

By Sheryl Raine

152  
A dispute between the Food and Canning Workers' Union (FCWU) and a Dairy Belle factory near Pretoria is threatening to affect other food industries nationwide. **STAR**

The South African Co-ordinating Committee of the International Union of Foodworkers, to which many unions in the food industry are affiliated, has sent a warning message to the directors of Dairy Belle's holding company, Imperial Cold Storage, threatening to nationalise the dispute "if progress is not made very soon".

The message indicated full support for the FCWU and urged management to negotiate in good faith.

Dairy Belle is due to meet members of the FCWU today.

Although the FCWU is not affiliated to the IUF it has a close relationship with other unions in the food industry.

The dispute at Dairy Belle centres on the dismissal last week of about 400 workers from the company's Clayville concern following a strike.

According to the union, which has a recognition agreement at Clayville, the strike concerned the dismissal of a security guard who had laid charges of theft against a white personnel manager. The union claims the guard was victimised and dismissed.

## DISMISSED

No action was taken against the manager due to lack of proof. Union members claim black workers are regularly dismissed with less proof.

"The security guard was arrested at his home in the middle of the night. Police said they had been told by Dairy Belle management to arrest him. News of his arrest triggered the strike. He was released the next day," said a union spokesman.

The union is demanding the reinstatement of the workers and the security guard.

The general manager of Dairy Belle, Mr Dan Waldeck, said the entire workforce had been dismissed and although a recognition agreement contained procedures to be followed before strike action was taken, the agreement had not been used by the union.

"We tried unsuccessfully to settle the dispute and under the circumstances could take no other decision other than to dismiss the workers," he said.

He added that his company welcomed the opportunity to put the dispute as well as the union's actions before a court or independent arbitrator.

152

~~150A~~ ~~1115~~ 8 Day

# Mercedes suspends work in E London after strike

PRODUCTION at the Mercedes Benz plant in East London was suspended yesterday when workers went on strike after dismissals, a company spokesman said.

Two hundred workers at the CDA assembly plant were laid off on Tuesday after work stoppages throughout the day, said the spokesman.

The dismissals were a disciplinary measure and followed the laying off of 100 workers last week, he said.

Over the past two weeks the plant had a number of very disruptive work stoppages.

On Thursday it was decided to lay off 100 workers who were felt to be responsible for the stoppages.

On Tuesday morning a further 200

workers were fired for illegally stopping work.

However, all those who were laid off have been offered the opportunity of re-applying for their jobs.

The spokesman said workers in various sections of the plant downed tools on Tuesday in sympathy with the 100 workers dismissed last week.

Negotiations between management and the trade union were still under way yesterday and the spokesman could not say when they would end.

Both sides are committed to talks, but there is still disagreement.

The main point of contention was that shop stewards had demanded the unconditional reinstatement of the 300 workers, he said — Sapa-Reuter

## Mercedes starts R75m tool-up

MERCEDES BENZ has started an 18-month tool-up costing R75m for the launch of its W124 series scheduled for launch sometime next year.

The W124 is a member of the high-technology school of vehicles. The range was launched in Europe last November and replaces the W123 range.

Mercedes is not competing with the BMW 3 model, which has taken a

ALAN PEAT

large percentage of the small luxury saloon market.

The W124 falls into the middle-range category of luxury saloons. The BMW 3 series falls into the under-R25 000 class. The current MB W123 series is priced at more than R20 000 and the W124 series is expected to cost well above that figure.

AREA: Within a radius of 56 km from the Welkom Railway Station, excluding that portion of Kroonstad falling within this area.

LO - BUILDING INDUSTRY, O.F.S. GOLDFIELDS



Bishop Desmond Tutu answers questions from the Press after delivering his address in Pietermaritzburg yesterday. With the bishop is Prof David Bosch (centre) and Mr Michael Cassidy, of Africa Enterprise.

# Tutu threatens to organise week-long stayaway

Pietermaritzburg Bureau

NOBEL peace prize winner Desmond Tutu yesterday threatened to organise a national one-week stayaway next month unless the Government agreed to four demands, which included the lifting of the state of emergency.

Addressing 400 Christian leaders, representing 47 denominations at the National Initiative for Reconciliation Conference here, Bishop Tutu asked delegates whether they were 'ready to disobey unjust laws'.

He said 'We, this body, must go and tell the Government to lift the state of emergency, get the SADF out of our black townships, charge or release those who have been detained and then sit down and talk to our leaders, the authentic representatives'.

The Bishop said that during the state of emergency the police were indemnified and had a licence to kill.

'I have had enough of our people being killed as if you are swatting flies'.

If the Government did not agree to the demands, Bishop Tutu said, then he would organise a national stayaway for a week.

'I will tell our people to stock up, don't go out in the streets because they will kill you, stay indoors. The children must not go to school. I know they will provoke you, they will throw tear-gas in your house. They have done that before'.

'This is a non-violent strategy. If you want to identify with us so that we can change this country according to what God wants it to be, then we are going to have to take that kind of action. Are you ready?'

Bishop Tutu said 'Maybe white people still want to think about it. I think black people will no longer want to think about it because we are on the verge of a catastrophe.'

In his address to representatives from English and Afrikaans churches, including two military chaplains in their private capacities, and some African independent churches, Bishop Tutu said he doubted if anything significant could happen in the Church un-

less the white Dutch Reformed Church was not part of it.

'If the Dutch Reformed Church could recover their history when they were true to the Church of God, when they were hospitable to the poor and hungry and spoke for the voiceless, then we would have a bloodless revolution'.

Turning to the conference theme of reconciliation, Bishop Tutu said Christian reconciliation involved confrontation because the Cross was a confrontation with evil.

'How do you forgive someone who has not asked to be forgiven? You can't be reconciled when the foot is on your brother's neck.'

## Logistics

Speaking at a Press conference after his address, Bishop Tutu said the longer people waited, the more difficult it would be to 'find an equitable solution which will not be costly'.

Referring to the proposed stayaway, he said whether the boycott happened or not depended on the Government's response 'and we hope the stayaway will not be necessary'.

'We are looking in terms of weeks and not months. I will need to sit down with the private sector and trade unions to discuss the logistics and we are looking at the second half of October'.

The Bishop said that just as the British concentration camps during the South African War had left their legacy on Afrikaners, so people should think what was being left for the posterity of black people.

The three-day conference, convened by the Pietermaritzburg-based evangelistic organisation Africa Enterprise, enters its final day today when Archbishop Denis Hurley of Durban will address the conference.

152

12/9/85

Mercury



# 'Don't go to work' call

152

A GROUP of 400 Christian leaders from 47 denominations has placed an advertisement in a Johannesburg Sunday newspaper calling, among other things, for Christians to stay away from work on October 9.

The group, which met in Maritzburg last week to launch the National Initiative for Reconciliation, said in its "statement of affirmation", dated September 12, that it would also immediately send a delegation to the State President with several "positive initiatives".

*so we can*  
"This assembly does not issue a statement of words but issues a commitment to action," the statement said.

*13/9/85*  
The group felt it was urged "to help remove ignorance of events in South Africa and prepare people for living in a changed and totally non-racial land."

150 B. Day  
12/9/82

# Tutu warning on week stayaway

BISHOP Desmond Tutu has warned that a national week-long stayaway could go ahead next month unless government lifts the state of emergency and withdraws troops from townships.

Tutu told the National Initiative for Reconciliation in Maritzburg "I am going to tell our people. Stock up, do not go out on the streets, stay indoors, the children must not go to school."

"This is a non-violent strategy. If you want to identify with us so that we can change this country into what God wants it to be, then you are going to have to take that kind of action."

A SENIOR Assocom spokesman said the reaction by many employers to a church conference call here for a national stayaway on October 9 would probably be one of 'no work, no pay'.

Mr Vincent Brett, manpower secretary of Assocom, was commenting on a decision taken for a national work stoppage yesterday at the National Initiative for Reconciliation Conference

Mr Brett said the church was 'unfairly penalising the business community who were themselves in the forefront for change in South Africa'

'These calls for stayaways over recent months are beginning to mount and are disrupting many businesses. At some stage employers are going to say enough is enough and start taking disciplinary measures against those who do not come to work.

'Employers can't be expected to "suspend their activities" as they also have a responsibility to their shareholders and clients,' Mr Brett said

### Agreed

He said the general attitude of many employers on October 9 would probably be that of 'no work, no pay'.

The conference also agreed to send a delegation to President Botha to present six 'positive initiatives'

Mr Botha will be asked to lift the state of emergency, remove the SADF and the emergency police force from the townships and start the process towards introducing a 'common system of education'

The conference will request that all detainees and political prisoners be released, that charges against 'the treason trialists be dropped and exiles be allowed to return home'.

### 'Repentance'

Mr Botha will also be asked that talks begin 'immediately' with authentic leadership of the various groups with a view to equitable power sharing and an end to all forms of legislated discrimination

Christian employers were asked to support the stayaway call by encouraging their employees to observe the day and to suspend their business activities.

With the exception of the Dutch Reform Church, most of the 400 Christian leaders at the National Initiative For Reconciliation Conference voted overwhelmingly that October 9 be set aside as a day to reflect on the present crisis in South Africa

A four-page statement of intent from the conference read 'On October 9,

Christians, rather than attending the places of their usual employment, except as so far as essential services are concerned, should give the day to repentance, mourning and prayer for those sinful aspects of our national life which have led us to the present crisis.

'Congregational leadership should further enable this process by bringing a greater awareness to members regarding those aspects of our national life.

'Moreover, Christian employers should encourage their employees to observe such a day and observe it themselves by suspending their normal commercial and professional activities,' the statement said.

It also said the National Initiative for Reconciliation was to continue as it had formed regional conferences where between 20 000 and 30 000 Christian leaders would meet regularly to discuss problems in their areas.

'We believe the Church should help to remove ignorance of events in South Africa and prepare people for living in a changed and totally non-racial land,' said the statement.

### 'Incredible'

An elated Bishop Desmond Tutu, who had initially proposed a week-long stayaway if the Government refused to meet certain demands, said after the conference he was 'quite amazed' with the outcome.

'When I suggested a stayaway, I thought many would not have bothered to touch it with a barge pole. But on that day we will all, blacks and whites, be saying that this country is burning and bleeding'

'It is an incredible thing that we from such diverse backgrounds should agree to the demands to be set out to the President,' Bishop Tutu said

He said if chosen he would be part of the delegation to see Mr Botha provided the President did not set 'unsatisfactory conditions'.

Dr F van Zyl Slabbert, leader of the PFP, who attended the conference yesterday, said he 'personally had no problems in identifying with the statements'

'But this is a call to Christians and their individual consciences and so cannot be binding on my caucus or my party,' Dr Slabbert added

Referring to the conference attracting leaders from diverse groups, Dr Slabbert said if it was possible to get consensus at this level then there was still hope for a national convention

Employers likely to dock  
'stayaway' workers' pay  
13/9/85  
MORNING  
Pietermaritzburg Bureau

CAPE TIMES 13/7/85

# Less or no support for stayaway protest

Staff Reporter

ORGANIZED commerce and industry reported that yesterday, the second day of the two-day stayaway called by the UDF and nine major trade unions, was not as well supported as the first day

The stayaway was called to protest against detentions and the presence of the police and the Defence Force in Cape townships

The effects of the stayaway varied greatly from business to business, and the overall effect was difficult to quantify, Ms Sonia Bendix, spokesperson for the Cape Chamber of Industries, said yesterday

"There is no overall pattern. We have individual workplace stayaways of 90 percent, and in other areas, 100 percent attendance

She said construction firms employing large numbers of migrants were worst hit

"Mainly African workers stayed away, and employers say workers coming to work are reporting a great deal of intimidation," she said

Industry sources said employers with a reputation for taking a hard line on labour action had a "far higher" attendance than "more liberal" firms

Bread production and deliveries continued to be hard hit, and milk

deliveries were haphazard

There was no stayaway at either Worcester or Paarl, according to industry sources

City Council workers began to return to work yesterday, bringing the average stayaway figures for the entire municipality down to less than 15 percent compared with between 30 and 35 percent on Wednesday

The Divisional Council, which said up to 90 percent of staff in two of its departments failed to report for work on Wednesday, could not provide comparative figures yesterday

Neither local authority intends taking action against staff members who stayed away

● Sapa reports that church leaders meeting in Maritzburg yesterday called on all Christians to stay away from work on October 9 to observe a day of prayer and fasting

The National Initiative for Reconciliation voted overwhelmingly in favour of a statement calling on Christians to use the day for repentance, mourning and prayer for those sinful aspects of our national life which have led us to the present crisis. The call was not intended for essential services

However, Ned Geref Kerk delegates would not support the motion

# Workers stage sympathy sit-down

By Sheryl Raine

Employees at 17 branches of Edgars, Jet and Sales House stores in Johannesburg and on the East and West Rand are staging a sit-down work stoppage in sympathy with 27 employees dismissed from one the group's stores yesterday

The company's group director for Human and Public Affairs, Mr Fred Haupt, confirmed the employees had been dismissed after failing to comply with a deadline to return to work after a previous sit-down lasting 50 working hours at the Cresta branch this week

Mr Haupt said there were between 60 and 100 workers involved into today's work stoppage

He said a dispute had arisen when 27 employees, belonging to the Federated Council of Retail and Allied Workers, staged a sit-down at Edgars in Cresta on Monday. STAR

He said a hearing to investigate their grievances was held on Tuesday and was attended by representatives of the union 13/9/85

The main grievance was a complaint against a store controller who had apparently used abusive language in dealing with the staff

## "RACIST"

The union said today they were demanding to removal of the controller from the Cresta branch and accused him of racist attitudes towards the staff

"The union gave us every indication they had accepted the decision which was reached at the hearing," said Mr Haupt.

"The sit-down continued on Wednesday and yesterday, however. We told them they could

make further representatives or bring new information about their grievances but they refused to return to work"

Mr Haupt said the sit-down had continued and a deadline for the workers to return was set for 2 30 pm yesterday

It was extended to 3 30 pm and when they refused to return to work, they were dismissed

"It was made clear that they could re-apply for their jobs and their applications would be considered We are trying to come to an amicable solution to this problem," said Mr Haupt

# SA strike level low

## HSRC

STAC 18/9/83  
Almost all the work days lost through labour boycotts in South Africa since 1980 were caused by black strike action, according to the Human Sciences Research Council

152  
The HSRC said in a statement issued in Pretoria yesterday that it had researched work stoppages in South Africa from 1960 to 1984. The comparatively low level of strikes could be due to unemployment, a disinclination to strike, or differences in the legal framework in which industrial relations were conducted locally.

Strike action had increased since 1979, when new labour legislation recognising black trade unions was introduced.

The researchers found that strike action by blacks, in contrast to that by whites, was of short duration and usually occurred before the means of resolving conflicts of interest had been exhausted — Sapa

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# Strike <sup>152</sup> action in S A 'low'

JOHANNESBURG—  
Strike activity in South  
Africa is low compared  
with that overseas, but  
has increased since black  
trade unions were  
recognised, the Human  
Sciences Research Coun-  
cil said.

*Mercury*  
It said that unemploy-  
ment, cultural disinclina-  
tion to strike or  
differences in industrial  
relations laws could ac-  
count for the relatively  
low strike rate it found  
between 1960 and 1984.

**Unions** *14/9/85*  
Strikes had increased  
since 1979, when black  
trade unions began to be  
recognised.

The council found that  
96 percent of working  
days lost through strikes  
since 1980 were due to  
black workers, although  
their strikes were short  
compared with those by  
white workers.

Wages, dismissals and  
disputes over union rec-  
ognition were the major  
causes of strikes, the  
council said. It also  
linked higher inflation  
with greater use of indus-  
trial action — (Reuter)

THE JOURNAL

# Nats slam 'racist' Tutu over call for stayaway

Pietermaritzburg  
Bureau

14/9/85  
152  
THE National Party in Pietermaritzburg has strongly condemned the call by Bishop Desmond Tutu at a Christian conference here this week for a national work stayaway.

In a strongly worded statement, the NP said it was 'high time' the Anglican Bishop of Johannesburg was told publicly that 'it is not the place of a servant of God and a leader of the Church to publicly threaten the Government with acts of open confrontation which must lead to further acts of public violence'.

The statement continued 'By no stretch of the imagination could such

action as threatened by the bishop be construed as a "non-violent strategy" The words of the bishop are not saturated with the Gospel of the Lord Jesus Christ. Rather, they are but the echo of the demands of the ANC operating from beyond our borders.

'The message and attitude of the bishop are to be condemned outright'

## Confrontation

The statement said Bishop Tutu had finally 'blown his guise of being at heart a Christian bishop' and had revealed himself to be nothing more than a 'fiery political personality'.

'By threatening to organise a week-long stayaway from work for

Mercury  
blacks, the bishop has further revealed himself to be the worst kind of racist bent not on "peaceful change" (as he claims so loudly) but on organising open public confrontation and fomenting open racial conflict in South Africa on a scale too ghastly to contemplate.

'Should Bishop Tutu feel it in his being to propagate a political doctrine rather than preach the inviolate Gospel of the Church of the Lord Jesus Christ, he would be advised to lay down his spiritual office and divest himself of his clerical robes. This would appear to be the only open and honest course of action for the bishop now.'



75% ~~152~~ 152

stayed

home

— UDF

CP Correspondent

A NUMBER of Cape Town factories were operating with less than 30% of their staff during this week's two-day stayaway

The UDF announced on Wednesday that the stay-away had been 75% successful

Prominent businessman Colin McCarthy said "Some factories have a 70% absentee rate and others just over 10% "

By Wednesday the stayaway was on average 50% successful, he said

This is in spite of confusion over two separate stayaway pamphlets, one calling for a Tuesday/Wednesday stay at home, and the other, backed by nine trade unions and the UDF, for action on Wednesday and Thursday

Western Cape Hostel Dwellers Association chairman Johnson Mpumkupasaid about 50 migrant workers who went to work on Wednesday clashed with youths on the way home — the only incident of violence in the two-day stayaway

Bread, milk and newspaper delivery were disrupted in many parts of Cape Town during the stay-away. There no taxis in the townships as taxi drivers had taken a decision to refuse to transport workers

# Mixed reaction to stayaway call

THIS week's call for a nationwide stayaway from work early next month has received a mixed reaction from big business.

A gathering of 400 churchmen representing 47 denominations resolved in Maritzburg this week to call for a national stayaway on October 9.

All but six of the delegates to the three-day National Initiative for Reconciliation supported the call for a day of "repentance, mourning and prayer for those sinful aspects of our national life which have led us to the present crisis".

The National African Federated Chamber of Commerce (Nafcoc) has not yet

By CHARMAIN NAIDOO and MARK LOUDON

made a statement on the call.

However, its national coordinator and public relations manager, Mr Gabriel Mokgoko, said yesterday: "A management meeting is planned for Monday and the stayaway will be on the agenda."

"Nafcoc is interested in seeing change in South Africa come at a faster pace, and whatever Nafcoc decides will be on the side of change."

## Denounced

The president of the Afrikaanse Handelsinstituut, Mr Donald Masson, denounced the move as one that would "contribute to nothing".

"We do not believe in stayaways and sanctions since those who suffer most are the ones who can least afford to — in this case, blacks," he said.

"Each worker has the right to withhold his labour, but then management also has the right to withhold pay."

Mr Masson said there was a considerable amount of goodwill among white employers and management for their black workers. Workers should not alienate managements because they "will lose out in the end".

The manpower secretary of the Associated Chambers of Commerce (Assocom), Mr Vincent Brett, said his organisation was opposed to stayaways in principle "because they bring outside issues into the workplace".

"Assocom's view is that employers will adopt an attitude of 'no work, no pay' but are unlikely to take any further action."

The organiser of the assembly, Mr Michael Cassidy, of the Africa Enterprise organisation, described it as "the most important church meeting in South Africa in the past five or six years".

Bishop Desmond Tutu said he was delighted by the final resolution — which also calls on Christian employers to close shop for the day. The motion does not include workers in essential services.

# Change stayaway date — Inkatha

UTUNDI — Inkatha's central committee last night endorsed the call by church leaders for a day of prayer to end the state of crisis in South Africa, but appealed for the date — October 9 — to be postponed

Church leaders at the National Initiative for Reconciliation conference in Maritzburg last week called for the day of prayer and a work stayaway

The committee also endorsed the conference's demands for an end to the state of emergency, removal of the SADF and emergency police forces from townships, release of detainees and political prisoners, and immediate talks with the authentic leadership of the different population groups

It said the discussions at the conference, on the whole, reflected the views of black Christians

But Inkatha made it clear it considered October 9 too soon

It said it was essential there be enough time for the people involved to understand the motivation

behind the initiative so they could endorse the proposed action

"We are also aware," the Inkatha statement said, "that stayaways which have been organised in the past to demonstrate black abhorrence of apartheid have been spoilt by violence, when some black organisations and trade union leaders used violence to intimidate black workers into abiding by the stayaway decisions

### CONFRONTATION

"In view of this history, we fear that a day of prayer which involves stayaways, at this time, is more likely to become a forum for a black-on-black confrontation (of the kind) going on now, in our townships and between different political organisations"

● A group of 400 Christian leaders from 47 denominations placed an advertisement in a Sunday newspaper calling for, among other things, Christians to stay away from work on October 9 — Sapa

STAR 152  
16/9/85

# Inkatha backs 'Day of Prayer'

ULUNDI — The Central Committee of Inkatha last night endorsed the call by church leaders for a day of prayer to end South Africa's state of crisis, but appealed for its scheduled date, October 9, to be postponed.

Church leaders — including Anglican prelates Archbishop Philip Russell and Bishop Desmond Tutu — called for the day of prayer and a concomitant work stayaway at a Christian reconciliation conference in Maritzburg last week.

A group of 400 Christian leaders of 47 denominations placed an advertisement in a Johannesburg Sunday newspaper calling, among other things, for Christians to stay away from work on October 9.

## Delegation

The group, which met in Maritzburg last week to launch the National Initiative for Reconciliation (NIR), said in its "statement of affirmation", dated September 12, that it would also immediately send a delegation to the State President with several "positive initiatives". These included ending the state of emergency, the removal of the SADF and the emergency police forces from the townships and the release all detainees and political prisoners.

"This assembly does not issue a statement of words but issues a commitment to action," the statement said.

The group felt it was time "to help remove ignorance of events in South Africa and prepare people for living in a changed and totally non-racial land".

It resolved that on October 9, Christians "rather than attending the places of their usual em-



Archbishop Russell

ployment (except so far as essential services are concerned) should give the day to repentance, mourning and prayer for those sinful aspects of our national life which have led us to the present crisis".

The group called on Christian employers to encourage their employees to observe such a day.

The delegation would ask the State President "to begin talks immediately with authentic leadership of the various population groups with a view toward equitable power-sharing in South Africa, to begin the process of introducing a common system of education, and to take the necessary steps towards the elimination of all forms of legislated discrimination", the statement said.

The Inkatha Central Committee endorsed the

NIR statement. It said the discussions at the Maritzburg conference on the whole reflected the views of black Christians.

But the Inkatha resolution made it clear that it considered October 9 too soon for most black Christians. It said it was essential that enough time should be provided for people involved to understand the motivation behind the initiative so that they could endorse the proposed action.

The Inkatha statement said "We are also aware that stayaways which have been organized in the past to demonstrate black abhorrence of apartheid have been spoilt by violence, when some black organizations and trade union leaders used violence to intimidate black workers into abiding by the stayaway decisions."

"In view of this history we fear that a day of prayer which involves stayaways at this time is more likely to become a forum for a black-on-black confrontation (of the kind) going on now in our townships and between different political organizations."

## Setback

"If these kinds of conflicts were to flare up during the stayaway in observance of the Day of Prayer, this would be a further setback to the struggle for liberation."

Furthermore, October 9 coincided with the end-of-year examinations and it was feared that any stayaways might jeopardize the careers of thousands of black pupils, the statement added.

All this would result in large numbers of black workers losing their jobs in the current parlous state of the economy, Inkatha added — Sapa

# Natalia board workers end strike

(152)

Labour Reporter

WORKERS at the Natalia Development Board's construction and maintenance depot at Kwa Dabeka in Pinetown ended their strike yesterday after a pledge by their union to discuss their grievances with the management

About 250 workers at the depot downed tools on Friday, protesting against the dismissal of 30 workers and the transfer of 25 others to the Umlazi depot. Mrs Nomusa Zondi, a spokesman for the Building and Allied Workers' Union, said yesterday

She said the workers were angry that the dismissal and transfer had been made suddenly on Thursday afternoon and had been due to come into

effect yesterday

'After assuring the strikers that the union would take up their case, all the workers decided to return to their jobs'

A meeting with officials of the Natalia Development Board was scheduled for 8 a m tomorrow

Mrs Zondi said members of the staff who had been given notice of transfer were angry because most of them were settled with their families at Kwa Dabeka and the transfer would mean additional transport costs

## Contracted

'They will have to travel about 100 km daily and no transport allowances have been given,' she said

Mr Pat Adderley, a spokesman for the Natalia

Development Board, said yesterday the workers involved were contracted to KwaZulu and the re-trenchments were normal in view of the cutback in funds by KwaZulu

## Woman shopper wounded

Staff Reporter

A PAARL woman was wounded by gunfire after a clash between students and teachers who were trying to return to school and police who denied them entrance.

A teacher at Klein Nederburg Secondary School, who claimed he saw the incident, said police angered pupils when they stopped and searched a car driven by four members of the Paarl Students Association.

The woman, who had been shopping, was shot after a crowd gathered near the stationary car, the teacher said.

Police ordered the crowd to move away shortly before the shooting took place.

A spokesman for the police public relations directorate in Pretoria said a 38-year-old woman was injured by gunfire, but said this occurred after about 20 youths looted a bread delivery truck some distance from Klein Nederburg in Paarl East.

A bullet ricocheted off a wall and hit the woman as she came out of a shop, the spokesman said.

The teacher denied that a bread truck had been looted and said it was only after the shooting incident that a liquor truck was burnt by angry pupils.

# 12 bus-drivers held during protest march

Labour Reporter

TWELVE bus-drivers were arrested when police dispersed a march by 200 drivers to their union offices.

They were protesting against the lack of protection from stoning.

The men left City Tramways' Arrowhead depot this morning and had to walk to the union office in Salt River because there were no buses.

They claimed that company officials told police they could not use buses from the Mowbray terminus to Salt River.

Police charged the men and dispersed them with sjamboks.

'It's ironic that we were marching to protest about lack of protection in the unrest and then were beaten by the police,' said one driver.

Their grievances about lack of protection came to a head after driver Mr Yusuf Adams was admitted to hospital yesterday. He was injured in a stone-throwing incident while on duty.

### Lost consciousness

Mr Adams was driving on the outskirts of Charlesville when a brick smashed through the windscreen of the bus and struck him on the head. The bus went out of control after he lost consciousness.

The drivers marched from Arrowgate to Mowbray after refusing to drive into certain areas today because they believed it would be unsafe.

A City Tramways spokesman said they had dismissed themselves by this action.

At the meeting Mr M Soeker acting-secretary of the Tramway and Omnibus Workers' Union, said all drivers would be reinstated if they went back to work this afternoon.

He said no victimisation would be tolerated and he would negotiate for the men to be paid for lost time.

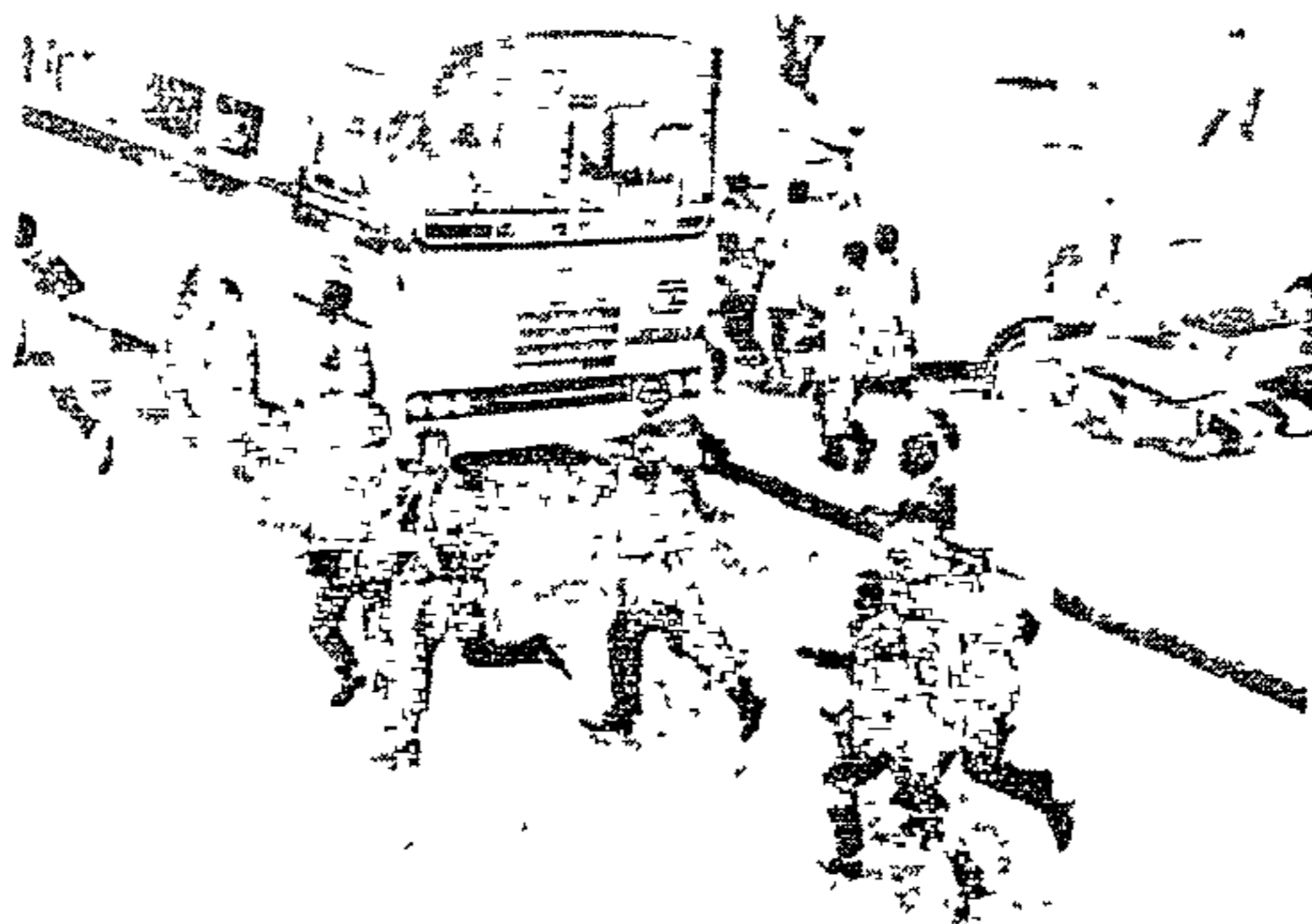
Mr Soeker said he had instructed attorneys to take immediate action to have the arrested men released.



Picture HANNES THIART, The Argus

Above: A bus driver makes a point during a meeting with union officials in Mowbray today.

Below: Bus drivers scatter before a police charge at the Mowbray bus terminus.



Picture LEON MULLER, Cape Herald

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# Police hold 62 in stores demos

152 880  
E. POST 18/09/85  
JOHANNESBURG — Police have arrested 62 people demonstrating against Edgar's stores' refusal to reinstate 400 dismissed workers, a spokesman for the Federated Council of Retail and Allied Workers said yesterday.

The spokesman said those arrested had been demonstrating outside various Edgar's group stores.

The arrested people were taken to John Vorster Square.

It was later learnt that 26 people were being charged under Johannesburg's by-laws for distributing pamphlets, and the other 36 were being charged for holding an illegal gathering. — Sapa

# 30 arrested at placard protest against Edgars

The dispute between the Federated Council of Retail and Allied Workers (Fedcrow) and Edgars yesterday led to the arrest of 30 union members staging a lunchtime protest in Johannesburg's city centre.

The demonstration followed the breakdown of talks between Fedcrow and Edgars management which began on Monday.

About 10 protesters stood silently in Eloff Street holding up placards displaying scrawled slogans condemning the racism allegedly practised at Edgars.

Some union members handed out pamphlets calling on the public to boycott all the stores in the Edgars group, including Jet and Sales House.

Two police vans and three carloads of policemen with dogs arrived on the scene at about 1.30 pm. Without warning them to abandon their protest or to disperse, policemen started bundling all the placard bearers and those who were handing out pamphlets into the vans.

## SHOUTING SLOGANS

As the vans drove off the detained protesters began shouting slogans. About 50 bystanders joined in and showed black power signs. The police cars stopped and three policemen with dogs got out to disperse the small crowd.

In the negotiations preceding the strike the union demanded the unconditional reinstatement of about 400 workers dismissed for going on a sympathy strike with colleagues at the group's Cresta branch.

Twenty-seven Cresta workers were dismissed last week after going on strike to back a demand for the suspension of a white store controller who made an allegedly racist remark against a black worker.

According to the union negotiations between Fedcrow and Edgars, which began on Monday, broke down yesterday when the company insisted on taking back the workers only with a final warning — a next "offence" would lead to instant dismissal.

Fedcrow rejected this condition because it did not offer workers satisfactory job security.

The director of Human and Public Affairs for the Edgars group, Mr Fred Haupt, said it had been made clear during the meeting with the union that the company would be willing to reinstate the dismissed workers. But this would be on condition that any future 'wildcat action' would mean dismissal.



# Busmen in the frontline

Staff Reporter

ABOUT 100 City Tramways bus drivers at the Arrowgate depot in Valhalla Park yesterday refused to go on duty after one of their colleagues was seriously injured in a stone-throwing attack.

Mr Y Adams was knocked unconscious and lost control of his bus when a stone thrown through the windscreen hit him on the head. The bus smashed into two electric-light standards in Modderdam Road, Valhalla Park — less than a kilometre from the Arrowgate Depot — before coming to a halt.

Angry drivers yesterday afternoon said they were unhappy about working in the areas affected by the unrest and were refusing to enter the townships until certain demands they had put to the Tramways management were met.

## 'No protection'

A group of 12 drivers and inspectors spoke to the Cape Times on condition they were not identified. They said "at least 15" drivers had been injured in attacks in the past two weeks.

"They give us no protection, we don't have metal screens or perspex on our windows, our lives are in danger all the time," one driver said.

During unrest yesterday, at least five buses were damaged in stone-throwing incidents and

one bus came out of Mitchell's Plain with 23 broken windows.

An inspector said "The men are tense and they are scared. They are operating on their nerves and it is only a matter of time before one has a nervous breakdown."

## 'War'

Another driver said "Man, it's war out there, and we are in the frontline because our own kids say we are part of the enemy."

"The worst is at night. You can be driving along the road, you can't see anything, then suddenly a group of 30 people just comes out of the dark, throwing petrol bombs and stones."

One driver, who other drivers said was "speaking for us all", said "We refuse to work in these conditions."

"Our men are earning less than R140 a week after deductions, and they must pay us at least R200 before we will be prepared to face those kinds of dangers."

"They must stop the buses running after 10pm, because that is the real danger time."

A director of City Tramways, Mr F Potgieter, confirmed that "a number" of the drivers would not go into certain areas because of the dangers involved.

"We are aware of the problem and are investigating ways and means to overcome it," he said.

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# Alfa dismisses 600 on strike for severance pay

ALFA ROMEO yesterday dismissed about 600 workers from its motor assembly plant at Brits

The move came after they went on strike to demand severance benefits, the National Automobile and Allied Workers' Union (Naawu) said

Last week Alfa Romeo said it would shut its 22-year-old manufac-

turing plant and distribution operation

Alfa said it was withdrawing from South Africa because of heavy losses resulting from a steep downturn in the domestic motor industry.

The union, which represents most of the strikers, said workers at the factory downed tools on Monday in

protest against the company's refusal to negotiate plant closure benefits with the workers

A spokesman for Alfa denied that the company refused to discuss severance benefits with workers

"We have negotiated with them and have proposed better benefits than they could expect at this stage," the spokesman said — AP-DJ



SOME of the workers from Jet, Sales House and Edgars stores who have been dismissed for going on strike

# Stores 152 sacks 400

MORE than 400 workers from the country-wide Jet, Edgars and Sales House chain stores, yesterday claimed they had been dismissed for taking strike action after demanding the sacking of a white supervisor at one of the stores.

At a meeting in Johannesburg, the workers, mainly members of the Federal Council of Retail and Allied Workers Union (FCRAWU) called for a boycott and appealed to the unemployed to take up jobs at the stores.

Stores of the workers, chanting freedom songs and making black power slogans, including shouting "an injury to one is an injury to all", assembled at Khotsko House where they discussed their problems.

The strike was sparked off by what the workers regard as "racist and rude" attitude of a white supervisor who allegedly used abusive language against workers at the Bloemfontein branch stores.

After several meetings were held in an attempt to resolve the issue, the workers downed tools and were supported by other stores. *SOWETAN* Edgars' human and public affairs manager, Mr Fred Haupt, confirmed that workers have been dismissed after refusing to work. Several of their stores' staff have joined the industrial action and the company was due to hold a meeting with the union yesterday.

He said the workers had complained about the usage of abusive language by a white worker. The matter was investigated and the said worker was warned after claiming that he did not recall using "bad language and asked for forgiveness."



Workers relax on the grass in front of the Bosal Africa plant in Uitenhage today awaiting confirmation that they will be receiving their pension contribution payouts. About 120 employees of the motor component company have been on a "sit-down strike" since Friday.



Bosal Africa plant in Uitenhage today awaiting confirmation that they have received their pension payouts. About 120 employees of the motor component company are on a "sit-down strike" since Friday.

# 120 at Uitenhage plant on strike

152  
E POST  
17/09/85

By WENDY FRAENKEL

ABOUT 120 employees from the Bosal Africa plant in Uitenhage have been on a "sit-down strike" since Friday, demanding that they be paid out their total pension contributions

According to a shop steward for the National Allied Automobile Workers Union (Naawu), Mr Wellington Sayoma, all the workers from the plant would only return to work once certain documents which would make the pay-out official, were signed

He said the reason the men wanted the money was that they were unable to make ends meet because of the recession, lay-offs and short-time

The workers also said that they needed money for housing. The company did not make funds available for housing

Most of the workers who are on strike have been with the company for between 15 and 20 years

Mr Sayoma said management had agreed on September 4 to pay out these contributions in a month's time

However, the chairman of Bosal Africa, Mr Karel Boss, who is at present in Belgium, rejected the idea

According to a letter to the employees from the director and general manager of Bosal in Uitenhage, Mr Les Hall, it was indicated that because the pension fund was a worldwide one the chairman was not prepared to see South Africa as an exception

According to the letter the chairman did, however, recognise the severity of the economic situation in Uitenhage and was prepared to make special loans available to employees

Employees who had been with the firm for two years or more could be given a loan equal to their pension contributions

Mr Hall was unable to comment to the Evening Post today as he was involved in negotiations with trade union officials and shop stewards. The Uitenhage branch of Naawu were also unable to comment

A notice to all employees from Mr Hall reads "It has been requested that everyone return to work. It requires that everyone be back at work at 1 30pm on Tuesday, September 17, in terms of their conditions of employment. Should they ignore this notice it would be a breach of their conditions and their services with the company might be terminated"

# Inkatha support for stayaway praised



THE practical difficulties raised by Inkatha about the proposed national stayaway and day of prayer on October 9 were being sympathetically considered by the national committee of the National Initiative for Reconciliation Conference, the committee's chairman, Mr Mike Cassidy, said yesterday.

He said he had not been able to speak to all his fellow committee members. "We are thankful to

CHIEF Buthelezi - Inkatha leader.

learn that the central committee of Inkatha last night endorsed the call made last week for a national day of prayer about our present situation."

Mr Cassidy, who also heads the Christian organisation, Africa Enterprise, said the people intending to be involved in the day of prayer were adult Christians and that pupils writing end-of-year examinations would not be inconvenienced.

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Sowetan

17/9/85



Workers relax on the grass in front of the Bosal Africa plant in Uitenhage today awaiting confirmation that they will be receiving their pension contribution payouts. About 120 employees of the motor component company have been on a "sit-down strike" since Friday.

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# Stayaway call gets backing

THE Democratic Lawyers' Congress has come out in support of a group of 400 Christian leaders from 47 denominations that met in Maritzburg last week to launch the National Initiative for Reconciliation.

The group has already placed advertisements in newspapers calling among other things, for Christians to stay away from work on October 9 (except in regard to essential services)

The assembly also said it would send a del-

egation to the State President, Mr P.W. Botha, to present the following "positive initiatives":

- End of the state of emergency
- Removal of the SADF and emergency police forces from the townships
- Release of all detainees and political prisoners, withdrawal of charges against the treason trialists and permission for exiles to return home.

- Begin talks immediately with authentic leadership of the various population groups and with a view towards equitable power sharing in South Africa
- Beginning of the process of introducing a common system of education, and
- Taking of the necessary steps towards the elimination of all forms of legislated discrimination

The signatories listed in the advertisement are Mr Michael Cassidy, chairman, Dr Bonganjalo Goba, Vice-chairman, Archbishop Phillip Russell, Rev Alan Maker, Bishop Desmond Tutu, Professor Adrio Konig, Denise Ackermann, Professor David Bosch, Rev Peter Storey; Dr Khoza Mgojo; Dr Piet Liebenberg; Dr Caesar Bolebatsie, and Virginia Gcabashe.

Mr Sello Monyatsi, public relations officer of the DLC, said they pledged their support for the assembly.

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(152) (152)

FM 20/9/85

whether they were acting within their rights in dismissing more than 1 000 strikers earlier this month. And at its annual conference last week the Trade Union Council of SA called on government to introduce legislation limiting the right of employers to discharge lawful strikers.

Labour lawyer Halton Cheadle introduced some new thoughts on the subject at a labour conference last week organised by industrial relations consultants Andrew Levy and Associates. He compared the laws and practices related to the dismissal of strikers as they apply in various parts of the Western world.

In SA the Labour Relations Act protects registered trade unions embarking on legal strikes from two types of action:

- Employers may not sue for losses incurred due to strike action, and
- The courts will not grant interdicts prohibiting such a strike.

As far as the FM can ascertain, no unions have faced civil claims from companies in SA, although there have been some applications for interdicts prohibiting unlawful



Cheadle ... comparing SA labour law to that elsewhere

strike action. There were two such cases last year: one involving Gold Fields of SA and the NUM, while the other was between Dunlop and the Metal and Allied Workers' Union.

But there is no protection from dismissal for lawful strikers. In arguing that there should be, Cheadle described the situation in other parts of the world. Striking is normally not a criminal offence in Western democracies, although the Thatcher government has outlawed certain types of sympathy action.

In most of Western Europe, strikers may not be dismissed. In the UK, the law forbids the selective dismissal and rehiring of strikers. Some unions in SA have built similar provisions into their recognition agreements with employers.

In the US, a complex system applies. According to rulings made by the National Labour Relations Board, the US equivalent of the Industrial Court, strikes are divided into three categories — unprotected, protected and relatively protected.

Strikes are "unprotected," and employees are liable to dismissal, when they or their

FM 20/9/85

LEGAL STRIKES

(152) (152)

### Protection in law

The question of whether lawful strikers should be afforded some kind of legal protection from dismissal is becoming a burning issue in SA.

The National Union of Mineworkers (NUM) is to challenge — through the Industrial Court — three mining houses on

# Strikes hit motor industry

THE industrial unrest focus swung to the multinational motor industry this week with three major manufacturers hit by strikes and work stoppages sparked by dismissals and retrenchments.

152  
The multinationals involved are Alfa Romeo's Brits plant, Volkswagen in Uitenhage and the CDA, the manufacturing and assembly division of Mercedes Benz of South Africa in East London.

Meanwhile the industrial action at 17 chainstores of Jet, Edgars and Sales House continued yesterday with 400 workers calling for support from all unions and the community to boycott the stores because "the racist management exploits workers".

## Hard-hit

The hardest-hit motor manufacturer is Mercedes Benz. Over 3 500 workers have been on strike over the dismissal of 250 colleagues.

Sowetch  
Volkswagen in Uitenhage has not re-opened its Golf assembly line as expected on Wednesday because it was still negotiating the possible reinstatement of 130 workers dismissed for failing to adhere to the new procedures last Friday.

480  
About 480 employees of Alfa Romeo in Brits yesterday returned to work after Fosatu-affiliate National Automobile and Allied Workers' Union (Naawu) reached an agreement with management, according to Mr Ian de Vos the company spokesman 20/9/85

DISPATCH 20/09/85 (152)

# CDA strike to end

Dispatch Reporter

**EAST LONDON** — The National Automobile and Allied Workers' Union (Naawu) yesterday accepted a management proposal to re-employ 250 fired CDA workers under agreed conditions, a spokesman for Mercedes Benz in Pretoria said yesterday

"A settlement proposal has been accepted by both parties and it is anticipated the final agreement will be signed tomorrow morning (today)

"On this basis the plant will resume full production on Monday"

The plant closed last week after workers downed tools in sympathy with the dismissed workers.

The spokesman said the workers had been reinstated "in accordance with certain conditions which have been agreed upon by both parties"

Union representatives could not be contacted yesterday for comment

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OCTOBER 9 STAYAWAY

Mixed responses

Campaigning in support of the call by the National Initiative for Reconciliation Conference for a national day of prayer, including a work stayaway, on October 9 is taking off. But it has met with a lukewarm response from trade unionists.

The call followed Bishop Desmond Tutu's speech to the conference in which he proposed the idea of a one week stayaway. Tutu has enthusiastically welcomed the partial acceptance of his proposal by the interdenominational conference, which included members of a wide range of church groups among participants, including, significantly, the N.G. Kerk.

And businessmen have been asked by organisers to support the call by closing down for the day or, at least, not penalising employees who stay away from work.

But SA's two major black trade union groupings, the Council of Unions of SA (Cusa) and the Federation of SA Trade Unions (Fosatu) have expressed concern that Tutu made the call without canvassing the idea with them first.

Says a Cusa spokesman "We were not consulted by Tutu before he made his call. It perturbs us that the first we heard about it was from the press — it is our members who would be involved."

And Fosatu president Chris Dlamini asks why Tutu did not discuss his plan "with anyone from the working class movement." Because of this, he says, Fosatu's Central Committee was unable to give the call its blessing at its meeting last weekend. Instead, Fosatu's regional committees have been instructed to set up meetings with church representatives to discuss the call.

"They are quite right," says Tutu. But he explains that the dynamic of the conference was such that decisions had to be taken. The situation in SA is deteriorating. And although delegates were there only in their personal capacities, he was astounded that people from such a broad range of churches supported the idea — it was an opportunity

that could not be thrown away

He is prepared to compromise to reach agreement among as many organisations as possible. "We did not intend to put anyone's nose out of joint. I am sure nothing will be lost if the date is changed," he says. Inkatha has said it supports the proposal in principle but feels it should occur at a later date.

Tutu adds "While it is no longer my baby, I am sure the organisers will be consulting with a wide range of organisations. And I hope business will be co-operative." ■



Tutu ... 'no longer my baby'

12 bus drivers appear in court

Courier Reporter

TWELVE City Tramways bus drivers yesterday appeared in the Wynberg Magistrate's Court following an incident in Mowbray on Wednesday while on their way to the offices of their union in Salt River

No charges were put to the men and they were not asked to plead

They are Mr Tyrone Baards, 23, Mr Abubaker Samsodien, 30, both from Bonteheuvel, Mr Lester Jordaan, 26, Mr Jeremiah Adams, 32, Mr Jacobus September, 47, Mr Freddie Julius, 26, and Mr Aubrey Lawrence, 45, all of Mitchells Plain, Mr Ernest Williams 33, of Valhalla Park, Mr Abas Moegamat, 33, of Kensington, Mr Alfred Mboleka, 31, and Mr Vuyo Dunjana, 28, of Guguletu, and Mr Patrick Jacobus, 36 of Bishop Lavis

The hearing was postponed to November 11. The men were warned to appear

Mr P D Theron was the magistrate. Ms N Nel appeared for the State. Ms M V Wiehahn appeared for the men.

# Stalemate in union talks with Edgars

The dispute between the Federal Council of Retail and Allied Workers (Fed-crow) and Edgars' management over the dismissal of workers has reached a stalemate but there is some hope that the parties will return to the negotiating table.

So far 315 workers have been dismissed for illegal work stoppages according to Mr Fred Haupt, director of Human and Public Affairs for Edgars. A further 41 workers are on strike and about 20 stores on the Reef and in the Free State have been affected by the dispute.

Union members were arrested outside city stores in Johannesburg this week for allegedly distributing pamphlets and holding an illegal gathering.

152 R100 BAIL 20/9/65

About 26 members have been charged with pamphleteering and released, while 36 have been charged under the Internal Security Act for allegedly staging a demonstration and bail has been set at R100 each.

Trouble began last week when workers took exception to language allegedly used by a store controller at the Cresta branch of Edgars while addressing a staff member. The controller was given a written warning.

The union demanded his removal and staged a sit-down strike. Twenty-seven workers were dismissed and this sparked sympathy sit-down strikes and further dismissals.

A meeting between the dispute parties ended in deadlock on Tuesday.

# Clerics call for stayaway

CHURCH leaders have called on Christians in South Africa to stay away from work on October 9 to observe a day of prayer and fasting.

The National Initiative for Reconciliation which ended yesterday in Maritzburg voted overwhelmingly in favour of a statement calling on Christians to use the day for repentance, mourning and prayer for 'those sinful aspects of our national life which have led us to the present crisis'.

People who provided essential services would be specifically excluded from taking part in a week-long stayaway.

However, the stayaway call proved a stumbling block for the Nederduitse Gereformeerde Kerk whose delegates told the conference that while they could not support the call, they wished to continue dialogue with other churches.

The conference, which was attended by 400 church leaders of all denominations, also voted to send a

BY WEEKLY MAIL REPORTER

delegation to the State President calling for an end to the state of emergency and the withdrawal of the SADF and emergency police forces from the black township.

The statement followed an earlier call by Bishop Desmond Tutu for a week-long national stayaway unless the government implemented a four-point plan to ease the current unrest.

An elated Bishop Tutu described the vote for the stayaway as 'one of God's miracles'.

SEFAKO NYAKA reports that there was mixed reaction yesterday to the call.

While some organisations supported it, he others felt he should have consulted them before making the announcement.

"I think he made the call expecting organisations to support him. But we would have expected him to have

consulted us first," a spokesman for the Consumer Boycot Committee said.

"No comment" was the reaction by Cyril Kamaposa, spokesman for the new federation of trade unions and general secretary of the National Union of Mineworkers.

The Azanian Confederation of Trade Unions said the call for a stayaway should be a collective act by all organisations and trade unions.

And the Council of Trade Unions of South Africa refused to comment on the bishops' statement "because we have not yet consulted our members."

But the Soweto Civic Association (SCA) supported the call.

"The large-scale persecution of the people can no longer be ignored."

Ishmael Mknabela, president of the Azanian People's Organisation (Azapo) said his organisation had not been approached on the issue.

He would not be drawn into saying whether Azapo would support such a call.

Union <sup>152</sup>  
STAR  
members  
in court

Twenty-six members of the Federated Council of Retail and Allied Workers (Fedcrow) appeared briefly before a Johannesburg magistrate yesterday following a protest at Edgars' store in the city on Tuesday.

**PAMPHLETS**

The Fedcrow members, all employees of Edgars in Market Street, were charged under the municipal by-laws for illegally distributing pamphlets. 19/9/85

They were not asked to plead and the case was adjourned to October 23

A further 30 union members will appear today in the Johannesburg Magistrate's Court in connection with related charges.



9/9/85 (152) ~~152~~ ~~152~~ B. Day

# Strikes hit carmakers

BUS

THE industrial unrest spotlight shifted to the motor industry this week with three major manufacturers hit by strikes and stoppages

The companies affected are Alfa Romeo's Brits plant, Volkswagen in Uitenhage and the CDA manufacturing and assembly division of Mercedes Benz of SA in East London

Though Fosatu's National Automobile and Allied Workers' Union (Naawu) is represented at all three plants, motives for the strikes appear unrelated at this stage

Hardest hit has been Mercedes Benz, where the workforce of about 3 500 workers has been on strike for over a week after the dismissal of 250 colleagues. Management said the 250 were dismissed after warnings about stoppages sparked by the suspension of a worker.

The union could not be contacted.

Negotiations continued yesterday at Alfa Romeo in Brits where workers downed tools on Monday over severance benefits.

The announcement of Alfa's pending withdrawal from SA — which the company attributed to heavy losses resulting from a downturn in the domestic motor industry — is expected to

CLAIRE PICKARD-CAMBRIDGE

cost about 450 jobs at the Brits plant.

Tensions have been running high among workers who, the union says, feel Alfa stabbed them in the back by not making its future position clear at an earlier stage

Naawu says the company has refused to negotiate severance benefits, but Alfa says they have negotiated and have proposed better benefits than could be expected.

Management denied a union claim that 600 workers had been dismissed on Tuesday and said only some workers were dismissed yesterday after they had failed to observe an ultimatum to return to work

Volkswagen in Uitenhage did not re-open its Golf assembly line as expected yesterday because it was still negotiating the possible reinstatement of 130 workers dismissed last Friday for failing to adhere to new work schedules. This means all production in the factory has come to a standstill because the other three assembly lines were closed until September 24 to prevent a stock build-up

# Industry 'not unsympathetic' to day of prayer

152  
24/9/85  
Mercy

Pietermaritzburg  
Bureau

THE Federated Chamber of Industries says it is not unsympathetic to the planned national day of prayer on October 9 but is in no position to prescribe to its members how the call should be approached.

In a statement to members, the FCI said that in terms of its constitution it supported the freedom of religion and conscience

It said Christian leaders had called for a day of repentance, mourning and prayer and not for a stayaway in the accepted sense of the word.

As a general guideline the FCI suggested to its members that if it was a day of prayer and work-

ers wished to observe or attend a church service during midday or late afternoon — similar to days of prayer for rain — employers could be expected to consider it sympathetically.

## Fasting

However, should employees not attend work at all without permission, individual employers would either treat the time off as paid leave or treat it on the principle of no work, no pay

The National Initiative for Reconciliation committee said in a statement released yesterday that the call for a national day of prayer and fasting was not a cheap political act and should not be seen in terms of a 'stayaway' or 'strike'

The statement, sent to political and trade union leaders, chambers of industry and commerce and employers, said the day of prayer was intended to be an opportunity 'to express in a spiritual and Christ-like way our repentance for past wrongs and our commitment to the removal of injustices'

The call for all Christians to give one working day — if necessary sacrificing their pay — to acts of repentance, mourning and prayer had been made to find a non-violent way 'to demonstrate the depth of our caring for the intolerable suffering surrounding South Africans, especially those in the townships'

'It is not linked to any

political grouping or organisation, but is a call to Christians to identify with the pain of their fellow South Africans. It is not a threat but an act of penitence'

The statement said all Christians would be called on responsibly to observe October 9 by seeking a day's leave and it would be left to the individual to decide whether to request the day as paid or unpaid leave

The NIR committee appealed to trade unions and political organisations not to oppose the call or seek to enforce it in any way

'As a Christian act we believe that any response to the call must be absolutely voluntary and devoid of any coercion.'

Those involved in essential services were asked to continue prayerfully with their work.

Mr Michael Cassidy, chairman of the NIR committee, said the committee appreciated the sensible and sympathetic approach from the Federated Chamber of Industries and was 'confident that this sort of counsel will prevail in commerce and industry throughout the country'.

# More join strike at 3 chainstores

MORE workers have joined the strike by about 400 employees of Jet, Sales House and Edgars.

The action, which is entering its third week, continued yesterday with workers calling for a consumer boycott of all these chainstores because "the racist management" has refused to reinstate the workers.

The strike was sparked off by what the Federal Council of Retail and Allied Workers' Union (Fedcrawu) regarded as "racist attitude" by management towards employees.

Management dismissed the workers and agreed to reinstate them on condition that they accepted written warn-

ings and that they would not be paid while on strike. Workers have rejected these conditions.

• Meanwhile the strike at four plants of Dairy Bell on the East Rand and in Pretoria entered its second week yesterday.

The Food Canning Workers' Union (FCWU) has demanded that the company reinstate the workers sacked after the strike.

The workers downed tools after a black secu-

rity man was dismissed after his discovery that his white personnel manager was allegedly involved in theft.

Operations at two multinational motor industries returned to normal yesterday after a week of strikes.

Mercedes Benz and Alfa Romeo have reached agreement with the National Automobile and Allied Workers' Union (Naawu) on dismissal and severance pay and other benefits.

By JOSHUA RABOROKO

SANDFAN 24/9/85

# Auto workers demand cash

By Amrit Manga

**AUTOMOBILE** workers whose earnings have been reduced by at least a third in the past year are demanding their pension contributions.

Short time and lay-offs are responsible for their reduced income

After the second strike in the industry relating to pension funds, 3 500 Mercedes-Benz workers in East London will return to work tomorrow after securing payment of their contributions

The strike was called less than two weeks after the company announced a four-day week as an alternative to retrenchments

The National Automobile

and Allied Workers Union (NAAWU) says "Workers can no longer pay their debts. Their savings have disappeared."

The Mercedes-Benz strike was similar to one by Volkswagen workers who forced the company to agree to their withdrawing from the pension fund

## Wild cat

A Naawu spokesman says "Workers were forced to withdraw pensions because of the companies unwillingness to meet demands for severance pay, improved lay-off benefits and a living wage"

The union has called for more discussions with Volkswagen to improve the pension fund

Volkswagen workers will

also return to work tomorrow. Workers on the company's Golf and Jetta assembly lines walked out for the second time in a month after VW dismissed 130 employees

The union secured their reinstatement on condition that they did not repeat the wild-cat strike

About 600 workers at Alfa Romeo plants at Brits and Midrand ended their strike after securing severance benefits

Charles Nthite, Naawu branch secretary, said "Workers will be paid their total pension contributions together with the company's"

Alfa Romeo, which closes in two weeks' time, also agreed to severance and notice, leave and bonus payments and relief on housing loans

# 'Resign or be fired',

By TYRONE SEALE

'YOU can resign or we will fire you.' This is the choice a Mitchells Plain marine insurance clerk was given after staying away from work last Tuesday and Wednesday.

Raymond Weber, 31, of Superior Way, Portland, chose to hand in his resignation and now he is looking for a job

He said this week: "Handling marine insurance underwriting and claims is a specialist job. It's going to be

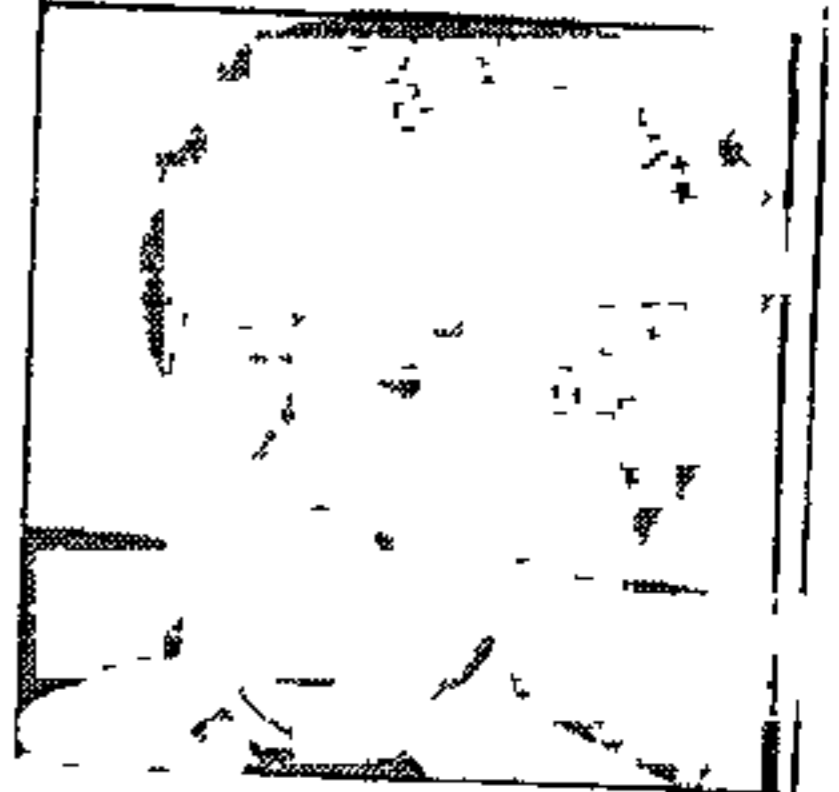
hard to get back into that field"

Explaining the events which led up to his resignation from the Aegis

# firm tells stayaway man

Insurance Company where he worked for two years, Mr Weber said "Last Monday, the majority of the black

staff took a decision to stay away from work on Tuesday and Wednesday



MR Raymond Weber

## INTIMIDATION

"On Thursday, I got to work at 10 am, instead of 8 15 I explained to my manager, Mr K Shaw, that I was late because I had first checked out the situation in Mitchells Plain. I was fearing intimidation, since there had been call for a Wednesday-Thursday stayaway as well.

"He said that my reason was unacceptable, since another colleague, who also lived in Mitchells Plain, had arrived at work on time. I tried to explain again, but then Mr Shaw said that I was the only one who had taken off two days from work during recent weeks

## SCARED

"I told him that on both occasions I had stayed out because I was scared of the unrest situation in Mitchells Plain, and that I had told him that on both occasions

"He then gave me the option of being fired or resigning. I chose to resign, but I feel strongly that his action was wrong. I think he simply wanted to victimise me"

Mr Shaw said on Monday morning "I am not prepared to discuss Mr Weber's dismissal with you, not at all. I asked him to resign for certain reasons, and I don't feel I should tell you what these reasons are. It wasn't political, because we don't involve ourselves in politics"

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2/9/85

*[Handwritten scribble]*

Sowetan 152

# National strike threat

26/9/85

**THE South African Co-ordinating Committee of the International Union of Food Workers has threatened to take national strike action against Dairy Belle company following the dismissal of the workforce on the East Rand plant.**

The committee has called on the company to unconditionally reinstate the workers, to negotiate with the Food Canning Workers' Union in "good faith" and to stop involving police in industrial relations affairs. 26/9/85

**SOWETAN  
REPORTER**

About 550 union members employed at Dairy Belle have been dismissed after going on strike in support of their sacked colleague who arrested a white personnel manager for allegedly stealing on the company premises

The colleague, employed as a security guard, was himself arrested and later released by police, after allegations that he stole goods belonging to Dairy

Belle

This action angered the workers who went on strike and were joined by workers at other Dairy Belle plants in the Pretoria area

The company's management has not been available for comment despite several attempts to reach them

In a statement to **The SOWETAN** yesterday, the committee said it had received the report of the dismissed workers and expressed concern about the plight of the workers

The Metal and Allied Workers' Union is threatening strikes at about 70 Transvaal companies in an intensification of its demand for plant-level bargaining.

The strikes by one of the unions affiliated to the Federation of South African Trade Unions (Fosatu) would hit the heart of South Africa's metal industry.

There has been increasing frustration with the industrial councils among most Fosatu unions who regard them as employer-dominated and unrepresentative of black workers.

Mawu's Transvaal secretary, Mr Moses Mayekiso, says they have written letters to employers who refuse to negotiate wages and other conditions of employment at shop-floor level.

The demand for shop-floor bargaining by black emerging trade unions has highlighted the controversy over the level at which negotiation should take place.

The industrial council has been severely criticised by emerging unions who maintain that it is inadequate and should be replaced by preferably plant-level bargaining.

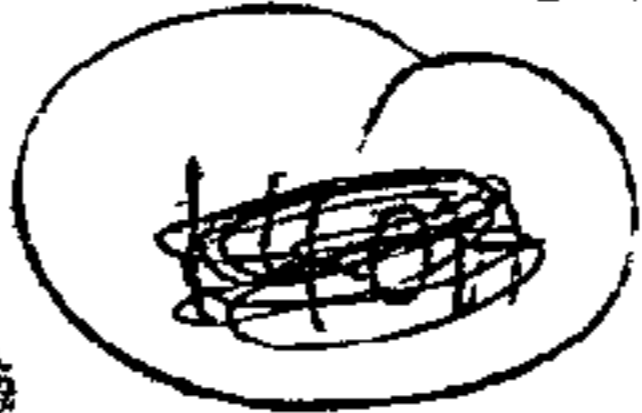
A study by the Second Carnegie Inquiry into Poverty and Development in southern Africa last year revealed that the minimum wage rates for almost all black labourers covered by the council are starvation rates.

"There are a great number of other grades in industrial agreements which fall below the Supplementary Level of Living (SLL)," the report said.

The ICs were established by the Industrial Conciliation Act of 1924

# Mawu threatens strikes over ICs

## FOCUS



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26/9/85

Sowetan

By **JOSHUA RABOROKO**

passed in the stormy aftermath of the 1922 labour unrest.

The councils are a negotiating forum for registered unions and employer organisations in a specific industry, occupation or trade.

It was only after the Act's amendment in 1979 — allowing blacks to form or join registered unions — that their unions could apply for industrial council membership.

Before that official negotiations took place through management-initiated liaison and works committees.

The emerging unions — especially the four International Metalworkers Federation (IMF) unions which include Mawu — are fighting for additional, plant-level machinery with some employers.

The employer body in the metal industry,

Seifsa, has warned its members to avoid negotiations outside the IC, arguing that the issues should not be negotiated at two levels as this would cause chaos in the industry.

Several advantages of the IC include their provision for industry-wide pension funds, medical schemes and minimum wage safeguards which are legally enforceable.

Disadvantages are that they do not offer specific solutions to local problems and can lead to wildcat strikes at plant-level such as there was at Siemens and the possible strike at Dordoyl.

### Violence

Problems at the factories can flare up into violence and cannot be speedily resolved through the council's system.

Some argued that the ICs are losing control of wage levels and of remuneration structures in industries because the gap between published minima and actual

wages can be great. The unions see plant-level bargaining as more democratic because shop stewards can be on hand to advise union negotiators.

The Federation of South African Trade Unions, which earlier rejected the IC system, has allowed its affiliates to participate in these structures, but most are dissatisfied and are either threatening to pull out or are fighting employers in a bid to negotiate at plant level.

It is also argued the IC system and its tough rules on strike action promote labour peace, but the more recent involvement of black unions in the structures has not minimised strike action among these workers who have a different set of pressures and grievances.

On the whole there is a growing opinion that both IC and plant-level bargaining should be used to enable collective bargaining to develop at its own pace.

Mr Mayekiso says while Mawu agreed to participate in the IC, it

MAWU's MOSES MAYEKISO... negotiate at shop-floor or face industrial action.

is usually not happy with the wages negotiated there.

"This is why we want to negotiate wages over and above those agreed to at the industrial council," he said.

Mawu has refused to sign a wage agreement with Seifsa.

This sparked off a strike by members of Mawu at four plants of the multinational Siemens.

Mawu has demanded to negotiate wages with the company at shop-floor level and management refused.

Management finally agreed to negotiate with the union after it had dismissed 1 500 workers. The union managed to get back the jobs of all its members, except for 14 others.

The union has since declared a dispute with the company demanding their unconditional reinstatement.

Dissatisfaction is also likely to erupt on the mines where the members of the Chamber of Mines offered different wages to the National Union of Mineworkers.



# Workers dismissed in Queenstown stayaway

Dispatch Reporter  
QUEENSTOWN — A workers' stayaway halted production in some factories here yesterday

One firm dismissed all its workers. A spokesman for a meat concern with butcheries in the town said all 91 of their black staff had been fired

He said they were prepared to re-negotiate with the workers they wanted back. Other positions would be filled through alternative sources

A spokesman for a motor components manufacturer said only 15 per cent of their 80 workers arrived and

they were doing only general maintenance work.

A spokesman for a steel processing plant said 80 per cent of their workers attended and they had normal production.

A concrete products manufacturer said all their workers turned up. They were from Ezibeleni.

Of three milling concerns two had no staff while one had a few workers.

A meat processing plant reported an attendance of 30 per cent and production of 50 per cent.

A shoe manufacturer said production was normal.

A feed producing company said about 20 per cent of their staff attended. Workers had been warned they would be fired if they did not turn up.

Other firms reported their policy was no work, no pay.

Factories in Whit-lesea, Ciskei, closed yesterday.

Two supermarkets in town reported a 100 per cent stayaway. Both said they were supplementing staff by using children presently on holiday.

Schoolboys were also filling in as petrol attendants at service stations around Queenstown and did delivery work.

Circam 1/1/85

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DISPATCH



# ELM WORKERS

# in stayaway

By KEITH ROSS

F. Post 26/09/85

**EAST LONDON — Industry came to a virtual standstill in the East London area today as thousands of workers stayed away in response to a call by black activist groups.**

The stayaway was "almost 100% effective", the president of the Border Chamber of Industries, Mr Mike Strong, said.

He said the call to stay away from work was ostensibly made because of funerals of unrest victims due to take place in Mdantsane and Duncan Village today and tomorrow

"That is the official reason given to us, although political factors are obviously playing a part," he said

Companies in the region confirmed an almost complete stayaway today

"It is very sad," said Mr Strong

"The feedback we have is that many workers would prefer to be at

their jobs, but were afraid to come

"Intimidation has undoubtedly been an important factor in keeping many people away from work today"

Mr Strong said some companies were managing to operate by using white staff in essential areas

"But most of the industry in the area has come

to a virtual standstill"

The stayaway affected milk deliveries to parts of the East London area this morning

The general manager of Model Dairies, Mr Danny Mansell, said white staff had helped to deliver milk in the suburbs

"We had about 40% of workers report, but they were keen to get home as

soon as they could," he said

"We were unable to deliver milk to Duncan Village, Mdantsane or Zwelitsha

"One of our delivery vehicles was burnt by rioters in Zwelitsha yesterday"

Some workers who arrived in the city today reported that schoolchildren were helping to enforce the stayaway

They said they had been stopped by crowds of schoolchildren in Mdantsane and warned to be home by noon

Attorneys 3/1/70

# Mine told to reinstate dismissed workers

Argus Correspondent

JOHANNESBURG — In one of its most significant rulings the Industrial Court today ordered Gencor's Marievalle Gold Mine to reinstate black miners dismissed during a legal strike at the mine last month.

Court president Dr Daan Ehlers said, in an order, that the mine must reinstate the miners and the number qualifying for reinstatement had to be agreed by the employers and the National Union of Mineworkers.

The union originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, not all had been fired and not all were originally employed by the mine but the company agreed to negotiate over numbers.

## OPERATIVE

The mine indicated during the case that, if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The industrial court order becomes operative on November 1 but workers have 21 days in which to report for duty.

Laywers for the union said today the order would mean that at least 500 miners would be granted relief.

One lawyer said "The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned."

**NUM claims  
mineworkers  
beaten up**

**MINEWORKERS** from Foskor at Phalaborwa were reportedly beaten up by Lebowa police after 1 500 had been dismissed in the wake of a strike last Thursday.

The National Union of Mineworkers (NUM) says 10 workers were injured, two seriously, and four arrested.

The dispute at Foskor arises from the dismissal of 389 workers in December 1984 when they downed tools after the arrest of NUM general secretary Cyril Ramaphosa.

The NUM says a conciliation board was established in April to discuss the reinstatement of the 389 on the grounds of unfair dismissal. — Sapa.

The security assurance was conveyed by means of pamphlets — issued on behalf of a group apparently representing the Pretoria business community — dropped by helicopter over Mamelodi last week

The boycotts, in protest against the State of Emergency, the presence of troops in the townships and detentions under the emergency, began on December 2 in Pretoria and a week later on the Reef. They are due to end on December 31, unless they go the way of the eastern Cape consumer boycott which overran its deadline due to negotiation problems. The Port Elizabeth consumer boycott, which crippled many businesses in the city, was due to last for two months but ran for nearly five after boycott leaders were detained. The four-month-old consumer boycotts in Queenstown and Uitenhage have also continued longer than originally planned. A PE Chamber of Commerce spokesman said most small businesses which survived the boycott there had done so only by changing marketing tactics so as to reduce their reliance on black custom. In the two weeks since the boycott was suspended,



**Black Sash's Duncan ... not the end of the boycott weapon**

the swing seemed to be back to white traders, he said, mostly because of higher prices in the townships

Boycott committees have prohibited any celebration during the boycott, including weddings, parties, home improvements and even the wearing of new clothes. There have been reports of women being undressed and searched by youths in the Soweto streets and of groceries destroyed by random groups of youths

The Pretoria Consumer Boycott Committee (PCBC) has made urgent appeals to township youths not to harass shoppers after being inundated with complaints from black consumers. It has appointed "area committees" to ensure that people defying the boycott are not harassed, their wish is that the boycott be observed voluntarily. Marshals appointed by the committee are the only

people authorised to check if people are breaking the boycott and they had instructions not to destroy confiscated goods, the PCBC has said

But Black Sash president, Sheena Duncan, says it would be a mistake to put the success of the boycott down to intimidation as it seemed to be a much more deeply based and popularly supported action than some reports implied. "Whether or not this boycott is successful, I don't think it's the last time this powerful political weapon will be used," she said

## INDUSTRIAL COURT

### More NUM victories

Four more cases arising from the dismissal of members of the National Union of Mineworkers (NUM) for participating in the lawful September wage strike at Gencor mines have been heard in the Industrial Court recently

This follows the court's decision that several hundred strikers had been unfairly dismissed by the Marievale goldmine (*Current Affairs* November 22). In the latest hearings, 74 workers at four mines have been reinstated

After a hearing on November 29, the court granted an order temporarily reinstating Emmanuel Mpetha, the chief NUM shaft steward at the Unisel goldmine. He had been dismissed for distributing leaflets detailing the union's "strike rules". The order was backdated to November 1

On December 10, after the union had closed its case, Matla Collieries agreed to a consent order in terms of which 11 miners should be reinstated. The order gives them 21 days in which to return to work

The following day the court heard an application for the reinstatement of 10 strikers at Transvaal Navigation Collieries (TNC). The company contested the case and on Tuesday this week the court ordered their reinstatement under similar conditions as in the Matla case

A further case heard on December 12 has led to the reinstatement of 52 Beatrix goldmine workers dismissed for "participation in events surrounding the strike." At negotiations between the NUM and the company at the court hearing, agreement was reached that the miners be reinstated subject to the right of the company to conduct disciplinary hearings into the conduct of the miners "if they still believe it to be necessary." The union will then be entitled to challenge any adverse findings in the Industrial Court. The 52 Beatrix workers (who include six of the seven union shaft stewards at the mine) are to receive three-and-a-half months' back pay

Meanwhile, a secondary dispute is brewing over the future of about 50 Marievale workers who returned to the mine after the Industrial Court's 21-day deadline. Marievale is refusing to re-employ them. But the

union claims the mine failed to give timeous notice to The Employment Bureau of Africa (Teba) of the miners' impending return. Without documentary clearance from Teba it is difficult for foreign workers to return to SA. About 400 others have been reinstated at Marievale so far

The Manpower Department, too, is responsible for a delay in the final resolution of this dispute. It is now three-and-a-half months since the NUM applied for the establishment of a conciliation board to consider the case, and no decision has yet been made — an unusually long delay

The Marievale case is one of the most crucial and controversial that the court has considered in its seven-year existence, and there is speculation that the department is thinking long and hard over its next move. A decision not to appoint the board would mean that the case could not be referred back to the court for a final order. This would doubtless unleash a stream of protest from some members of the industrial relations community, while the wisdom of the court's ruling has already been questioned by others

□ Another case arising from dismissals during the September wage strike, this time involving Anglovaal's Hartebeestfontein goldmine, is to be the subject of a test case on a vital point of industrial law

The company, the NUM and 23 of its members (the applicants), have agreed to apply for a final Industrial Court order for reinstatement in terms of section 46 of the Labour Relations Act. The case will then be postponed pending an Appellate Division hearing over whether the Industrial Court is entitled to rule in favour of the reinstatement of workers on the grounds of equity, when dismissal is justified in terms of common law

The Industrial Court has, on a number of occasions, ruled that it is entitled to do so, including in the Marievale case. Marievale has disputed this ruling and has taken the case on review to the Supreme Court over this issue, among others. A similar case involving the NUM and Vaal Reefs is also pending in the Supreme Court

## MULTIRACIAL BEACHES

### Durban leaps in

Race barriers came down on four of Durban's beaches last week. As expected, the sight of multiracial crowds sunning themselves on Durban's Golden Mile stopped few people in their tracks

After three days of rain, the sun peeped out on Monday. Durbanites made the most of their public holiday and headed for the sea. At the newly enclosed paddling pool children of all complexions gaily splashed one another, a coloured man dozed belly-up in the sun, lovers promenaded and an African family, a little self-consciously, built a sand castle at the water's edge

# Strike activity reached record proportions

CLAIRE PICKARD-CAMBRIDGE

Bus Day 31/12/85



plan to donate minibuses to the SA Rugby Board for the Intended All Blacks tour.

A pivotal event was the death of a Chemical Workers' Industrial Union (CWIU) leader, Andries Radtsele, after being detained by police in May. The Federation of SA Trade Unions (Fosatu) called for national work stoppages and it was significant that most employers dealt tolerantly with the matter.

The country's longest recognition dispute was also brought to an end following a settlement between the giant Frame Textile group and the National Union of Textile Workers (NUTW). The union had been established after the 1973 Durban strikes which saw Frame at the epicentre.

But another bitter recognition dispute has been simmering between BTR Samcor in Howick and Mawu since 1983. A recognition strike broke out at the end of April and the entire workforce was dismissed, with devastating effects on the poverty-stricken community.

A watershed development in 1985 was the birth of the Congress of SA Trade Unions (Cosatu). Its leaders adopted a militant socialist stance and vowed that the country's largest union federation would be playing a vital role in the realm of black opposition in SA.

The court ruled that the company had not committed an unfair labour practice and upheld the notion of voluntarism in collective bargaining.

The issue was highlighted when Mawu brought an unfair labour practice allegation against a Selska member, Hart Ltd, for refusing to bargain at company level on matters covered by industrial council agreements.

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The past year has turned conventional wisdom on its head by proving that a deep economic recession can be marked by record levels of strike activity.

Analysis report that strike action reached an all-time high this year with wage issues providing a key rallying call for workers hit by inflation.

Strikes tended to be of short duration and the majority were attributable to the growing presence of the National Union of Mineworkers' (NUM) in the mining industry. A general assessment of settlements is difficult to attain but industrial relations consultants Andrew Levy and Associates report that strike activity in the metal industry was characterised by a relatively higher number of union defeats.

Employers and unionists reported that the State of Emergency complicated negotiations as social and political issues were thrust to the fore. And the industrial relations context became increasingly complex with re-trenchments, the mounting disinvestment campaign and consumer boycotts.

The consumer boycott was used increasingly as a weapon to obtain union demands. A prime example was a boycott of Spar products by the Commercial Catering and Allied Workers' Union (Ccauwa) which began in 1984 and ended in mid-1985.

The Natal retail chain had clashed with Ccauwa over union recognition and the question of reinstating 143 workers fired for going on strike over the dismissal of several union members.

A massive boycott was launched and talks this year resulted in union recognition and gradual re-employment of those workers who wanted to work again in lieu of a cash payout.

For the first time trade unions also launched or supported boycotts which no longer targeted selected companies but hit white businesses over wider areas. The

experience of the motor industry was an indicator that a high level of strike activity could hit an industry plagued by re-trenchments and short time.

Major motor manufacturers experienced higher levels of strike action than usual. Those most affected by strikes were Eastern Cape employers such as Mercedes-Benz in East London, Alfa-Romeo in Brils, Volkswagen in Uitenhage, Ford in Port Elizabeth and local component manufacturers. Causes were varied.

The Chamber criticised the findings, arguing that the bonus scheme encouraged safer practices by miners who wished to gain higher productivity.

The first half of 1985 was peppered with strike incidents at mines, the most significant being in April when 14 000 workers were dismissed from Anglo American's Vaal Reefs mine and 2 000 from Anglovaal's Hartbeestfontein mine.

The union claimed the strike had been triggered by black miners having to carry out tasks legally reserved for white miners. However, the wage dispute between the NUM and the Chamber was regarded as the most important in the country this year.

Wage negotiations resulted in deadlock followed by unilateral increases in July. This was followed by a widely publicised split in the Chamber's ranks with further improvements being offered by Anglo American, Rand Mines and JCI.

This averted the threat of Armageddon in the industry, but strikes involving between 16 000 and 30 000 affected some Gold

fields and Gencor mines. A major development of the strike was the NUM's decision to challenge the dismissal of certain Gencor workers in the industrial court, which ruled that Gencor had committed an unfair labour practice and ordered the temporary reinstatement of over 300 union members. The ruling is regarded as significant because it means employers will have to be more careful before dismissing legally striking workers.

The ruling only pertains to a



ELUAH BARAVI - Cosatu president.

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the 100th anniversary of the

S/12/85 BUS DAY (152)

# CNA, union avert strike

CLAIRE PICKARD-CAMBRIDGE

THE Central News Agency and the Commercial Catering and Allied Workers Union of SA (Ccawusa) reached agreement yesterday after a wage dispute which threatened to erupt into a national strike.

The agreement affects over 1 000 black store and general assistants at 311 outlets countrywide. About 700 are Ccawusa members

Intensive negotiations over the last few days resulted in a settlement granting CNA workers monthly increases of R20, backpaid to August 1, a further R20 from October 1, and an additional R35 from April 1, 1986.

This means the average wage for CNA workers will have increased from about R354 a month to R429 by April.

Last Saturday was set as the deadline for strike action as 30 days had lapsed

since deadlock was reached, and a conciliation board had not yet been appointed by Minister of Manpower Pietie du Plessis.

But a flurry of activity began last Friday when Du Plessis appointed a conciliation board at the 11th hour.

Welcoming the establishment of the conciliation board, CNA group personnel resources manager Michael Wright emphasised at the weekend that the company had never closed the door to wage negotiations with Ccawusa.

Had the strike gone ahead, it would have been the first staged by Ccawusa at CNA since the union was recognised by the company in 1982.

152 18/12/85 BUS DAY

# 1 500 on strike at mine

ABOUT 1 500 workers at the Randfontein Estates Gold Mining Company went on strike yesterday.

The strike follows the death of one worker and the arrest of others involved in a clash with police on Sunday.

General manager of human resources for Johannesburg Consolidated Investment, Jeremy Nel, said he understood employees at Cooke Shaft No 1 had refused to go underground because they were demanding the release of workers arrested by the SAP.

Nel said Sunday's clash occurred when some mine employees had been met by the SAP, who had been called by a shopowner to investigate an incident at a shopping complex off the company's property.

He said the workers, who were striking

CLAIRE PICKARD-CAMBRIDGE

illegally, would receive a second ultimatum today if they did not return to work.

A police statement said members of the SAP had been stoned by a crowd of blacks on Sunday. The police fired at the group with teargas and shotguns. One man was killed and 41 men were arrested. About 20 of the arrested men were wounded. A police spokesman said yesterday the arrested men would be charged with public violence.

The National Union of Mineworkers is not recognised on the mine, but an NUM spokesman said management had tried to prevent workers going to the union meeting on Saturday by putting up roadblocks on routes leading to Cooke Shaft 2 and 3.

# Randfontein strikers return after talks

BUS DAY 11/12/85

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ALL strikers are back at work at Randfontein Gold Mine Estates after stoppages at Cooke 1 and 3 shafts.

Workers who struck at the Cooke 1 shaft on Monday, demanding the release of colleagues arrested after a clash with police on Sunday, returned to work on Monday night after negotiations with management.

One miner was killed in Sunday's clash and 31 were hospitalised.

The company said 1 500 workers were on strike at Cooke 1. The National Union of Mineworkers put the figure at 3 000.

At Cooke Shaft 3, 4 000 workers went on strike yesterday, objecting to a warning endorsed on a shop steward's record card.

Management withdrew the warning after negotiations with the union work resumed.

Management undertook to look into other grievances raised.

These included unhappiness

CLAIRE PICKARD-CAMBRIDGE  
and PHILLIP VAN NIEKERK

with the system of issuing workers with a record-of-service whenever their contracts expire. Workers expressed fears that security of re-employment was threatened by this system.

Other complaints were raised against the company's manpower manager Piet Rademeyer and the indunas whom, the union said, had been hampering union activity.

A Johannesburg Consolidated Investment spokesman said the company had no evidence Rademeyer had been working against the union's objectives.

JCI industrial relations manager Jeremy Nel said 36 workers were arrested and appeared in the Randfontein magistrate's court on charges of public violence.

They were not asked to plead and their bail application was refused.



# Mawu's long-running dispute with Sarmcol all set to go one more round

*DAVE BUS DAY 17/12/85 (152)*

DEEP trenches are being dug as the battle continues between the Metal and Allied Workers Union (Mawu) and BTR Sarmcol in Howick.

The two are trapped in the most bitter and lengthy dispute in recent South African labour history and steps at home and abroad have set the scene for a continued skirmish — even though workers were fired nearly nine months ago.

A likely pointer to future trade union strategy has been Mawu's attempt to internationalise the dispute and to so press Sarmcol into re-instating over 900 workers who went on strike over trade union recognition.

The union has also established a co-operative venture for the dismissed Natal branch secretary Geoff Schreiner says the co-operative

was started because workers have accepted the "struggle against the company will be a protracted one". They hope to obtain some source of income to lessen their dependence on outside bodies.

The project is unusual in terms of the scale on which Mawu hopes to run it and because in the past churches and social organisations have largely been responsible for the launching of small co-operative ventures in SA.

Schreiner says Mawu did two feasibility studies for the venture. The first was the production of 5 000 super-sterilisation T-shirts and the other involves dairying, vegetable farming and baking.

Dismissed workers have adopted a constitution and a committee has been elected which will run the pro-



BUSINESS DAY labour reporter CLAIKE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front.

feels based on co-operative and hit-buzz principles.

These include democratic control by the workers, the placing of any surplus into a central fund and the scrapping of labour divisions.

Early strategy to re-open talks after the firmes included a consumer boycott and work stayaway in Maritzburg. But Mawu called off the boycott when Sarmcol failed to re-

instatate strikers.

Attempts to internationalise the dispute began when Mawu approached the British government to pressurise BTR in Britain and Sarmcol in SA. This failed and Mawu had the issue raised in the European Economic Community parliament and at a United Nations congress on transnational corporations in SA.

Schreiner says Mawu has intensified this international campaign and that a delegation has gone overseas

for the third time to raise this issue.

Mawu officials are meeting unionists at BTR to enlist their support. The delegation will also have talks with unionists in Europe, Britain and the US.

However, Sarmcol regards the dispute as concluded because a new workforce has long since been hired.

But it could go another round because Mawu has applied for a conciliation board to try and negotiate the re-instatement of workers.

LEADERS of the Congress of SA Trade Unions (Cosatu) have denied speculation they have been talking to the black-consciousness oriented Council of Unions of SA (Cusa) and Azanian Congress of Trade Unions (Azactu).

Two more unions applied to join Cosatu last week, but leaders who are to consider the applications early next year will not reveal names yet.

MATTERS between Metal Box and the SA Allied Workers Union (Saawu) have been uneasy since October when 500 workers at the Rosslyn plant were sacked for striking.

The strike began when three new employees were hired after 22 workers had been retrenched. Workers launched a boycott of company products and Saawu said they were applying for a conciliation board. Fired workers are also preparing to apply to the Industrial Court for temporary re-instatement.

Metal Box says a redundancy agreement affecting 22 unskilled workers had been reached with Saawu and the three new workers were skilled. It says its agreement with the union was breached when workers went on a wildcat strike.

THE assassination of Saawu's Durban-Pinetown organiser Ian Phumza Zaurisa outside his Chesterville home over a week ago has been a setback for the Natal branch of the union.

Union sources say he had recently been confronted by a hit squad known as the "A-Team" who threatened him over his United Democratic Front sympathies.

# Strike continues despite agreement

STAR

By Mike Silama  
152

The strike by about 90 workers at Printpak Gravure, Industria, continued for the 10th day yesterday despite agreement between the Paper, Wood and Allied Workers' Union and management that the matter be referred to arbitration 23/10/88

A union spokesman said the union had made it clear during talks with management on Monday that the workers would not return to work until the dispute had been resolved.

The workers struck about two weeks ago demanding the reinstatement of a colleague who had been dismissed for refusing to change jobs as ordered by management

# NUM to seek order

The National Union of Mineworkers will today ask for an Industrial Court order instructing Marievale Consolidated Mines to reinstate workers dismissed during last month's strike.

The workers were allegedly dismissed by Marievale following the strike on September 1. The strike was called off after two days, with the union claiming force had been used to compel workers to work.

The case has generated much interest as it is expected to clarify the relationship between the Industrial Court and Supreme Court.

The Supreme Court ruled that the eviction of striking miners from hostels was justified but the Industrial Court has yet to decide if their dismissal constituted unfair labour practice.

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STAR

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# Strike at U'hage motor plant

Oct 1985

Post Reporter

ABOUT 222 hourly-paid workers at Borg Warner in Uitenhage went out on an indefinite strike today.

A shop steward who did not want to be named said workers had decided to strike unless their pension fund contributions were paid out to them.

This is the third time this year that workers at the company have gone on strike.

Borg Warner manufactures rear axle components.

The shop steward said the workers had gone on strike today in protest against Uitenhage management's apparent reluctance to put pressure on management at head office Johannesburg to give a speedy answer on the pension contribution fund issue.

If the response was negative and management refused to pay out pension contribution funds the workforce would remain on strike, he said.

The workers are all members of the National Automobile and Allied Workers Union (NAAU).

● Borg Warner management was unavailable for comment.

Firm hits back with 'union tactics'

# More likely to follow Premier's lockout lead

**LOCKOUTS** are set to become more frequent as managements take their lead from the Premier Group, say labour experts.

Last week Farm Fare, a Premier subsidiary, locked out 497 workers at Krugersdorp after a protracted dispute over a proposed change in working conditions. The Sweet Food and Allied Workers' Union (SFAWU), which represents most of the workers, slammed the lockout as evil and vowed further action against Premier.

The dispute centred on a bitter dispute over a change in conditions of employment.

Management's wage offer was tied to a demand for compulsory overtime and extended working hours.

The SFAWU and management failed to reach agreement after weeks of negotiation. Negotiations were dogged by overtime bans and go slows, says Farm Fare.

Premier's Rob Childs says the lockout decision was not taken lightly. "We certainly do not want to see a lot of trigger-happy managements taking our lead. This was a last straw move by Farm Fare's management.

"Every avenue of negotiation had

ALAN RUDDOCK

been exhausted; management applied for a conciliation board to be appointed and, when the 30 days had elapsed and no CB had been appointed, the decision was taken to institute the lockout. The dispute had to come to a head," he says.

Industrial relations consultant Andrew Levy says: "This case shows the employer using against the union exactly the tactics the union usually uses against them.

"The employer played by the book and the union should have no complaints. The arguments they use for a legal strike apply equally to a legal lockout.

"We can anticipate a hell of a lot more lockouts," Levy says "As the unions become stronger and more vocal, managements will take a harder line. There is no duty to agree in industrial relations, only a duty to negotiate."

Observers say there is a high level of conflict in the food industry but agree that Premier has been "more competent than others" in handling its disputes

"For Premier to take this type of action indicates the degree of frustra-

tion management must have felt," says one labour observer.

There are, however, serious reservations about the lockout.

"Forcing workers to sign a new contract, under threat of dismissal if they do not, is no guarantee of a lasting settlement of a dispute," says one trade unionist.

"Any trust that exists between workers and management is seriously damaged, if not irreparably destroyed, by the gun-to-the-head approach."

Levy says: "Any solution lives from a day-to-day basis, but where duress is involved it is more difficult to anticipate how lasting it will be."

One industrial relations analyst says: "Any management which tries to enforce compulsory overtime does not understand the realities of the shop floor. It has been tried in the past and inexorably leads to worker sabotage. You can lead a horse to water, but you cannot make it drink."

The incidence of lockouts will increase, the experts agree. "We are moving more and more towards confrontation, ultimata, force and duress in every sphere of our lives. It is only natural that managements should follow the trend in their industrial relations policy," says one trade unionist.

# 50 fired over strike

Labour Reporter

ABOUT 50 employees of Fine Scrap Metals in Jacobs had been dismissed after going on strike. Mr B E Fine, the company's managing director, confirmed yesterday.

He said the workers had downed tools on Friday and in spite of talks with union shop stewards, they had refused to return to work.

He said they appeared to have so many different grievances it was still not clear what their real problem was.

The dismissed workers were still milling around the premises yesterday.

Spokesmen for the workers could not be reached for comment late yesterday.

22/10/85

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MOLLY

# Court action over dismissals

Labour Reporter

TWO labour disputes involving the dismissal of striking workers are to be referred to the Industrial Court, according to trade unionists representing workers from the affected Durban plants

Mr B Khumalo, general secretary of the Black Allied Workers' Union, said yesterday the union was preparing an application

to the Industrial Court for a status quo order following the dismissal of 80 workers of Fine Scrap Metals in Jacobs

They were dismissed after going on strike, according to Mr B E Fine, the company's managing director. He said the matter was in the hands of his lawyers

The workers downed tools on Friday

Mr Khumalo said the workers were protesting at the arbitrary withdrawal of October 10 as a paid public holiday

Whereas in the past the company recognised Kruger Day as a paid public holiday, this year the employer changed his mind apparently in retaliation to the workers' refusal to work overtime on Saturdays

The second dispute which trade unionists said would be brought before the Industrial Court was over the dismissal of about 20 workers from the Hooper Motors' panel shop in Clairwood

Mr Ashley Shezi, a branch organiser of the South African Allied Workers' Union, said the workers were dismissed after going on strike over a pay dispute

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MERCURY

23/10/85

# 1 000 out on strike, sit-in

MORE than 1 000 black workers yesterday continued their industrial actions, involving a strike, lock-out and a sit-in, in support of dismissals of colleagues and wage demands.

More than 100 members of the Fosatu-affiliate Paper, Wood and Allied Workers' Union

By JOSHUA RABOROKO

(PWAU), who were earlier on strike at Print Pak Gravure Division at Industria, yesterday had a sit-in on the company premises following a deadlock between their union and management. The workers are de-

manding the reinstatement of a colleague sacked for refusing to do "double-jobs" at the time when the country and most companies were hard hit by recession. They contend that management should employ more workers after retrenching some early this year. Management

confirmed the sit-in and said the workers have been given an ultimatum.

More than 500 members of the Sweet Food and Allied Workers Union, employed by Farmfare Chicken Company, a subsidiary of the Premier Group in Wynberg, yesterday held a sit-in after a breakdown in negotiations between the union and management over wages.

Negotiations are still taking place between the Team-mates workers' Union and the Premier Milling Company in Kroonstad over the dismissal of four workers. Over 400 workers downed tools and demanded their reinstatement.

The workers were dismissed after management had alleged that they were guilty of theft. They were tried before the company's disciplinary committee. However, the workers have refuted the claims and demanded the reinstatement of their colleagues.

They are also demanding that their white supervisor be sacked because of his "racial attitude".



# Day of peace that stayed peaceful

152  
10/85  
By SEFAKO NYAKA

AS dark rainclouds gathered over Soweto after the National Day of Prayer on Wednesday, thousands of commuters had to walk several kilometres home after Putco suspended its service into the township.

A few hundreds were returning from work, while most — including nurses, students and other health workers — were returning from a prayer service at the Glynn Thomas House next to Baragwanath Hospital in Diepkloof.

But Putco's fears seemed unfounded. There was no evidence of stone-throwing youths in any of the "trouble-spots".

The chairman of the National Initiative for Reconciliation (NIR), Michael Cassidy, said yesterday he was "absolutely delighted" that the call to a day of prayer had, "with a few exceptions" been marked by the "prayerfulness, restraint and responsibility" the NIR had called for.

"Many, many thousands of people across South Africa have lifted our situation and needs to God and I believe this will bring its own special benefits in the days and months ahead as the reconciliation process continues across the land," Cassidy said.

Hundreds of thousands of people throughout the country answered the NIR call.

In Soweto buses and trains were running empty despite a heavy presence of security forces at most of the railway stations and bus stops.

All Soweto businesses were closed and it is estimated that more than 60 percent of workers stayed home — making it the biggest stayaway since last November's union-led stayaway.

A number of firms in Johannesburg reported none of their black workers had come to work.

Earlier in the day an army helicopter and a spotter plane were seen hovering over Naledi in Soweto and a number of army vehicles patrolled the area.

Youths who congregated at street corners were chased by the patrols.

Four buses were stoned and a driver slightly injured.

In Meadowlands youths erected barricades with tree stumps and burning tyres.

There were no police in sight at the Youth Alive Centre in Dube where the regional NIR committee chairman, Siza Molebatsi, conducted a service at

attached to the Baragwanath Hospital.

"It has now become obvious that apartheid and all its ramifications is satanic and we should all come together to pray for the downfall of the present government."

A speaker from the Federation of Transvaal Women (Fedtraw) slated PFP leader Dr Van Zyl Slabbert for "trying to fool" the people by posing as their leader.

"We know that the intention of Slabbert is to further the aims of the PFP while our leaders are languishing in jail."

A speaker from the Azanian Students Organisation (Azaso) said although the prayer day was for reconciliation, there could be no reconciliation between the oppressor and the oppressed.

He said the only agenda for a National Convention should be about the transference of power.

Bishop Desmond Tutu and followers were forced to leave a prayer meeting at the Saint Mary's Cathedral in central Johannesburg after two anonymous telephone callers had warned that a bomb had been planted there.

The service was continued at the nearby Khotso House, headquarters of the South African Council of Churches (SACC) while police carried out routine checks with sniffer dogs at the cathedral.

The congregants and the bishop later returned to the cathedral where the service was continued.

At lunchtime the cathedral was filled to capacity.

## UniBop students accuse Mangope

UNIVERSITY of Bophutatswana students yesterday accused President Lucas Mangope of gross violation of the territory's Bill of Rights and of undermining the authority of the university.

Mangope ordered the indefinite closure of the university on Wednesday following a boycott of classes after a student march to Mafikeng on Tuesday.

The march was stopped by the police and several students suffered dog bites and other injuries.

The students had intended to disrupt

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In Meadowlands youths erected barricades with tree stumps and burning tyres.

There were no police in sight at the Youth Alive Centre in Dube where the regional NIR committee chairman, Siza Molebatsi, conducted a service at midday.

At another service at Glynn Thomas House, thousands of nurses, doctors and other Health Workers Association members were told how the security forces had "taken over running the lives of our people."

A speaker told the crowd that the army and police attended township funerals, parties and weddings.

"Now they have taken over our hospital wards where it now becomes difficult to administer health care to a patient in privacy."

Reverend Thos Beghe said people should pray for the dismantling of apartheid and the downfall of the present government.

His call was echoed by a theologian

attached to the Baragwanath Hospital. "It has now become obvious that apartheid and all its ramifications is satanic and we should all come together to pray for the downfall of the present government."

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Mangope ordered the indefinite closure of the university on Wednesday following a boycott of classes after a student march to Mafikeng on Tuesday.

The march was stopped by the police and several students suffered dog bites and other injuries.

The students had intended to disrupt a meeting addressed by the leader of the Conservative Party Dr Andries Treurnicht.

On Wednesday students boycotted classes to hold a prayer service in sympathy with a call for a National Day of Prayer.

"It is strange that the President allowed a protest meeting against P.W. Botha to go on," a student said.

Botha visited the homeland last month to hold talks with Mangope and the students were allowed to demonstrate against his visit.

### Note to British subscribers

We apologise to subscribers in Britain who did not receive our edition of September 27.

# Paper workers end strike

By Mike Siluma

152

About 150 workers who downed tools at Paxellent Products on Wednesday demanding the reinstatement of three colleagues returned to work yesterday after agreement between the Paper, Wood and Allied Workers' Union (Pwawu) and management that the matter be referred for arbitration.

The agreement guaranteed full pay for the workers should an independent arbitrator find their dismissal unjustified, a union spokesman said.

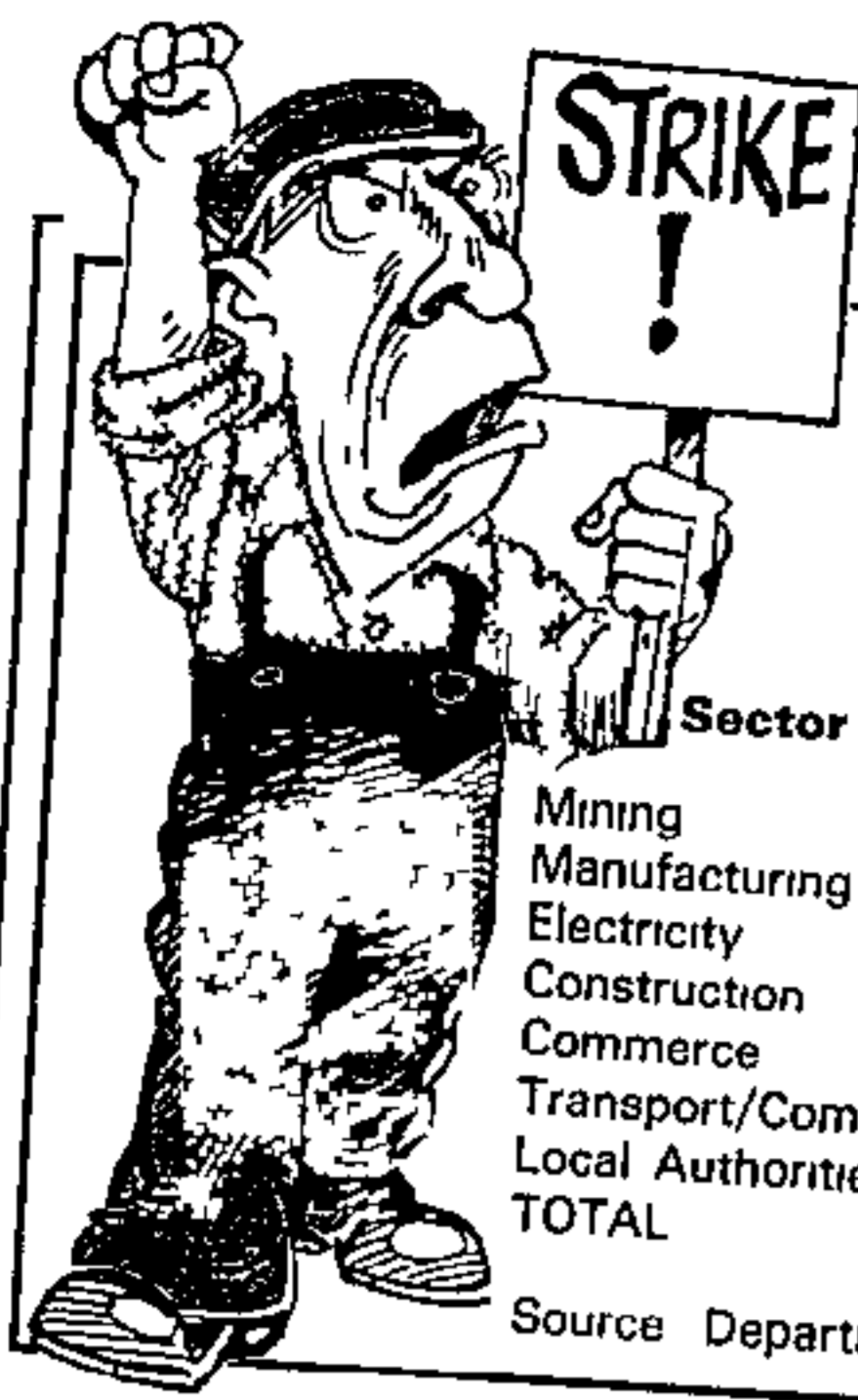
The workers had initially demanded that the three be suspended with full pay while their case was being investigated.

At Printpak Gravure, Industria, a sit-in by 90 Pwawu members in support of a dismissed fellow worker continued for the sixth day yesterday.

18/10/85

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(152) FM 18/10/85

## STRIKES IN '85

(up to September 12)

Sector	Number of Strikes	Persons Involved	Man-days Lost	Man-days Lost 1984
Mining	21	100 302	253 091	118 204
Manufacturing	111	39 407	119 498	224 664
Electricity	1	1 466	1 594	1 585
Construction	9	2 916	5 107	3 312
Commerce	18	2 258	2 429	20 187
Transport/Communication	11	2 118	1 864	10 977
Local Authorities	3	447	281	783
TOTAL	174	148 914	383 864	379 712

Source: Department of Manpower

chemical, food and metal industries

As usual, wage disputes have been the most important strike trigger. Until the end of September they were the issue in 44,5% of strikes. Dismissals triggered 18,3% of strikes and grievances 7,8%. The rest were over a wide variety of issues, including safety and union recognition.

### GROUP AREAS ACT

#### Tricameral rifts

P W Botha is not making it easy for his coloured allies in government.

By insisting defiantly at the Cape National Party (NP) congress in Port Elizabeth that the Group Areas Act will stay, Botha not only embarrassed Labour Party (LP) leader Allan Hendrickse, but also displayed an amazing insensitivity to the considerable problems facing his coloured Cabinet colleague. Botha's blunt rejection deprived Hendrickse of the one apartheid icon he could have smashed and at least partly redeemed himself for his concentrated silence on the extraordinary events which have overtaken the coloured community in the Cape.

He left Hendrickse no choice but to state with equal defiance at the LP's eastern Cape congress in Uitenhage, "To hell with the Group Areas Act."

Posturing by both leaders it might have been, but, if so, it was a sloppy way of going about politics. There seems no logical reason for Botha adopting such an uncompromising position. A plea for the repeal of the Act came from the NP floor, not the platform. Although most delegates appeared to support its retention, a softer, more ambiguous response by Botha would surely have sufficed and saved Hendrickse much embarrassment.

The Act has been targeted by the LP as one of the key apartheid laws it wants scrapped. Hendrickse has argued with justification that the Act has particularly bitter memories for hundreds of thousands of coloured people who have been forcibly moved to suit apartheid ideology.

There are many possible reasons for Botha's outburst in PE pending by-elections, it was a sop to the Rightwing, or —

more likely — a genuine determination not to allow racially mixed residential areas.

The immediate interpretation of the row was a rift in the Cabinet. Hendrickse wants the Act to go, Botha wants it to stay. But the repeal of the Act is not even on the Cabinet agenda, so Hendrickse can do little more than state his formal opposition to residential apartheid and pledge to keep working for its repeal. He can also quit the Cabinet and Parliament and so try to destroy the tricameral system from without. But he has already rejected this strategy. His only option then is to appeal privately to Botha to show more sensitivity, while publicly bearing the humiliation as graciously as possible. This will not be easy, for Botha's action has reinforced the derision and contempt with which Hendrickse's position in the Cabinet is held by radicals and cynics alike.

The latest row has again raised the question of whether the LP is losing more by staying in Parliament and the Cabinet than it is gaining. Even its most generous critics would say all it has achieved so far is the scrapping of laws prohibiting inter-racial marriage and sex and segregated political parties (Harsher critics would say these were sops set up by government to give the new system some credibility).

On the negative side, however, Hendrickse, as a member of Cabinet, and the LP in general, bear some responsibility for all government actions, including the State of Emergency, police and army operations in the townships and the enforcement of the very apartheid laws they have vowed to destroy.

Hendrickse has made little, if any, use of the facility granted by Botha last year in terms of which he can publicly distance himself from Cabinet decisions. The assumption, therefore, is that he supports most decisions.

### STRIKES (152)

#### Another record year

SA is headed for yet another record year for strikes. This phenomenon is largely due to increased labour unrest in the mining industry.

Data supplied by the Department of Manpower and industrial relations consultants Andrew Levy and Associates differ markedly. No set of statistics can be regarded as precise, as different criteria and methodologies are used. It is useful, however, to compare year-on-year data supplied by the same institutions.

According to the department, the number of strikes which took place in the first nine months of this year is significantly down on the total for last year. But a greater number of man-days have been lost.

By mid-September there had been only 174 strikes, compared to 469 in 1984. But 383 864 man-days had been lost compared to 379 712 last year. This reflects the fact that, on average, each strike has involved a far greater number of workers — and this is primarily because of the increased activity on the mines. In fact, almost two-thirds of man-days lost occurred in the mining industry (see table).

Departmental figures show that levels of industrial action in most other sectors are down. Barring a rash of strikes in the manufacturing industries, strike levels here could be substantially lower than last year. But this situation could be threatened if the Metal and Allied Workers' Union carries out its threat of industry-wide strike action over the refusal by some metal industry employers to negotiate wages at plant level.

Compared to last year, the department's information reveals that the commercial and transport sectors have also been relatively strike-free.

Levy and Associates' figures show a far greater number of total man-days lost — about 750 000 so far. And these do not include political work stayaways.

Aside from the mining industry, the most strike-prone industry this year has been the motor assembly sector, followed by the

# STRIKE ENTERS SECOND WEEK

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THE strike by over 20 workers employed by Printpak, a subsidiary of Nampak, yesterday entered its second week without any agreement being reached between management and the trade union representing workers.

A spokesman for the Fosatu-affiliate Paper Wood and Allied Workers Union (PWAU) said it had been agreed with the company to appoint an arbitrator to resolve the dispute.

The workers downed tools last week when management refused to reinstate another worker sacked for refusing to work "double-jobs" because they claimed that the company had retrenched workers and should therefore employ new people.

The strike action climaxed when the workers, carrying placards and singing workers' songs demonstrated and picketed the office of Nampak in Sandton, on Friday. The incident was free of police action.

SO WETAN

The striking workers have been coming to their place of employment since the action started last week, but have refused to work. They demand that their colleague be reinstated unconditionally.

22/10/85

Meanwhile, PWAU's members — about 160 — employed at Paxcellent Plastic Company in Industria have all returned to work after a week-long strike over the dismissal of colleagues.

## 10 slain on East Rand

TEN PEOPLE were killed on the East Rand over the weekend, Major C R Liebenberg, East Rand police spokesman, announced yesterday.

He said 10 women were raped and 24 people robbed in the area. Four people were killed in Tembisa, two in Vosloorus, another two in Daveyton and one each in Ratanda and KwaThema townships.

Some unrest despite plea for calm

# Thousands heed prayer day call

By Chris More and Rich Mkhondo

10/10/85

Thousands of people of all races countrywide yesterday prayed together for the future of South Africa in response to a call by Christian leaders

Several incidents of unrest were reported, despite a plea by the clergy for calm

Putco public relations officer Mr Pat Rogers said a few buses had been stoned and one driver slightly injured in Soweto, but this was not "out of line with the general unrest pattern"

There had been isolated reports of intimidation in which passengers were pulled off buses, he added

Soweto showed the most marked decrease in the number of bus passengers — a 40 per cent decrease in the morning and an overall drop of 30 per cent during the day

Bus services to the outskirts of the township had been withdrawn in the early afternoon after a few buses were stoned, said Mr Rogers

In schools, classes were deserted as pupils attended prayer services

There was a big security force presence in most Reef townships. In Soweto, the forces disrupted two services and forced youths to lie face down on the ground

In two separate incidents on the Reef, two men narrowly escaped death when they were doused with petrol and set alight by mobs

Thousands of Reef residents stayed at home to observe the day of prayer and many who went to work went home early

In Durban, people thronged church halls

In the Eastern Cape thousands stayed away from work and attended prayer services

Services were also held at the universities of Cape Town, Rhodes, Western Cape and Fort Hare

In Johannesburg well-attended services were conducted at St. Mary's Anglican Cathedral and the Central Methodist Church

The president of the Methodist Church of Southern Africa, the Rev Peter Storey, said there were two ways to bring about change in South Africa — the way of coercion or the way of encounter

"The way of coercion and force is the way of the world. Encounter is the way of God. If we don't use the way of God, He will use the way of the world. But, either way, God will change our land," he said

In 10 East Rand townships — Tokoza, Katlehong, Vosloorus, Wattville, Duduza, Ratanda, Daveyton, Tembisa, Tsakane and kwaThema — residents

thronged church halls between 12 pm and 3 pm and businesses were closed for the day

Armed members of the SADF patrolled the townships and some kept a low profile at strategic points

In Pretoria, the Moderator of the Northern Transvaal Synod of the Ned Gerer Kerk, Professor Johan Hevns told worshippers that South Africans of all races and religious persuasions shared a common guilt about the country's current problems

The sooner people accepted this fact and stopped pointing fingers at one another apportioning blame the sooner they would work together to find solutions to the problems, said the Moderator

Professor Hevns was preaching during a lunchtime sermon in a packed St Alban's Cathedral

Christians shared a common fellowship because they were purified in the blood of Christ, he said, but it was remarkable that in South Africa the Church — the body of Christ — was, more often than not, an instrument of division rather than unity

Occasions such as yesterday's prayer day, at which Christians of different denominations worshipped together, should be the norm rather than the exception

"There is room for all of us in this country," he said

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STAFF

# Few stay away

Mercury  
to pray

10/10/85  
Labour Reporter

THE day of prayer called by the National Initiative for Reconciliation appeared to have been largely ignored by workers in Durban yesterday.

Most major companies reported that the effect on worker attendance was minimal, but in some Durban and Pinetown townships, the day was marked by isolated incidents of unrest.

Durban Transport Management Board general manager Marshall Cuthert confirmed that two buses had been burned in Clermont and at Chester-ville.

Passenger flow on the board's green-line service, which transports about 200 000 black commuters daily, was normal.

Mr Theo van den Bergh, group personnel director of the giant Toyota motor assembly plant at Prospecton, said workers had reported for duty as normal and there had been no requests for time off.

## Boycotts

At the Dunlop tyre factory in Durban, worker absenteeism was 'higher than normal', but the plant was in full production, said Mr Glen Sutton, Dunlop's group industrial relations manager.

About 500 students at the Durban Medical School boycotted lectures, but there were no stayaways at the University of Durban-Westville and the University of Natal.

A spokesman for the Department of Education and Training in Pietermaritzburg said more than 2 100 primary and high school pupils had boycotted classes in Lamontville. The AJ Mwelase Secondary School had a total pupil boycott.

About 791 pupils at the Lamontville Secondary School boycotted classes. Five primary schools in the township had 50 per cent attendance drops.

Mr Johann Zwiegelaar, executive Director of Indian Education, said there had been '100 percent' attendance by pupils at Indian schools throughout the country, except the Rylands Secondary School in the Cape, where only two pupils had turned up.

BERNIE FANAROFF

# Transnationals and responsibility



Bernie Fanaroff is national organiser for the Metal and Allied Workers' Union

Three representatives of the Federation of SA Trade Unions (Fosatu) gave evidence at the recent hearings of the UN Sub-Committee on transnationals in SA. The representatives from the Metal and Allied Workers' Union (Mawu) and the National Union of Textile Workers (NUTW) presented very substantial reports to the sub-committee documenting in great detail the anti-union and anti-worker activities of transnationals BTR, Bata, Tidwell and Transvaal Alloys.

In evidence to the committee, and in answering questions, our representatives made the point very forcibly that the various codes of conduct — Sullivan, European Economic Community and the Urban Foundation/SA Consultative Committee on Labour Affairs codes — have been an abject failure and that the international community has to create more satisfactory mechanisms to prevent unacceptable behaviour by transnationals in SA.

It has to be accepted that transnationals are here to exploit the markets and the labour conditions. They have not come here with the objective of improving the living conditions of the people of SA. For many years they, like other companies here, have benefited from apartheid.

Workers are no longer prepared to accept this situation. The codes of conduct have,

however failed to make any significant change. They are not mandatory or enforceable. They cannot deal with the sophisticated union-busting tactics of the transnationals nor the disputes which result. They do not require corporations to commit themselves to eradicate apartheid as a national policy and practice.

A radically new approach is required. We proposed at the hearings that the international community create a mechanism whereby breaches of internationally-accepted labour standards could be aired. Where such a breach is established the metropolitan governments should undertake to take action against the offending transnational corporation (including for instance, refusal of government contracts, export guarantees, trade credits, etc.).

Obviously, pressure would have to be exerted in SA first. In the case of BTR, for instance, massive pressure by Mawu members, other Fosatu unions and the community have all failed to move BTR. So, up to now, has pressure from the international labour movement through the International Metalworkers' Federation, Trades Union Congress and the International Confederation of Free Trade Unions. Given BTR's union bashing in other countries this is not surprising, and clearly something more is needed.

Besides their unacceptable labour practices, the four companies about which our representatives testified directly and indirectly, support apartheid. BTR, for instance, has had the SA Police extensively involved in their labour affairs for the past 12 years. And their chairman, Peter Fatharly, is on record in the London *Sunday Times* as saying that the State of Emergency was neces-

sary and that change should not come too quickly in SA.

It is clear then that BTR, their advisers Andrew Levy & Associates, and many other transnationals are substantially out-of-step with even the conservative business establishment. This obviously raises the question of whether they should stay or go.

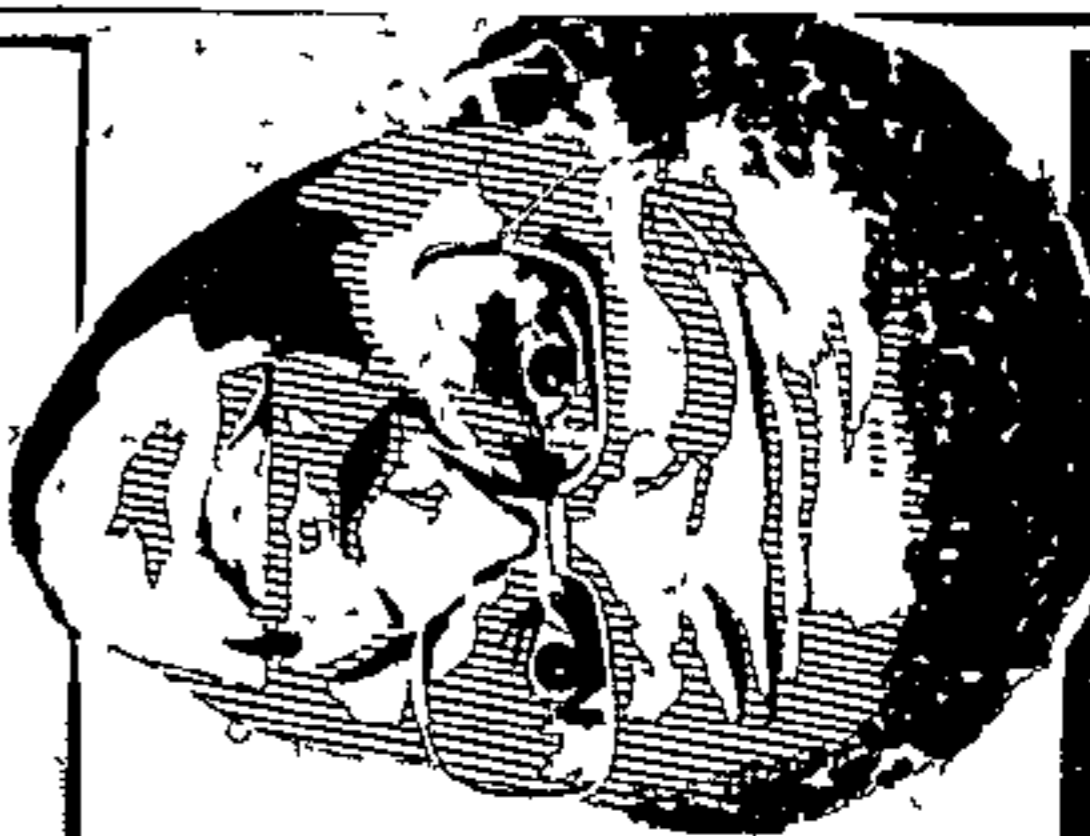
Our attitude, which was explained at the hearings in New York, is straightforward. We believe that maximum pressure should be exerted on the apartheid regime. To the extent that disinvestment is one pressure it should be maintained and intensified. Proper account must however, be taken of the fact that the greater part of the wealth and assets of the transnationals in SA has been created by South African workers — so transnationals have no right to ship out this wealth.

The South African employer representatives at the UN hearings seemed to understand that something more is needed than simply more talk of codes. During their session they argued that they are well placed to facilitate negotiations between the political groups to end apartheid and that if they had not fulfilled this responsibility within one year they understood that the international community would have to go ahead with economic pressures. They also committed employers to one-man-one-vote albeit within a federal system.

The media in SA seemed to be scared to report this. Despite the extensive coverage of the hearings and press statements from Mawu there was very little reporting of the union delegates' presence or evidence. Nor was there a report of the remarkable commitments of the employers' representatives. It seems that it is not only the SABC which is "protecting" the public.



# Bomb threat at Tutu service



**NOBEL Peace Prize winner Desmond Tutu was forced to quit a National Prayer Day service at Johannesburg's St Mary's Anglican Cathedral yesterday when an anonymous caller threatened to blow up the cathedral**

Bishop Tutu -- who initiated the "pray-away" call at last

month's National Initiative for Reconciliation meeting -- told City Press the congregation moved the service to a nearby building

Police said afterwards the bomb threat was a false alarm and the cathedral returned to the service to complete the service there

● Bop University was shut down by homeland soldiers and police yesterday. President Lucas Mangope, accom-

panied by the army and police, burst into a prayer meeting attended by 1 600 students and announced the campus was closed

Startled students and Rev John Lamola who was conducting the service were told by vice-chancellor John Makhele that President Mangope gave them until 11am to quit the campus

● At the universities of Durban-Westville, Fort Hare,

Turfloop and Rhodes University prayer meetings were attended by both staff and students

● In Port Elizabeth, thousands of students attended a meeting organised by the PE Students' Council at the Rio Cinema in New Brighton

● In Clermont near Pinetown, a Durban Corporation bus was burnt by a group of people after the driver was forced out and robbed before the bus was set alight

About 500 students gathered at the roadside and watched as firemen from Pinetown battled to extinguish the fire

● A Tembisa resident told City Press helicopters flew over the East Rand township late on Tuesday, broadcasting from loadhaulers that there was no reason for residents to stay at home for the National Prayer Day. "Adults should go to work, children should go to school," the message said

**Thousands need call to pray for peace in SA ...**

**THEY**

**US**

**FOR**

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c/ps

13/10/85

# TENS OF thousands of people answered yesterday's call for a prayaway in cities and towns throughout the country - with Soweto showing immense support for the call.

The call for a national day of prayer to be observed yesterday was made by the National Initiative for Reconciliation after Bishop Desmond Tutu's address to the NIR in Murrumbidgee last month.

Thousands of Soweto residents - estimates varied from 40% to more than half - stayed away from work yesterday, leaving a number of Johannesburg firms reeling from a total stayaway of black workers.

The Soweto support was said to be the biggest since last November's union-led stayaway in Johannesburg. Chamber of Commerce spokesman Andre Malherbe said a number of firms were hit by a total black stayaway, while others reported a low turnout.

All Soweto businesses were closed.

About 300 people - mostly youths - attended a prayer meeting at Dube Youth Alive Centre Regional NRI committee chairman Siza Molebatsi told the meeting. "We are not the servants of the State and we are not going to allow the State to use us to stop the violence."

The Government created this of them and the government must stop the violence. In the East Rand and the Pretoria region, thousands of workers also attended prayer meetings. Heavily armed cops and soldiers yesterday guarded West Rand Administration Board buildings, post offices and other Government buildings. Two helicopters hovered above Soweto.

A number of Putco buses were stoned - and later in the day, travelers were escorted by soldiers in Casspirs. Soldiers and cops were also reportedly seen in buses.

A Putco spokesman said the number of Soweto commuters

## CP Reporters

the universities of Durban-Westville, Rhodes, Fort Hare

Most churches throughout the country also conducted special services in response to the NIR's call.

According to Putco spokesman Mitchell Pons, four buses were stoned and one driver slightly injured in Soweto.

However, she denied any knowledge of soldiers in buses.

"Maybe they were seeking a lift to another area," said Ms Pons.

She added that the situation was normal in Durban.

An SA Transport Services spokesman said there was no marked decrease in the number of train commuters yesterday.

Edgars liaison officer Don Findlay said worker attendance was "naturally down."

"There was a special arrangement for employees who applied for leave days. Those who did not apply for the day's leave are at work," he said.

Coca-Cola spokesman JH Viljoen, said that although a few office workers turned up at their Johannesburg office, there seemed to be no major stayaway.

OK branch manager MP Butler said only 40 of their 600 workers were absent.

IBM media relations manager Isabel Fish said she could not give the number of workers who stayed away because "it was a private arrangement between workers and departmental managers."

ers yesterday was "significantly down".

In Alexandra it was down by 25%.

In Durban there were conflicting reports about the extent of the stayaway - some firms reported that all workers came to work. However, workers were given an extended lunch break to attend prayer meetings.

Most workers were reported to be at work in Cape Town, Port Elizabeth, Grahamstown, East London and Queenstown.

However, thousands attended prayer meetings at

## A long and empty road...

THE Soweto Highway - probably the country's busiest road on any weekday morning - stayed virtually empty yesterday morning, as thousands of Sowetans answered the call to "pray-away".

Pic: MIKE NZIENI

(152) (143) 15/12/83  
Propen workers on strike

THE entire workforce of about 500 workers at a cosmetics manufacturing company, Twins Propen Holdings in Isando, downed tools yesterday over a wage dispute.

The strike follows a four-month negotiation battle between management of Propen Holdings and the South African Chemical Workers Union over a demand for a R25 a week increase for every worker, irrespective of job title.

However, according to the spokesman for the union, Manene Samela, Propen management was only prepared to offer an increase of R18 across the board, in spite of an Industrial Council disputes sub-committee recommendation for a R20 increase across the board.

Propen's Human Resources director H Beirnat confirmed the strike but could not give further details.

Investigations by *Business Day* revealed that a series of wage negotiations between union representatives and management started in June.

As management was adamant on its offer of R18 a week increase, and the union pressing for R25, negotiations reached a deadlock and the union declared a dispute in terms of its recognition agreement with management.

The matter was then referred to mediation and handled by a labour expert from the Johannesburg's Legal Resource Centre but could still not yield results. It was then taken to the Industrial Council disputes sub-committee.

The Industrial Council recommended that the matter be settled with R20 a week across the board.

"After consulting our members, we as a union wrote to the Industrial Council accepting the R20 a week increase recommended.

"Propen management stuck to their R18 a week increase. On Monday last week, we decided to conduct a ballot. The majority favoured a strike," said Samela.

SIPHO NGCOBO

Oct 1985

# Workers accept employer's conditions to retain jobs

## 500 return to work

STAR  
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By Mike Siluma

About 500 employees of a Johannesburg firm returned to work on Tuesday to beat an ultimatum to accept working conditions imposed by management.

This is believed to have been the first legal lockout in the post-Wiehahn industrial relations system.

The workers, members of the Sweet Food and Allied Workers Union (SFAWU), are employees of Farm Fare, a subsidiary of Premier Food Industries.

### CONFLICT

Conflict between the union and the company arose during wage negotiations at the end of August, when workers rejected three working conditions suggested by management.

● A revision of the schedule of working hours, which the union said would force workers to

work longer hours than previously.

● The acceptance of a weekly wage increase of R9 30.

● That workers undertake to work overtime when required to do so by management.

After negotiations had broken down, management applied to the Minister of Manpower for a conciliation board which had to be instituted within 30 days. Meanwhile the union and the company held further talks to try to resolve the dispute.

When the 30-day period expired on Monday without the conciliation board being set up, the company gave the workers an ultimatum to accept the three conditions or face dismissal.

On Tuesday the workers accepted the conditions set by management and returned to work.

A Premier spokesman said

the decision to lock the workers out was not taken lightly. It was taken to prevent the recurrence of go-slows and a ban on overtime by the workers.

"In good faith, we had done all the talking possible and we had exhausted all the negotiation procedures and levels of conciliation open to us. We believe we have abided strictly by fair labour practice.

"Management is pleased that workers have returned to work and looks forward to restoring sound relationships with its workforce," said the spokesman.

### WAR

But the union, accusing Premier of declaring war against the workers, yesterday ruled out the possibility of a harmonious relationship with the company.

Its branch secretary Mr David Makhema, said "We condemn the company's unilateral

imposition of changes in working conditions without the consensus of the union.

"The union is considering further action to fight this evil practice by Farm Fare and Premier."

SFAWU would appeal for active support from its mother federation, the Federation of South African Trade Unions.

A prominent industrial relations consultant, Mr Gavin Brown, said the action taken by Premier after going through the relevant steps of labour law was not unexpected.

It may be a sign that employers would use some of the union's tactics against unions and more such actions could be expected from employers, he said.

It was disappointing that the dispute between Farm Fare and SFAWU had not been resolved through negotiation, he said.

# Churches favour 'prayaway' not stayaway

AK 64  
8/10/85

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Staff Reporter

WESTERN Cape churches have not backed the call for a stayaway tomorrow but have urged members to observe the day with prayer

Services will be held throughout the Peninsula. These include Masses at lunchtime and 5.45pm at the Catholic cathedral, a lunchtime service in St George's Cathedral and a series of morning services in Mitchell's Plain under the auspices of the Mitchell's Plain Ministers Fraternal, followed by an ecumenical service at St Stephen's church in Rocklands

Services organised by the Langa, Guguletu and Nyanga Ministers Fraternal, Young Christian Students and the Ecumenical Action Movement will be held at the Langa Methodist church, Guguletu Anglican church, NY3, and the Nyanga Methodist church between 11am and 1pm

A special service conducted by Bishop Patrick Matolengwe will be held at 10am at St John's church, Bellville

The Plumstead Methodist church and the Metropolitan church in the city centre will also hold special services

## EMPHASIS

St Nicholas church in Elsies River will hold normal services, but special emphasis will be laid on the current situation

The Gardens Presbyterian church will be open for prayer from 9am to noon and from 2pm to 5.30pm. During the last 30 minutes of each session a minister will be present and there will be readings and open prayer

The call for a national day of prayer was made during the National Initiative for Recon-

ciliation (NIR) in Maritzburg last month

Originally it was a call for all Christians to stay at home on tomorrow, but churches appear to have avoided calling on members to do this

Chairman of the South African Catholic Bishops Conference Archbishop Denis Hurley said in a letter to churches that "it seems better not to promote it (the stayaway) but to do what we can in the matter of private prayers, fasting and other penitential practices"

The Nederduitse Gereformeerde Sendingkerk, in a statement associating the church with the call to reconciliation, urged members to hold prayer sessions at work or elsewhere

The Rev Wilfred Abrahams chairman of the Congregational Church in the Western Cape said the church's assembly in Gaborone in September had aligned itself with the NIR, and churches in Mitchell's Plain would be holding services

At the general assembly of the Presbyterian Church, held in September after the NIR, the moderator urged all ministers to observe the day "quietly and prayerfully" and to make their own arrangements

Mr Lathif Kafoor, Press secretary of the Western Cape Traders' Association said all traders had been urged to close businesses tomorrow between 1pm and 3pm in solidarity with the call for a national day of prayer

● In London Bishop Desmond Tutu has asked Christians in Britain to join South Africa's day of prayer

He told a gathering shortly after his arrival last week that he hoped Britons would "pray and fast with us"

# 'No call for stayaway'

8/10/85  
TRADE unions and community organisations have backed the call for tomorrow to be observed as a day of prayer.

And the organisations have appealed there should be no intimidation of workers going to or returning from work. They have pointed out tomorrow is a day of prayer and meditation, and there is no call that people should stay away from work.

This standpoint by trade unions, the organisers of the day of

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By SOWETAN Reporter

prayer (the National Initiative for Reconciliation), comes in the wake of widespread concern in the black community that radical elements could try and force people to stay away from work. Already at some townships youths have been warning residents not to go to work.

The organisers and trade unions interviewed have made it clear there is no stay-away.

SOWETAN  
the day of prayer  
Trade unions and political organisations have appealed to workers to congregate peacefully and reflect on the crisis in South Africa.

The National Initiative for Reconciliation (NIR), consisting of clergymen of various Christian denominations, called on Christians to observe the day by asking a day's leave from work and on employers to respect the call by granting requests from those employees who wished to observe

The National African Federated Chamber of Commerce (Nafcoc) has fully supported the call and urged black businessmen to close their operations for some hours during the day.

The Azanian Students Organisation (Azaso) has called on pupils and students not to stay away from school, but should hold prayer services at their schools and universities.

The Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), Azanian Confederation of Trade Unions (Azactu) said they supported the call.

Concern expressed by unions and organisations was that workers were going to suffer financially if they stayed away.

— wapa,  
'People must be made aware of seriousness'

# Tutu's hopes for prayer day

STAR  
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Religion Reporter

Bishop Desmond Tutu, the Anglican Bishop of Johannesburg, said he hoped today's day of prayer would become one of the factors that would help bring about a change in perceptions in South Africa

He hoped it would make people aware of the seriousness of the situation in the country and that there were victims, he said yesterday at a Press conference

shortly after he returned from a visit to England

Bishop Tutu was, in a way, responsible for the idea of a day of prayer. In his address to the National Initiative for Reconciliation in Maritzburg in September, he called for a week-long stay-away. His appeal was received enthusiastically and, after debate, it was tempered to a call for a one-day "pray-away".

Bishop Tutu will not be leading any church services today because at noon he is due to fly to Lesotho to speak at the University. But he said he would continue praying, even in the air.

He said he hoped prayer day would be widely observed

"The impressive and new element is that there were members of the Dutch Reformed Churches at the meeting when we agreed on this. They were the people who said 'Let us have this day without linking it to a meeting with the State President,'" Bishop Tutu said.

He said it would be the first time this type of call had been commended from Dutch Reformed pulpits and that there would be white participation.

"We want it to be a voluntary observance. We do not want it to be hijacked by any group. We pray that it will be peaceful," Bishop Tutu said.

## CHRISTIAN CONCERN

The day of prayer was intended to demonstrate the concern of Christians for the seriousness of the present situation in South Africa and to show solidarity with those who were victims of apartheid.

"The force that the church has, has always been a spiritual and moral force. For us it isn't play-play when we talk about praying and fasting, because those are ultimately the strongest weapons the church has," the Bishop said.

What the churches wanted was that the Government should dismantle apartheid, lift the state of emergency, release detainees and talk to the authentic representatives of the people, he said.

"I wish white people would know there is no way they can continue in the imbalance we have, and it is far better to try and work out a situation in which we can live together happily," he said.

# Leave for workers who do not report for duty

STAR 152  
Anglo American Property Services (Amaprop) employees who do not report for duty today would have the day treated as leave, according to a memorandum released by management yesterday.

Prayer services are to be held nationally today in response to a call by National Initiative for Reconciliation (NIR) for a day of prayer to be observed.

The Amaprop memo said the Transport and General Workers' Union, with which it has a recognition agreement, had been informed the company did not expect employees to risk their lives to come to work. Workers who did not come to work today would have to fill in leave forms when reporting for duty.

This week the NIR denied it had called for a work stayaway. Instead it said it had called on Christians to spend the day at home praying for the situation in South Africa.

9/10/85  
Employees who went to work could ask for time off to attend prayers services.

A spokesman for NIR warned "certain elements" in the townships against disrupting or discrediting the day of prayer.

Organised commerce and industry have called on employers to treat sympathetically requests for time off to pray. Two major banks have said they would give staff an extended lunch hour to enable them to attend prayer services.



# Fear reigns on eve of prayer day

WIDESPREAD fear grips townships after rumours that certain elements are intent on disrupting today's day of prayer called by the National Initiative for Reconciliation

The atmosphere was so tense yesterday that NIR chairman Michael Cassidy appealed to "elements" which would like to disrupt the day of prayer not to do so if they have any real and genuine love for South Africa.

The issue is being misinterpreted in many township circles, with people talking of a stay-away instead of a day of prayer.

In taxis, buses, trains, schools and she-beens the talk is about intimidation with

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9/10/85  
B. Day  
SIPHO NGCOBO

many people vowing to stay at home. Township traders have also promised to close their businesses today while the National African Federated Chamber of Commerce (Nafcoc) has given the day its blessings.

The Federated Chamber of Industries (FCI) said it was sympathetic to the call and suggested to members that they should treat sympathetically employees' requests to attend church services.

However, they said anyone staying away from work without permission should be treated as though he had taken unpaid leave.

The Association of Chambers of Commerce (Assocom) said workers who absented themselves would not get paid.

Durban Metropolitan Chamber of Commerce president Bruce Forsman said the chamber had urged members to consider sympathetically a reasonable and limited time off work for employees who genuinely wished to attend church services. He said there was no need to lose a whole day.

Another NIR organiser and former Presbyterian Church moderator, the Reverend Allan Maker, said he received several letters from major mining

● To Page 2

## Prayer day fear prevails

9/10/85  
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B. Day  
groups saying they would not dismiss anyone who was absent but would treat the day as unpaid leave.

However, the NIR suffered a setback yesterday when the United Democratic Front (UDF), the Azanian Peoples Organisation (Azapo) and major trade unions said they were sympathetic to the prayer day but were not calling on their members to observe it.

The two major political fronts criticised the way it had been planned by the church leaders with Azapo leadership

saying it would have been more appreciable if the Christians had consulted them.

Most trade unionists said they were sympathetic to the call, but would not call on members to stay away.

Leaders in the Federation of South African Trade Unions, with a membership of more than 150 000, said the federation had discussed the "Prayaway" but were not taking any public stance.

● From page 1

# Mawu threatens to strike

B-Day 3/10/85

CLAIRE PICKARD-CAMBRIDGE

URGENT steps are being taken by the Transvaal metal and engineering industrial council to deal with 70 disputes in the industry

A council spokesman said this was the largest number of disputes submitted in one letter against companies party to the council

The council has withdrawn inspectors from the field to help attend to the disputes, which were declared by the Metal and Allied Workers' Union in demand for plant-level bargaining

Mawu is threatening to strike at the end of the month at companies with which it cannot reach agreement. It said talks had not yet begun but it believed strikes would be legal because 30 days

would have lapsed after declaring the disputes.

The council is also having to cope with additional disputes which do not involve Mawu's demand for plant-level bargaining. There are 15 unions and 45 employer associations which are party to the industrial council.

Parties to the dispute will have to decide which companies can deal with the situation jointly

The council spokesman said he could not yet give details about dispute-resolving arrangements, but he expected that as much time as parties required would be allocated

# Workers fired for stayaway claim

Dispatch Reporter  
EAST LONDON

Seventy-five Border Bandag employees claimed here yesterday that they had been dismissed for taking part in a stayaway on Thursday and Friday, despite having informed their management about the stayaway call in the townships.

A company spokesman, Mr. G. van der Merwe, said yesterday that the workers had dismissed themselves and denied that the company had fired the workers because of the stayaway.

A spokesman for the employees, Mr. J. Mabuya, said they had informed their management on Wednesday that they would not be able to come to work on Thursday and Friday.

Dispatch Reporter  
EAST LONDON

found four new coloured employees. On Tuesday, their work committee members were dismissed, he said.

The work committee members were Mr. R. Galela, Mr. A. Ngamtu, Mr. P. Ntongweni and Mr. S. Gadlela.

DISPATCH

The workers decided that they would not work if their four committee members were not reinstated.

Mr Mabuya said the management dismissed the remaining employees on Tuesday, saying the company would employ coloureds since the black workforce had stayed away last week.

They were paid for Monday and Tuesday only, Mr Mabuya said. Mr Van der Merwe said the entire black labour force had "simply resigned".

## Delivery man robbed of van

Dispatch Reporter  
EAST LONDON

A Stutterheim man, Mr Edward Ngoma, 43, was robbed of the delivery vehicle he was driving at Donisa Village near Keiskamhahock by two armed people on Tuesday morning. The stolen van was later recovered by the Ciskei Police.



Border Bandag employees who said they were fired by the company because of the stayaway last week pictured outside the Daily Dispatch yesterday.

## Factory shut:

300 laid off

DISPATCH

Dispatch Correspondent  
CAPE TOWN  
Epol is to close its Matland factory and at least 300 employees are being retrenched — the biggest single retrenchment in the Western Cape food processing industry in at least 10 years.

Approached for comment, a spokesman for the Food and Canning Workers' Union, which represents most of the white, coloured and black workers at the Epol factory, said the union would fight the retrenchments.

The erection of a modern, cost-efficient plant will form part of Epol's current rationalisation programme at the existing factory which will close on October 31, 1985.

"Every effort will be made by the company to secure jobs for as many of our staff as possible with companies within the Premier Group or elsewhere."

a new dim

STATIONERS

# Staff stayaway at Bisho

(52)

DISPATCH

**Dispatch Reporter**  
EAST LONDON — Some Bisho businesses and retailers closed down yesterday after an almost 100 per cent stay-away by their black workforce

A large chain store there experienced a 100 per cent stayaway, and a

management team from their East London branch was brought in to help out

The chain store remained open and operated normally

Various businesses shut down for the day because of a lack of staff

However, several businesses managed to remain open, with clerical and management staff doing manual jobs

04/10/85

One shopowner said his staff were in the vicinity of the store, but fear kept them from returning to their jobs

# Volkserk backs stayaway call

Herald

By GARY VAN DYK

5/10/85

THE Volkserk of Africa decided at its 49th conference in Stellenbosch last week to support the proposed stayaway from work and day of prayer on October 9.

The church said in a statement "We support the call to pray for reconciliation in our country and that other churches also become involved in the effort

"This must also be a day of fasting."

In a further statement the conference expressed their concern

about the way the country has become an integral part of South African life

"We find the continuing resistance by the oppressed is a result of their deep-rooted frustrations against the despicable apartheid system

The violent reaction by the South African Police and the South African Defence Force

to maintain so-called law and order is counter-productive. These actions are not enough to bring about peace in South Africa

"Irresponsible statements by some white political figures are not conducive to a peaceful solution to the situation.

like all reasonable South Africans as well as the international community, call on the

white minority Government to dismantle apartheid immediately," said the statement

The conference also called for the unconditional release of all political prisoners and the withdrawal of charges against spiritual leaders in the country

"The State must end its inhumane and defensible campaign of detention without trial of those opposed to the present system"

# October 9 not stayaway - NIR

7/10/85

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## VIOLENT SOLUTION CLOSE, SAYS TUTU

LONDON — Bishop Desmond Tutu warned yesterday that the prospect of a violent solution to South Africa's system of apartheid is "very, very close," unless the international community backs economic sanctions.

*SOWETAN*  
The Nobel Peace Prize winner also warned in an interview on Independent Television's Channel 4, that he could lose his credibility with young blacks if the international community did not put economic pressure on South Africa to make political reforms.

*7/10/85*  
Bishop Tutu said he opposed the violence of the South African system and the violence used by those seeking to overthrow it but, he added

"I am aware as a man of peace, not a pacifist, that there may come a time, and we are very, very close perhaps to that time, when we will

have to say that the lesser of the two evils is to overthrow this unjust system"

**Refused**

Bishop Tutu, who was in London last week, said he urged the Prime Minister, Mrs Margaret Thatcher, during talks last Thursday to impose economic sanctions against South Africa

He said he told her "If the unrest in South Africa continues then your investments are even more insecure and you might end up losing virtually everything you have, whereas if you were to assist in the transition from a vicious situation to a more equitable one, then you are more likely to be able to get more prosperity in the long term"

Mrs Thatcher has refused to impose economic sanctions saying they don't work and would in any event hurt blacks the most

THE National Initiative for Reconciliation has warned that it has called for October 9 to be observed as a day of prayer and not as a stayaway from work.

Mr Michael Cassidy, chairman of the NIR said this at the weekend to clear confusion surrounding the call for a day of prayer.

He said the NIR which comprised clergymen representing more than 400 denominations, did not at any stage call for a stay-away

Mr Cassidy said "We reiterate our suggestion that people responsibly seek a day's leave to pray at home or in planned services, or else participate in lunch-hour services with the blessing and co-operation of their employers

The call was "purely an act of mourning and not a cheap political act seen in terms of a stay-away or a strike", Mr Cassidy said

He said "The October 9 call for prayer is a serious and genuine Christian call to our nation to come before God in a spirit of repentance and humility to seek His answers for South Africa at this time of national crisis"

Mr Cassidy's announcement follows reports linking the day to a stay-away from work

Already talk is rife in white and black resi-

### SOWETAN Reporters

dential areas that October 9 has been declared a "stay-away" after the NIR conference decision last month --

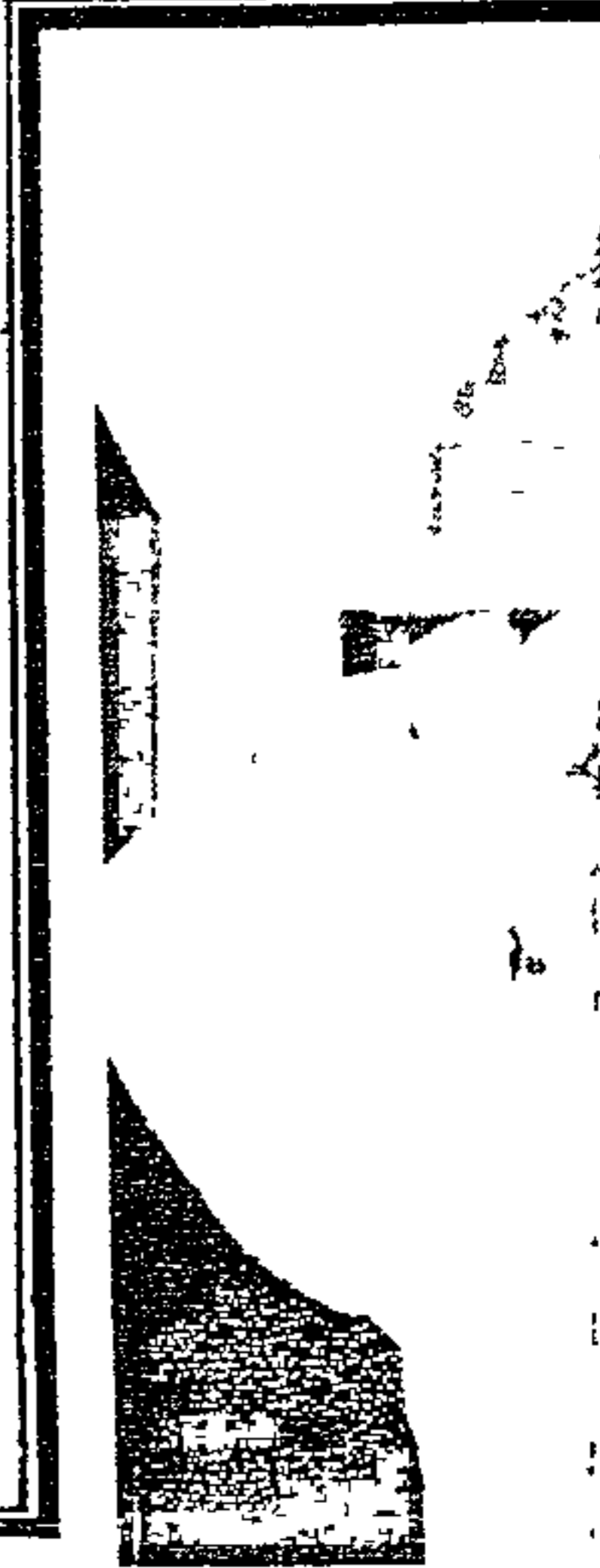
A leading academic has conceded that stay-aways have been followed by eruption of violence, which caused deaths and injuries to people either returning from work or during sporadic acts in the townships

The confusion was cleared at a special meeting on Friday between the Federation of South African Trade Unions (Fosatu's Transvaal region), Insurance and Assurance Workers' Union (Iawusa) and Azapo

A union representative said they had told their affiliates to tell members to seek a day's leave to pray at home or at work, or in planned services or participate in special lunch-hour services after consulting employers

"We also agreed to consult each other in future if such calls have to be made

Mr Cassidy said the day should be handled with "responsibility and restraint, and without any coercion or pressure"



## Stayaway continues

~~(S2)~~  
EAST LONDON — The work stayaway entered its second day in East London today with many industries at a virtual standstill.

But there has been no talk of the stayaway continuing into next week and industrialists expect a full turnout for work on Monday.

The stayaway was called because of the funerals of unrest victims. E. POST

It has been effective, but not totally crippling, according to the vice-president of the Border Chamber of Industries, Mr John Rich.

27/09/85

# Business as usual despite stayaway

Dispatch Reporter  
EAST LONDON —  
Essential services and  
many businesses here  
continued operating  
yesterday despite a stay-  
away for the second con-  
secutive day by workers

In some cases, school-  
children helped in pro-  
viding services while in  
other cases clerical staff  
took on unaccustomed  
duties as manual labour-  
ers.

Schoolchildren could  
be seen helping in milk  
deliveries and refuse re-  
moval.

A bakery, which re-

ported a 90 per cent stay-  
away of factory staff,  
kept producing bread af-  
ter office staff helped  
with kneading the  
dough

The vice-president of  
the Border Chamber of  
Industries, Mr John  
Rich, said employers in  
many industries kept op-  
erations going with  
available staff, although  
in some cases, industries  
remained closed for the  
second consecutive day

King William's Town  
and Berlin workers were  
present in their full  
numbers on both days,

he said. Despite the 98  
per cent stayaway by  
municipal workers,  
essential services were  
maintained.

At a dairy, where the  
percentage of workers  
failing to turn up in-  
creased from 40 to 80 per  
cent on the second day of  
the stayaway, milk de-  
liveries were main-  
tained.

Supermarkets re-  
ported no change yester-  
day, with an almost total  
stayaway of their staff.  
Available staff coped  
with the normal opera-  
tions.

DISPATCH

28/09/85



152 ~~152~~ ~~152~~  
2 Cape Times, Saturday, September 28,

## Boycott ban extended <sup>1988</sup>

PRETORIA — The Minister of Law and Order, Mr Louis le Grange, yesterday ordered that a year-long ban on gatherings convened to encourage boycott action at educational institutions be extended to forbid propagating work boycotts

Mr Le Grange said in an Extraordinary Government Gazette that the order was made in terms of Section 46 of the Internal Security Act "for the maintenance of the public peace"

An order issued by Mr Le Grange on March 22 this year banned all outside gatherings except for "bona fide" sport occasions. It also forbade meetings inside buildings if they were intended to encourage boycott action at educational institutions

The order prohibits gatherings inside a building if they are organized "to advise, encourage, instigate or incite, except in so far as it is not prohibited in terms of Section 65 of the Labour Relations Act, any person to leave his work or service or not to return to such work or service, or to delay or impede it" — Sapa

# Strike at Edgars ends

THE longest strike to hit Edgars ended yesterday after an agreement between management and the Federal Council of Retail and Allied Workers (Fedcrow)

The strike — sparked by complaints of racism against a store controller — began more than two weeks ago at Edgars' Cresta branch and eventually included nearly 400 workers at Jet Stores, Edgars and Sales House stores

Edgars' group personnel executive Don Findlay said yesterday that workers who had been dismissed for striking had been re-instated without final warnings or loss of service benefits

Fedcrow, in return, had undertaken to follow agreed procedures in future before taking industrial action

This follows two days of intensive meetings

CLAIRE PICKARD-CAMBRIDGE

Fedcrow could not be contacted last night

Findlay said an initial demand for the transfer of the store controller had not been granted because allegations of racism had not been proved and the controller had proved his worth in the past

The strike began after more than 20 workers at the Edgars' Cresta branch were fired for refusing to work until the controller they regarded as racist had been transferred

Edgars promised strikers earlier that they would be re-instated, but with final warnings relating to illegal stoppages

This was rejected by Fedcrow which wanted workers re-instated unconditionally

# 'Day of prayer like a strike'

Religion Reporter

THE day of prayer called at a Maritzburg conference of Christian leaders has the 'appearance of a strike' and could make Christians guilty of labour unrest and disobedience says the General Moderation of the Ned Geref Kerk.

The conference which launched the National Initiative for Reconciliation called on Christians not to attend their normal places of work on October 9 but to spend the day praying at home.

In a statement in Die Kerkbode, official mouthpiece of the Ned Geref Kerk, the Moderation says the conference moved away from evangelical and spiritual matters to political decisions.

## OBSERVERS

Although the call was made to the whole South African Church, the conference was not organised by churches. Members of the Ned Geref Kerk were there only as visitors or observers.

The statement says the day of prayer has the appearance of a strike in a religious

form which could be disrupting to certain industries and unacceptable to employers especially if large numbers stay away.

"The possibility of big clashes between employers and employees is not excluded and Christians will be making themselves guilty of labour unrest and disobedience."

The statement asks why the day of prayer could not be held on a Sunday.

● Barclays National Bank will close its branches countrywide between 12.30pm and 2pm on October 9 to allow its staff to observe the day of prayer.

In a statement, Barclays said staff members who wanted to devote a full day to religious activities would be allowed a day's annual leave to avoid having it treated as unpaid leave.

The announcement asks branch managers to ensure that notices informing customers that the bank will be closed during these hours are prominently displayed and that other banks in their area are also advised.

**Wage**

**rise**

02/10/85  
**date**

E. POST

**dispute**

(52) ~~152~~ ~~153~~

Post Reporter

THE National Allied and Automobile Workers' Union (Naawu) and Samcor have gone to arbitration over the date of the implementation of wage increases

The regional secretary of Naawu, Mr Les Ketteldas, said the union wanted across-the-board wage increases at Samcor (Ford) to be in line with wage increases granted at General Motors and Volkswagen

Workers at the other motor manufacturers were granted wage increases on August 1. Samcor's wage increases were scheduled for November 1. The union wants these backdated to August 1.

Mr Ketteldas said another matter that would be discussed was that of people involved in the plant closure.

Some had been put on early retirement without having received separation allowances in terms of the Industrial Council Agreement.

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UDF 'blesses'  
stayaway

Own Correspondent  
JOHANNESBURG —  
The United Democratic  
Front (UDF) said yester-  
day that it would not  
support the call for a  
work stayaway on Octo-  
ber 9, as planned by  
various religious groups.  
A statement by the  
UDF's acting publicity  
officer, Mr Murphy  
Morobe, said the UDF  
nevertheless supported  
the "spirit" of  
stayaway and gave  
"full blessing".

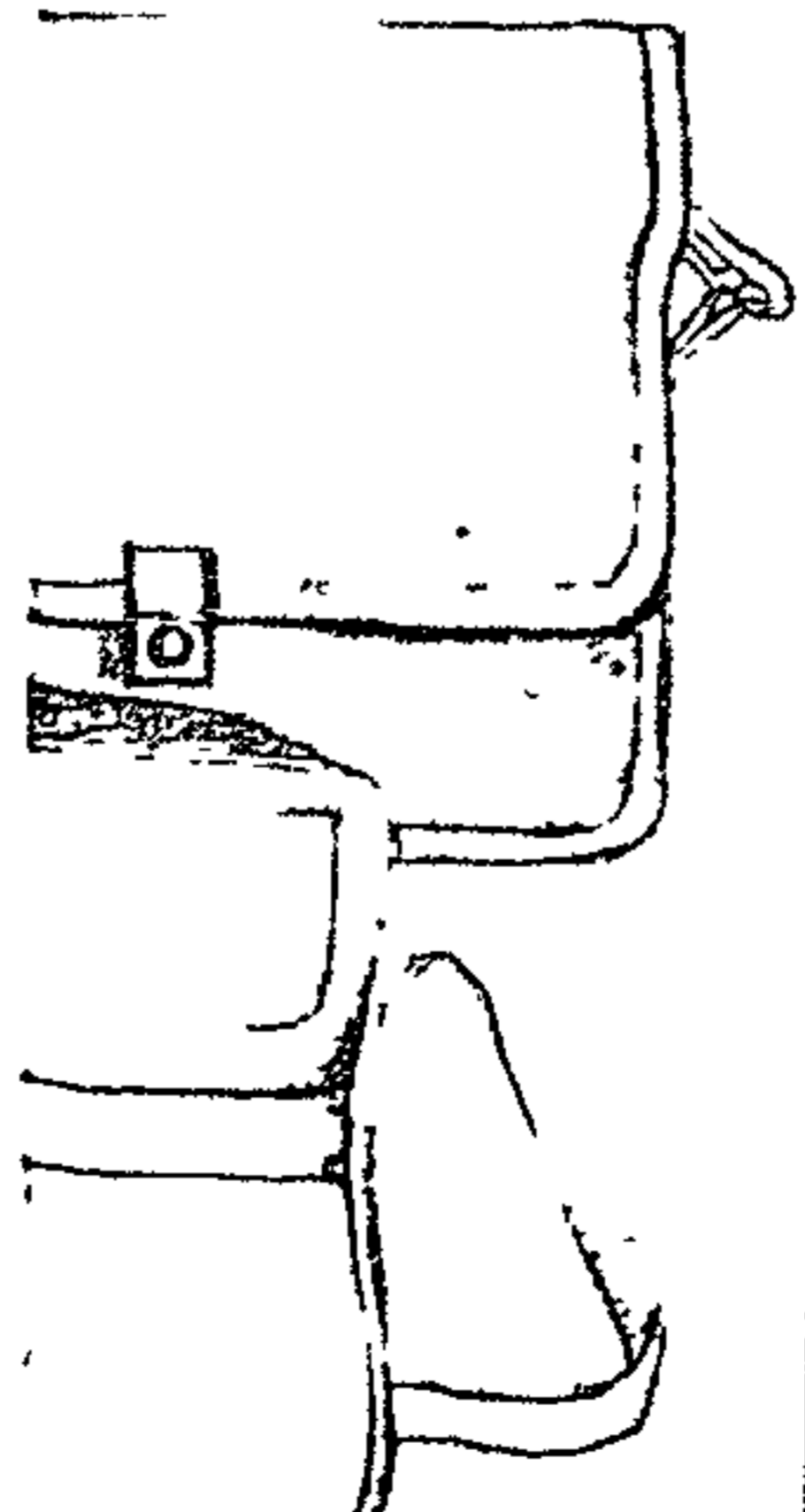
The statement said the  
UDF had been advised  
by the organizers that  
their call "is essentially  
directed at Christians".

● Sapa reports that a  
spokesman for Barclays  
National Bank said in  
Cape Town yesterday  
that the bank would  
close its branches  
countrywide between  
12 30pm and 2pm on Oc-  
tober 9 to allow staff to  
observe the day of  
prayer.

2

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# Workers end strike over assault

About 200 workers who went on strike on Friday at the Pretoria cable manufacturing firm, Asea Electric, returned to work today after a foreman who allegedly assaulted a colleague resigned

26/9/85  
The workers were part of a staff complement of about 700 at three plants who downed tools demanding the dismissal of the foreman, on the grounds it was procedure under the company's disciplinary code to dismiss workers guilty of assault

STAR  
About 135 workers who went on strike at Structural Hollow Flooring Company at Robertsham on Tuesday returned to work yesterday after successful wage negotiations between the company and the Black Allied Mining and Construction Workers' Union

400 sales  
workers  
strike over  
'racism'

W. Mail  
26/9/85

ABOUT 400 workers have been staging sympathy strikes at Edgars, Jet Stores and Sales House outlets following a dispute over a store controller who employees say has a "racist attitude"

The strikes, which are now affecting stores in Johannesburg, Pretoria, Vereeniging and Sasolburg, began last Friday after workers at Edgar's Cresta branch were fired for striking in protest against the controller.

This was followed by the dismissal of over 300 strikers and the Federal Council of Retail and Allied Workers (Fedcrow) are now demanding unconditional reinstatement of employees and the transfer of the store controller.

Edgars management said the store controller had been removed from the Cresta branch last week while workers' charges were investigated. But they had not found evidence proving his attitude was racist and were not going to transfer him.

Fedcrow President Masilo Mpiti said a deadlock had been reached in talks between Fedcrow and Edgars, with the union rejecting management's offer to reinstate all the workers with a "final warning hanging over their heads".

Management, in turn, believe their offer is reasonable.

Mpiti said Fedcrow had appealed to management for talks on Monday, but employers were not prepared to discuss the Cresta issue. Management says it will only agree to talks if the union encourages those strikers who have not been fired to return to work, he said.



A placard-bearing striker defiantly ignores police outside Edgars in Johannesburg. Sixty two people were arrested and charged under a by-law for distributing pamphlets illegally.

Picture ORDE ELIASON, AFP

# EL stayaway causes partial shutdown

DISPATCH

Dispatch Reporter  
EAST LONDON — Commerce and industry here reported a partial shutdown yesterday following an almost 100 per cent stay-away by the city's black workforce

Businesses coped either by using available staff in essential operations, or sending those who turned up for work home and closing for the day, the president of the board of the Chamber of Industries, Mr Mike Strong, said

But, he said, it varied from business to business

"This type of disruption in business is quite tragic, because everybody loses" he said

"No business can operate properly on a stop and start situation and ultimately every

staff member suffers," Mr Strong said

In many instances staff advised their employers on the situation before the stayaway, he added

The municipality's director of management services, Mr Leon Deetlefs, said there was a 98 per cent stayaway among municipal employees

Essential refuse removals were continued yesterday Mr Deetlefs said supervisors drove refuse trucks into the essential areas and 10 staff members from other departments helped the operations

He added that all non-essential operations were at a standstill

Employees who failed to turn up at work would not be paid, but no-one would be fired, Mr Deetlefs said

Forty per cent of Mod-

el Dairy's workforce failed to turn up yesterday, but deliveries were made as usual, the general manager, Mr W D Mansell, said

Office staff assisted in deliveries, but some black residential areas were not entered

"We lost one of our vehicles in Zwelitsha yesterday," he said

Mr Mansell said staff members who stayed away from work would not be paid for the day. Each case would be looked into individually

A bakery here experienced a 90 per cent stay-away, but available staff enabled production to continue as normal. Supermarke also reported

Supermarkets also reported an almost total stayaway but coped with available staff



TO: Captains of Industry and Commerce, Employers, Political  
and Trade Union Leaders.

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# OCT 9 1985: NATIONAL DAY OF PRAYER AND FASTING

We write to you as a person of influence to seek your understanding and that of the organization you serve, in interpreting the call for a Day of Prayer on October 9th 1985. This emerged from the National Initiative for Reconciliation held in Pietermaritzburg from 10-12 September 1985.

A copy of the full Statement of Affirmation supported by all but a few of the 400 leaders of 48 Church denominations and organizations is enclosed, and we know that you will read it with care. But even more important is the need to explain the quite remarkable - perhaps miraculous - process which gave birth to this statement. This is something that has not been conveyed in the shorthand of press reporting but must be understood if we are to receive from you the co-operation we covet.

## I. A Sign of Hope

South Africa desperately needs signs of hope, and we believe that the National Initiative for Reconciliation is such a sign. In Pietermaritzburg where the initiative was launched this was demonstrated by

1 The widest cross section of Christian leaders ever gathered in South Africa - all searching for a new way for our land

2 A willingness on all sides to acknowledge and confess our different complicities in creating and tolerating the cruel injustices of apartheid

3 A common desire to move beyond political point-scoring to a genuine listening to God and each other

4 The painful emergence of a pledge to work across traditional political and denominational barriers for a changed and totally nonracial South Africa

The National Initiative for Reconciliation was in the words of a black leader "A miracle which took my breath away and gave me hope again." A Dutch Reformed minister put it this way "I have been converted four times since I came here!"

## II. The Day of Prayer

1 The call for all Christians to give one working day - if necessary sacrificing their pay - to acts of repentance, mourning and prayer, was reached through a process of deep struggle, with everyone anxious to find a non-violent way to demonstrate to South Africa the depth of our caring for the intolerable suffering surrounding South Africans, especially those in the townships

2 The calling of this day is not a cheap political act, and should not be seen in terms of a "stayaway" or "strike". It is intended to be an opportunity to express in a spiritual and Christlike way our repentance for past wrongs and our commitment to the removal of injustices

3 It is not linked to any political grouping or organization, but is a call to Christians to identify with the pain of their fellow South Africans

4 It is not a threat but an act of penitence

## III Our Appeal

1 Accordingly we will be calling on all Christians responsibly to observe this day by seeking a day's leave on October 9th. It would be left to the individual to decide whether to request the day as paid or unpaid leave. It is also recognised that in many cases this will obviously involve sacrificing one day of their annual paid leave. All participants in the Day of Prayer would then be free to observe the day privately at home or join in services of prayer and fasting to be arranged in as many

churches as possible

2 We wish to appeal to all employers in commerce and industry to respect this call by granting requests from their employees who wish to observe the Day of Prayer. We are grateful for the guidelines already circulated by the Federated Chamber of Industries, because these guidelines reflect the spirit which we have sought to express

3 We appeal to Trade Unions and political organizations neither to oppose the call nor seek to enforce it in any way. As a Christian act we believe that any response to the call must be absolutely voluntary and devoid of any coercion

4 We call on those involved in any essential services, as well as those affecting the health, education or well-being of anyone, particularly the young, aged or sick, to continue prayerfully with their work, and to consider donating one day's pay to any organization which eases the suffering of the victims of injustice

5 We have no right of course, to speak into any constituency but our own, but would nevertheless want people of other faiths to feel welcome should they wish to stand in solidarity with this witness to a hope in God and a desire for repentance and healing in our land

## IV. Our Expectation and Prayer

Our Biblical heritage demonstrates that there are times when God calls on His people to pause, to reflect, to seek His guidance, and to change their ways. We believe this Day of Prayer is such a moment, and that out of this moment there could flow new hope and unity for our divided and beloved land

This is our confident expectation and prayer and we seek your understanding, and if possible your support

## STATEMENT BY THE FEDERATED CHAMBER OF INDUSTRIES TO ALL ITS MEMBERS

### DAY OF PRAYER: 9th OCTOBER 1985

The Federated Chamber of Industries is not unsympathetic to the cause but is in no position to prescribe to members how the call for the day of prayers should be approached

In terms of its Constitution, the Chamber supports freedom of religion and conscience

The Federated Chamber of Industries wishes to clarify an apparent misinterpretation. The Christian leaders have called for a day of repentance, mourning and prayer and not for a stay away in the accepted sense of the word. The authentic statement was published on page 10 in the Sunday Times dated 15th September (please advise should you require a copy). As a general guideline the Federated Chamber of Industries suggests that if it is a day of prayer and workers wish to observe or attend a Church service during midday or late afternoon (similar to days of prayer for rain in the past) employers could be expected to consider it sympathetically. However, should workers not attend work at all without permission the following approaches by individual employers have already been identified -

- should workers take the day off from work it will be considered as paid leave
- no work, no pay!!

# NATIONAL INITIATIVE FOR RECONCILIATION

152  
Union to  
call strike

STAR 24/9/85  
The Metal and Allied  
Workers' Union (Mawu),  
which claims more than  
30 000 members, is to call  
a strike at the end of Oc-  
tober against about 70  
Transvaal companies  
which have responded  
"negatively" to the  
union's demand for plant-  
level wage bargaining.

A union spokesman  
said yesterday the union  
had declared a dispute at  
the Industrial Council  
with affected companies  
after they rejected  
Mawu's demand in Au-  
gust to unconditionally  
agree to plant-level wage  
negotiations. 24/9/85  
Only those companies  
which had totally reject-  
ed plant-level negotia-  
tions would be affected  
by the strike, said the  
union spokesman. STAR

# INDUSTRIAL RELATIONS - STRIKES

1985

November - December

## On the firing line

Should workers who participate in legal strikes be protected against dismissal? This crucial issue in South African industrial relations is the point the Industrial Court has been asked to rule on in a case between the National Union of Mineworkers (NUM) and Marievale Consolidated Mines Ltd, which was heard over two days last week.

At the heart of the case is one of the main anomalies of South African labour law that even if workers follow all the procedures laid down for legal strikes in the Labour Relations Act (LRA), employers nevertheless have the right to dismiss them for breaching their common law contracts of employment.

The case, in which the NUM has requested the court to temporarily reinstate several hundred union members dismissed from Marievale, arises from the strike at the mine — and several others — in early September. The workers struck after wage negotiations at the Chamber of Mines resulted in split offers from the various mining houses. The NUM reached accord with Anglo American and Rand Mines but deadlocked with Gencor (a Marievale shareholder), Gold Fields of SA and Anglovaal.

In court last week the NUM's counsel argued that a negative decision in the case would demonstrate to unions and their members that there is no protection for lawful strikers. This, he said, would encourage unions to ignore the LRA's conciliation procedures and would result in a tendency towards wildcat strike action. Marievale's counsel countered that a decision in favour of the union, limiting employers' rights to dismiss strikers, would give the NUM — and other unions — the licence to strike without fear of dismissal as long as they follow the conciliation procedures.

But before Industrial Court President Daan Ehlers will be able to consider the merits of the case, he will have to deal with two technical points raised by Marievale's counsel.

□ That the Industrial Court does not have the authority to deal with the matter because the Supreme Court has already ruled that the dismissals were lawful. The Supreme Court made this ruling when it granted eviction orders against some of the Marievale miners recently (*Current Affairs* October 11). In fact, Marievale's counsel said, all previous Industrial Court rulings that lawful dismissals were unfair — of which there are numerous examples — are incorrect. (The

1/11/85

(152) (152) (152) (152) (152) (152)

NUM argued that the court is entitled to decide whether Marievale's action was fair — and that whether the dismissals were judged to be lawful is irrelevant) and  
□ That the NUM has no *locus standi* to act on behalf of the dismissed workers. The NUM disputed this contention

In arguing the merits of the case, the NUM relied on comments by court member Adolf Landman in the case Council of Mining Unions vs the Chamber of Mines. Landman observed that it is possible that the dismissal of lawful strikers could be unfair in certain circumstances. He said it would be necessary to take into account

- The cause, nature, size, duration, consequences, results and purpose of the strike,
- The circumstances of the employer and the employee,
- The presence or absence of good faith between the two parties during the strike,
- Stipulations of contracts of employment, especially any to do with participation in legal strike action, and
- The behaviour of employees during the strike

These points were covered in

**BRIEF TO MARIEVALE WORKERS**

Management has heard that a strike will take place in some gold mines.

Now, management would like to notify you that if you involve yourselves in the strike your contracts will be terminated. The other thing that will lead you into problems is the fact that you will be discharged.

You must think carefully of what will happen to you when you go on strike. You might lose your job and your family will suffer a lot.

When there is a strike, management will protect all workers who want to go to work. Do not allow other workers to stop you when you want to go to work.

Management will get all the workers who stop others from going to work. Those will be dealt with accordingly.

Even if there is a strike, the salaries won't change.

Whether you have joined the Union (NUM) management will not be stopped by this from dismissing when you are on strike.

Anti-strike pamphlet ... management's threat

considerable detail. Counsel for the NUM argued that the union's wage demands were reasonable, particularly when noting that it had reached agreement with other mining houses. He said the union had behaved with utmost responsibility and restraint throughout the dispute and during the strike. The union's actions had been positive in terms of all these criteria, he added. Counsel for Marievale, however, questioned the union's motives for striking. The NUM, he said, struck in order to provoke conflict. It wished to hold an entire industry to ransom. Its true purpose was "to flex its muscles and show the world how powerful it is, whether to impress its members or to gain new ones." Marievale's counsel also said the NUM had not exhausted all avenues of conciliation during the wage dispute. It could, for example, have proposed mediation, arbitration or referral to the Industrial Court, he said. But the NUM's counsel produced conciliation board minutes showing that the union had, in fact, proposed mediation or arbitration which was rejected by the chamber.

Marievale counsel argued further that an order for reinstatement

ment would not resolve the dispute. Employees would return to work at the same wage they had struck over. This would simply lead to further strike action and a repeat of September's events.

These in a nutshell are the issues over which Ehlers must ponder. Given that both sides are anxiously awaiting judgment, he has undertaken to make his decision known as soon as possible and will deliver reasons later.

J-M 1/11/85

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# At last. A pen that reads as well as it writes.

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But they ...

# 700 STRIKERS WON'T BUDGE

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NEARLY 700 workers at the Coca-Cola bottling company in Sandfontein near Pretoria, entered their second day on strike yesterday protesting against the company's alleged unfair dismissal and its retrenchment policies.

The workers, 689 of them, and all members of the Food and Canning Workers' Union, are also angry at remarks made by a white official who allegedly called them "scraps which must be fired"

The strike started at 7am on Wednesday, sparked off by the company's announcement that some staff was to be retrenched. The SOWETAN was told "The victims," a spokesman for the workers said, "were on sick leave and they were sick because they are overworked"

Another grievance voiced by the strikers

was the recent dismissal of four of their colleagues who included a personnel clerk, and a supervisor. The workers said their dismissal was "unjustified and unwarranted because management employed a number of people — afterwards"

The company's plant manager Mr Tony Carriet could not be reached for comment yesterday. His office said he was in a meeting. But a spokesman from the company's head office in Johannesburg yesterday said he was not aware of the strike. He said he would investigate.

A spokesman for the Food and Canning Workers' Union yesterday confirmed the strike and said some of their officials were still involved in talks with management to resolve the matter.

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# Gencor miners reinstated

JOHANNESBURG — In one of its most significant rulings to date, the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year

Dr Daan Ehlers, president of the court, said in an order that the mine was required to reinstate the dismissed miners and that the number of miners qualifying for reinstatement had to be agreed upon between the employers and the National Union of Mineworkers (NUM)

The NUM originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, had been fired by the mine or employed by the mine

The mine indicated during the hearing of the case that if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits. Workers now have 21 days in which to report for duty

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# Historic ruling strips bosses of right to fire strikers

# Court tames employers

152 ~~152~~ ~~152~~ ~~152~~ S. Times 3/11/81

**A HISTORIC judgment by the Industrial Court has deprived employers of their most potent weapon in dealing with legal strikers — mass firing.**

By Amrit Manga

The Industrial Court this week ordered the reinstatement of workers dismissed by Gencor's Marievale gold mine for taking part in the September wage strike.

The ruling cuts right across a judgment by the Supreme Court, which held that the dismissal was lawful. The dismissal may have been lawful, but the Industrial Court ruling makes it an unfair labour practice.

## Powerful

The court's ruling in favour of the National Union of Mineworkers means that provided a strike is legal, employers cannot dismiss workers for striking.

The ruling could prompt similar actions by workers in the Industrial Court.

In an economy where hundreds of thousands are out of work, instant dismissal of large numbers of workers has been a powerful weapon in the hands of employers. Many have not hesitated to use it.

The ruling is the first of its kind in which workers asked for protection against dismissals because of their participation in a legal strike. In future, employers wishing to fire workers will have to make sure their action is not only legal but fair in the eyes of the Industrial Court.

Unless it appeals success-

fully against the order, Gencor will have to re-employ the fired workers.

Gencor spokesman Harry Hill says he cannot comment until the judgment has been studied.

The Industrial Court granted the interim order in terms of Section 43 of the Labour Relations Act (LRA). The ruling means negotiations over wages terminated by the dismissals can be resumed.

The Industrial Court's contradiction of a Supreme Court finding once again raises the question of its jurisdiction. At issue is whether the Industrial Court has the right to hear the same matter as the Supreme Court, even if

the judgment is likely to differ.

Daan Ehlers, president of the Industrial Court, says Section 53 of the LRA provides for criminal proceedings against any party which disobeys an order of his court.

Dr Ehlers says that in the interim, however, parties can continue negotiating the issues in dispute — wages and now, mass dismissals.

## More to come

Labour consultant Andrew Levy believes there will be a lot of litigation after this decision.

"Gencor is unlikely to ac-

cept the ruling lying down," he says.

The miners' union says the judgment will ensure legally striking workers of protection. It will also encourage the use of the industrial dispute-resolving machinery.

Loet Douwes-Dekker, of the Wits University Business School industrial relations department, says, "Parties should take heed of the direction the court has given and incorporate rules that govern strikes in their agreements."

Johan Piron, head of the University of South Africa's department of industrial relations, says "The judgment will also defuse the ideological problems surrounding strikes."



CME TIMES

4/11/85

~~24/1/84~~ (152)

# 2 mines confess to tearsmoke

Own Correspondent

JOHANNESBURG — Anglo-American has admitted that one of its gold mines is fitted with a tearsmoke system that can be activated by management in the event of rioting among black employees

And a Klerksdorp mine run by the General Mining Corporation (Gencor) is fitted with a smaller tearsmoke system similar to that at Anglo's Western Deep Levels gold mine

A Gencor spokeswoman yesterday said the tearsmoke system had been installed 10 years ago, but never used "The system was installed for the protection of staff in the liquor outlets at the mine"

Gencor did not name the mine

It was revealed at the weekend that a tearsmoke system which allows management to discharge tearsmoke in liquor stores, hostel kitchens and hostel administrative offices was installed at Western Deep Levels in 1974

## Conventional tearsmoke system

The Anglo-American Corporation admitted to the existence of the system after the former Australian Prime Minister Mr Malcom Fraser, alleged that there were systems for pumping disabling gas into mineworkers quarters on South African mines

In a statement at the weekend, the chairman of Western Deep Levels, Mr Peter Gush said a conventional tearsmoke system had been installed to help protect lives and property during inter-tribal rioting in 1974 and 1975 It had not been used since 1975

An Anglo spokesman said there were no tearsmoke systems at any other of the group's mines Gencor said the Klerksdorp mine was the only one in that group fitted with a tearsmoke system

Spokesmen for Rand Mines, Johannesburg Consolidated Investments (JCI) and Iscor, which owns several coal mines all said no tearsmoke systems existed on any mines owned by their companies

The story was the main item on British television 1pm news programmes yesterday

4 Cape Times, Tuesday, November 5,

# Gas pipes <sup>1985</sup> on mine 'not dismantled'

JOHANNESBURG — The National Union of Mineworkers yesterday said its shaft stewards had reported that assurances by a senior Anglo American official that pipes carrying "disabling" gas to miners' quarters at Western Deep Levels Mine had been dismantled were untrue

The NUM said in a statement released here yesterday "This morning a senior official of the AAC informed the union that they have dismantled them, but information from shaft stewards says this is not true"

The NUM had repeatedly demanded the dismantling of the "disabling gas" pipes, but management had refused

The NUM said the purpose of "disabling" gas at Western Deep was to "smash" legitimate strikes in an industry which operated more like a military camp than an industrial undertaking

Mining companies had been stockpiling ammunition and "hardware" to deal with strikes, the NUM said

"This was clear during the legal strike in September, where workers were forced back to work at gunpoint

## Use of Hippos 'common practice'

"The use of Hippos and other armoured vehicles is also common practice

"The use of disabling gas through the ventilation system is one of the measures used by the mining companies to break up and suppress legitimate industrial action by workers

"The comment by the former Australian Prime Minister, Malcolm Fraser, that disabling gas is pumped through the ventilation system into mineworkers' living quarters at Eastern Deep Levels Gold Mine, comes as no surprise to the National Union of Mineworkers

"It has required the comments of a prominent international figure to provide substance for what is well known by mineworkers"

It said Anglo's claims of a liberal labour policy seemed extremely hard to believe

Earlier the Anglo American Corporation public relations manager, Mr Neville Huxham, said the equipment was removed last week because it had not been used for a decade and had fallen into disuse

## 'Tearsmoke used only once'

He emphasized that the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-5 riots

Mr Huxham said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

At the weekend, an international furore greeted Mr Fraser's hearsay disclosure that the "disabling gas" system existed at Anglo's Carletonville mine

Western Deep Levels chairman Mr Peter Gush conceded that the tearsmoke equipment had been installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975

But he added that the system had not been used for 10 years — Sapa

5/1/85  
Newspaper  
sellers strike  
Staff Reporter  
NEWSPAPER sellers for  
the Allied Publishing  
Company have gone on  
strike in Cape Town, dis-  
rupting street sales of  
the Argus Company on  
Saturday and yesterday.  
The publishing com-  
pany is apparently try-  
ing to set up negotiations  
to solve the problem.  
The dispute is over a  
wage increase being de-  
manded by the vendors.

INDUSTRIAL unrest involving more than 1 000 black workers continued to rage at four companies in Johannesburg and Brits areas yesterday while the recession and retrenchments took their toll

More than 350 workers at T W Beckett in Isando yesterday downed tools demanding their industrial relations officer be dismissed. The workers claim that the officer was responsible for the dismissal of three of the sweet Food and Allied Workers Union's shop stewards.

They also claim that he collected funds from workers to get them Section 10(1) rights.

The company has taken no comment on the charges. Workers have been given an ultimatum to return or face sacking, a union official said.

• About 18 workers at Trip and Gaskets company in Johannesburg yesterday entered their fourth day on strike over wage increase demands.

The company is negotiating with the United Motor and Allied Workers Union.

• About 10 employees at M W Murdoch steel

# SOUTH AFRICAN INDUSTRIAL UNREST RAGES IN JOHANNESBURG AND BRITS

By JOSHUA RABOROKO

company in Brits yesterday stopped work after the Metal and Allied Workers Union (Mawu) had reached a deadlock with the company over wage increase demands.

The manager was not available for comment.

• About 370 workers who held a sit-in at Bush Estate factory in Brits yesterday refused to return to work following discussions between Mawu and management. The workers, who kept themselves busy by working on the company's garden, demanded a 10 per cent salary increase.

• Although 330 people have been retrenched by the SABC so far, at least 15 new people are currently being recruited in production positions, according to sources yesterday.

The retrenchment is part of the rationalisation programme which started in July this year. The company was being away with posts and not people, a spokesman said.

If a worker whose post has been cut wants to join another post in the organisation then he is welcome to do so.

The company is expected to make a profit at the end of the year because workers demand the end of the year increases and bonuses.

# Conciliation boards can't cope with applications

By Mike Siluma

Staff shortages in the Department of Manpower are leading to delays in the processing of applications for conciliation boards to resolve a number of labour disputes.

Now about 500 members of the South African Chemical Workers' Union (Sacwu) at Fedmis in Phalaborwa are poised to go on a legal strike after applying for a board on September 23.

In terms of the Labour Relations Act workers can go on a legal strike if the Minister fails to appoint a board within 30 days of applying for one.

Sacwu's general secretary, Mr Mike Tsotetsi, said 423 out of 531 members had recently voted in favour of industrial action to resolve their nine-month long dispute with the company.

He said the union would set a strike date shortly.

## PROCESSING SLOW

The Department's chief director of labour relations, Mr J D Fourie, said applications could not be processed quickly enough because of a shortage of staff. Another reason was the increase in applications — from 123 for the whole of 1980 to 279 from January to September this year.

The dispute at Fedmis, a division of Centrachem, centred on the company's failure to reinstate some workers dismissed after a strike in February.

Mr Tsotetsi said when the union approached the Department of Manpower, more than three weeks ago, officials promised that a board would be appointed within "a couple of days".

He blamed the Minister for the delay in resolving the dispute because, he said, even Fedmis had agreed to the appointment of a board.

The decision to hold a ballot followed Sacwu's criticism last week of the Minister's delay in appointing conciliation boards to resolve the Fedmis dispute and two others at Karbochem and Air Products.

# Ultimatum to 500 strikers

THE Metal Box factory in Rosslyn near Pretoria yesterday issued an ultimatum to their 500 striking workers to immediately return to work or be fired.

The company's plant manager, Mr A J McLeish, in a statement issued yesterday said the ultimatum was made because the South African Allied Workers Union (SAAWU) which represents the employees, "refused to have the matter referred for arbitration"

## Protest

The union could not be contacted yesterday

More than 500 workers at the company yesterday entered their 17th day on strike in protest against the company's decision to employ three whites — a few weeks after 22 of their black colleagues had been fired

In his statement Mr McLeish described the worker's action as "a

wild cat strike and deeply regretted the company's decision to fire those who were not prepared to resume work immediately. The company sees little chance of resolving the dispute in any other way," the plant manager

said ~~USA~~ SOWETAN  
Mr McLeish also said the union had refused to discuss issues surrounding appointment of the three skilled persons until the union's demands were met

Despite the fact that the strike has followed

no accepted procedure, the company has on numerous occasions — in negotiation and mediation — discussed the matter with SAAWU and put forward offers in an attempt to settle the matter. Mr McLeish

# Police Dispersed M.C. Workers - Claim

**SOUDETAN**  
**BY SOWETAN**  
**Reporter**

**POLICE** allegedly used dogs, slamboks and batons to disperse about 300 striking workers who were demonstrating and picketing outside T W Beckett Company — a subsidiary of Anglovaal — at Isando yesterday.

The workers, dismissed after a four-day strike sparked-off by the firing of two colleagues, were giving placards near the company, some reading 'I W Beckett houthouk' to our attention. An injury to one as a result to all and Mr. Weint our jobs back.

Nobud was arrested during the confrontation and the workers left the scene. They later as-

sembled at their Tembisa Hostel hall where they held an emotion-charged meeting punctuated by the chanting of freedom songs and shouting of black power slogans.

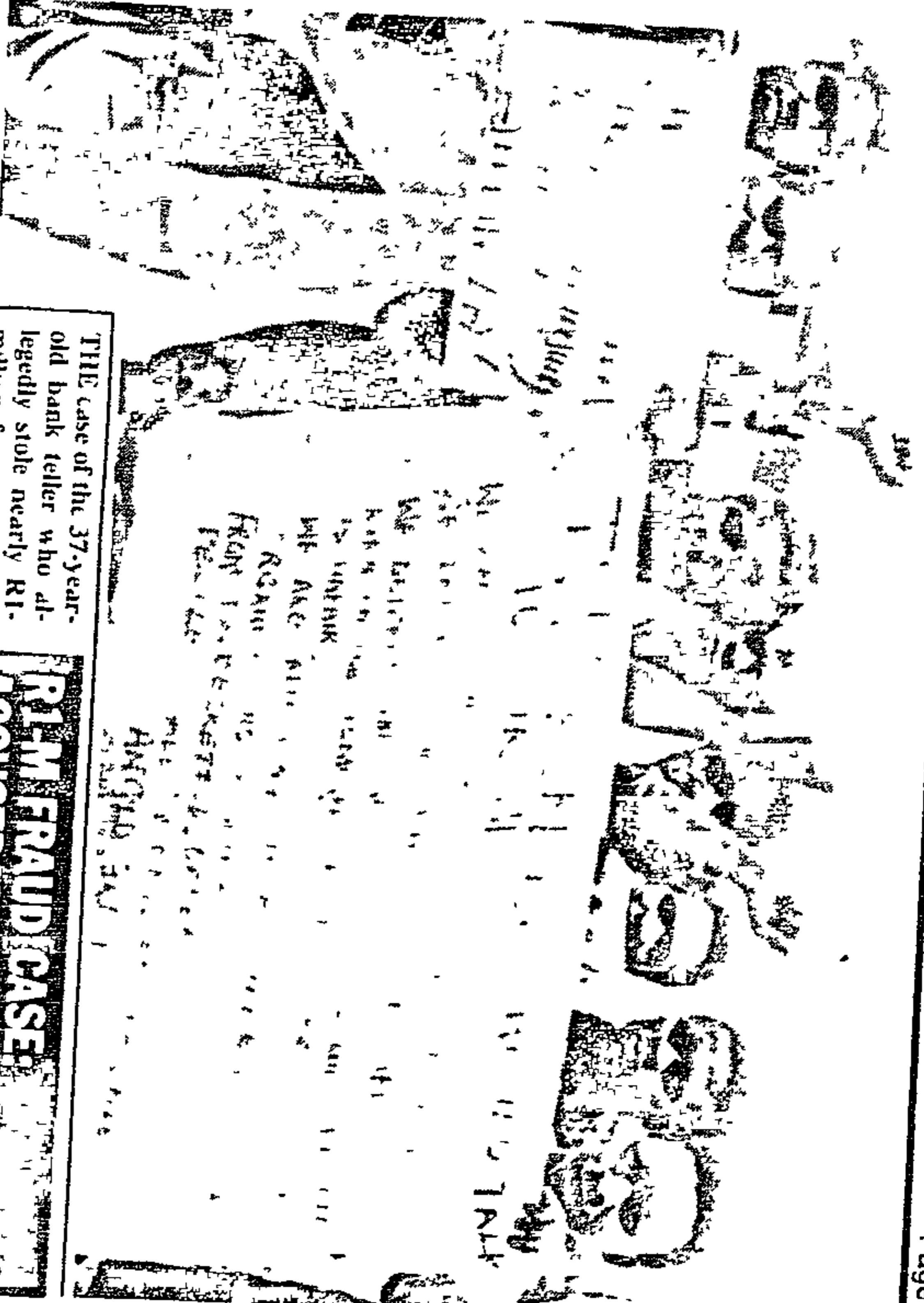
The company's managing director, Mr. T L Gawitt, has admitted the police came to the company yesterday, but he would not describe their actions. There were incidents of intimidation reported at the time, he said.

At the time of going to press last night, the police directorate of public relations in Pretoria had not as yet confirmed the incident. The strike which

started on Monday, was caused by the dismissal of two shop stewards of the Fosaty-affiliate Sweet Food and Allied Workers' Union (Stawu) who, allegedly used false identity cards to enter the company premises.

The workers claim that a white industrial relations manager also used false documents to enter the premises but was not sacked. They demanded that he should be sacked. The company refused.

Mr. Gawitt said a deadlock was reached between the company and the union on the workers demands. The company had not as yet taken a decision on whether to evict the workers from their hos-



**SOME OF the workers who demonstrated and picketed outside T W Beckett Company in Isando yesterday. They claimed that police dogs were used to disperse them.**

**THE** case of the 37-year-old bank teller who allegedly stole nearly R1-million from a Pretoria building society, took a turn when he changed lawyers yesterday.

Mr. Solly Hongwane of Atteridgeville appeared briefly before Mr. J H Bekker in a Pretoria regional court on a charge of fraud.

## RIEMFRAUD CASE: ACCUSED CHANGES LAWYERS

He announced his withdrawal from the case. His new lawyer is Mr. C I D Stevenson. He was present in court. Mr. Hongwane's appearance followed the alleged disappearance of money was removed over a period of between two and two-and-a-half years. The accused is also facing a civil action totalling more than R800 000 from the same company.

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MAWU VS BTR

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## The next round

In a new development in the long-running dispute between the Metal and Allied Workers' Union (Mawu) and British multinational BTR Sarmcol, the union is to institute Industrial Court action against the company.

Mawu has instructed its attorneys to apply for the establishment of a conciliation board to consider the dispute which has developed into one of the most high-profile campaigns in South African labour history. This is seen as a sure indicator that Industrial Court action is in the pipeline.

The dispute between Mawu and Howick-based BTR arose out of the failure of the two parties to reach agreement on the contents of a recognition agreement. Nearly 1 000 employees went on strike on April 30 this year and were dismissed soon thereafter.

Since then the union has gone to extraordinary lengths to try to force the company's hand. Its action has ranged from a consumer boycott and a worker stayaway in Howick and Maritzburg to the submission of evidence about the dispute to the United Nations Subcommittee on Transnationals in SA.

Papers sent by Mawu to the Minister of Manpower allege that BTR's actions have been unfair because of.

- The company's failure or refusal to conclude a recognition agreement with the union on the union's terms;
- The dismissal of union members on a lawful strike,
- The failure to reinstate employees after they had offered to return to work; and
- The selective re-employment of some of the strikers



# Metal Box may re-hire workers

9/11/85 Stan 152  
by Mckeed Kotlolo,  
Pretoria Bureau

The more than 500 Metal Box workers at Rosslyn near Pretoria who were dismissed on Thursday for going on strike in protest against what they termed the company's "racist" policies, may be re-employed if they reapply.

This was said by the company's plant manager, Mr A J McLeish, in a Press statement released in Pretoria after the dismissal.

All 500 workers are members of the South African Allied Workers' Union (Saawu). The strike which started on October 22 followed the employment of three whites just after the retrenchment of 22 black workers recently.

Lengthy discussions to resolve the matter failed to break the deadlock and management gave the workers an ultimatum to return to work on Thursday morning or be fired.

## DEMANDS

Mr McLeish said some of the demands by the union were that the striking workers be paid for the 16 days they had been on strike and that the three whites be dismissed.

"We could not accede to their specific demands and the company have on at least three occasions suggested that the matter be referred to court for arbitration and this was rejected as inappropriate by Saawu."

He said "the company regrets having been forced to take this action, but we have undertaken to re-employ them provided they reapply for their jobs by 1pm on November 15."

A spokesman for Saawu, Mr Chipa Chidi, said a meeting was held with management yesterday but the management was still not prepared to rescind its decision on the dismissal.

He said Saawu rejected the ultimatum which was premature because the company's head office had not yet intervened.

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Mckeed Kotlolo  
Pretoria Bureau

Cape Times 12/16/85

# Repatriation: NUM threat to call strike

From WINNIE GRAHAM, JOHANNESBURG — The 200,000-strong National Union of Mineworkers (NUM) has threatened to call a national strike at all mines if the government makes good its threat to repatriate black mineworkers to their home countries.

The strike decision was taken in August this year when the union called a congress in Welkom to discuss the possibility of repatriation.

The press officer of the NUM, Mr Marcel Golding, said in a statement yesterday that virtually all its members were "migratory workers" who came from neighbouring countries such as Lesotho, Botswana and Malawi, as well as the independent homelands such as Transkei and Ciskei.

From Pretoria the Minister of Manpower, Mr Piëtte du Plessis, has issued a statement reiterating that the government has "no immediate plans or desire to summarily repatriate large numbers of foreign workers".

The statement adds, however, that contingency planning is essential as part of government strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts.

"The government is consequently consulting with various major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers."

The government regrets this possible action and has to be considered. It

should, however, be stressed that this action has been forced on the South African Government by those who favour sanctions and disinvestment without having regard for the detrimental effect on innocent people and without having researched the destabilizing effect on the economies of black Southern African states."

The statement adds that since charity begins at home, the government has no option but to give preference to the needs of its own citizens as regards job opportunities.

## 'Reliance'

The president of the Chamber of Mines, Mr Clive Knobbs, said yesterday he was pleased to note the government was not planning summarily to repatriate foreign black workers.

He said "Given the mining industry's heavy reliance on more than 210,000 foreign workers and their dependence on the mines for employment, any large-scale repatriation would be severely disruptive socially, economically and politically."

● According to "Disinvestment", a publication by Leadership SA, an estimated two million foreign black workers are employed in South Africa.

Officially, South Africa legally employed a total of 351,260 foreign black workers on June 30, 1984, according to statistics issued by the Department of Co-operation and Development. The figure does not include SWA/Namibia or the homelands.

Cape Times 12/16/85

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ARGUS 12/1/85  
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## NUM warns of strike over repatriation

Argus Correspondent

JOHANNESBURG — The 180 000-member National Union of Mineworkers (NUM) warned it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers

Responding to the Government's disclosure that it was working on a "contingency plan" for the possible repatriation of black mineworkers, a NUM spokesman said such an act by the Government would not be taken lightly by the union

He said that at its congress in Welkom in August the union warned the Government it would be seeking confrontation with miners if it carried out its "provocative" threat

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue

● The Progressive Federal Party's spokesman on Finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering for people who were completely innocent, because the workers were not responsible for boycotts and sanctions against South Africa

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*CAPE TIMES 14/1/18*

# Hospital staff strike

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Own Correspondent

JOHANNESBURG — Hundreds of auxiliary staff at Baragwanath Hospital here stopped work for a few hours yesterday to demand pay increases and changes in conditions of service.

A hospital source said a few hundred workers were involved in the strike all of which are paid on a daily basis including cleaners, nurses aides and kitchen staff.

The chief superintendent of the hospital Dr C van den Heever said yesterday that staff who were paid on a daily basis had asked for an increase in salary and a discussion of the conditions of service.

He said the Transvaal Provincial Administration had informed workers that their financial and other problems would receive attention.

"Those of a provincial nature received immediate attention and the other problems will be referred to the relevant authorities," he said.

500 arrested at Baragwanath Hospital

JOHANNESBURG — More than 500 cooks, cleaners and other workers offered themselves for arrest today after a strike for better pay and conditions at Baragwanath Hospital, said Brigadier Jan Coetzee police divisional commissioner for Soweto

He said the workers were arrested on a main charge of attending an illegal gathering and alternatively, for staging an illegal strike. He said there was no violence. — Sapa

## Chaos after rampage by nurses

# 700 held in strike at Bara

Staff Reporters

More than 700 daily-paid workers were arrested at Baragwanath Hospital in Soweto today after striking for better wages.

A police spokesman said people gathered on the hospital premises about 9 am. A total of 144 men and 574 women were arrested and taken to the Orlando Police Station, where charges against them are being processed.

A doctor who called *The Star* said the situation at the hospital was "chaotic" and all surgery except emergencies had been cancelled.

By refusing to work, domestic workers and student nurses had brought large parts of the hospital to a standstill, he said. Doctors were even doing the work of porters.

Sapa reports the Police Divisional Commissioner for Soweto, Brigadier Jan Coetzee as saying that cooks, cleaners and other labourers offered themselves for arrest this morning after a strike for better pay and conditions of service.

They were arrested on a main charge of attending an illegal gathering, alternatively staging an illegal strike. They will probably appear in court on Monday pending a decision by the Senior State Prosecutor.

Today's arrests follow incidents last night when student nurses who demonstrated against an 8 pm curfew were baton-charged by hospital security guards as they marched on the administration block.

Some nurses were injured.

Guards at the gate to the nurses'

home fled as nurses destroyed one of their posts and stormed through.

A spokesman for the Hospital Workers' Association (HWA) said the guards had been issued with firearms.

Today some of the student nurses — 1 000 live in the nurses' home — who had refused to take up duties or report for lectures, sang freedom songs and chanted slogans.

Outside the hospital, two army trucks stopped under a pedestrian bridge and dispersed a crowd which had gathered on the bridge.

A team of newsmen from *The Star* was barred from entering the hospital by an officer commanding the police unit there.

The officer said: "This is an unrest situation. You are not allowed to be here."

Student nurses last week presented the hospital authorities with grievances about the 8 pm curfew, the quality of their food, and alleged victimisation of those who speak out.

This morning they added a rider that they refused to "act as scabs" and do the work of the striking cleaners and kitchen staff.

The HWA spokesman said the student nurses were told last night that the authorities would not accede to their requests.

He said the hospital cleaners, messengers, porters, kitchen staff and nurse-aides have been agitating since last year for pay increases.

"Although some of these workers have as much as 10 to 20 years' service, they are still viewed as temporary staff."

He added that some earned as little as R110 a month.

At the mass meeting yesterday they were told their demand for pay increases could not be considered before March.

Star

14/11/85

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# Tvl health services 'crumbling' because of underpaid staff

By Marika Sboros

Health services in the Transvaal were crumbling because the Government was directly responsible for grossly underpaying medical staff. Professor Selma Browde said yesterday

Professor Browde, head of the radiation therapy department at the Johannesburg and Hillbrow hospitals, was commenting on the strike by Baragwanath Hospital staff members

"I believe the Government discriminates against the Transvaal in its health services budget," Professor Browde said

"I believe it is impossible for the Transvaal Provincial Administration's hospital services to provide adequately for the needs of the Transvaal's population because they are short-changed by the Government" she said

The Government apportioned medical budgets to the four provinces Population numbers and the inclusion of Pretoria and the PWV area meant the Transvaal province had greater medical responsibilities and needed more money relative to the other provinces than it was in fact getting Professor Browde said

The Transvaal public should not tolerate the situation

"They should be aware that health services are crumbling" she said

The situation in black hospitals was "totally unacceptable"

At the Hillbrow Hospital there were almost as many patients on the floor in some wards as in beds, with nursing staff inadequate even for normal ward occupancy, Professor Browde said

Nurses often suffered from "burn out"

At Baragwanath Hospital wards catering for 24 patients had more than 60 Wards holding 36 beds had 90 and even 100 patients at times, she said

The Government spoke about the economic crisis, yet there was money to execute ideological policies and to prop up a system of government the majority found intolerable

"Why then can they not find the money to enable the TPA to provide for the basic needs of the public?" she asked

Professor Browde said the radiation therapy department, she headed also suffered seriously from this short-changing

"The number of patients we handle is the largest in South Africa in one centre and one of the largest in the world We have the best available equipment The quality of treatment we can offer is high Yet we have the worst premises"

Her department's infrastructural staff was so poorly paid she was unable to get the quality of staff desperately needed.

The effect on cancer patients, who needed very special handling was devastating, Professor Browde said.

"They come to my department nervous not realising they may be cured or have long-term remission We cannot afford the specialised staff needed to give them the attention they need We do not even have a social worker"

Radiation therapy departments in other provinces were undergoing major alterations to departments which were already better housed than in Johannesburg yet the Transvaal province had no money for the major improvements needed here she added

## Grievances behind the Bara strife

By Joe Openshaw, Medical Reporter

Two separate issues are involved in the strike at Baragwanath Hospital which today entered its second day — a demand by the daily-paid or unclassified workers for more pay and the redress of grievances presented to the authorities by 1 000 live-in student nurses

The daily-paid workers and student nurses have been brooding over their differences with the administration for some time and yesterday matters came to a head when the authorities were unable to meet their demands

The last increase daily-paid workers received was in 1983

The Hospital Workers' Association (HWA) claims the issues have been shelved for too long

Student nurses presented these grievances to the hospital authorities last week

● The curfew imposed on them — gates to the nurses home are locked at 8 pm and they are not allowed to leave or enter the home after that

● The poor quality of the food

● Victimisation of student nurses who are outspoken

Hospital cleaners, messengers, porters, kitchen staff and nursing aids have been agitating since last year for an increase in salaries and wages

At a mass meeting on Wednesday they were told their demands for increases could not be considered before March next year a spokesman said

Soon after the meeting some of the daily-paid workers went on the rampage in kitchens and dining rooms throwing prepared food on the floor and smashing crockery

The monthly wages of daily-paid workers is as little as R110 in some cases

All operations cancelled

# Bara strikers 15/11/85 Stw. threatened with dismissal

By Joe Openshaw, Medical Reporter

Striking student nurses and workers at Baragwanath Hospital have been threatened with dismissal if they do not return to work — and nurse-aids have joined the strike.

The laundry at Baragwanath has closed down and laundry workers at the Zola Clinic, where the dirty washing was sent, have refused to handle it.

All theatre cases for today have been cancelled and new patients are being turned away.

Between 50 and 70 striking workers were arrested at Baragwanath Hospital today.

## Asked to go back

Mr Samson Ndou, president of the General and Allied Workers' Union, said the striking workers reported to Baragwanath Hospital this morning. They were addressed by Mr F van Niekerk, secretary of the hospital, and were asked to go back to work.

"The workers were not prepared to do so and they were asked to go and collect their salaries and told they would be dismissed. They refused and some were then arrested," said Mr Ndou.

The workers were taken to the Protea police station. It was not known what charges, if any, were to be put to them.

Negotiations between hospital management and student nurses took place today but the outcome is still not known.

A mass meeting of all health workers was to be held at Baragwanath Hospital at 4.30 pm today to discuss the deterioration of services because of the continuing strike.

Yesterday only two of 60 patients scheduled for surgery were operated on and there is concern about health care which is falling off due to lack of staff and the arrest of 840 workers yesterday.

The arrested workers appeared in the Protea and Orlando magistrates' courts yesterday charged under the emergency regulations. Their cases were postponed to November 29.

The strike began after a meeting of daily-paid workers on Wednesday "deteriorated and groups of workers rampaged through the kitchens and dining rooms, destroying crockery and throwing food on the floors", hospital superintendent Dr. Chris van der Heever said.

● See Page 17.

from the sun... what I was doing I  
the wheels, and was not re-

# 718 arrested in hospital strike

GALE Times 15/11/85  
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Own Correspondent

JOHANNESBURG — Police arrested more than 700 student nurses and hospital cooks, porters, cleaners and other support workers at Soweto's Baragwanath Hospital yesterday morning and charged them with striking illegally

A police spokesman in Pretoria said 718 people were arrested on the hospital premises — 574 women and 144 men — after they refused to disperse when ordered to do so by police

The workers have been released and warned to appear in court on November 29

Trouble at the hospital started on Wednesday when daily-paid workers went on strike for increased wages and better working conditions

## Angry workers stormed the kitchen

A mass meeting held by the workers became heated, and angry workers stormed the hospital kitchen and dining-room. They smashed hospital crockery and utensils and scattered food on the floors

Later in the evening, student nurses met and presented a list of demands — the second drawn up by the nurses within a month — to hospital authorities. This meeting also became heated and angry nurses broke down a gate as they marched to the matron's office

Hospital security police charged the nurses with batons, injuring several who had to be treated at the hospital casualty department. Yesterday morning hundreds of nurses did not report for work, bringing some sections of the hospital to a complete halt

The chief superintendent of the hospital, Dr Chris van den Heever, confirmed the incidents

Yesterday most of the doctors were doing the work of porters. A hospital spokesman said all available manpower at the hospital was involved in maintaining services

● The monthly pay of daily-paid workers varies with length of service, with an upper limit of R175, a hospital spokesman said. He said there were some who earned as little as R110 a month

"There are cases of people with 10 years service earning only R150 a month," he said

## Icelandic beauty wins crown

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# Hospital strike staff dismissed

JOHANNESBURG — Domestic staff at Soweto's Baragwanath Hospital are still on strike over pay and those who have not returned to duty have been dismissed, Dr H van Wyk, Director of Transvaal Hospital Services, said yesterday.

All services were being maintained, although student nurses had also refused to go on duty since Thursday.

Dr Van Wyk said "every effort" had been made to deal with legitimate grievances.

"At this stage medical services will continue although surgery will be curtailed and only more urgent operations are being done," he said.

● Sophie Tema reports that tension ran high at the hospital yesterday after more daily-paid workers were arrested.

On Thursday 718 people were arrested and later released after

being charged under the emergency regulations and for attending an illegal gathering.

Police could not confirm yesterday's arrests but a number of doctors and hospital workers alleged that a truck-load of people were arrested.

Nurses have expressed dissatisfaction over an 8pm curfew, poor food, unfair dismissals and victimization, working extra hours without pay, and not being allowed to attend meetings.

The Health Workers' Association yesterday called for an immediate response to worker grievances and a halt to the use of force — such as calling in the army and the Baragwanath security police. They also demanded that legitimate organizations chosen by the workers be allowed to function without harassment.

SADF to help  
at Baragwanath

JOHANNESBURG. — The South African Defence Force has been called in to assist with maintaining services at Baragwanath Hospital.

This follows a request by the director of Hospital Services in the Transvaal, Dr Hennie van Wyk.

In a statement today Dr van Wyk said the South African Medical Service had mobilised manpower to assist in patient care augmented by volunteers from civil defence in Johannesburg.

He said units from the army have already provided catering and hygiene service backup.

"The public is assured that normal services at Baragwanath are continuing as usual in spite of the termination of the jobs of several hundred daily-paid workers and approximately 800 student nurses." — Sapa.

# Army takes over Bara but it's not the same

By Phil Mtimkulu

Baragwanath Hospital was quiet over the weekend, but not because only a few victims of Soweto's high crime rate came to the hospital. On this score it was business as usual.

It was quiet because the people who make it lively were conspicuous by their absence.

The porters, nurse aids and student nurses were missing

The usual laughter and chattering from the nurse aids and porters as they meet on their rounds in the corridors were lacking

## SILENT CORRIDORS

The corridors were safe — free of fast-moving stretchers

In the wards and the silent corridors there was a funereal atmosphere.

In place of the young and pretty student nurses in the wards one saw khaki-uniformed members of the South African Defence Force with maroon berets

It was a contrast to see members of the army, usually on top of Casspirs and Buffels with rifles on their laps, gently pushing stretchers while others prepared food in the kitchen.

The soldiers were all over this giant hospital doing all kinds of chores.

Of course men of different professions are called up into the army

The man in the khaki uniform I saw putting stitches in an ugly knife wound of a Soweto youth was probably a doctor. Medical ordeals must have been among the men who were helping patients out of private vehicles and ambulances

But it was still a strange experience to hospital visitors to see tough men pushing wheel-

chairs and mopping up blood in the casualty department.

Although their presence alleviated the situation, to a regular at "Bara" it was clear that a certain professionalism was lacking

Pushing a stretcher appears to be an unskilled job which can be done by anyone. The porters who scream down the corridors at breakneck speed have made it look easy, but I noticed a few stretchers going off course and the passengers seemed unsure if they would reach their destinations

Neither could the soldiers collect all the laundry and heave it into the big Transvaal Provincial Administration trucks. Piles of uncollected laundry could be seen next to the wards.

The student nurses who do a valiant job changing patients, feeding the children and applying medication were missed by all — nursing sisters, doctors and patients alike

A group of Civil Defence members, doctors and nurses drafted from private practices and other hospitals arrived and were soon assigned to various wards

A Casspir was positioned outside the hospital this morning.

## NURSING SISTER

A nursing sister who could not get a post at Baragwanath after completing her studies there last year was sent a letter of appointment on Saturday and told to report for duty the next day

A doctor, who for professional reasons cannot be identified, said the doctors were told not to hand in their coats for cleaning as there was no guarantee that they would get them back.

The doctor also complained of the manner in which the food was prepared by the soldiers "It did not resemble food at all. They just poured it in our plates and you had to scream at them to stop"

Bara  
strike  
could  
spread

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18/11/85

The Baragwanath Hospital strike may spread to other Transvaal hospitals

And 17 000 members of the Black Municipal and Allied Workers Union (BMAWU) have threatened to join the strike if the grievances of nurses and daily-paid workers are not resolved soon

"The Black Health and Allied Workers' Union (BHAWU) have also indicated they will give us support if the situation is not resolved," a spokesman for the Health Workers' Union (HWU) said today

The strikers were informed on Saturday they had been dismissed and told to collect their salaries and wages today

The dismissed student will be meeting with the hospital superintendent, Dr Chris van der Heever, at 10 am today to discuss their grievances

**SADF**

The Director of Hospital Services in the Transvaal, Dr Henne van Wyk, announced at the weekend he had asked the South African Defence Force for assistance

SADF units are now mainly engaged in cleaning, cooking and washing linen and volunteers from civil defence services in Johannesburg also moved into the hospital at the weekend in an effort to continue essential services

Senior doctors and heads of departments at the hospital had decided not to allow SADF members to interfere in the running of their wards, a doctor said yesterday

They had also decided to reject the superintendent's order that non-urgent cases not be admitted to the hospital during the strike, he said

● See Page 13

CAPL Times 18/11/85

# Troops help as hospital fires 1 800 strikers

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JOHANNESBURG — Troops were called in at the weekend to help with the running of the strike-crippled Baragwanath Hospital, where services faced collapse following the decision by the Transvaal Hospital Services to fire an estimated 1 800 employees — two-thirds of the workforce.

The Defence Force units moved into the hospital on Saturday in an effort to continue essential services which were jeopardized after a wage dispute escalated on Thursday.

The hospital is under threat after the walkout of about 1 000 workers and 800 student nurses.

## Support

"The decision has been taken to dismiss all those on strike," said a hospital spokesman "But we cannot yet say exactly how many people are involved".

The workers' representative body, the Health Workers' Association (HWA), says 1 800 nurses and auxiliary workers are on strike.

The Director of Hospital Services in the Transvaal, Dr Hennie van Wyk, announced on Saturday that he had asked the SADF for help and yesterday he said patient services were functioning normally.

The crisis started with 30 staff who were arrested on the second day of their strike on Thursday.

Yesterday a Hospital Workers' Association spokesman said the nurses were ready to go back to work on condition their demands were met, and on condition the authorities were prepared to talk to them. The nurses have expressed grievances over the 8pm curfew, poor-quality food, unfair dismissals and victimization, working an additional 2½ hours a week without remuneration, and their right to attend meetings and organizations of their own.

The spokesman said all Hospital Workers' Association meetings had been banned at the weekend, but the superintendent, Dr Chris van den Heefer, had arranged to meet the nurses today at 10am —

Sapa and Own Correspondent



# Workers back off as unions solve dispute

ABOUT 800 workers at two ASEA Electric SA plants and ASEA's Cables Division in Pretoria have suspended a "go slow" after talks between management and the Metal and Allied Workers' Union (Mawu).

Mawu is currently in dispute with ASEA and more than 40 other companies in the metal industry over demands for plant-level bargaining.

Mawu national organiser Bernie Fanaroff said that ASEA had requested the meeting with Mawu.

"We believe there's been a substantial move towards conciliation and are hopeful the parties will be able to announce something satisfactory before December 6, our deadline for strike action."

Fanaroff said that more than 700 of the 800-odd workers employed at the three ASEA plants had voted in favour of a strike just over a week ago. But there could be industrial action if these negotiations broke down, he said.

ASEA MD Clive Jandrell confirmed the "go slow" had ended but declined to comment further.

Mawu took an unprecedented step several months ago by declaring disputes with about 70 employers in the Transvaal metal industry. However some disputes were withdrawn through administrative errors.

Between 40 and 50 disputes are currently being dealt with through the Industrial Council.

Fanaroff said that most affected

CLAIRE PICKARD-CAMBRIDGE

companies had requested that Mawu defer the disputes until negotiations for the restructuring of collective bargaining in the metal and engineering industry had been completed.

"But our members were not happy with this request and we have asked for further meetings with one German and one American multinational," he said.

It was likely that strike ballots would be taken at these companies if they were not prepared to change their position, he said.

Workers in several other factories were also keen to take strike ballots but the union was still reporting reactions to the industrial council, he said.

Fanaroff said that Mawu did not wish to defer its disputes because these had been declared before proposals had been submitted for the restructuring of bargaining in the industry.

He said Mawu was also dissatisfied because it had heard from Steel and Engineering Industries Federation (Seisa) members that the employer body was going to propose differences in bargaining between coastal inland and rural areas, as well as dividing off some industrial sectors for bargaining purposes.

"The basic demand for all unions at this year's industrial council negotiations was for company-level bargaining," he said.

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# Baragwanath nurses' strike 'could spread'

**Argus Correspondent:**  
JOHANNESBURG — The Baragwanath Hospital strike may spread to other Transvaal hospitals and 17000 members of the South African Black Municipal and Allied Workers Union (SABMAWU) have threatened to join the strike in solidarity if the grievances of nurses and daily-paid workers are not resolved soon.

A spokesman for the union said at the weekend that the union would join the strike if a solution had not been found by the end of this week.

## PAY DEMANDS

The union has also told its parent bodies, the Post Telecommunications International, Telegraph International and the Public Service International to take up the matter with governments at the head of

"The Black Health and Allied Workers Union (BHAU) — pharmaceutical workers — have also indicated that they will give us support, if the situation is not resolved," a spokesman for the Health Workers Union (HWA) said today.

He said the nurses and theatre sisters would meet their matrons today because they are upset with the having to wash floors and clear wards in the absence of the 800 student nurses and 1000 auxiliary workers who went on strike late last week over pay demands and better working conditions.

On Friday nurses aids came out on strike in solidarity with the daily-paid workers and student nurse.

## "NOT LEGAL"

The strikers were told on Saturday they had been dismissed and should collect their salaries and wages today.

The dismissed student nurses were to meet the hospital superintendent

Dr Chris van der Heever today to discuss their grievances.

"They will refuse to collect their pay because we have been told by our legal advisers that it is illegal for workers before they have had an opportunity of putting their case to management," the spokesman for the HWA said.

According to him the crisis still exists at the hospital and things are very bad.

## SURGERY BACKLOG

"Usually there are 60 operations a day in the hospital's 12 wards. There are only two cases on the list for surgery today and a backlog of cold surgery cases is piling up."

"The strike could well spread to other Transvaal hospitals," he warned.

The Director of Hospital Services in the Transvaal, Dr Hendrik van Wyk, announced at the weekend that he had asked the Defence Force for help.

# Last-ditch bid to end hospital crisis

19/11/83

Doctors and nurses at Baragwanath Hospital in Soweto might take action in protest against the dismissal of 1 800 striking student nurses and auxiliary workers if the deadlock is not resolved today.

The hospital authorities were locked in a crucial meeting with a delegation of doctors and nurses today in a last-ditch effort to resolve the crisis.

At the time of going to press an urgent application to the Supreme Court seeking the reinstatement of the fired workers had still to be heard

Early this morning a meeting at the hospital of 500 employees — doctors, nurses and other classified workers — decided to draw up a petition calling on the authorities to resolve the crisis immediately. The petition signed by 700 health workers was presented to Dr Chris van der Heever, the superintendent.

The health workers decided to hold a report-back meeting this afternoon to consider on the latest developments and possible action.

The deadline for student nurses to vacate the nurses' home was extended from 11 am today till noon. Some nurses left the hospital grounds. The rest of the 940 congregated in the nurses' home — while the army moved in to evict them.

## Confrontation fears

"The situation is tense. We are hoping there will not be an ugly confrontation," a spokesman for the Health Workers Association told *The Star*.

There had been confusion earlier when soldiers began evicting student nurses. Those who had packed their belongings last night crowded to taxi ranks and bus stops to begin their journeys home.

A meeting of dismissed workers called for noon today was postponed till 10 am tomorrow. It will be held at the offices of the General and Allied Workers' Union (GAWU).

The application for the reinstatement of sacked student nurses and auxiliary workers will be submitted to the Rand Supreme Court by GAWU.

About 100 black hospital workers from the Johannesburg and Hillbrow hospitals met last night and resolved to send a telex to the Minister of Health today seeking an urgent meeting to find a solution to widespread grievances among health workers.

They indicated that unless all the 940 student nurses and 800 auxiliary workers fired for striking were reinstated and their pay grievances addressed, further industrial action could hit other hospitals — including ones for whites.

Some of the workers earn as little as R150 a month and none have had pay rises since 1983.

A Baragwanath doctor has described what he called "an extremely disturbing scene" at the hospital yesterday when about 300 dismissed workers were rounded up by armed soldiers and some escorted to collect their final pay packets. Workers today said they were forced at gunpoint to collect their pay, and have handed their wages to officials of the General and Allied Workers' Union to be returned to the hospital. The union has affidavits from workers saying they were forced at gunpoint to collect the money. The doctor, who cannot be named, said the group of workers was surrounded yesterday morning by armed soldiers.

## Doctor tells of round-up

The workers said they had been forbidden to go to the toilet and had not been allowed water. The doctor intervened on the workers' behalf and asked the commanding officer why they were being held at gunpoint. He was told they would cause havoc if they were allowed to move around freely. The commanding officer denied they were not allowed water or to go to the toilet. Later, workers were told to collect their pay. Those who refused were ordered to leave the hospital within 15 minutes or face charges of trespassing.

## State sector workers are on the move

# Baragwanath strike crisis: 'Battle has only just begun'

Star 19/11/85

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The strike by about 1800 auxiliary workers and student nurses at Baragwanath Hospital plunged the hospital into chaos as cleaners, cooks, kitchen staff, laundry employees and porters downed tools

Although all the strikers have been officially dismissed, and personnel from the defence force Transvaal Hospital Services and civil defence units are filling vacancies, the crisis is far from over.

The hospital superintendent has said things are back to normal, but reports from the Health Workers' Association (HWA) tell a different story of suspended operating schedules, a casualty department in chaos, an overloaded laundry, dirty wards and disrupted food preparation and ward services

As far as the strikers are concerned, the battle has only just begun

More than 800 workers will appear in court on November 29 to face charges of attending an illegal gathering or staging an illegal strike

About 17 000 members of the SA Black Municipal and Allied Workers' Union have threatened to strike in solidarity if the grievances of nurses and daily-paid workers are not resolved by the end of the week. About 300 nurse-aids are also threatening to strike

**The Baragwanath Hospital strike has signalled a new era of organised labour in State organisations. Report by SHERYL RAINE.**

The strikers are represented by the HWA and unions which have been organising in hospitals including the General and Allied Workers' Union (GAWU) and the Black Health and Allied Workers' Union of South Africa

State institutions are generally hostile territories for unions

The Baragwanath strike indicates, however, that workers are on the move in State sectors which to date have been largely untouched by the kind of labour organisation other industrial sectors have experienced in the past six years

We have 10 hospitals in which we have been organising since 1982. At Baragwanath we do not have a majority, but we are the main union,' said Mr Samson Ndou, president of GAWU

We are not recognised and have not participated in wage negotiations yet, but we have represented individual workers and submitted collective complaints"

Asked whether his union received co-operation from the hospital administration, he said "They are still in a learning process as regards working with trade unions. They are not experienced in this field"

He said there had been a lag in the organising of State institutions such as hospitals, but that

this was understandable. South African workers are still not organised in the true sense of the word. There are about 10 million workers who still have to be organised while only 1.5 million are in unions"

According to Mr Ndou, the Bara workers have legitimate pay grievances.

He said cleaners, cooks and laundry workers in the A1 category of pay earned between R1 962 a year and R2 886 a year depending on their length of service.

Workers in the A2 category, which included helpers, messengers, porters and dispensary staff, earned R2 106 a year in their first year of employment and R3 135 a year in their sixth year

After repeated attempts to air their grievances and get them redressed, the workers were told last week that there would be no chance of an increase until March next year

The last time the workers received a pay rise was in 1983, Mr Ndou said.

### RECOGNITION

The HWA, a broad-based organisation of health workers, including doctors and nurses, started in 1979, has tried without success to gain recognition at hospitals

A spokesman for the HWA said the refusal of the hospital authorities to recognise the association was one of its biggest problems.

He said the labour dispensation under which hospitals and other state organisations were operating was 'archaic'

The Bara strike, the first of its kind, heralds a new era in organising labour in the State sector. The laws concerning workers in the State sector are out of date. The atmosphere for unions organising in hospitals is extremely hostile. The intransigence of authorities does not do much for good labour relations.

State employees are not covered by the Labour Relations Act and do not benefit directly from the labour reforms introduced after the Wiehahn Report.

# Student nurses told to go

Own Correspondent

JOHANNESBURG. — About 900 striking student nurses at Baragwanath Hospital were yesterday given 24 hours notice to leave the hospital.

The striking nurses said the chief superintendent, Dr Chris van den Heever, announced at a meeting yesterday morning that they should collect their pay cheques and leave the hospital premises by 11am today.

Scores of daily-paid workers were also made to sign receipt of their cheques yesterday and were told their services had been terminated.

Workers who were not made to sign their cheques said they intended going on with the strike in solidarity with those who had been sacked.

The nurses said they had resolved to ignore the decision and expressed their willingness to negotiate.

At the weekend a spokesman for the South African Black Municipal and Allied Workers' Union said its members were set to join the nurses and workers on strike.

● Sapa reports that according to an official of the Hospital Services Directorate in Pretoria yesterday, the sacked student nurses and workers had been told they could reapply for their jobs and each reapplication would be judged on merit.

The workers and student nurses charged with public violence and attending an illegal gathering are due to appear in court on November 27.

# Bara doctors and nurses threaten to down tools

Doctors nurses and professional staff at Baragwanath Hospital have threatened to down tools today if 1 800 student nurses and workers dismissed for striking are not immediately reinstated

The decision to take such action was made at a meeting yesterday by 300 health workers despite the fact that they could face disciplinary action, prosecution with the possibility of a maximum fine of R1 000 or a year in prison and automatic removal from the medical register if convicted

A Health Workers' Association spokesman said the medical professionals were aware of the serious disciplinary action they could face, but in spite of that had decided to take action in support of the dismissed strikers

Their ultimatum that they intended taking an active part in the week-long strike was given to hospital superintendent Dr Chris van der Heever yesterday

A delegation will meet Dr van der Heever this morning for his reply

This action by the professionals could bring the hospital to a standstill

A co-ordinating committee has been set up to discuss ways of continuing looking after the estimated 12 000 patients still being treated at Baragwanath

## CONFRONTATION

Yesterday 942 student nurses were ordered to vacate the nurses' home and although they refused to do so, left the hospital grounds rather than face a confrontation with the army and police sent to evict them

An urgent application by lawyers representing the General and Allied Workers' Union (Gawu) asking for the reinstatement of the fired workers will be brought before the Rand Supreme Court this morning

A meeting of the dismissed workers will be held today at Gawu's Johannesburg offices

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the SA Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union. The unions asked the Minister to reply by tonight

● Three dismissed student nurses are bringing an urgent application to the Rand Supreme Court today to stop their eviction from the nurses' home and to declare their dismissal unlawful

The application was expected yesterday but was delayed by the preparation of lengthy court documents

● See Page 17.

# Baragwanath staff 'didn't expect to be fired'



By Mike Siluma

Baragwanath Hospital workers did not expect to be fired when they went on strike for higher wages last week — after all, they said, the demand was a reasonable one.

About 800 workers were dismissed at the weekend

The General and Allied Workers Union (Gawu) said cleaners, cooks and porters who had worked at the hospital for up to six years earned R2 106 a year.

Messengers and dispensary employees got R3 135 after an equal length of service while the hospital's security guards received R3 882 after eight years' service.

Workers interviewed by The Star yesterday preferred to remain anonymous for fear of reprisals.

An indignant Mrs A, a mother of three school-going children who had worked in the hospital's linen room for the past 12 years, said:

"We asked for an increase because the price of everything else had gone up and we could not make it with the money we earn. But it is not as if we were asking for R1 000."

"We are very bitter about the way we were treated by the hospital authorities especially after so many years of loyalty. It was not necessary for the authorities to react the way they did because we were not fighting."

"Even the decision to strike was taken because we were left with no alternative."

After their dismissal, the workers were not even given a chance to take their belongings, she said.

Mrs A said in addition to her children, she looked after her mother and elderly grandmother. Although she earned R253 a month and her husband R85 a week, the high cost of living made it difficult to survive.

She said she worked a five-day week, from 7 am to 5 pm, with a 30-minute lunch break and a 15-minute break in the morning and afternoon.

Her account of the dismissal was matched by a colleague Mrs B who had worked in the hospital's kitchen for 10 years.

Having started at a monthly salary of R50, Mrs B now earns R240. She works a six-day week from 7 am to 4 pm.

She is the only breadwinner in a family of three children, one in matric.

She said she was finding it difficult to see her children through school and to pay the monthly rent of R24.

Mrs B was adamant that she and her colleagues would not accept re-employment on any terms.

## Strike action by doctors, nurses is grave offence

Medical Reporter

Strike action by doctors and nurses holds grave consequences — they are liable to be heavily fined or imprisoned and automatically removed from the register by their respective councils.

In the eyes of the law, striking public health professionals are viewed in the same serious light as kidnappers, hijackers and people who hold hostages — they are considered guilty of bargaining with peoples' lives.

If complaints are lodged against medical professionals for striking, and they are found guilty in terms of Section 55(a) of the Medical Act, they are liable to maximum fines of R1 000 (or a year's imprisonment).

"Doctors and nurses found guilty of striking are automatically struck off the register," the registrar of the South African Medical and Dental Council Mr Nico Prinsloo, told The Star.

They are also open to departmental disciplinary action.

# Fired nurses: Lawyers act

Own Correspondent

JOHANNESBURG.

Lawyers acting on behalf of 900 striking Bargwanath Hospital nurses have given notice in the Rand Supreme Court that they will bring an urgent application this morning for the reinstatement of sacked student nurses and auxiliary workers.

Their services have

been terminated and they have been prohibited from remaining on the premises and in the hostels.

It was agreed between all parties that the respondents would not have time to file affidavits before this morning.

The strike started a week ago after a demand by daily-paid or unclassified workers for more pay and the redress of grievances presented to the authorities by live-in student nurses.

collect their pay cheques and be out of the hospital premises by 11am the next day.

The striking nurses defied the order to collect their pay, but all vacated the hospital premises after members of the Defence Force surrounded their hostels.

An official of the Hospital Service Directorate said in Pretoria yesterday that the nurses had been told they could reapply for their jobs. Each application would be judged on merit.

## Ban

Meanwhile, a new banning order has been imposed on the Health Workers' Association (HWA), representing all hospital workers and medical staff.

It has been banned from holding meetings from yesterday until 8.30am next Monday.

The banning order was served on the executive on Monday afternoon after 1 500 people at the hospital had been dismissed.

The first ban prohibited the HWA executive from addressing strikers at the hospital from last Friday afternoon until Monday morning.

Of the total dismissed, 900 student nurses were given 24 hours' notice to

Hundreds of auxiliary workers, porters and cleaners were also fired from their jobs and claimed they were forced to sign receipts for their wages.

## Soldiers

The workers claimed they were taken by armed soldiers and police from the Harriet Shezi Hall to the hospital's personnel office where they were paid off and told their jobs had been terminated.

Yesterday about 650 doctors, including health workers, signed a petition which was to be handed to the hospital's chief superintendent, urging him to meet and address the strikers and get them back at work.



## 'Gunpoint' collection of wages

JOHANNESBURG — A Baragwanath doctor has described what he called an "extremely disturbing scene" at the hospital yesterday when about 300 dismissed workers were rounded up by armed soldiers and some escorted one by one to collect their final pay packets

Workers have signed affidavits saying they were forced at gunpoint to collect their pay, and have handed their wages back to officials of the General and Allied Workers' Union (Gawu) so that they can be returned to the hospital

The doctor, who cannot be named, said the workers were surrounded by armed soldiers standing one metre apart. The workers told the doctor they had been forbidden to go to the toilet and had not been allowed water to drink.

The commanding officer told the doctor that the workers would "cause havoc" if they were allowed to move around freely

The commanding officer denied that the workers were not allowed to have water or go to the toilet. He said he would provide water and that workers were allowed to go to the toilet under escort one at a time — Sapa

**Argus Correspondent**  
**JOHANNESBURG** — Doctors, nurses and other health professionals at Baragwanath Hospital have threatened to stop work today if 1 800 student nurses and workers who were dismissed for striking are not immediately reinstated

The decision was made at a meeting yesterday by 300 health workers in the full knowledge of the consequences they could face by striking — disciplinary action, prosecution with the possibility of a maximum fine of R1 000 or a year in prison and automatic removal from the medical register if convicted

An ultimatum stating that health workers intended taking an active part in the week-long strike by student nurses and non-classified health workers was given to the superintendent of the hospital, Dr Chris van der Heever, yesterday

A delegation of doctors, nurses, radiographers, physiotherapists and technical staff were to meet Dr van der Heever today for his reply

#### 12 000 patients

A co-ordinating committee of 15 medical workers has been set up to discuss ways of looking after the estimated 12 000 patients still being treated at Baragwanath

A spokesman for the Health Workers' Association (HWA) said the medical professionals were aware of the serious disciplinary action they could face, but in spite of this had decided to take action in support of the dismissed strikers

#### Intransigence

"These are desperate acts by medical staff brought about by the intransigence of the authorities. The medical staff believe they have no alternative but to take the action planned," the spokesman said

Yesterday 942 student nurses were ordered to vacate the nurses' home and although they refused, they left the hospital grounds rather than face confrontation with the troops and police sent to evict them

"Only 40 of the student nurses surrendered the keys to their rooms. The other 900 kept their keys," the HWA spokesman said

An urgent application asking for the reinstatement of the dismissed workers by lawyers representing the General and Allied Workers Union (Gawu) was to be brought before the Rand Supreme Court today

A meeting of the dismissed workers was to be held today at Gawu's Johannesburg offices

● A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union. The unions asked for a reply by tonight

# Baragwanath threatened with fresh work stoppage

Argus 20/11/85

NATIONAL/INTERNATIONAL

# Govt gets Bara ultimatum

TWO of the unions representing the more than 1 500 sacked Baragwanath student nurses and auxiliary workers have sent a telex to Health and Welfare Minister George Morrison warning him to resolve the issue or face a general strike

Officials of the Black Health and Allied Workers Union of SA (Bhawusa) and the SA Black Municipal and Allied Workers Union (Sapmawu) said a similar message had been telexed to the Transvaal Regional Director of Health Services

Doctors and health workers at Baragwanath yesterday also urged the hospital's chief superintendent, Dr Chris van Heever to reinstate the strikers

SIPHO @CCBO  
and SOPHIE TEMA

But the situation looked set to deteriorate further when government slapped a second ban on the Health Workers Association (HWA)

The HWA was banned from holding meetings until 8.30am next Monday

A ban last Friday prohibited the association's executive from addressing striking staff at the hospital until Monday

Meanwhile, lawyers acting on behalf of the 900 Baragwanath nurses gave notice in the Rand Supreme Court yesterday that they would bring an urgent

☉ To Page 2

# General strike threatened

application this morning for the reinstatement of the sacked staff.

Some of the student nurses were granted a stay of eviction and allowed to sleep at the nurses home last night after they had re-applied for their jobs

However hundreds who did not re-apply were evicted by defence force members

The hospital administration had given the nurses until 11am yesterday to

evacuate the hospital premises, but the deadline was later extended to 12pm

The latest banning order was served on the HWA executive on Monday afternoon after the Baragwanath employees had been dismissed

A hospital spokesman refused to comment or say whether those who had re-applied for their jobs would be reinstated

☉ From Page 1

# Lawfulness and fairness

## Ruling shows distinction between lawfulness and fairness

By Sheryl Raine

A clear distinction between the lawfulness and fairness of dismissing strikers emerged in a significant Industrial Court ruling this week.

The Industrial Court also indicated it would jealously guard its right to judge the fairness of dismissals despite recent employer attempts to apply to the Supreme Court to support the lawfulness of their actions in dismissing strikers.

This week Dr Daan Ehlers, president of the Industrial Court, spelt out reasons why the court earlier ordered the reinstatement of black miners fired for striking from Gencor's Marievale gold mine on September 3.

Dr Ehlers dismissed arguments by the employers that because the Supreme Court had earlier ruled the dismissal and eviction of Marievale's striking miners

was lawful, their dismissal was also fair.

Dr Ehlers pointed out that no jurisdiction had been given to the Supreme Court to determine unfair labour practices. That was the job of the Industrial Court under the country's labour laws.

Although the Supreme Court had decided in terms of common law that the dismissals were lawful, the Industrial Court still had every right to order their reinstatement after considering the fairness of the dismissals.

The Industrial Court had harsh words for Marievale Consolidated Mines Ltd.

By rejecting arbitration or mediation as means to settle its wage dispute with the National Union of Mineworkers, the company had shown "an adamant attitude," the court found.

Adopting "an adamant, negative or uninspired approach" during negotiations resulted in the "spirit of

the Labour Relations Act being defeated.

"From the papers before court, it appears the company made unilateral wage increases followed by notices on more than one occasion to employees, to the effect that should they strike they ran the risk of being dismissed. Video films to the same effect were also shown to them (the employees)."

"It would appear that the company adopted what could justifiably be termed a paternalistic attitude towards its employees."

The court said the union must have realised no other options apart from striking were available to it in order to resolve the dispute.

The company appeared to be solely concerned with the lawfulness of its actions and paid little or no heed to the fairness of its decision.

Failure to attend to the fairness of dismissing the strikers was not conducive to generating conciliatory

or sound industrial relations.

"Although other mining houses gave reconsideration to wage increases and with the exception of two of them, reached a settlement with the union, Marievale refrained from giving reconsideration to wage increases. This was despite the fact that the company possessed the financial means to meet the wage increases required of it."

Two other Gencor mines hit by the miners' strike, Matla Coal Ltd and the Transvaal Navigation Collieries, reinstated dismissed employees.

Although Marievale was aware of an agreement with the union not to evict employees from the mine hostels, it continued evicting employees and then told the Industrial Court that "no worker was removed from the premises against his will".

"The manner in which the company repeatedly issued warnings to employees of the risk of dismissal if

they participated in the strike could hardly be described in the circumstances as evidencing a placable intent to diffuse the dispute," the court said.

The court noted Marievale had even dismissed a worker who had been on leave and was not involved in the strike. The court regarded this act as a further "show of unilateral high-handedness."

Instead of embarking on a wildcat strike, the union had given consideration to the dispute-setting machinery provided for by law. When these means failed, the union acted responsibly by holding a strike ballot, a national conference and issuing strike rules.

The two-day strike resulted in no damage to property and was conducted in an orderly manner.

With the union's behaviour in mind, the court declared the dismissals unfair.

Hospital Chaos  
hundreds (152)

# of strikers arrested

By WILMAR UTTING

OPERATING theatres, medical departments and kitchens closed down at Baragwanath Hospital near Soweto yesterday when more than 900 student nurses refused to work and police arrested more than 700 auxiliary workers who had stormed through the hospital in protest against poor pay and working conditions.

Late yesterday, the 718 men and women appeared in Protea Magistrate's Court, charged with attending an illegal gathering.

"They have been released on their own recognisances and warned to appear again on November 29," a police spokesman said.

"The prosecutor may formulate other charges against them before then," he said.

At the hospital most services came to a stop, with only emergency cases receiving attention. Non-emergency patients were sent home and told "to come back later".

Doctors left the hospital in groups about noon.

"There is no point in staying, we cannot do anything. Most of the theatres are closed," one said.

Early yesterday policemen swooped on a gathering at the hospital and arrested 574 women and 144 men workers who were demanding an increase in their average earnings of R150 a month.

Many of the cleaners, messengers and porters in the protest have 10, 15 and up to 28 years' service with the hospital and are still employed on a temporary basis only.

They were told this week their demands might be considered in March next year.

Blue-uniformed South African Police wearing riot helmets and carrying quirts marshalled the singing crowd into bus-sized vans.

The hospital superintendent, Dr Chris van der Heever, issued a statement later, saying the workers had held a mass protest meeting on Wednesday night. "Unruly elements went on the rampage, destroying equipment and throwing cooked floor on to the floors."

Nurses had presented their demands to the hospital superintendent on Wednesday and when these had been refused, they had destroyed property and had yesterday morning refused to go to work.

At least one nurse is known to be among the group arrested.

A police officer at the hospital refused to allow journalists to enter, telling them "this is an unrest situation".

But before being asked to leave the grounds, Weekly Mail spoke to doctors who had witnessed the arrests and to a nurse who had been injured in a confrontation with the hospital's security guards.

Doctors said the hospital had reacted

• To PAGE 5

Bara chaos after strike

From PAGE 1 2/1/11

too roughly by calling in the police".

One doctor said "It wasn't a violent gathering. Yet Bara's guards and the police lashed out right and left with sjamboks. People started running away.

"The whole thing was so badly handled. This was just a domestic strike and the hospital and the police turned it into something much more than it was," the doctor said.

The nurse Weekly Mail spoke to — who had herself been injured in the clash with the security guards — said more than 900 students had presented

They had not refused to attend to patients.

When the nurses were told the gates would continue to be closed at 8pm, they marched to the gates and tore them down, the nurse said.

They were then baton-charged by the hospital security guards. Several nurses received head injuries and were treated in the hospital's casualty section and then discharged.

"We were then herded into the hostel and locked up for the night,"

the nurse said.

"We waited the next morning for the superintendent to address us, but he did not turn up," she said.

The nurses had not taken part in the workers' strike, she said. The two actions were unrelated.

An official of the all-black Health Workers' Association (HWA) said late yesterday they were trying to sort out which of the workers belonged to their association before taking action.

The HWA fully supported the demands from the workers, he said, and called on the administration to listen to their grievances.

W. Mail

21/11/85

152

# Unions threaten mass strike at Baragwanath

## Wanath

CPA Twp's  
21/11/85  
152

From SOPHIE TEMA JOHANNESBURG. Labour unions representing hospital medical staff and pharmaceutical company workers have threatened a mass strike if the crisis at Baragwanath Hospital is not resolved immediately.

At a meeting at the hospital on Tuesday, doctors and nursing sisters threatened a mass walk-out or to 'down tools' if the dismissed workers and nurses were not reinstated by yesterday. A delegation representing doctors, nursing sisters, radio-

graphers and technical and clerical staff gave this ultimatum to the chief superintendent, Dr Chris van den Heever.

But the crisis deepened further when workers and nursing staff of a second hospital threatened to present a list of their grievances to the authorities in solidarity with Baragwanath Hospital's dismissed workers.

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath Hospital was sent to Pretoria on Tuesday by the

South African Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union.

The medical staff yesterday said that if the doctors and nursing sisters carried out their threat, hospital services would come to a complete standstill. This could to some extent affect the 12 000 patients at Baragwanath.

Yesterday morning lawyers acting for the 900 dismissed nurses presented papers on an urgent application in the Rand

Supreme Court for the reinstatement of the dismissed workers.

The Supreme Court action is being brought by the General and Allied Workers' Union in a bid to reinstate the nurses who went on strike over poor working conditions and pay.

Legal representatives met Justice G Goldstone in his chambers where he heard the application which was postponed to 11am today. Judgment is expected to be delivered at 2.30 this afternoon.

Meanwhile, Baragwanath is surrounded by military and

police contingents and, it is alleged, patients have to be escorted around the building by armed soldiers.

One senior nurse at the meeting in Johannesburg said it was almost impossible for anyone not working at the hospital to gain entry, even to visit very sick relatives.

Mr Eddle Gobey, who is attempting to negotiate for the Black Health and Allied Workers' Union, said he had been unable to make contact with the hospital authorities. "They are always in meetings it seems."

● In the Cape, the Health Workers' Society yesterday condemned the action of Transvaal hospital authorities in dismissing the 900 nurses and 800 non-classified workers at Baragwanath and called for their unconditional reinstatement.

In a statement, a spokesman for the society said the authorities in the Transvaal had refused to accede to the legitimate demands of the workers, which included decent living wages, better working conditions and the right to democratic worker representation.

# Gencor to ask for review on court

21/11/85  
rulings

Gencor is to ask for a review of an industrial court ruling ordering the Marlevale mine temporarily to reinstate workers fired after a legal strike.

Gencor yesterday declined to comment on the Marlevale case, but said it would take it on review to the supreme court.

A leading industrial relations expert, Professor Johan Piroy of Unisa's School of Business Leadership, said yesterday that the temporary reinstatement order did not place a blanket ban on the dismissal of legal strikers.

CLAIRE PICKARO-CAMBRIDGE

"The judgement is a complex one and I fear employees may perceive that they cannot be dismissed."

He said that the judgement did not make any blanket rules, but concerned an alleged unfair labour practice in a particular case.

It showed that the court would look at circumstances and conduct in every case and that if an employer were to act unfairly, the workers could be re-instated.

He said the rationale behind the judgement was consistent with widely supported beliefs concerning the position of legal strikers.

But he believed it was an overstatement to believe large inroads had been made into managerial prerogative.

The principles applied in the case had not dramatically changed the current position.

They were an application of the rules of equity laid down by the industrial court in a particular set of circumstances.

Unions would be encouraged to follow legal channels and recognition agreements — which set down mutually acceptable procedures — would regulate the position of legal strikers more comprehensively.

The National Union of Mineworkers (NUM) said yesterday the court's ruling meant workers could see a legal strike as being legally permissible without fear of being necessarily liable to dismissal.

The NUM said it proved that unbending attitudes — sometimes governed by "exploitative motives" — could be met by the collective power of legal strikers.

## Committee will consider general stayaway

# Unions rally to aid Bara workers

By Estelle Trengove

In a new development in the Baragwanath Hospital strike, workers outside the health services have indicated their willingness to take action on behalf of hospital staff

Workers from several hospitals in the Johannesburg area including the Hillbrow, Coronation and Natalspruit hospitals, met at Khotso House yesterday to discuss strategy for showing their solidarity with the dismissed Baragwanath workers

The meeting was also attended by representatives of trade unions not involved in health services.

A man who identified himself only as a "food worker", said they were prepared to pressure their managements so that they in turn, could pressure hospital managements to listen to the

grievances of the health workers

His suggestion that the struggle of the health workers should become a national issue was enthusiastically received. Hospital workers immediately took up his call and said a general stayaway was the only way of getting their grievances redressed. To organise this a co-ordinating committee would be needed

The meeting decided that representatives should go back to their respective hospitals and form committees representing the workers. These committees would then combine in a central committee.

The central committee will meet on Monday afternoon

Workers from Hillbrow Hospital were particularly vociferous at yesterday's meeting, calling for immediate action. They

said they were directly affected by the situation at Baragwanath because patients were being transferred from there to Hillbrow increasing their already heavy workload

Two women said workers at Hillbrow Hospital had been threatened with disciplinary action if they attended meetings such as the one held yesterday

It was also alleged that pamphlets were distributed at Hillbrow Hospital in the name of the Black Health and Allied Workers Union of South Africa (Bhawusa), criticising the Health Workers Association and the strike at Baragwanath.

A Bhawusa spokesman said the union dissociated itself from the pamphlets which seemed to be aimed at causing division between the two organisations

## Tvl hospital official denies 'deplorable conditions' claim

The senior deputy director of Transvaal Hospital Services, Dr J A Fourie, said yesterday reports that conditions at Baragwanath Hospital were deplorable were "totally untrue"

In a statement to Sapa from his Pretoria office he said "Despite the bad reports in the newspapers by unknown and unidentified Baragwanath Hospital personnel who criticised and slated the presence of the SADF a lot of positive reaction was received from the staff of most departments in the hospital"

He said another issue which had repeatedly been misrepresented in the Press was that the chief superintendent at Baragwanath Hospital, Dr Chris van den Heever, had called off negotiations with the now-dismissed student workers and that he refused to talk to blacks.

"The true state of affairs is that the student nurses terminated negotiations and not the superintendent," he said.

The statement said: "The staff praised the willingness and work of the SA Medical Services in the hospital — the medical wing of the army"

"The hospital was left in a filthy condition by the daily paid workers before they left the grounds on Friday November 15"

"This mess was cleared and cleaned up on Saturday November 16 by various units of the SADF"

"Another issue that was repeatedly wrongly reported is that the superintendent terminated negotiations with the nurses. The true state of affairs is that the student nurses terminated negotiations and not the superintendent." — Sapa

## Nursing body condemns unions

Pretoria Bureau

The South African Nursing Association has expressed concern that unions intimidated many of the student nurses at Baragwanath Hospital and encouraged them to make themselves guilty of unprofessional conduct.

"These students have ruined their position in the nursing profession and damaged public trust in the profession," the association said in a statement released yesterday

The association said it was disappointed that it was not approached by the students as it understood their problems and frustrations.

It was aware that the nurses' channel for grievances was through their employer, but was always willing to assist should the channel not meet students' requirements.

## Hospital he: to dispel 'ri

By Rich

Baragwanath Hospital superintendent to *The Star* yesterday "to clear the which were doing the rounds"

He said to make the nursing pensionable allowance was granted

This allowance is restricted to receive a salary, accommodation and

Other hospital employees not receive this allowance. The daily on November 4 at which they discuss their problems with me

I saw them the following day and the cost of living in Soweto," he said.

### SUBMIT MEMOR

Dr van den Heever said he had sent Director of Hospital Services for his was conveyed to the staff on November available and he could not make any would submit the memorandum to the tion

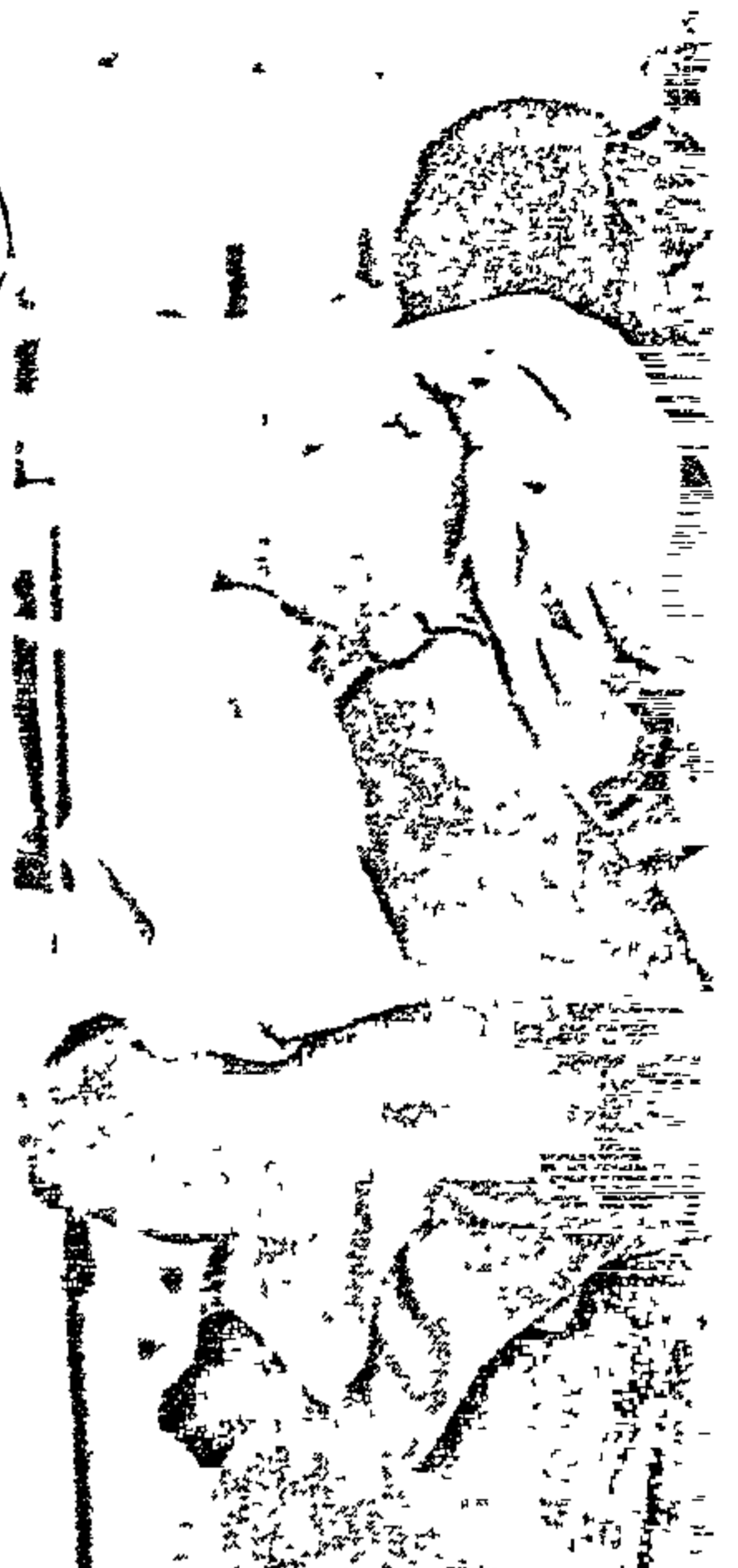
"A faction of the staff was not and they damaged the kitchens," Dr

"Despite a further discussion, the return to work and were arrested for

At a meeting with student nurses, cerned the opening of the gate until for a trial period of 30 days, it w. Heever said

However student nurses still did terminated their services

Those who took part in the strikes and leave. Those who were knowledge to strike may re-apply for



Sister Peter Jean abandoned her Baragwanath Hospital when she heard that had been dismissed after



## General stayaway

# y to DRINKERS

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Two women said workers at Hillbrow Hospital had been threatened with disciplinary action if they attended meetings such as the one held yesterday

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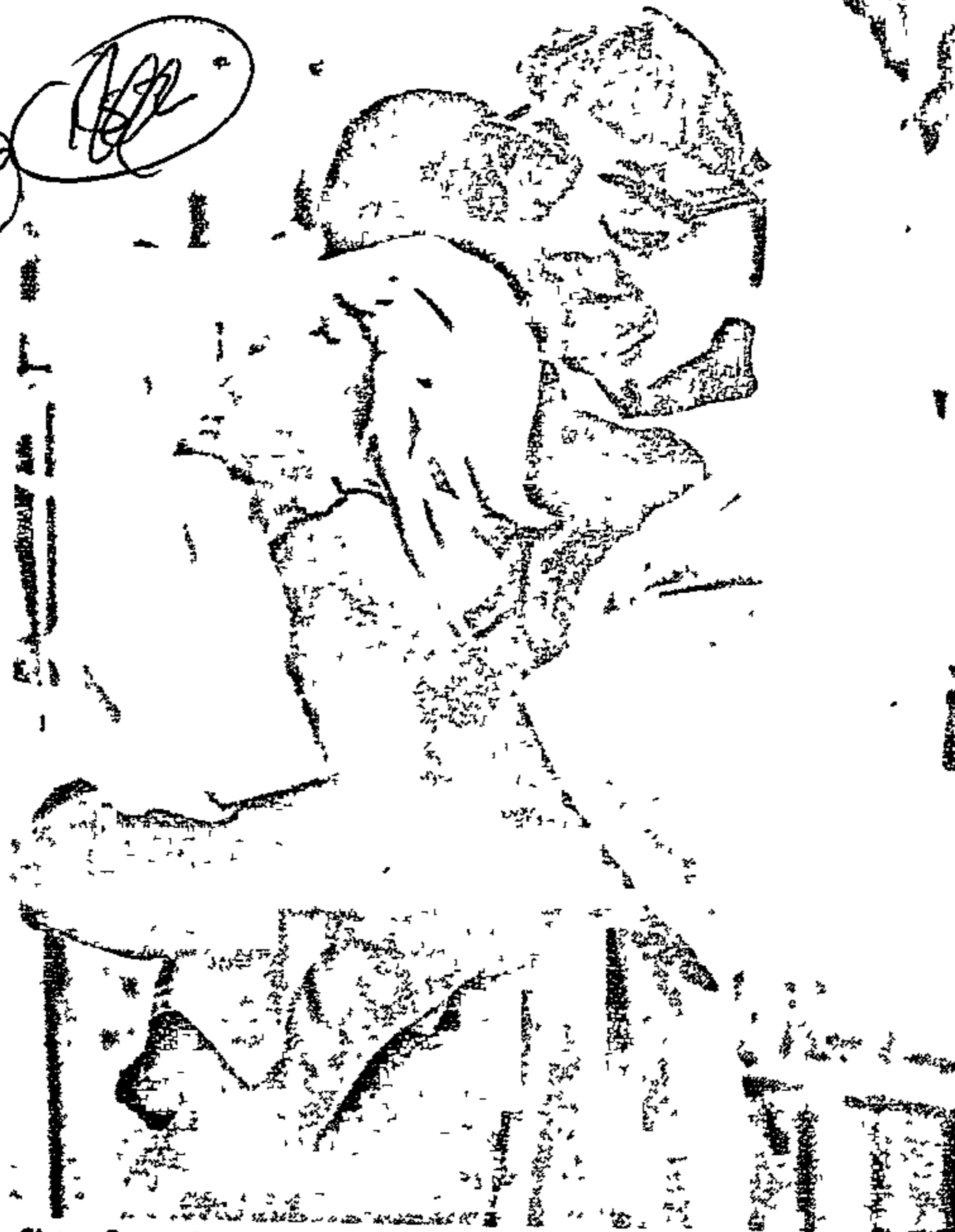
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The association said it was disappointed that it was not approached by the students as it understood their problems and frustrations.

It was aware that the nurses' channel for grievances was through their employer, but was always willing to assist should the channel not meet students' requirements.



Sister Peter Jean abandoned her teaching career to help at Baragwanath Hospital when she heard that nurses and auxiliary workers had been dismissed after going on strike.

● Picture by John Hogg.

# Hospital head in bid to dispel 'rumours'

By Rich Mkhondo

Baragwanath Hospital superintendent Dr C J van den Heever spoke to *The Star* yesterday 'to clear the air about all kinds of rumours which were doing the rounds'

He said to make the nursing profession more attractive, a non-pensionable allowance was granted with effect from October 1

"This allowance is restricted to qualified nurses. Student nurses receive a salary, accommodation and other benefits

"Other hospital employees, including daily-paid workers, also do not receive this allowance. The daily-paid workers held a meeting on November 4 at which they appointed two representatives to discuss their problems with me.

"I saw them the following day and asked for more information on the cost of living in Soweto," he said.

### SUBMIT MEMORANDUM

Dr van den Heever said he had sent the final memorandum to the Director of Hospital Services for his consideration. His reply, which was conveyed to the staff on November 13, was that no funds were available and he could not make any promises for next year but he would submit the memorandum to the Commission for Administration.

"A faction of the staff was not satisfied with the director's reply and they damaged the kitchens," Dr van den Heever said

"Despite a further discussion, the daily-paid staff decided not to return to work and were arrested for an illegal strike

At a meeting with student nurses, the most urgent point concerned the opening of the gate until midnight. It was conceded that for a trial period of 30 days, it would be kept open. Dr van den Heever said

However, student nurses still did not report for work and so terminated their services.

"Those who took part in the strike must collect their cheques and leave. Those who were convinced against their better knowledge to strike may re-apply for work," he added.

# Nun quits teaching job to aid sick

By Rich Mkhondo

A nun from a Krugersdorp Catholic school said yesterday that she was 'touched' by news that auxiliary workers and student nurses went on strike at Baragwanath Hospital and decided to abandon her teaching career to help at the hospital

Said Sister Peter Jean. 'I saw on television and read in newspapers that student nurses were on strike at Baragwanath Hospital. I realised that hundreds of patients would need help.

"I phoned the superintendent and offered my services. Because I am not a qualified nurse I was prepared to help in any department

"I love children, that is why I chose to offer my services at children's wards. I told myself that my teaching career could be set aside in times of crisis like this

"When I help patients, I realise that God is present in each of them. When I help them, I am actually helping God."

Sister Peter Jean said she would stay at the hospital until the situation had been resolved.

## Doctors slam Govt's refusal to negotiate

By Sheryl Raine

Doctors who last night attended a meeting of health workers concerned about the growing crisis at Baragwanath Hospital said the strike was an act of desperation and was not politically motivated

The doctors said the Government's refusal to negotiate with workers on such a critical issue was inexplicable

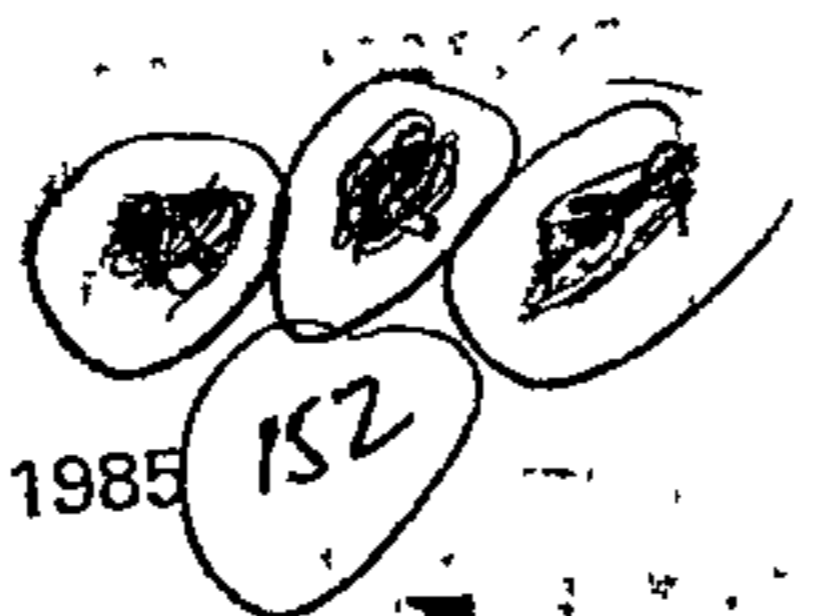
Several professional medical staff from hospitals in the greater Johannesburg area attended the meeting at Khotso House, arranged by the Black Health and Allied Workers' Union and the SA Black Municipal and Allied Workers' Union

Many doctors are behind the Baragwanath staff because the health workers' working conditions are untenable," said one white Johannesburg doctor

The cleaners are employed as temporary workers and after six years they reach their wage-ceiling. Some have been working as temps for 17 years and are still being paid at that level

As temporary workers they can be fired with 24 hours' notice. They receive no pension benefits when they retire," he said

CAPL Times  
day, November 22, 1985



# Hospital a 'shambles' — doctor

JOHANNESBURG — Baragwanath Hospital was reported yesterday to be "a shambles" as remaining staff considered their next step after threatening a strike in support of the fired student nurses and auxiliary workers.

A doctor at the hospital, who asked not to be named, said, "The place is a shambles. Wards are half-empty because we are discharging patients who are still sick."

## 'Concerned'

"In the children's ward there is a rank smell as the children's nappies are not changed as frequently as they should be. Flies are swarming all over the place."

"We are deeply concerned about our patients and fear that some will get worse as the clinics in Soweto are just not sufficient to cope with the burden."

However, in Pretoria, the Senior Deputy Director of Transvaal Hospital Services, Dr J A Fourie, said yesterday that reports that conditions at Baragwanath Hospital were deplorable were "totally untrue".

In a statement, he

said "Despite the bad reports in the newspapers by unknown and unidentified Baragwanath Hospital personnel who criticized and slated the presence of the SADF, a lot of positive reaction was received from the staff of most departments in the hospital."

## Terminated

He also said another issue which had repeatedly been misrepresented in the press was that the Chief Superintendent at Baragwanath, Dr Chris van den Heever, had called off negotiations with the now dismissed student workers and that he refused to talk to blacks.

"The true state of affairs is that the student nurses terminated negotiations and not the superintendent," he said.

Conditions in the wards were "highly satisfactory" and all essential services were "functioning well".

Meanwhile, the chairman of the Baragwanath Hospital Board, Dr Woody M Matsie, said the board and the hospital had reached a stalemate.

"We were scheduled to have held our meeting with Dr Chris van den Heever, the superintendent, on Monday. These meetings are held every two months and I had duly called one

## Postponed

"But the superintendent called it off and said the postponement was indefinite. I cannot say at this stage what our next step will be."

● Meanwhile, the urgent application brought before the Rand Supreme Court by the 940 dismissed student nurses was yesterday postponed until today.

The respondents in the case — the Transvaal Administrator, the Director of Hospital Services and the Chief Superintendent of Baragwanath Hospital — had not filed their affidavits by the time the court sat at 2pm — Sapa

# Baragwanath: Other workers to take action

Argus Correspondent

JOHANNESBURG — A new development in the Baragwanath hospital strike workers' outside health service have indicated they are prepared to take action on behalf of the other workers.

Workers from several hospitals in Johannesburg are including Hillbrow Coronation and Natal Street hospitals in a mass house-vesting strategy to show solidarity with dismissed Baragwanath workers.

The meeting was also attended by representatives of trade unions not involved in health service.

## Enthusiasm

A man who identified himself only as a "food worker" said they were prepared to put pressure on their managements so that they in turn could persuade the hospital managements to listen to the grievances of health workers.

His suggestion that the struggle of the health workers should be nationalised met with great enthusiasm. Hospital workers immediately took up the call, saying a general stayaway would be the only way to get their grievances redressed.

A broad co-ordinating committee would however have to be established to organise a stayaway involving the whole community.

## Heavy workload

The meeting decided that representatives should go back to their hospitals, where they would form committees representing the workers. These committees would then form a central committee.

The central committee is to meet on Monday afternoon.

Workers from Hillbrow Hospital were particularly vociferous at yesterday's meeting, calling for immediate action. They said they were directly affected by the situation at Baragwanath Hospital because patients were being transferred from there to Hillbrow, increasing their already heavy workload.

Two women said workers at Hillbrow had been told that they would be made "examples" if they attended meetings such as the one held yesterday.



Defence Force members preparing stretchers outside the casualty department at Baragwanath Hospital.

THE PRESIDENT'S COUNCIL

# Deracialising the economy

Yet another committee of the President's Council (PC) has come out strongly in favour of scrapping key aspects of apartheid. The report of the committee for economic affairs tabled at the council's plenary session in Cape Town this week says no one should be restricted from participating in the economy on racial grounds.

It proposes the scrapping or amendment of all apartheid measures preventing blacks, coloureds and Asians achieving full "equivalence" with whites in business. If accepted by government and implemented, the report could mean an end to apartheid in business. All business and industrial areas would be open to entrepreneurs of all races and they would be subject to the same standards and regulations.

The committee had been asked by President P W Botha to investigate a strategy for small business development and for deregulation.

Apart from slamming apartheid, the committee also makes sweeping suggestions to cut red tape in the small and informal business sectors (see *Business*).

The report follows a call in September by the PC's constitutional committee — later backed by the majority of the full council — to scrap influx control. The suggestion is being studied by government.

The economic affairs committee, under chairmanship of Francois Jacobsz, found that the Group Areas Act (GAA) as it affects the economic activities of Asian, black and coloured entrepreneurs "is in direct conflict with the objective of increasing the participation of economically less developed communities in the economy and of improving their perception of the merits of the free-market system."

Privileged access for white businessmen could not be reconciled with the nature of the market, which recognises only the ability to pay and the ability to supply, the committee said.

It recommends: "That discriminating legislation applicable to businessmen of the Asian, black and coloured population groups be repealed or amended insofar as may be necessary to achieve a situation where all businessmen in South Africa operate their businesses in terms of procedures and subject to standards which are in all respects equivalent, providing that existing alternative standards which are less costly and more simple should be retained without distinction on the basis of race to take into account the needs of developing communities in South Africa."

The committee suggested the establishment of a technical committee with private-

sector representation under the Department of Constitutional Development and Planning to urgently investigate apartheid laws affecting business.

It lists seven apartheid measures which it said should be immediately investigated. These are:

- The Black Administration Act,
- The Black (Urban) Areas Consolidation Act,
- The Group Areas Act,
- The Community Development Act,
- Influx control,
- Real rights for blacks to own land, and
- Land use and (black) township establishment.

The committee effectively urges government to open all business and industrial areas and not just CBDs to trading by all races. It also rejects the "local option" concept being applied at present to applications for open CBDs. "This 'local option' as it exists in practice, although not on the statute book, could work against the participation of Asian, black and coloured business communities in those towns and cities where attitudes are not sympathetic to the accommodation in business of these communities," the report says.

It points out that in an economically integrated society, the economy is indivisible and group restrictions on access to business could hardly be regarded as being in the best interests of society as a whole and of the developing communities in particular.

It suggests that participants in the informal business sector (mainly in black communities), which provides employment for an estimated 2m people, be "nurtured" rather than "persecuted".

In particular, the committee recommended that "pirate taxis" be encouraged as a valuable means of transport and that regulations be eased to make licences and permits more readily available to operators.

Black, coloured and Asian residential areas should also be more carefully planned to make provision for properly structured trading areas in the same way that white areas are structured according to strictly enforced town planning schemes. ■

X FM 22/11/85  
INDUSTRIAL COURT (152)

## The right to strike

The Industrial Court has handed down the long-awaited reasons for its decision to order the reinstatement of several hundred miners dismissed from the Gencor-managed Marievale mine during the legal wage strike in

September.

The judgment does not lay down any specific guidelines which employers should follow in the case of a lawful strike. But it strongly criticises a number of actions taken by Marievale management and gives some idea of the general view the court is likely to take in similar circumstances.

On the merits of the case, the judgment rejects Marievale's argument that a reinstatement order would amount to giving employees a licence to strike. In fact, it contends that a reinstatement order may well convince



Miners ... rights reinforced

other employees who may be planning to strike illegally to rather use the conciliation procedures in the Labour Relations Act. It "may thus serve as a useful example to other employees on the mines."

In rejecting Marievale's contention that the National Union of Mineworkers (NUM) had failed to exhaust conciliation procedures before striking, the court points to conciliation board minutes showing that the union supported mediation and arbitration, while employers — through the Chamber of Mines — rejected the idea.

The court also rejects Marievale's allegation that the union had deliberately embarked on a process of confrontation "to show its members and the world it could bring the mining industry to its knees." This is "inconceivable," says the court, given that the union used all available dispute-settling mechanisms. In addition, the union did not call a strike at mines where a wage settlement had been reached. "This can hardly be said to be reconcilable with bringing employ-

ers to their knees," says the court

Observing that "there appears to be an obligation on parties to a dispute to adopt a *bona fide*, objective and flexible attitude," it describes Marievale's approach as "adamant, negative and uninspired"

The court also accuses the mine of adopting a paternalistic attitude towards its employees by unilaterally implementing wage increases and notifying workers that they faced dismissal should they strike

On the NUM's decision to strike, the court says the union "must have realised that no other options were available to it (and) subsequently resorted to strike action"

The judgment concludes by noting that

- Marievale paid little or no heed to the fairness of its actions,

- This is not conducive to generating conciliatory or sound industrial relations,

- The company did not reconsider the wage increases it implemented unilaterally, despite the fact that other members of the chamber did and although it had the financial means to do so,

- Two other Gencor mines reinstated dismissed workers but Marievale did not,

- Despite awareness of an agreement to the contrary between the union and other Gencor mines, Marievale continued evicting employees from its premises soon after the strike,

- The company breached the recognition agreement between the chamber and the NUM to which it is a party,

- The mine displayed an implacable attitude by its statement in court that no prospect for conciliation existed,

- Although the NUM branch chairman on the mine was on leave during the strike, he was dismissed, "a further show of unilateral high-handedness on the part of the company," and

- The union conducted a ballot and issued rules prior to the strike. The strike was conducted in an orderly manner

The judgment dismisses contentions made by Marievale that the NUM had no *locus standi* to act on behalf of its members in the case. It also rules against Marievale's claim that the Industrial Court did not have jurisdiction over the case because the Supreme Court had previously decided the dismissals were lawful. The function of the Industrial Court, it says, is to consider matters on the basis of fairness and equity, and it is the only South African court able to do this. Marievale has announced its plans to challenge this ruling in the Supreme Court ■

## MINISTERIAL SACKING

### Boetie bites back

Ebrahim "Boetie" Abramjee, the sacked former Budget Minister in the Indian House of Delegates (HoD), is threatening to pull the whole house down, and with it the credibility and workings of the tricameral system itself, if he is not given satisfaction over his minis-

terial demise

He believes that if his National People's Party (NPP) led by HoD leader and minister without portfolio Amichand Rajbansi feels that he was right over his debacle with the State President, then it should, at the least, "prorogue the HoD until a satisfactory response is received"

Another tactic, he believes, is for the HoD to block all legislation or refuse to pass the Budget, thus bringing the system to a halt — if only temporarily, since the President is entitled to rule without the other Houses

"This would be political suicide for the country's image abroad if the State President is seen to have these arbitrary powers in a so-called democracy," he explained

If this does not happen, one option open to him, he tells the *FM*, is to switch his membership — and that of a handful of other NPP MPs who support him — to the opposition Solidarity Party led by Jayaram Reddy. This would immediately make Solidarity the majority party in the HoD and neatly shaft Rajbansi and the NPP out of office. According to Abramjee, Solidarity have already offered him the chairmanship (*sic*) of the Indian Ministers' Council (Rajbansi's post) or "any post" he wants, if he joins them

That would really place State President P W Botha in a quandary. Would the President then simply side-step the Indian House, as he is entitled to do? And if so, what would remain of the already battered credibility of the tricameral constitution?

Abramjee, who says there has been an "elaborate and orchestrated plot" against him, further tells the *FM* he plans to make certain "political dynamite" revelations about government workings whose "constitutional repercussions could leave the whole tricameral system in chaos"

All this comes in the wake of Botha's dismissal of Abramjee, apparently for breaching Cabinet confidentiality by preempting Botha's announcement of the go-ahead on the R3,5 billion Mossel Bay gas extraction scheme which was known to be on the cards for at least a year — and which is set to be a boon to the depressed eastern Cape

The swiftness of Botha's boot (he telephoned Abramjee at his Port Elizabeth hotel at 8.15 am last Thursday to demand his resignation after Abramjee's remarks had appeared in the *EP Herald*) surprised most people and reinforced the notion that the President was gunning for the minister

The punishment seemed out of all proportion to the crime, which Abramjee rejects having committed. He was fired on the basis of "conjecture and conclusions" made by journalists

Rajbansi called it "a technical transgression rather than an act of dishonesty". It is the first time an SA minister of whatever description has been fired. Many have pointed out that Cabinet ministers have in the past committed breaches of form at least as serious, without being fired

Indeed Abramjee the controversial MP for Laudium who was elected on the strength of an uncommonly high percentage of so-called special votes in August 1984, tells the *FM* that Botha's action shows a "double standard" at least — and perhaps even a racial one

He asks why Information Minister Louis Nel, for example, was not sacked after his secret visit to Renamo bases in Mozambique

Abramjee, who is determined to remain an MP, was due to meet with Rajbansi as the *FM* went to Press, in order to decide his future with the National People's Party (NPP) which holds, only just, the majority in the HoD ■

HOUSING

### Mixing it, slowly

A residential property development at the Strand (Cape), which will arise on white land re-proclaimed for coloured occupation, appears to be a significant softening of government's attitude towards providing areas for coloured housing and could be an indirect step towards non-racial suburbs

Although speculation that the development, to be called Southfork, would get the official go-ahead to be an "open" area has been disproved, it is understood that this is more because of the critical shortage of land in the area for coloured housing than due to political disapproval

Southfork is the first land provided for coloured housing in the Strand area for at least 15 years

The developer, Doug Harrowsmith of Cape Town, believes government's willingness to re-proclaim white land for sale to other groups opens the way for similar moves in other, as yet undeveloped, white areas

This would not only ease the shortage of land for coloured and Indian (and even black) housing, but also offer more wealthy people in those communities higher quality housing and a better environment than they have to put up with in many of the townships where they are now forced to live

Perhaps significantly, the development is located within Constitutional Development and Planning Minister Chris Heunis's Helderberg constituency. Heunis, probably the most reform-minded man in the Cabinet, has the odious task of administering the Group Areas Act (GAA), but he is understood to be taking keen interest in its modification. Coloured Local Government, Housing and Agriculture Minister, David Curry, is believed to be watching the development with equal interest

Southfork provides for about 300 plots. The development is aimed at buyers with R45 000 or more to spend. It is situated on the Gordons Bay side of the Strand in what is considered to be a good position close to the beach, shops and transport

The land is zoned a white group area. Harrowsmith applied to sell to coloureds and

# We were beaten after trying to discuss grievances —

By Jo-Anne Richards

A student nurse from Haragwanath Hospital yesterday described in papers before the Rajd Supreme Court how she was "attacked with batons and stones" after trying to discuss grievances with a matron.

Miss Mandulate Tshabalala and two other dismissed student nurses yesterday brought an urgent application which will affect the position of all 940 sacked student nurses.

And while most await its outcome before deciding whether to reapply — with a resultant loss of benefits — the on-again, off-again case was postponed to today. It has been put off each day since Tuesday due to the filing of lengthy court documents.

Miss Tshabalala, Mi Themba Mboho and Mi Macbeth Nymalo are trying to gain a temporary court order halting their eviction from their hostel rooms. They are also asking for an order declaring their dismissal unlawful and stating their right to occupy their hostel rooms.

In her affidavit, Miss Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron.

"The students then decided to march from the residence to the pay point, which is within the hospital grounds," she said.

"It was then the hospital security guards attacked

the student body with batons and stones, causing injury to certain students and damage to the nurse's tel"

Miss Tshabalala said that "at no stage did I see any member of the student body go on strike or withdraw his or her labour"

Their "desire to report back for duty as soon as their grievances were dealt with was at all times clear to the senior members of staff, including the superintendent (Dr C van den Heever)".

Finally, a student delegation was told on November 16 by Dr van den Heever that they were dismissed as from November 13. On November 18, they were given 24 hours to vacate their hostel rooms.

CAP6 TIME  
23/11/85

# Nurse alleges attack



JOHANNESBURG — A student nurse from Baragwanath Hospital described in papers before the Rand Supreme Court yesterday how she was "attacked with batons and stones" after trying to discuss grievances with a matron

Mrs Mardulate Tshabalala and two others brought an urgent application calling for their reinstatement at the Nurses' Home at the hospital

In her affidavit, Mrs Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron

## March in hospital grounds

"The students then decided to march from the residence to the pay point, which is within the hospital grounds," she said

"It was then the hospital security guards attacked the student body with batons and stones, causing bodily injury to certain students and damage to the nurses' hostel"

She said that "at no stage did I or any member of the student body go on strike" and that their "desire to report back for duty as soon as their grievances were dealt with was at all times made clear to the senior members of staff, including the chief superintendent (Dr Chris van den Heever)"

Finally, a student delegation was told on November 16 by Dr Van den Heever that they were being dismissed as of November 13. On November 18, they were given 24 hours to vacate their hostel rooms

Mr J Browde, SC, for the nurses said the court should grant an interim order allowing them to be fully re-instated until the entire matter could be brought to full trial

## 'Refused to work'

In argument before Mr Justice R Goldstone, Mr J Coetzee, for the respondents, argued that 867 nurses were dismissed because they refused to work while there were 1 112 patients in the hospital

In his replying affidavit, Dr Van den Heever said he could not approve the reinstatement of the second and third applicants — Mr Themba Mbobo, a final year male student nurse and Mr Macbeth Nxumalo, a male pupil nurse — because they had acted irresponsibly by striking

Mr Coetzee said Mrs Tshabalala had been unreasonable in "rushing" to court when the authorities did not even consider her dismissed as she was on leave when the alleged strike occurred

The judge said he could not see how Mrs Tshabalala, who had acted as a representative for the nurses in negotiations should have considered that she was excluded from the dismissal order

Over 1 000 patients will be tended by army personnel at least until Monday when the court will pass judgement — Sapa and Own Correspondent

# Fake pamphlets 'call off' strike

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138  
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Confusion reigned at three hospitals following the distribution of fake pamphlets "calling off" solidarity strikes due to take place next week.

The Black Health and Allied Workers' Union of South Africa and the South African Black Municipal Workers' Union yesterday said they condemned pamphlets distributed at the Baragwanath, Coronationville, Natalspuit hospitals calling on the staff not to hold a solidarity strike at a date still to be decided.

The unions said the body purported to represent workers and nurses from the three hospitals. Said a spokesman for the unions "Earlier this week, rep-

resentatives from the three hospitals met and resolved to meet again next Monday to form a co-ordinating committee which would plan the solidarity actions.

"On Wednesday, pamphlets were distributed at the three hospitals asking the staff not to take solidarity action. The unions deny they ever issued such pamphlets.

"Monday's meeting still stands and the solidarity action would continue", he said.

Baragwanath student nurses were placing patients' lives in danger to blackmail hospital management into settling their grievances favourably, counsel for the hospital authorities sub-

mitted in the Rand Supreme Court yesterday.

Legal argument took the entire morning before a packed courtroom in the urgent application brought by three student nurses. Judgment is expected on Monday.

Miss Marulata Tshabalala, Mr Themba Mboho and Mr Mabeth Nxumalo brought the action to have their dismissal declared unlawful. They also hope for a temporary order halting their eviction from their hostel or, alternatively allowing them to return.

Mr J Coetzee SC, acting for the director of Hospital Services, chief superintendent of the hospital, Dr van den Heever, and the Administrator of the Transvaal, argued the position of student nurses was different from other occupations in that work stoppage could lead to a danger to life.

"They had been prepared to hold the hospital over a barrel by striking in their own interests, without thought of their patients," he said.

Striking was an offence for nurses, he said. The summary dismissal of Mr Mboho and Mr Nxumalo was therefore justified.

Miss Tshabalala's position is no longer disputed. The hospital authorities declared in papers that she was not dismissed as she had been on leave at the time of the strike.

While the case only dealt with two student nurses, it was nevertheless a test case which affected the rights of all 867 sacked students, Mr J Browde SC, counsel for the students, claimed.

He submitted the student nurses were wrongfully sacked for "strike action" as the dismissal, on November 18, was given retrospectively from November 13 "when there was no threat of a strike".

The students had attended work on November 13 and had only stopped later when, they claimed, they were merely waiting for the authorities to address their grievances.



# Bara's future hanging in the balance

By MUDINI MAIVHA

THE FUTURE of Baragwanath Hospital hangs in the balance - and much depends on the outcome of a Supreme Court ruling on the student nurses' eviction.

The ruling was expected late yesterday. On the basis of the ruling, senior hospital staff - including doctors, nurses, radiographers, physiotherapists and technical staff - will decide today for or against a strike.

On Wednesday a proposed strike by the hospital's remaining staff was suspended pending the ruling. Meanwhile services at Bara were said to be

deteriorating.

Staff accused the hospital of concealing true conditions by barring the Press. They said hospital authorities arranged for the SABC to "dupe" the public by screening a "stage-managed" ward with happy patients on Wednesday.

A Health Workers' Association spokesman said the SABC also misinformed student nurses by reporting their colleagues were re-applying for their jobs - and they could do so too.

He said those who had re-applied were cancelling their applications yesterday. A con-

dition for re-admission was that nurses would forfeit pension leave and accumulated leave and their years training. They would start as first-year students, he said.

Another form students completed stated they were appointed as "locum" - casual workers - with effect from November 17.

The HWA said about 100 workers at Coronation Hospital pledged their solidarity with the student nurses and 900 non-classified workers. They have formed an interim committee to research the salary scales at Bara.

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## LABOUR REVIEW

152

## Baragwanath: problem of a fight for existence

THREE unions are co-operating to build unity among health workers following what was essentially a wildcat strike at Baragwanath

The strike, which began more than a week ago has resulted in the sacking of 1 800 student nurses and auxiliary workers

The difficulties confronting the nurses and auxiliary workers were outlined at several mass meetings

One problem faced was a moral one how to use the workers' most effective weapon — strike action — when it jeopardised people's lives?

While the chance of a co-ordinated strike has not been scotched, they decided against a less radical move — a lengthy go-slow — "because people are dying"

Yet, they argued, their fight was also for their own existence (some workers earn as little as R150 a month).

A Black Health and Allied Workers Union of SA (Bhawusa) spokesman stressed that State employers refused to recognise the health unions, although they have been negotiating wages and conditions of employment in most private hospitals for some time

However, despite this, it has been decided that committees would be formed at a number of Johannesburg and Reef hospitals to improve organisation.

*THE crisis at Baragwanath Hospital triggered by the strike of student nurses and daily-paid auxiliary workers has had more impact on the black community than any other public sector strike over the past five years, writes CLAIRE PICKARD-CAMBRIDGE*

ANOTHER major event last week was the handing down of the Industrial Court's reasons for its ruling that Gencor's Marievale mine should temporarily re-instate several hundred workers dismissed in a September wage strike

The ruling is significant because it is likely to encourage workers to use legal dispute procedures and highlights the need for management to base decisions on principles of fairness and not only on common law rights

But Gencor wants the decision reviewed by the Supreme Court. The outcome will be important because it could cast more clarity on the question of the overlapping jurisdiction of the two courts.

The National Union of Mineworkers (NUM) has, however, pointed out that they are having great problems in getting the Marievale workers re-instated.

They say the majority of the fired workers have not been re-instated and the union has had to send organisers to villages in Lesotho

and the Transkei to find affected workers.

The NUM also say there have been difficulties in getting contracts renewed, with The Employment Bureau of Africa (TEBA) reluctant to assist

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A FURTHER development last week was the decision by about 800 workers at three Asea plants in Pretoria to suspend a "go slow" after talks between management and the Metal and Allied Workers Union (Mawu).

The Mawu is still in dispute with more than 40 employers in the metal industry over the issue of plant-level bargaining. But although neither Mawu nor Asea have yet revealed what progress has been made, the union claims there has been a substantial move towards conciliation

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A MILESTONE was the formation of a Southern African Miners Federation in Harare last week with NUM president James Motlatsi elected as president of the new body.

The federation, which represents workers from SA, Zambia, Botswana, Lesotho and Zimbabwe, resolved that total sanctions be imposed against SA. It has called on the International Labour Movement to organise the economic boycott and has warned it will take strong action if the SA government repatriates foreign mineworkers

# Dismissal of nurses invalid — judge

Argus Correspondent

JOHANNESBURG — The 940 student nurses dismissed from Baragwanath Hospital were found by the Rand Supreme Court today to have been given an invalid and ineffective dismissal notice.

Mr Justice R J Goldstone found that the hospital's chief superintendent Dr C van den Heever had not properly exercised his discretion in firing all the students in a block.

The action followed the recent strike of a number of student nurses who believed that certain grievances had not been dealt with properly by the authorities.

## URGENT ACTION

Three student nurses Miss Mardulate Tsnabalala, Mr Themba Ntobo and Mr Macbeth Nxumalo, brought the urgent action last week in the hope of having their dismissal declared unlawful and of being returned to their jobs and hostels.

Mr Justice Goldstone said that each student had been entitled to a hearing.

His order did not automatically mean he added that the three applicants were entitled to reinstatement.

Miss Tsnabalala could return to her job and hostel room as she had been on leave at the time of the strike action.

## TEMPORARILY

Mr Mbobo denied having been on strike and this dispute would have to be resolved in the main action. In the meantime, he was temporarily reinstated to his job and hostel.

Mr Nxumalo had not denied striking. The court could not order the reinstatement of someone who took part in an illegal strike, the judge said. It would "subvert the principles of the profession".

A spokesman for the Health Workers' Association said today he was "reasonably pleased" with the court ruling.

"We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement to get the hospital back to normal for the benefit of the community and in the interests of patient care," he said.

ARGUS 25/11/81

# 165 rooms burnt out as hostels blaze in Guguletu

Staff Reporters ~~23~~ ~~27~~ 152 ~~154~~

While the fires burned stones were thrown

ABOUT 165 rooms at three hostels owned by Murray and Roberts in Guguletu have been destroyed by fire

Police believe the fires were started deliberately

Damage is estimated at R1-million

The blaze began yesterday morning and last night another room was set alight

In addition to the rooms 14 bathrooms and two kitchens were damaged

Last week hostel-dwellers, dismissed after the second of two strikes in August and still in the hostels, began a withdrawal negotiated by the Building Workers' Union. The withdrawal was to have been completed by yesterday.

The strikes, by workers then belonging to the South African Allied Workers' Union, were in support of recognition of the union by the company, changes in the nightwatch system and better hostel conditions

## Nurse, ~~man~~ burnt to death

A Baragwanath student nurse and her mother were burnt to death at the weekend, apparently by mobsters who accused the nurse of being a "sellout".

Miss Nonthanzozo Sishi (23), and Mrs Gertrude Sishi (53), died when their Dube house was attacked and set alight.

Miss Sishi had been accused of being a "sellout" because she had re-applied for employment after she and more than 800 other nurses were dismissed after a strike at Baragwanath Hospital last week.

Hospital authorities declined to comment on the killings today.

A hospital spokesman said: "It is a criminal offence, I suggest you speak to the police. We are in no position to comment."

Four other people, who were in the house when it was set alight, are still in a critical condition in hospital.

# Bara Dismissal Notice Invalid and Ineffective

The 940 student nurses dismissed from Baragwanath Hospital were found by the Rand Supreme Court today to have been given an "invalid and ineffective" dismissal notice.

Mr Justice R J Goldstone found that the hospital's chief superintendent, Dr C'ynn den Heever, had "not properly exercised his discretion" in dismissing all the students in a body.

The action followed the receipt of the grievances of student nurses who felt certain grievances had not properly been dealt with by the authorities.

The students were subsequently given a general order of dismissal and eviction from the nurses' hostel on November 19.

Three student nurses Miss Maudie

late Tshababala Ali Thentle, Ntobu and Mr Mabel Naxumulo brought the urgent action last week in the hope of having their dismissal declared unlawful and of being returned to their jobs and hostels.

Mr Justice Goldstone said each student had been entitled to a hearing.

Dr van den Heever should have made sure which students were guilty and given each the chance to be heard.

The bar dating of the dismissal order to November 13 "must be wrong" as no students had withheld their labour at that stage.

The judge said his order did not automatically mean the three applicants were entitled to reinstatement at Miss Tshababala could return to her

job and hostel room as she had been on leave at the time of the strike action.

Mr Naxumulo denied having been on strike and this dispute would have to be resolved in the main action.

In the meantime, he was temporarily reinstated to his job and hostel.

Mr Naxumulo had not denied striking. The court could not order the reinstatement of someone who took part in an illegal strike, the judge said. It would "subvert the principles of the profession."

A spokesman for the Health Workers' Association said he was reasonably pleased with the court ruling.

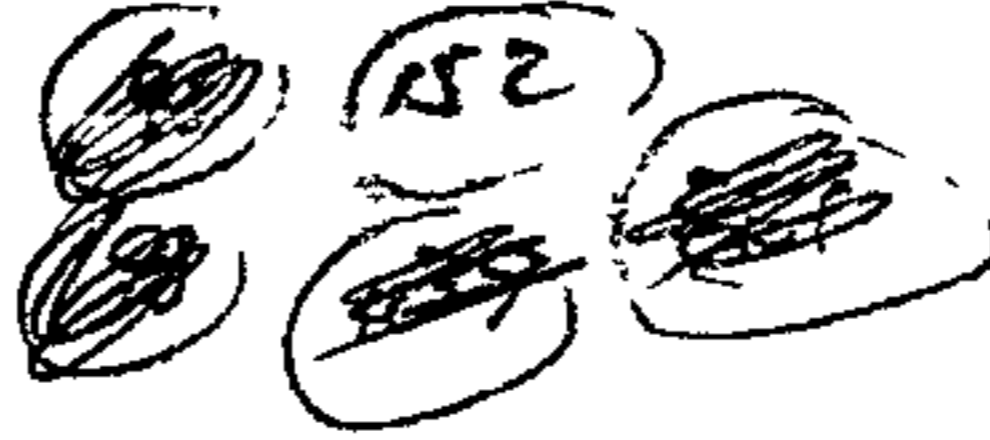
"We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement

to get the hospital back to normal for the benefit of the community and in the interests of patient care," the spokesman said.

A spokesman for the General and Allied Workers' Union (GAWU) said the charge of hospital services in the Transvaal requesting a meeting to discuss the position of non-classified workers also dismissed for striking.

"If we do not get a reply today we will take legal action. We are considering an urgent application to the Supreme Court for the reinstatement of the non-classified workers because we feel they were unfairly dismissed," said Mr Samson Ndlovu, president of GAWU.

CAPE TIMES  
26/11/85



# Hospital staff get jobs back

Own Correspondent

JOHANNESBURG — All the student nurses and non-classified workers dismissed from their jobs at Baragwanath Hospital have been reinstated

Their legal representatives were told yesterday afternoon that the hospital authorities had resolved to reinstate all the workers — approximately 900 student nurses and 800 non-classified workers — with immediate effect, under the same conditions as before they were dismissed and with their full benefits

The 800 non-classified workers were dismissed on November 18 following a wage increase strike and the student nurses on November 19 after complaining about the hospital's curfew regulations

Three nurses who said that they had not gone on strike brought an action in the Rand Supreme Court against the Minister of Health and Wel-

fare, Dr C V van der Merwe the Director of Hospital Services Dr Hennie van Wyk, and Dr C van der Heever, Chief Superintendent of Baragwanath Hospital claiming the right to remain in the hospital's nurse's home and to continue working

Mr Justice R Goldstone ordered that Miss Mardurata Tshabalala, one of the three nurses demanding to be reinstated, should be fully reinstated and allowed to live in her room in the nurses' home

He ordered that the case of the second applicant, Mr Themba Mbohe, should go to full trial to decide whether he was employed on a permanent or temporary basis, and if he had been on strike between November 14 and November 18

He found that the third applicant, Mr MacBeth Nxumalo, did not deny taking part in the strike action and therefore could not be granted any relief

CAPE TOWN 26/11/85

# Baragwanath nurse, mother burnt to death

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From SOPHIE TEMA  
JOHANNESBURG — A student nurse at Baragwanath Hospital and her mother were burnt to death when their house was attacked and set alight by unknown men last week

The home of Miss Nomthandazo Sishi, 23, who had re-applied to the Baragwanath Hospital after about 950 nurses went on strike, was attacked and burnt by four men who accused her of "selling-out"

Her mother Mrs Gertrude Sishi, died after she was trapped in the flames while four other people were seriously burnt and were admitted to the Baragwanath Hospital's intensive care unit

One of the four people who sustained severe burns and who is reported to be in a critical con-

dition is well-known organizer Mr Bongane Mdunge, who backs the famous vocal singer Yvonne Chaka Chaka

The three other people who also suffered serious burns are Miss Lindi Sishi, Mrs Margaret Kunupi, and her husband Mr Anthony Kunupi

According to the Sishi family four men came to their Dube house about 20 minutes after Nomthandazo had arrived at home

They entered the house and said there is a "sell-out in here" As they spoke they sprinkled a powder-like substance on the floor before setting it alight

The whole house was soon engulfed in flames and Mrs Sishi, 53, burnt to death

Nomthandazo and the other burn victims were taken to hospital She

died on Friday night  
Relatives of the Sishi family said the last words the dying student nurse spoke were "I am sorry to have caused you all this I should not have re-applied"

Miss Sishi's father, Mr Aaron Sishi, a road safety lecturer in Maritzburg, said his daughter had spoken to him at the hospital and told him that their home was attacked because she had re-applied to the hospital after she and 949 other student nurses had gone on strike

Mr Sishi, said he stopped her from saying anything further because he realized that she was in pain

"She was burned beyond recognition and I could not bear to see her in that state"

● Hospital staff get jobs back, page 2

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# Murray and Roberts hostels destroyed

ABOUT Rm. worth of damage was caused when 160 rooms in three hostels were destroyed by fires at the Murray and Roberts compound in Guguletu on Sunday.

The fires were started shortly before 9 am on Sunday and units

from the Cape Town fire department were on the scene shortly afterwards.

Police liaison officer for the Western Cape, Captain Jan Calitz, later confirmed the damage and

said an arson racket had been opened.

The incident was not unrest-related, Calitz said.

Murray and Roberts dismissed 1 587 workers after strikes in August this year — Sapa

B. Gov  
26/11/85

Mwasa lays charges over fired workers

Nov. 1985

The Metal Workers' Association of South Africa (Mwasa) has laid criminal charges against an employer who allegedly failed to reinstate or pay dismissed workers after the Industrial Court ruled in the workers' favour.

The case will be heard early next year in the Johannesburg Magistrate's Court.

Mwasa is also considering taking legal action over a decision by the Minister of Manpower not to establish a conciliation board to settle the dispute.

Trouble started on December 14, 1984 when seven workers were dismissed by Mr Taco Kuiper of Facts Investors Guide and Facts Investors Services.

DISCUSSIONS

The employer claimed the workers had gone on strike. The workers claimed they were not on strike but merely wished to discuss certain aspects of their employment with Mr Kuiper. They had stopped work for about 30 minutes.

Even after the Industrial Court ruled in the workers' favour, the Minister of Manpower declined to appoint a conciliation board to settle the dispute. Although the union's legal representatives have asked for reasons from the Minister for his refusal, none have been given so far.

# Nurse's killing condemned

By Sheryl Raine

(152) Skew 26/11/77

The Health Workers' Association (HWA) has expressed shock and concern at the murder of a student nurse who responded for her role at Baragwanath Hospital.

Miss Nomthandazo Sishi (23) and her mother Mrs Gertrude Sishi (53) were burnt to death on Friday at their Dube home by men who accused Miss Sishi of being a sell-out. She was one of 246 student nurses dismissed for striking last week.

Mr Samson Ntshona, president of the General and Allied Workers Union which represents some of the 800 non-classified workers fired for striking at Baragwanath said "We condemn this very strongly."

"We regard this as a criminal act and it does not represent the feelings of the workers of the union."

# Bara agrees to reinstate all 1 700 fired workers

152  
26/11/8

Baragwanath Hospital authorities have agreed to reinstate all 1 700 student nurses and non-classified workers fired last week.

After yesterday's Supreme Court victory for 940 dismissed student nurses, hospital authorities agreed to reinstate all sacked hospital workers on full benefits.

Mr Justice R Goldstone ruled that the dismissal of all the student nurses was unlawful after an urgent application by three of them.

The attorney for the three applicants Mr Ismael Ayob said the terms of the reinstatement would apply to all workers including those who had reapplied — with resultant loss of benefits — before the court judgment.

The General and Allied Workers Union's president Mr Samson Ndou welcomed the decision, but said the workers were now "back to square one". The union had continually tried without success to negotiate with the authorities over student grievance.

One of the applicants Miss Mandlata Tshabalala said the student nurses were not hoping to negotiate. But if they had listened to us in the first place we would have had to go to the Supreme Court, she said.

In his judgment Mr Justice Goldstone did not condone strike action by nursing staff which was prohibited by law. "The question here is not whether strike action by nurses amounts to unsatisfactory conduct — that is obvious," he said.

"Nursing is a venerable and noble profession. As it is an essential service, the lives or health of many people could be endangered by strike action. It undermines the ethics of the calling."

But the responsibility of nurses implies a reciprocal duty on the part of the authorities. Their terms of employment should be satisfactory and an efficient mechanism should exist for nurses to air their grievances.

He ruled that the dismissal order was invalid as each student had been entitled to a hearing.

Back at work — but grievances remain

# Bara strike is over — and now the inquest starts

By Sheryl Raine

The crisis at Baragwanath Hospital caused by a strike of about 1 800 student nurses and daily-paid workers is over — but workers, labour relations experts and the authorities are asking what the strike achieved.

Opinions vary, some say that it was rable-raising which endangered patients' lives while others say that it brought real grievances to the attention of the authorities and the public

A Supreme Court judge ended the strike stalemate when he found that student nurses had been unlawfully dismissed. The court suggested that an efficient mechanism should exist for the student nurses to air their grievances

The hospital reinstated all 940 nurses who had been dismissed and about 800 daily-paid workers who were fired for striking in support of pay demands

## No negotiating structure

Although workers have their jobs back, they have lost pay and their grievances remain unresolved. They still earn as little as R150 a month and there is no negotiating structure for talks with the authorities

Indications from Mr. Daan Kirstein, MEC in charge of Transvaal hospital services, are that, although the authorities are clearly aware of the situation, workers have little chance of immediate relief or of changing the hospital services' labour relations approach overnight

"There are certain things, such as salaries,

## Hospital a microcosm of SA's problems, says chief physician

Baragwanath Hospital, with its "critical, sensitive and sad issues", is a microcosm of the problems of South Africa, Professor Leo Schamroth, the hospital's chief physician, said yesterday

Professor Schamroth received the 1985 Wits Alumni Honour Award for exceptional service to the community at the university yesterday. The award is the highest the convocation can bestow on a member

Professor Schamroth, a professor of medicine at Wits, follows such former recipients of the award as Mrs Helen Suzman, Professor G R Bozzoli and Mr Arthur Chaskalson SC

Speaking of the hospital, where he has been head of the department of medicine since 1972, he mentioned the "difficulties, the mood of desperation and the uncertainty", which could also be found in the country as a whole.

He expressed hope that the problems of both the hospital and the country would create the "stimulus of adversity" out of which could come a "harmonious, just and peaceful" society.

over which we have no say," said Mr Kirstein "Salaries are determined by the Commission for Administration. From our side we are asking the commission monthly to help us in various areas but the economy is bad and we just haven't got the money"

What are the chances of increases in April for auxiliary workers at provincial hospitals?

"I don't know. The money available depends on the Minister of Finance," Mr Kirstein replied

As far as talking to the workers was concerned, Mr Kirstein made it clear the authorities would talk only to representatives they considered "genuine"

"The student nurses do have a student representative council but in this case, for some reason, they did not use it," said Mr Kirstein. He said the students were "more than welcome to discuss any grievance they may have"

Asked how the situation at Baragwanath got out of hand if such communication lines had been open, he said the nurses had responded in sympathy with daily-paid workers who stopped work

Mr Kirstein said he now had a written list of student grievances which he had asked the superintendent and the director of hospital services to attend to

"The daily-paid workers do not have a representative council, as far as I know. But I have the assurance that, at all times, they are welcome to go and see the superintendent and hospital representatives"

Asked whether the hospital authorities would meet and accept workers' committees which the General and Allied Workers Union and other unions are forming, Mr Kirstein was cagey

"It depends where the committee comes from. Every genuine committee of people in the hospital's employ is more than welcome to come and discuss their situation. The superintendents would not be prepared to meet people from outside who instigate problems"

Pressed to elaborate and to state clearly whether this excluded unions, he said "We would not be prepared to meet unions from outside. In the government service no unions are recognised. We are not in a position to recognise them"

But he gave the assurance that "if genuine workers have genuine grievances, any superintendent will be instructed to meet them"

Industrial relations consultant Mr Stewart Pennington commented that many managements made the mistake of failing to establish structures for the settlement of griev-

but workers, labour relations experts and the authorities are asking what the strike achieved.

Opinions vary; some say that it was rabble-rousing which endangered patients' lives while others say that it brought real grievances to the attention of the authorities and the public.

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Professor Schamroth, a professor of medicine at Wits, follows such former recipients of the award as Mrs Helen Suzman, Professor G R Bozzoli and Mr Arthur Chaskalson SC.

Speaking of the hospital, where he has been head of the department of medicine since 1972, he mentioned the "difficulties, the mood of desperation and the uncertainty", which could also be found in the country as a whole.

He expressed hope that the problems of both the hospital and the country would create the "stimulus of adversity" out of which could come a "harmonious, just and peaceful" society.

"In conditions that could euphemistically be called rather taxing and with an increasing deluge of patients, we are proud of having developed an international reputation for research and study at the hospital," he said.

### DEDICATED DOCTORS

The challenge caused by adversity and the dedication of the hospital's doctors are responsible for this.

The hospital exists to serve Soweto, which needs at least 800 doctors to provide a "reasonable ratio" of doctors to patients. "But in fact, it has only 22 general practitioners and 54 clinic doctors."

"There was marked overcrowding at the hospital, due to rapid population growth and the need to admit all sick patients, so we had to adapt to the rapid treatment of large numbers to stay functional," he said.

Besides giving additional primary health care, the hospital also has to provide secondary care, student training and research into the "adverse effects of rapid urbanisation on the black population".

The juxtaposition of a Third World and a First World population provides ample opportunity for research. The high incidence of heart disease among whites, leading to 30 to 40 deaths a day, is an example. Baragwanath had only 12 heart cases last year. This, however, is a six-fold increase on the past 10 years, said the professor.

the money"

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But he gave the assurance that "if genuine workers have genuine grievances, any superintendent will be instructed to meet them."

Industrial relations consultant Mr Stuart Pennington commented that many managements made the mistake of failing to establish structures for the settlement of grievances.

"Many managers think that, if they introduce such a structure, there will be a never-ending procession of people bringing problems to management."

"Public sector employers have adopted a very conservative view of the new industrial relations dispensation. Essentially the relationship which exists in the private sector between management and employees is no different to that in the public sector."

"Of course, part of the public sector provides essential services and some provision is needed to govern and prevent strike activity in some cases. But in such cases mechanisms for dealing with conflict are even more important."

# of negotiation

## Mine strike ruling heralds new era

Industrial relations practitioners yesterday received an in-depth briefing on the implications of a recent industrial court decision reinstating members of the National Union of Mineworkers who were dismissed for striking at Marévale. Mbe Consultants Mr Andrew Levy and Mr Johan Piron urged a more conciliatory approach to negotiating with trade unions, especially in dealing with strikes.

**ANDREW BEATYRE** reports

The strike had almost come of age as a legitimate worker response in redressing grievances, industrial relations consultant Mr Andrew Levy told delegates at a seminar yesterday.

Mr Levy said he detected "a beginning of the type of thinking we see overseas" in the approach of the Industrial Court to the case involving a strike by National Union of Mineworkers (NUM) members at Marévale Consolidated Mines.

Employers had to accept that workers who went on strike after strictly adhering to legal channels were not being ungracious or committing a crime, but were acting in a legitimate way", he said.

The cause of the strike was a refusal to pay reasonable wages. This demand was "legitimate and reasonable in that

the existing wages in the industry, even after the increases conceded by the company are unacceptably low", the court decided.

Reference to the ulterior purpose of the union in approaching the court, to bring the mining industry to its knees" were far-fetched". The union would not have settled with the other mining houses, it found.

However, the court's decision did not entail a general prohibition on firing workers. The ruling applied to a specific case only and could not be interpreted as a sweeping precedent applicable to all strikes. Each case would be viewed individually to establish equity, Mr Levy said.

In ruling the dismissals had been "unfair" the court said "A negative, uninspired and paternalistic approach

in a strike defeats the spirit of the Labour Relations Act and aggravates the labour relationship.

There appears to be an obligation on parties to a dispute to adopt a bona fide, objective and flexible attitude in settlement negotiations", the court said.

It decided the union had acted in an institutionalised way as opposed to taking ill-considered and violent action.

The Rand Supreme Court ruling that the dismissal of the striking workers by the company was lawful" under common law principles was rendered ineffective by the Industrial Court's decision, Mr Johan Piron, an industrial relations consultant said.

The employer could be compelled by a criminal sanction to reinstate the

workers and to compensate them for accommodation if it refused to allow them to live in the hostels.

This was because of differences between private and public law. In common law the right to strike does not exist. The Industrial Court however had to exercise an equitable jurisdiction and in doing so ask whether the employer acted fairly, he said.

The company had rejected the willingness revealed by the union to resort to arbitration or mediation to resolve the dispute, thereby revealing a plausible attitude", the court found.

Because of this the union had no option available other than to strike.

The court has jurisdiction after there has been an attempt at reconciling between the parties. It is

not a case of whether you have the right but rather whether you should exercise it", said Mr Levy.

The important lesson of the Marévale case was that negotiation during a strike was more important than the result from a legal point of view, Mr Levy and Mr Piron concluded.

Even if striking workers were dismissed, in the light of the Marévale decision employers could not regard them with "disquieting indifference".

While the factor of legality in a strike was important, lawfulness of action was not enough — it also had to be fair, Mr Levy said.

Events leading to the Marévale strike made it clear in future unions would ensure strike action was legal.

"The union's strategy was in place

long before the process got under way.

Rather than issuing ultimatums, disputing parties should adopt a conciliatory approach. The court is regarding the legislation in its broadest sense and will probably favour the party who has attempted to adopt these means," Mr Levy concluded.

The NUM in the first edition of its newspaper, NUM News, said mine managements had to realise dismissing workers did not solve their industrial relations problems.

The union's wage dispute with General, coal fields and Angloval remained unresolved, it said.

We want serious negotiations on the removal of mining apartheid, starvation wages and improved health and safety."

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27.11.85  
(152) (152) Bi Day  
**Legal strikes  
'come of age'**

**CLAIRE PICKARD-CAMBRIDGE**

**THE** Industrial Court has laid a new emphasis on the necessity of using all means of conciliation during disputes and strikes, says industrial relations consultant Andrew Levy

Levy said yesterday the Marievale judgment — which ordered the mine to temporarily reinstate legal strikers — indicated the court was being more sympathetic to a party which had been thwarted in its attempt to use conciliatory channels.

“The ruling is the first step towards the ‘coming of age’ of legal strikes as a legitimate worker action,” he said.

The lesson was that the decision to dismiss legal strikers would no longer be simple.

It indicated that many traditional responses employed by managements in a strike, such as by-passing unions or refusing to talk to representatives, were no longer going to hold in the eyes of the Industrial Court.

The importance of “reasonableness” had been highlighted in the judgment and managers should issue invitations to negotiate before delivering ultimatums, he said.



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# Pickhandle Mary remembered in stone

By Olga Horowitz

Mary Fitzgerald, leader of a women's pickhandle brigade during a 1911 Johannesburg tramways strike, long ago had a square named after her in Bree Street at the side of the old Newtown Market

Now doughty Pickhandle Mary — who organised a band of women to break into a hardware shop, arm themselves with pickhandles and stage a sit-down strike on the tramlines — will be one of the most colourful characters to have their names inscribed in the Newtown Market Centenary project

Architects Meyer, Pienaar and Partners, commissioned to restore the market to its Victorian splendour, decided to "sample the atmosphere" — very successfully — by holding their Christmas party in the Market Theatre restaurant

During the evening they presented the first of the sponsored stones which

will pave the Wolhuter Street pedestrian mall Mary Fitzgerald's name is inscribed in a plaque set into the stone

The idea of sponsoring commemorative paving stones — there are 4 000 in all — at R50 each has caught like wildfire Grandparents and parents have bought stones in the names of children, firms to commemorate loyal workers, husbands and wives to celebrate birthdays and anniversaries

The Parktown Residents' Association, at a recent meeting, voted to buy stones to honour Mrs Flo Bird and Mrs Rae Graham, who have done outstanding work for the suburb

Mrs Bird has for many years worked on the history of Parktown, once home to the Randlords, and Mrs Graham has long been the suburbs city council representative

The Star is contributing a gateway at the entrance to the mall



Mr Francois Pienaar (left) and Mr Willie Meyer with the commemorative stone for Pickhandle Mary.

**Soldiers 'out by weekend'**

# Baragwanath

## as nurses

## go back

By Rich Mkhondo

Baragwanath Hospital remained tense yesterday as student nurses reinstated following Monday's court ruling in their favour resumed their duties and mingled with members of the South African Medical Services (SAMS) and the Civil Defence.

On Monday, Mr Justice R Goldstone ruled in the Rand Supreme Court that the dismissal of the nurses was unlawful. About 940 nurses were dismissed 10 days ago after they went on strike.

The attorney for the three nurses who brought the court application, Mr Ismael Avot, said the terms of the reinstatement would apply to all the workers including those who had reapplied, with resultant loss of benefits before the court judgment.

Auxiliary workers, who were the first to be fired, had still not returned to work yesterday and nurses interviewed said their absence caused tension.

"Things will not be normal until we have all returned to work and members of the SAMS and Civil Defence have left the hospital grounds and wards," a student nurse said.

"We are glad to be back and will continue where we left off. We hope the authorities will now give us a hearing," she said.

### Phased out

Hospital authorities could not indicate how many student nurses were back at work. Mr Daan Kirstein, MEC in charge of hospital services in the Transvaal, said reinstatement procedures were well under way.

Defence Force personnel who helped to keep the hospital going during a two-week strike, would be phased out gradually and should be out of the hospital by the weekend, Mr Kirstein said.

Between 550 and 600 Defence Force personnel were involved in running essential services at the hospital.

"The police and Defence Force were brought in to help at Baragwanath and were not there in connection with the strike," he said.

The hospital's 800 auxiliary workers will appear in court on Friday. They were arrested and charged after they went on strike, demanding a R100 wage increase. The workers presently earn between R140 and R170 a month.

Mr Kirstein said he had asked the director-general of hospital services to investigate allegations by daily-paid workers that they were appointed in temporary capacities. Some workers claim they have been on temporary staff for years and are deprived of service and other benefits.

● See Page 13

Oct 27/1952

# Hospital 'tense' as nurses return

JOHANNESBURG — About 900 student nurses and 800 daily-paid workers, who were dismissed earlier this month after a strike, were reinstated by the hospital authorities after a ruling in the Rand Supreme Court on an urgent application brought by the General and Allied Workers' Union.

Baragwanath was reported tense as student nurses, reinstated after Monday's court ruling in their favour, resumed their duties and mingled with members of the army's South African Medical Services and civil defence volunteers.

Auxiliary workers who were the first to be fired had still not returned to work and nurses interviewed said their absence caused the tension.

A hospital spokesman said about 90 percent of the reinstated daily-paid workers and about 60 to 70 percent of the student nurses were back at work.

He said the remaining workers had not reported for duty and the hospital authorities were allowing them time to return because many had already left for rural districts at the time of their reinstatement.

The South African Nursing Council has condemned student nurses at Baragwanath Hospital for unlawful conduct and said it may take disciplinary action against nurses who deliberately neglected their duties.

"It is gratifying that registered and enrolled nurses at the hospital considered the interests of their patients as of paramount importance and were not involved in the alleged strike," said the president of the council, Miss C I Roscher — Sapa



Alina Molefe, a cleaner at Soweto's Baragwanath Hospital, told a meeting of striking hospital workers in central Johannesburg this week that, after six years of service, she still earned a "poverty wage".  
Picture: Wendy Schwegmann, Reuter

## Portrait of a hospital striker

AZAEL MCHUNU, aged 55, has been working as a cook at Baragwanath Hospital for 17 years

His monthly earnings, after deductions, amount only to R157,63

Last Wednesday he joined about 800 other "non-classified" workers who were striking for higher wages and

By SEFAKO NYAKA

better working conditions.

This week he was summarily dismissed — and because he had been employed on a "temporary" basis, the cheque given to him on his dismissal

reflected far less than R157.

There was no bonus pay or leave pay for him.

He last had a pay rise sometime in 1981. This year, as inflation bit deeper into his pocket, he was told by hospital authorities his pay "might be increased next March".

After paying R18 for his bed at the Jabulani Hostel, and buying his R12,50 monthly bus ticket, there has been little left to send to his wife, Mamthembu, and their seven schoolgoing children at Msinga near Zululand.

In fact his life has been a constant struggle for survival. He was at least lucky in his employment in one respect — he had his breakfast and lunch from the hospital kitchen, but even this was not free. The hospital deducted R2 every month for food.

His wife depended on him for clothes and food.

Now he is worried about his R19 monthly premium with an insurance company.

He is very bitter about the manner in which the authorities reacted to the whole strike issue.

"We were not fighting, but the authorities called in the army, with guns and all."

He emphasises that after so many years of loyalty and sacrifice from its employees, it is "scandalous" for the hospital authorities to have reacted in such a high-handed manner.

"All that we were asking for was a living wage, not money that would turn us into overnight tycoons."

But he still has some hope in what the General Allied Workers Union (Gawu) might do for him and his colleagues.

In the meantime it means sharing food provided by friends — until the end of the month, when his tenure at the hostel will be considered illegal.

## Strain tells on doctors

By SEFAKO NYAKA

VISIBLY fatigued and strained doctors and nurses at Johannesburg's Hillbrow Hospital yesterday complained of being overworked — although the hospital superintendent Dr J Nach has denied that medical staff are battling to cope with an influx of patients sent from the strike-hit Baragwanath Hospital.

Forty patients were taken to the section, formerly the Non-European Hospital, now the "New Indian Hospital" (NIH). In spite of chronic overcrowding in the wards for Africans, the NIH has been standing virtually empty since it was reopened a few months ago, operating with a small staff.

"The African patients brought to the NIH are really low-care patients on the way to recovery or waiting to be discharged," Nach said.

He said that because the hospital was the only one that had radio-therapy equipment, many patients were brought from adjacent hospitals for treatment.

"There is definitely no overburdening of the staff," Nach said.

Yet, in the African wards, dozens of patients are still sleeping on the floor or on steel trolleys and the staff shortage is said to be critical.

There was a near-chaotic situation on Wednesday evening in Ward 7, with patients sleeping on foam mattresses on the floor.

Prof Selma Browde of the hospital's radiation department described the situation as "horrific".

She said the nursing shortage was having an adverse effect on patient care, with patients not receiving medication and drips on time.

●The chairman of the United Nations Special Committee Against Apartheid, Major-General J N Garba, has sent a message of support for the striking workers and nurses at Baragwanath Hospital.

In its message, the UN committee says the international community is well aware of the appalling conditions at the hospital for patients and workers alike.

"Your stand makes the public once more aware of the destructive effects of the apartheid system on all social services in South Africa."

And the United Democratic Front (UDF) says it is deeply angered at the intransigent and "kragdadige" behaviour of hospital authorities in their treatment of genuine worker grievances.

In its statement, the UDF says the ease with which thousands of workers and nurses "are just fired, is appalling to say the least. It is even more revolting when we see the same government shouting reform on public platforms treating people like they were scum."

November 29 1981

## CNA workers

set to strike

over wages

By Sheryl Kane

About 700 workers are poised to strike in support of wage demands at CNA branches and warehouses tomorrow according to the Commercial Catering and Allied Workers Union.

CNA spokesman said yesterday the company had made plans in anticipation of the strike by 700 union members and service levels would not be affected. Strike targets included the company's Johannesburg and Durban warehouses and retail outlets.

Following unsuccessful attempts to resolve a dispute declared in August, a conciliation board to be established by the Minister of Manpower was applied to on October 30.

In terms of the Labour Relations Act the Minister has 30 days to report. However by this morning no report had been received.

A union spokesman said a strike ballot was held this week and the union received a 97 per cent vote in favour of strike action.

# Analysing the anatomy of a hospital strike

Public hospital strikes hitherto unknown in South Africa may become as common in the coming years as they have already become in countries like Britain or Canada. What can we learn from the experiences of these countries?

First that public hospital strikes are not like industrial strikes. This is a fact which must be appreciated by those who have to handle them.

Workers in public hospitals like workers in industry or commerce usually strike to obtain better pay or better working conditions. Like all workers the weapon which they use to apply pressure on management is withdrawal of service. In commerce or industry the effect of this weapon is to exert pressure on the employer through loss of profit and in resisting this pressure companies may be badly damaged even to the point of liquidation. In the public sector by contrast withdrawal of service can have no such effect.

The state is no poorer when one of its hospitals is closed indeed though health may suffer, it ends up richer through the money saved.

A withdrawal of service by hospital workers must therefore exert pressure on management in an entirely different way. Surprisingly it exerts pressure through causing embarrassment to the administrator.

This is only possible because there is an implicit understanding in our western societies that the State will provide for the hospital care of at least our poorer citizens. Governments must strive to do this and it is important that they be seen to be succeeding. To fail in this commitment is to appear insensitive to the suffering of the sick, uncaring of the well-being of its hospital workers and what is worse inefficient. The price is paid in loss of popularity and votes.

Thus in the case of public hospital strikes the contest between employer and employee has nothing to do with profit and loss but has everything to do with communication with "face", and with "image". It is a contest largely fought out in the media for the sympathy of the general population. Strikers who have wide popular support usually achieve their objectives while strikers

29/11/87  
Star

The recent Baragwanath Hospital strike has focused attention on what for South Africa is a completely new phenomenon — the hospital strike. Why do they occur, how best can they be resolved. The author of the accompanying article a doctor, who may not be named for ethical reasons, looks at the anatomy of a hospital strike.

ers who are perceived as excessively demanding or irresponsible do not.

There is simultaneously however, a battle for goodwill of the workers themselves. Labour leaders achieve solidarity among their followers by reinforcing the conviction that their lot is intolerable and that the administrator is so unempathetic and unbending that their strike is not only justified but essential. Thus generosity and flexibility which an employer may display at the negotiating table may not be transmitted back to the workers themselves.

Management can correct this through the media. Salary issues which seldom evoke great sympathy from a public which always wishes to be better paid are often given a low profile if preference is given a grievance list. Grievances must be rapidly and publically addressed. Finally the best culture medium for false rumours concerning the inabilities of management are silence and uncertainty. Decisions must therefore be rapidly made and communicated.

In summary if the task of strike leaders is to foster an image of management that appears unjust and unreasonable the task of management is to counter this.

It must address every grievance and undertake to rectify it, wherever possible. It must make sure that the media is informed of this since

both the general public and the strikers themselves may have no other way of learning whether their administration is being "reasonable" or not. Management then must not only be just and concerned it must protect this image even when it is necessary to be firm. The critical factor in achieving this is communication. Rapid decisions with accurate rapid reporting of facts and denial of false rumours are essential to success.

From this it is possible to derive four simple rules for strike management in the public hospital sector. First be reasonable but never show aggravation. Your opponents want you to appear tough to threaten and it is possible even to fire workers.

Since the call of workers solidarity is as powerful as the call of responsibility to patients such tough tactics may spread your strike rather than confine it. Whatever disciplinary action may even be necessary should not be applied in the heat of the strike.

The second rule is berate the media. Never be too busy to see when to issue a daily situation report. Hold Press conferences whenever necessary.

The third rule applies equally to the public or private sector. Since response must be quick and appropriate a strike must be run or sited and not from a distant head office.

A fourth and final rule applies especially to South Africa where strikes are a relatively new phenomenon. The psychodynamics of such disputes though complex are repetitive and can be learned. Thus both management and labour can purchase expert advice which can substantially promote their cause. To enter the contest without such advice is foolhardy.

It is clearly in the public interest that strikes in our public hospitals be avoided or terminated as rapidly as possible when they occur. In an organisation as large and impersonal as a public hospital there are countless valid causes for conflict between labour and management. Observation of these simple game rules can substantially diminish the chance of conflict and help diminish its consequences when conflict cannot be avoided.

# 500 on strike over company's 'racist policies'

By MONK  
NKOMO

ABOUT 500 workers at Metal Box in Rosslyn have gone on strike in protest against what they describe as "the company's unjust racist policies".

The employees, all members of the South African Allied Workers Union (SAAWU) downed tools in protest against the company's retrenchment policy. The SOWETAN was told yesterday

A union spokesman said the work stoppage was sparked off by the company's decision to employ three white men — two months after 22 black workers were retrenched

The workers are de-

manding that the three white men be dismissed immediately

The spokesman said management was not prepared to discuss the matter

"They say workers are not going to tell them how to run their business," he said

Mr A A J McLeish, the company's plant manager yesterday confirmed the work stoppage and said the strike followed "the implementation of the redundancy programme which was agreed to with the union"

Mr McLeish said the cause of the strike "appeared to be the recent engagement of three non-union members into skilled positions"

This decision, he said, was reached be-

cause there were no suitable candidates to fill up the posts

SOWETAN

152  
128  
29/10/85

# After the strike — nothing's changed

CLAIRE PICKARD-CAMBRIDGE

THE decision to summon the SA Defence Force to provide back-up services during the Baragwanath crisis has drawn sharp criticism from unions and a health association.

The MSF for Hospital Services, Dean Kirstein, argues that the presence of the SADF was essential for the nursing of patients, cooking of meals and washing of laundry.

"The patients would have suffered if the SADF had not been called and I have letters from black nursing sisters at Baragwanath who thanked us for calling in the SADF to assist them," he says.

However, the Health Workers Association (HWA), the General and Allied

Workers Union (Gawu), the Black Health and Allied Workers Union of SA (Bhawusa) and the SA Black Municipal and Allied Workers Union (Sabramu) argue that the SADF's presence generated great tension among remaining health workers.

Chairman of Bhawusa's advisory board Benny Alexander said bad feelings between employees and the SADF had been reinforced by existing tensions with the SADF in the townships. Others say black patients found

the presence of the SADF upsetting.

An HWA spokesman supports this, claiming five senior doctors had gone to the student nurses' quarters early last week to try and facilitate the reopening of negotiations between nurses and authorities.

He said an armoured vehicle had drawn up and members of the SADF's red beret units had ordered the doctors at gunpoint to lie on the floor. They had been searched and questioned for 20 minutes before being released.

when the new budget is announced. However, health authorities have put the question of increases for auxiliary workers to the Treasury and the commissioner of administration.

The unions in turn are dismissive of the employee associations, which they say have no negotiating power and only act in a consultative capacity. They claim the bodies are headed by senior personnel against whom worker grievances are sometimes directed.

Tensions have also arisen with the SA Nursing Council condemning student nurses for contravening the Nursing Act — which prohibits strikes — and warning that they may take action against the student nurses.

The unions have responded sharply, saying it is not certain that the nurses were on a proper strike and claim their sit-in was an indictment of the council's inability to effectively address problems.

Gawu president Samson Ndou has warned that they have instructed their lawyers to step in if student nurses are victimised by Nursing Council members.

Bhawusa's Alexander argues that the World Health Organisation, Public Services International and the International Labour Organisation acknowledge the right of nursing staff to strike.

Asked what had been achieved by the strike, the unions said it had created more unity among the workers as well as highlighting both their plight and the state's attitude towards workers' rights. However, their major demands for a collective bargaining arrangement and improved wages and working conditions have clearly not yet been met.

Kirstein said he had not heard of the incident and an SADF spokesman has dismissed the account as untrue.

The HWA argues that the SADF's presence cannot be justified because the authorities should have dealt with grievances beforehand. And at a mass meeting last week, nurses claimed the presence of the SADF allowed the authorities to continue running the hospital without addressing employee grievances.

Asked if the authorities would meet with any of the unions, Kirstein said the hospital was not prepared to negotiate with "outside bodies".

"We are only prepared to negotiate with people in our employ and believe existing professional bodies such as the Hospital Employees Association and the SA Nursing Association provide adequate channels for this purpose. I believe they act in the interests of members because they were elected."

Kirstein says there cannot be any increases for nurses before March.

- November 4: Auxilliary workers at Baragwanath Hospital meet to demand higher wages.
- November 13: Workers meet to hear management's response and are told their demand will be considered in March with the start of the new financial year. A fracas breaks out in the evening with workers and some student nurses allegedly rampaging through the kitchens and dining rooms.
- November 14: Workers reassemble and some want to travel to Pretoria to make representations to the health authorities. Police arrive and several hundred are arrested and charged with attending an illegal gathering. This erupts in a wildcat strike among auxilliary workers.
- November 15: Student nurses approach the authorities with their

- grievances. Agreement cannot be reached and they stage a sit-in at their quarters.
- March 17 and 18: About 800 student nurses and 700 auxilliary workers are fired. The SADF is summoned to provide backup at the hospital and observers describe the area as akin to a "militarised zone".
- Monday 25: Authorities begin to reinstate employees without loss of benefits. This coincides with a successful supreme court application for the reinstatement of student nurse Mardulate Tshabalala.
- Wednesday 27: Most employees are back at work.
- Thursday 28: Most SADF members have left Baragwanath. Charges against workers who attended an "illegal gathering" are dropped.

Jan 29/86



(152) (S)

INDUSTRIAL COURT

### The Minister's veto

The Industrial Court has ruled that there is a difference between a strike and a work stoppage. The court drew this distinction in ordering Facts Investors' Guide and Facts Investors' Services to reinstate temporarily nine members of the Media Workers' Association of SA (Mwasa).

The workers' efforts to obtain permanent reinstatement have been foiled, however, by the decision of Manpower Minister Pietie du Plessis not to appoint a conciliation board to consider the matter further. This means the union cannot unilaterally refer the case to the court for a final ruling.

The workers alleged they had been unfairly dismissed after they had stopped working for about half an hour in an attempt to meet with the MD of the two companies to discuss grievances arising out of a memorandum relating to annual bonus and leave.

After analysing the relevant provisions of the Labour Relations Act, the court found that "a mere cessation of work" is not, in itself, a strike. There must, it said, be a demand related to a concerted refusal to work, and such a refusal must be shown to be intended to persist until the demand is met.

The court stated that, in these terms, the workers' request to meet the MD did not constitute a demand. "It can only be such if it was clear that the employees would not have been effectively rejected."

(152) (48) (27) (24)  
BARAGWANATH STRIKE FM

## Healthy judgment

The right of workers to have their grievances properly considered has been re-affirmed yet again in the Rand Supreme Court's decision to order the reinstatement of a student nurse dismissed during the strike at Baragwanath Hospital.

Some 1 500 Baragwanath workers — 800 student nurses and 700 auxiliary workers — were dismissed on November 18. In a test case challenging the dismissals, an urgent application for reinstatement was launched by three of the student nurses.

The first applicant, Mardulate Tshabalala, represented all student nurses who claimed they were on leave during the strike. The second applicant, Themba Mbobo, represented permanently employed nurses who were on probation who were dismissed, while the third, Macbeth Nxumalo, represented the temporarily employed nurses. The respondents were the Minister of Health and Welfare, the Administrator of the Transvaal, the Director of Hospital Services and Baragwanath chief superintendent Chris van den Heever.

Mr Justice R Goldstone found that Tshabalala had been unlawfully dismissed and ordered that she should be reinstated. He also upheld to right to be accommodated at the hospital and awarded her costs. He said oral evidence would have to be led to determine whether Mbobo was employed in a temporary or permanent capacity. In the interim, Mbobo is entitled to remain in the employ of the hospital and can occupy his room. Nxumalo was refused relief as he admitted that he had participated in the strike.

The crux of the matter, according to Justice Goldstone, was that Van den Heever had not applied his mind to the individual cir-

cumstances of the dismissed employees. The notice of termination Van den Heever had issued on November 18 was invalid in the case of *all* the student nurses because it was made effective from November 13 — before the strike occurred. This gave each student the right to be heard, the judge stated. Van den Heever had also not been entitled to order a general dismissal — each student had to be informed.

"Nursing is a venerable and noble profession," the judge said. "As it is an essential service, the lives or health of many people could be endangered by strike action. It undermines the ethics of their calling." But the responsibility that nurses bear implies that the authorities have a reciprocal duty to ensure their terms of employment are satisfactory and they should ensure that an efficient mechanism to air grievances exists, even if these are considered petty.

Attorney Amichand Soman, who acted for the three student nurses, has pointed out that even though the judge found that Nxumalo could not be reinstated, the student nurse is still entitled to claim for damages on the basis of unlawful dismissal.

Soman also says that the hospital authorities told the State Attorney that they will be reinstating all the nurses and auxiliary workers. Director of Hospital Services Henne van Wyk has, however, refused to comment until he receives the written judgment. Van Wyk tells the *FM* that 600 of the student nurses had been re-employed by Monday afternoon. Some 950 auxiliary workers have also been employed — more than the total originally dismissed. Meanwhile national servicemen continue to be deployed at the hospital. Van Wyk says they will be phased out as the workers return.

Leader of the Opposition in the Provincial Council Douglas Gibson has condemned the provincial services for their handling of the strike. He says the MEC for Hospital Services, Daan Kirstein, had rejected his call for an emergency session of the council to discuss the issue. Says Gibson: "We have been kept in the dark about the events. The outcome of the court application is a slap in the face for the provincial authorities. Perhaps Kirstein will now learn that authoritarianism is not the answer." ■

**Strike held off as  
talks go ahead**

*Strike 2/12/81*  
152 By Jon Qwelane

The strike planned for Saturday at CNA branches and warehouses was deferred pending the outcome of talks today between the Commercial, Catering and Allied Workers' Union (Ccaawusa) and management

However, a picket of the CNA headquarters in Commissioner Street, Johannesburg went ahead on Saturday

More than 700 workers had intended striking in support of wage demands, but when the Minister of Manpower granted an application for a conciliation board on Friday afternoon, the strike was deferred

On Saturday pickets took up positions outside the CNA headquarters and the Carlton Centre branch

Workers congregated in the hall of the South African Council of Churches and a number left every hour to relieve pickets

# Migrant repatriation: Cosatu strike threat

From PHILLIP VAN NIEKERK  
and BARRY STREEK

DURBAN — The new Congress of South African Trade Unions (Cosatu) yesterday threatened to call a national strike if the government carried out its threat to repatriate foreign migrant workers

It also pledged to organize workers in the homelands in defiance of legal restrictions on unions

But after a night-long debate on policy, Cosatu's executive appeared to back down on some of the hardline statements made on Sunday by its president, Mr Elijah Barayi

## Pass burning

Mr Barayi's call for a pass-burning campaign if influx control was not scrapped in six months was clarified as "merely expressing the feelings and aspirations of our members"

Cosatu's assistant secretary, Mr Sydney Mafumadi, said the federation had not decided on a specific deadline on the pass laws

At a press conference called yesterday, Cosatu released a number of resolutions it had adopted

● To "fight for the scrapping of the migrant-labour system, including influx control and the pass-law system" and "call for a national strike if the apartheid regime carries out its threat to repatriate workers"

● It called for the "bantustan" system to be rejected and for unions to proceed with union organization in these regions in spite of repression

● It supported disinvestment and its threat as "a central and effective

form of pressure on the South African regime"

● It decided to organize the existing 33 unions into ten national industrial unions and to establish organizations in the construction and agricultural sectors

● Cosatu's executive set a deadline for these mergers within six months

● It resolved to oppose "as a total fraud" the new proposals for a federal system of government and reaffirmed its belief in a unitary state with one-person one-vote

● It called for a national minimum living wage, a 40-hour week at full pay, a ban on overtime and the establishment of a national unemployed workers' union as an affiliate

The executive said at the press conference that the issue of whether or not to affiliate to international union bodies such as the International Confederation of Free Trade Unions (ICFTU) had been referred to its central committee, but said it had been decided to seek links with trade union bodies in Africa

## 'Progressive sectors'

Mr Jay Naidoo, Cosatu's general secretary, said it would forge links only with organizations which were representing the "progressive sectors of the working class"

Mr Chris Dlamini, Cosatu's first vice-president, said Cosatu would not be a political party but it would not hesitate to take actions on issues which affected its members

● Cosatu to fight for women, page 2

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ARGUES 3/12/85

# Diplomats join mourners at Mamelodi mass funeral

Argus Correspondent

PRETORIA — About 80 percent of Mamelodi residents stayed away from work today — with many Pretoria businesses and some motor plants hard hit — as the mass funeral of 12 unrest victims began at the Mamelodi sports stadium

The 12 were among those who died during police action at Mamelodi on November 21

Diplomats from at least nine Western nations joined the thousands of mourners heading for the funeral in what they said was a move to convey the sympathy of those countries as well as to protest against police conduct

Representatives from the British, Dutch, US, Canadian, Belgian, French, Italian, Swedish and

West German embassies drove in convoy

Dr Nico Smith, a white Mamelodi clergyman, said police promised to keep a low profile today after lifting their requirement that only 50 mourners attend the funeral

At mid-morning the situation was calm

The call for a work stay-away seemed more than 80 percent successful

Handbills calling for peace and calm during the funeral service were distributed in Mamelodi overnight. Their origin could not be established

A large city supermarket reported that up to 90 percent of its staff had not reported for work

Another chain store spokesman said they had a 60 percent stay-away and managers were work-

ing the tills. They were still sorting out the problem, the spokesman said

Most motor assembly plants, with the exception of the giant Samcor complex, and other big industrial employers have, on the other hand, reported "only a small" degree of absenteeism

Mr Pierre de la Rey of the BMW plant at Rosslyn said the stay-away would not affect his firm because almost its entire black labour force came from Bophuthatswana

But Mr Ruben Els of Samcor said the firm had been "hard hit" by the stay-away and that only a fraction of its labour force had turned up for work today

Atteridgeville, Ga-Rankuwa, Mabopane and Soshanguve showed no signs of a stay-away. Traffic ran normally and the townships were peaceful

STAR

4/12/85



Write to Box 61682 Mars

## Be grateful for salary

"Baragwanath staff didn't expect to be fired," Mike Siluma reported in *The Star* on November 20.

Mrs A and her husband earn just on R600 a month, pay a rental of R24 per month, and they complain they cannot survive

Yet there are many whites who don't even get that salary, have to keep a family and pay at least a rental of R150-R200 a month. But they are not allowed to strike. They are too grateful to be working and earning a little money than nothing at all.

Many whites have not had any work for six months and more; some having lost their homes and have no Unemployment Insurance Fund money.

They have to look to others to help feed their family, but they are grateful, and no hue and cry is made of them.

Some have been living on the poverty line for so long with this recession, yet, if they were given any work, would be only too willing to work.

Mrs A and her husband, together earning that amount,

surely could not complain? Their rent does not come near that of many whites. We also have to pay for water and electricity, and definitely well above what they pay, if they pay at all.

So, I can only say they should be grateful they have work, at that salary as well. There are many thousands black and white who would be only too willing for the opportunity

Edenvale

Grateful

## Poor pay, long hours

In answer to the letter from "Enough is enough" (*The Star*, November 26) regarding the recent strike by staff at Baragwanath Hospital, I would like to know if the writer has done any homework on the subject.

If so, he or she would know just what these people and all the nurses and general medical staff at the provincial hospitals are paid

I would like to see the writer work for this money, and the long hours, including Saturdays and Sundays, and then declare "enough is enough".

I am not in the medical profession, but know enough about it to appreciate that my family could not exist on the pay offered Province staff.

Overworked

**Attempts to resolve  
wage dispute continue**

STAR 4/12/68  
152  
Efforts to resolve a wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union resume today

A conciliation board established by the Minister of Manpower to settle the dispute sat for the first time on Monday and talks were adjourned until today

A strike scheduled for last Saturday by 700 CNA shop assistants and helpers was suspended pending the outcome of the conciliation board hearing

9226 Times 4/12/85

# SADF medics quit Baragwanath

Own Correspondent

JOHANNESBURG — A Defence Force headquarters spokesman in Pretoria last night confirmed that elements of the SADF medical corps had been withdrawn from Baragwanath Hospital in Soweto

He said the withdrawal had followed the return to work by daily-paid workers and student nurses who had been dismissed by hospital authorities after a walk-out

The nurses' union went to the Rand Supreme Court to request an order reinstating them. The court ordered that they should be reinstated pending a full trial

Subsequently hospital authorities announced that all of the 1 800 dismissed staff should be reinstated until the outcome of the trial which could involve hundreds of witnesses

In the urgent application brought by the nurses' union, the judge ruled that it was arguable whether all of the dismissed people had been on strike or whether hospital authorities had acted arbitrarily against the majority of its staff without regard to whether they were in fact on strike or not.

Since November 17, SADF and police units have guarded and run the hospital except for intensive care units



6/12/87  
Coy  
152

## LABOUR RELATIONS

### Marievale's lessons

The implications of the Industrial Court's decision to order the reinstatement of several hundred workers dismissed at Marievale mine during the legal wage strike in September are still being weighed up

Marievale has taken the case, which was initiated by the National Union of Mine-workers (NUM), on review to the Supreme Court (*Current Affairs* November 22) But pending a possible reversal of the Industrial Court's decision there are lessons to be learnt from the dispute and its aftermath

Last week industrial relations consultant Andrew Levy threw some light on the complex judgment at a seminar attended by industrial relations practitioners

Levy observed that the NUM had carefully planned its strategy and tactics in advance to achieve legal protection for the strikers Throughout the dispute the union built a picture of positive and reasonable behaviour This pattern seemed to prevail in court, rather than the other side's reliance on individual common law principles

Levy warned that other unions are likely to draw on the NUM's example "The court is clearly saying that the party which can demonstrate that it made serious attempts at conciliation in a dispute will receive its sympathy," he said

According to Levy, the judgment teaches the following lessons

- The decision does not entail a general prohibition on the right to dismiss lawfully striking workers Each case will be judged on its individual merits Nevertheless, the judgment is a major step toward providing some protection for strikers,
- The legality of the strike is important The court is unlikely to give protection to unlawful strikers,
- A lawful response by management is not enough Management conduct must also be fair,
- The way in which a dispute is handled is a crucial determinant It is important to be able to show that any breakdown in communication was due to the other side's intransigence,
- Mediation and arbitration must be seriously considered as a means of breaking a deadlock Many managements now use mediation as a tactic But the question of arbitration is a worrying one, says Levy Few companies would like to leave it to an outsider to decide how much it can afford to pay,
- Paternalism is a risky style of management Management must accept that a union

is a legitimate representative of the workforce and has an important role to play Attempts to bypass the union are inadvisable,

Care should be taken in making press statements These may be used against the interviewee in court later,

It is important to comply with the word and *spirit* of recognition agreements Most agreements have clauses containing sentiments about building up a constructive relationship between management and the union These are often included at the behest of management It must be remembered that the sentiment applies equally to both sides Most agreements also contain a so-called "peace clause" in which unions undertake not to strike until they have exhausted various conciliation procedures Where these clauses exist, they should be carefully re-examined because inherent in such clauses is the implication that once the procedures have been exhausted a strike will be countenanced, and

Managements should not take the attitude that strikes are over once strikers are dismissed Marievale was criticised for not responding positively to the suspension of the strike

Levy says the judgment indicates that the strike, as a legitimate worker response to a deadlocked dispute, is coming of age He advises managements to begin seeing industrial action in that light — as a legitimate part of the collective bargaining process

Marievale's urgent action to challenge the Industrial Court ruling in the Supreme Court has been postponed to January next year The company is asking that the Industrial Court's decision be set aside on the following grounds

The NUM had no *locus standi* to act on behalf of its members in the Industrial Court,

The court's decision was based on a misapplication of the law and gross unreasonableness, and

The Supreme Court had previously decided the dismissals were lawful and the Industrial Court had no authority to override that decision

Respondents in the case are the President of the Industrial Court, court member D R van Schalkwyk and the NUM

152  
STAR 9/12/85

## Mwasa supports *Ilanga* sit-in

The Media Workers Association of South Africa (Mwasa) yesterday pledged its solidarity with journalists on the *Ilanga* newspaper in Durban, who have been on a sit-in since Thursday to protest against the newspaper's alleged bias towards the Inkatha movement.

The managing director of Natal Newspapers, Mr J G Featherstone, said the editor of *Ilanga* would be meeting the newspaper's staff today.

"There is no intended bias in the part of *Ilanga* towards Inkatha or any other political group" he said — Sapa

Cape Times  
152  
9/12/85

# Hostel workers in food dispute

Supreme Court Reporter

CONTRACT labourers at the iKwezi Hostel in Langa applied for a Supreme Court order on Friday, declaring that "excessive" pay deductions for allegedly poor hostel food were illegal

The application was brought by Mr Enoch Qulu and 14 others against South African Transport Services. Mr Qulu said in a supporting affidavit that almost all 1 600 occupants of the hostel had been boycotting the food since June

He said R39 a month was deducted from his salary for food, while according to his contract it should be only R14,30. A similar situation with most residents had led to "intense dissatisfaction"

"The food is of a poor quality, and the quantity cannot possibly sustain men who are engaged in manual work," he said. "The entire evening meal can easily be carried in a man's cupped hands"

On weekdays, only one meal was served. It was usually samp with stew, meat or fish. Food often ran out, residents were turned away, and fights broke out, he said. According to the regulations, food should be served until 11pm

Mr Hermanus Engelbrecht, SATS personnel superintendent for the Western Cape, said in an affidavit that the written agreements did not "correctly and truly record the agreement of the parties"

All food prepared in the kitchen was tested and approved by the manager, he said

Problems of shortage had occurred, but these were "the exception not the rule". He said the real complaint did not relate to the food but to the deductions made in respect of those who did not want to use the hostel facilities

The matter was postponed by consent.

Mr J J Gauntlett, instructed by the Legal Resources Centre, appeared for the workers. Mr G D van Schalkwyk SC, instructed by the State Attorney, appeared for SATS

CAPE TIMES 10/12/85

~~152~~ ~~152~~ ~~152~~

## Arrests: Miners told to go back to work

Own Correspondent

JOHANNESBURG — About 1 500 miners at Johannesburg Consolidated Investments' Randfontein Estates gold-mine complex have been threatened with dismissal if they do not today end their strike for the release of a number of colleagues arrested on Sunday

At least one miner was shot dead and a number were injured and arrested on Sunday night when police fired on workers returning from a National Union of Mineworkers' meeting in Carletonville

Mr Jeremy Nel JCI's industrial relations manager, said a number of mine employees from Randfontein Estates had met by policemen called out by shopowners

Mr Nel said an "incident" occurred resulting in one employee being shot dead, while a number of others had received injuries. There had been no "unrest" in the hostels

Following the shooting, the entire dayshift of Cooke shaft one — 3 000 workers according to the NUM and 1 500 according to Mr Nel — refused to go underground

# Ilanga reporters resume duties

11/12/85

Mercury Reporter

eight

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EIGHT Ilanga reporters who had staged a four-day sit-in strike protesting about grievances in the newsroom yesterday resumed their duties after talks with the newspaper's editor, Mr Obed Kunene

Mr Kunene, who had to cut short a visit to New York to deal with the reporters' grievances, yesterday confirmed that his staff were back at their desks

'We have had cordial and helpful discussions with the editor regarding our grievances and we were happy with the outcome. Consequently we have resumed our duties,' said a statement from the

Meanwhile, in an earlier statement released by the reporters while the talks were still under way, they denied reports that their grievances had anything to do with politics or the political stance of Ilanga under Mr Kunene's editorship

'Our sit-in concerned grievances of a purely domestic nature, mainly in the newsroom'

The statement, signed by all eight reporters involved in the sit-in and the other members of the editorial staff who were not involved, registered full confidence in Mr Kunene's professional integrity and capability as editor of Ilanga

11-12-85

## Farmers

### Winery

NM 4/12/85

### workers

### go back

152 Labour Reporter

MORE than 200 workers at the Stellenbosch Farmers Winery at New Germany near Pinetown ended their two-day strike and returned to work yesterday after talks between their trade union and management.

The workers downed tools on Friday over an alleged unfair labour practice concerning wage negotiations. The stoppage disrupted liquor deliveries to more than 1 500 Natal bottle stores.

The dispute is still to go to the Industrial Court.

The company's regional director, Mr Eryl Brill, said workers went back at noon on condition that they would be paid the day's wages in full.

### Minority

Mr Arthur Ngidi, a shop steward of the Sweet, Food and Allied Workers' Union, an affiliate of the newly formed Congress of South African Trade Unions, confirmed members had agreed to go back.

The dispute arose when employees who are members of the SFAWU protested against the management's negotiations on wages with the National Wine and Spirit Workers' Union, which they claimed was in the minority.

They said the SFAWU had not been consulted when the company had negotiated wages with the NWSWU. The company maintains it was not obliged to discuss wages with the SFAWU because it did not represent the majority of workers at that stage.

AREA B: Durban and Port Elizabeth.

AREA A: Lower Tugela.

Superseding w.d. no: 292

425 - CORDAGE AND MATTING INDUSTRY, CERTAIN AREAS.

# Constructors seek Industrial Court ruling against union

M&US 13/12/85  
Labour Reporter

A MAJOR construction company has asked the Industrial Court to rule that actions by a trade union constitute an unfair labour practice

It is thought to be the first time this has happened in South Africa

Murray and Roberts Buildings applied for the ruling against the South African Allied Workers' Union yesterday. The case arose from a series of illegal strikes involving about 1 500 workers in August

The company claimed that officials and purported members of the union played a leading and confrontational role in the strikes and the application was directed at the union's role in inducing or instigating the workers to breach their contracts

Until then there had been a history of peaceful labour relations

Mr J Gauntlett, for Murray and Roberts, said the union had shown a reckless disregard for collective bargaining processes, treated established industrial relations law and norms with contempt and brought the greatest misfortune to the employees who were dismissed as a result of the strikes

## BARGAINING

"It is submitted that no stronger case could be found of industrial responsibility and the creation of havoc by a union reckless of or indifferent to the need for open, if tough, collective bargaining," he said

The union had failed to exercise proper control over officials it had selected and placed in senior positions

Opposing the application, Mr L J Krige argued that union officials were acting beyond their powers in organising Murray and Roberts's workers, signing them up as individual members of Saawu, which was a federation of trade unions rather than a union, and getting involved in the strikes

## SCOPE

"The union's employees, in doing the things they allegedly did, were acting outside the course and scope of their employment," he said

The union did not organise the strike, nor did officials have authorisation to get involved with Murray and Roberts workers

Dr P Ehlers, presiding, reserved judgment

Mr Gauntlett is assisted by Mr J Shortt-Smith and instructed by Maree and Muller. Mr Krige is instructed by E Moosa and Associates

# Sunrise news

Mines hit the hardest — new patterns and tactics expected in 1986

# Strikes: a new intensity

By Sheryl Raine

Strike activity reached an all-time high during 1985, with the mining industry hardest hit, according to a review of the labour scene this year compiled by a leading industrial relations consultancy

In its annual report on labour relations in South Africa, Andrew Levy and Associates said that despite major differences in the figures compiled by various strike researchers, there could be no doubt that the man-days lost through strike action in 1985 would significantly exceed the record levels of 1984

## Shifts in action

Final strike figures for 1985 are still to be completed

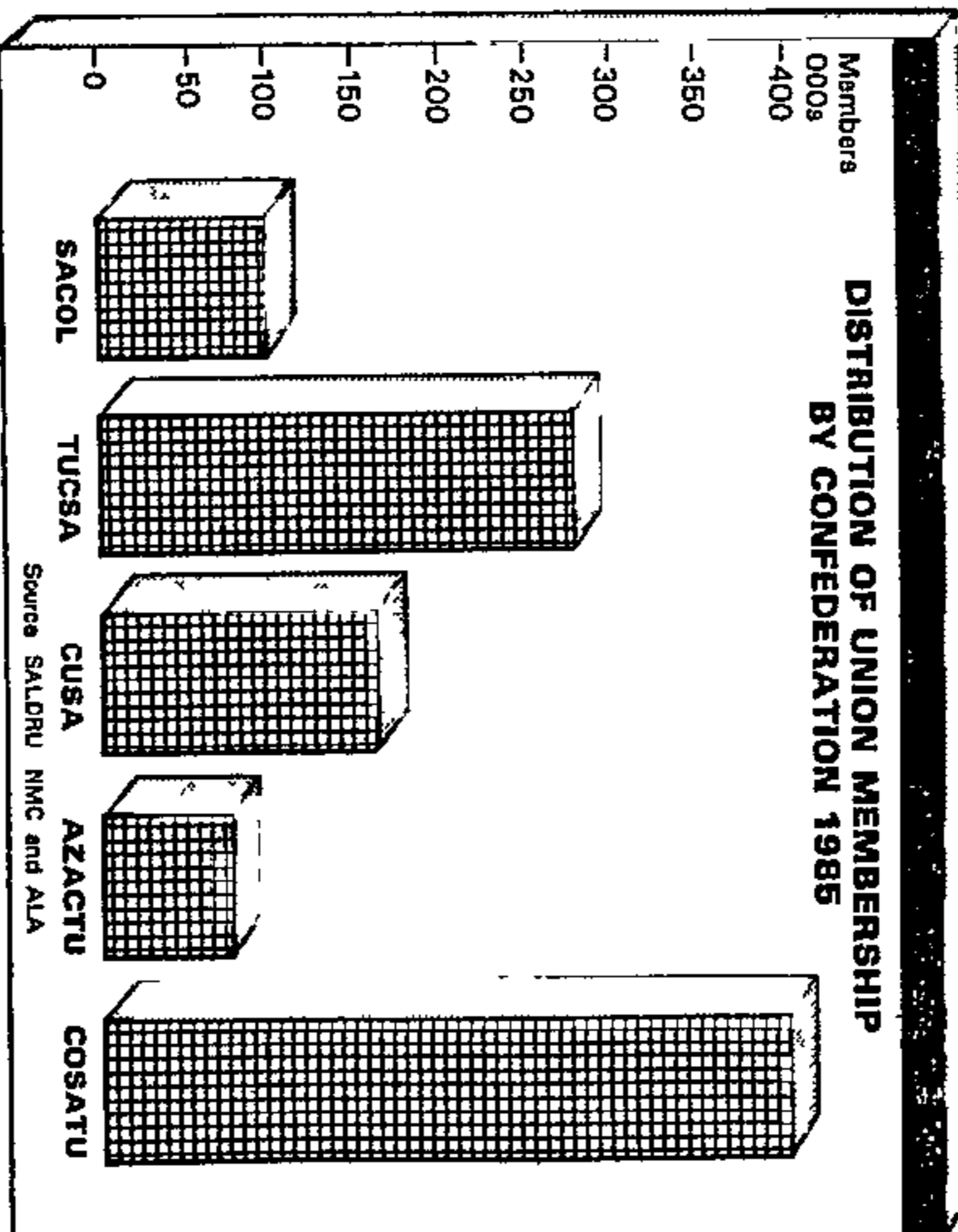
During the last seven years the number of man-days lost due to strike action rose by 700 per cent

The most strike-prone industries this year were motor, mining, metal, chemical and food

The most frequent issue which triggered strikes was wages

Estimates of the number of man-days lost in the mining industry totalled 250 000

But, next year, the SAIRR predicts important shifts in the pattern of industrial action. It was likely that for the first time in the five years starting in 1986, it is possible to see strikes pos-

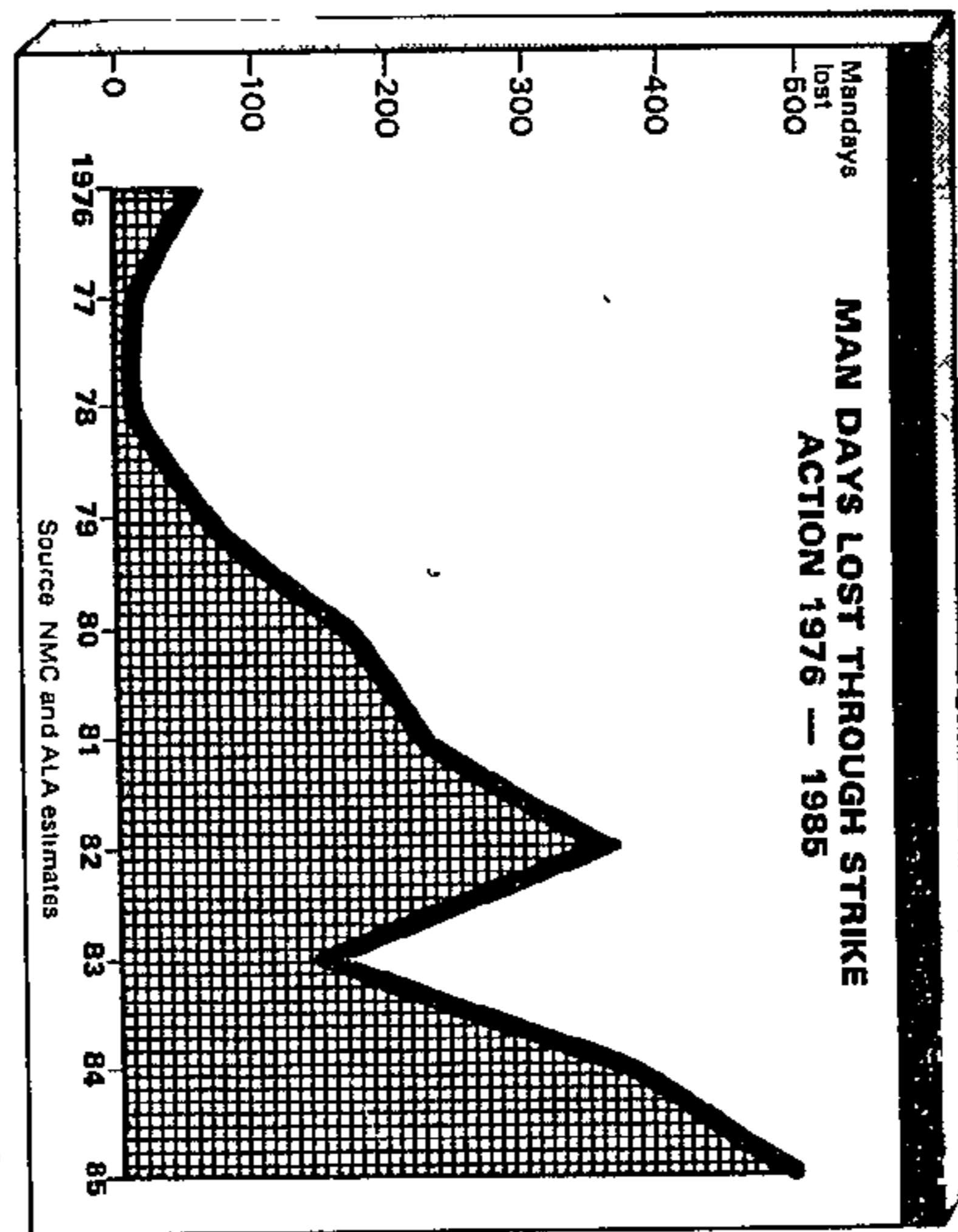


The number of members of the SA Confederation of Labour (Sacol), the Trade Union Council of SA (Tucsa), the Council of Unions of SA (Cusa), the Azanian Confederation of Trade Unions (Azactu) and the newly-formed Congress of South African Trade Unions (Cosatu)

ing more of a threat to unions than to employers

"Firstly, we expect that for the first time in five years there will be a slackening off in the level of industrial action. It is likely that, with the possible exception of mining, man-days lost through strike action will moderate," the report said

Employers would take a much firmer line when faced with



The number of mandays lost due to strikes in 1985 is expected to exceed the record high for 1984

unlikely to continue next year. But disinvestment and international political and economic pressure would intensify and become more co-ordinated with the domestic labour movement.

Local stayaways and boycotts were likely to be employed more sparingly, but with greater accuracy.

The formation of the Congress of South African Trade Unions

(Cosatu) meant that in 1986 the largest labour lobby would be black for the first time in the country's history

The report predicted that the new super-federation would put a strain on existing union leadership as leaders sought to maintain cohesion, and focus among affiliated unions, with diverse political and tactical views



# 'Significant' rise in SA strikes report

CAT/TMS 14/12/85  
152

From PHILLIP VAN NIEKERK

JOHANNESBURG — Strikes in South Africa have increased by 700 percent over the past seven years, says industrial relations consultant Mr Andrew Levy in his authoritative annual report on labour relations

Although there are major differences in the figures compiled by various strike researchers, man-days lost through strikes this year have "significantly" exceeded the record levels of 1984, Mr Levy says

But he expects that for

the first time in five years there will be a drop in the number of strikes next year and those that do occur are likely to be shorter

"At the same time it is likely that employers will take a much firmer line when faced with strike action, and where employees choose irrational or poor issues over which to resort to strike action, it is likely that employers will take a tougher stance"

The report says that much of the union activity this year has been political with union and community organiza-

tions co-operating to organize protests, boycotts and stayaways

"Politically, the ideology of the black labour movement became clearer and more and more of the attacks were not directed at the bosses, as they had been in the earlier days, nor at the government, as they had been in the early part of the year, but at capitalism in general"

Mr Levy says the development of black trade unions over the past six years has been a revolution in itself

"It has shown that managed change is possible and that the differences between competing interests are not so great as to make negotiation impossible

"Real reform has taken place in the labour arena. White management paternalism has given way to a respect for the power potential of a largely black industrial labour force, and amongst black workers themselves there is a new sense of self-confidence

"More seriously, however, many unionists argue that the labour movement with its democratic base and disciplined organization offers the best assurance that the immediate South African future will not be anarchic"

*ATGUS 18/12/85 (152)*  
**Glassworkers down tools**

Labour Reporter  
WAGE negotiations between P G Glass and the Chemical Workers' Industrial Union continued today after a work-stoppage at the Epping plant

Mr Albert Peters, managing director of the company's Western Cape division, said the

stoppage by about 200 workers was connected with the negotiations. He said only the company's glass division was affected

Spokesmen for the CWIU, an affiliate of the new Congress of South African Trade Unions, were not available for comment

## Cosatu union in stoppage

*Cape Times*  
*18/12/85* Staff Reporter *SC*

A FACTORY in Epping was brought to a halt yesterday in the first industrial action in the Western Cape involving a union affiliated to Cosatu, the Congress of SA Trade Unions launched in Durban at the beginning of this month.

About 200 workers at PG Glass in Epping downed tools yesterday morning during the annual wage negotiations, Mr Albert Peters, managing director of the Western Cape branch of the company, told the Cape Times.

"It's a work stoppage, not a wildcat strike," Mr Peters said. "There is not much animosity, and negotiations are still going on."

A spokesman for the Chemical Workers' Union confirmed that the union was involved in the stoppage, which he said was over a wage issue.

"Our man is out there negotiating," he said.

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150/104

# Sacked miners occupy hostel

From PHILLIP  
VAN NIEKERK

**JOHANNESBURG —**  
About 1 500 miners fired from Foskor's phosphate mine near Phalaborwa in the Eastern Transvaal have occupied their hostels in Namakgale, Lebowa, and are refusing to budge

A spokesman for the National Union of Mineworkers (NUM) said yesterday the workers had barricaded themselves into the single-men's quarters and were being fed and supported by local township residents

This was confirmed by Foskor's managing director, Mr John Stanbury, who said the workers had closed the gates with wire and shaft stewards were in control of the quarters

The workers were fired last week for refusing to go underground and demanding the reinstatement of 391 workers sacked a year ago for striking in protest against the detention of NUM general secretary Mr Cyril Ramaphosa

Mr Stanbury said the company had agreed to refer the dismissal of the 1 500 to mediation between Foskor and the NUM. He said that the mine — which has a workforce of 2 800 — was still operating at "full capacity" and that "those reporting for work have done a magnificent job"

Mr Stanbury said management would weigh up the forceful eviction of workers from the hostel very seriously

"We are trying at all costs to avoid confrontation which could spill into violence," he said

# Strike by council workers

STAR 21/12/80

152

By Mike Siluma

About 300 black bus drivers and cleaners employed by the Welkom Town Council went on strike on Thursday, according to a spokesman for the Orange-Vaal General Workers' Union.

The spokesman, Mr Philip Masia, said the workers downed tools to back a demand for the return of union documents confiscated from shop stewards by a white council employee a week ago. They also want the white employee dismissed, he said.

However, the Welkom Town Clerk, Mr C Rademan, said only 34 workers had taken part in the stoppage. He said

the workers returned after he had spoken to them. He denied claims that he had called police during the stoppage.

Mr Masia said workers had decided to strike when they did not receive a satisfactory reply from Mr Rademan about the seizure of the documents.

Mr Rademan had told the union he could do nothing about the matter as it was a case of theft and not an industrial relations issue.

Mr Masia said an additional demand was the reinstatement of four drivers allegedly dismissed subsequent to the stoppage, the recognition of the union and the opening of wage negotiations.