

Industrial - relations

o
strikes

1986 - 87

Industrial action threat to OK

(152) (148) N/M 11/87 (3)

Mercury Reporter

THE Commercial, Catering and Allied Workers' Union says it is preparing a programme of industrial action against the OK Bazaars because of what it describes as the management's 'intransigence' in the current wage dispute

Mr Jay Naidoo, a spokesman for the union, said yesterday that the OK's parent company, South African Breweries, and its respective parent companies, Premier Milling and Anglo-American, were also likely to be drawn into the programme of industrial

action

He said the management of OK Bazaars had consistently blocked all 'sincere attempts' at resolving the dispute

'In response to the union's proposal for a meeting, management has advised us that they are

only prepared to meet after we have given them a new wage proposal,' Mr Naidoo said

He also said 10 000 workers at 132 OK stores were still on strike

Mr Richard Blackwell, personnel director of OK Bazaars, declined to comment on the threat of industrial action

However, he denied that 10 000 workers were on strike, and said the figure was 6 000 workers at 112 stores

Mr Blackwell said the reasons for the deadlock were the union's 'outrageous' demand for twice the pre-tax profits of the company and their refusal to alter their demand for an increase of R160 a month

He said the company would only go into discussions with the union if there was some prospect of success

Still no sign of settlement on OK wage dispute

There is no sign of a settlement nearly three weeks after the start of a strike at OK Bazaars outlets nationwide. OK management has accused striking workers at 38 stores of disruptive behaviour, including loud singing and shouting. The allegation was dismissed by Ccawusa. The union refused to give an undertaking on strikers' behaviour at the stores. Earlier it agreed that strikers would leave three Johannesburg stores after alleged damage to merchandise. The wage dispute between OK and 6 000 to 10 000 black workers began on December 15. The union has not revised its demand for a R160 a month across the board increase. OK's final offer was R85 a month.

132 shops affected by strike: OK

By Sheryl Raine
The strike by thousands of OK Bazaars workers was affecting at least 113 stores nationwide, said the company yesterday. The union said the number of strike bound shops was 132. Although the Commercial Catering and Allied Workers' Union (Ccawusa) has threatened to extend the strike to related companies SA Breweries, Premier Milling and Anglo American, the OK's personnel director, Mr Richard Blackwell, said there were no signs at this stage that the union's threats had been carried out. He added that sympathy strikes would be illegal. A strike against SAB could affect beer sales at the height of the summer season.

THREW CRACKER

Meanwhile, a white casual worker at OK's Potgietersrus branch was alleged to have thrown a cracker at striking workers who were sitting in the canteen on Tuesday.

Mr Blackwell was not able to comment on the incident, but said it was not management's desire to throw crackers at the strikers. OK would investigate the allegation and take action if necessary.

Ccawusa has also refused to give an undertaking on strikers' behaviour at 38 OK stores after an agreement that strikers would leave three Johannesburg stores after alleged damage to merchandise.

There have been continued incidents at some of the 38 stores, including loud singing, raucous disruptive behaviour and shouting from upstairs windows, said Mr Blackwell.

OK believed these incidents could affect customers though business was continuing with the help of casual employees.

Ccawusa has accused OK of sabotaging negotiations. Mr Blackwell has denied the charge.

He attributed the wage deadlock to the union's "outrageous demands". He said that approximately 100 workers had returned to work voluntarily.

Strike is a success: Ccawusa

In response to management allegations, the union said "The exemplary behaviour of the strikers in terms of discipline, commitment and determination despite attempts by the management and State to intimidate and demoralise them, has been a success."

Workers have exercised great patience and enormous restraint in the face of numerous provocations. The overwhelming majority of Ccawusa members at OK are solidly behind the strike. In fact workers who have not previously been members have joined Ccawusa during the course of the strike.

"We acknowledge, though, a very small minority of workers who have succumbed to pressure and have continued working. Thus, despite the overwhelming majority of workers still on strike."

"We as a union will condemn any attempts to physically coerce those non striking members to strike. If there is any definite evidence of our members using force or intimidating other workers, we have the structure to deal with this eventuality."

We want to emphasise that there is no need for us as a union to physically persuade workers to strike. We believe in education. Our track record has shown us to be a disciplined and structured organisation, with the organisational will to confront the most severe of problems.

"Great steps have been taken to cause disunity, discord and hostility among workers. Experience has shown that attempts have been and will continue to be made to slander us by putting blame on us for certain types of activities. We can not rule out the possibility of agents provocateur indulging in such activities."

"As a union we in principle, condemn any sort of violence against the oppressed and exploited, especially if this violence emanates from the ranks of the oppressed. We feel this type of violence is counter productive."

The Star Bureau

LONDON — Seaman Revel Langeveldt recovering from abdominal trouble in London's St Thomas's Hospital after being flown from Aden by air ambulance is fighting shy of the Press.

He has refused even to talk to reporters from his native South Africa. Langeveldt has told nursing staff that he does not wish to give interviews or be photographed.

A representative of his ship's agents, Gateway Shipping, said "He's a young lad and has had an awful lot of travelling around and upsets. We would rather he be left alone." A representative of the agents had seen Langeveldt who seemed 'cheerful'.

The South African Embassy in London says the ship's agents are looking after Langeveldt's personal and other needs because they had specifically asked the Embassy to be allowed to deal with him entirely on their own.

An Embassy spokesman said he had no comment to make on the way the African countries had treated Langeveldt. "I think too much has been said already."

Neither the hospital nor the ship's agents will give any personal details about Langeveldt, who was taken ill aboard the 21 000 ton Safmarine bulk carrier Sea Pioneer when it was in the Persian Gulf earlier this week.

AIR AMBULANCE

The authorities in Djibouti refused to treat him because he had a South African passport, and in Aden, the next port of call, he was allowed ashore but sent back to the ship with only a bottle of pills.

It was then that arrangements were made for an air ambulance to fly from Britain to Aden to pick him up and bring him to London for treatment.

Langeveldt, a 20 year old steward, reported at one stage to be "writhing in agony" with ruptured intestines, is now much better.

"He's very comfortable and the doctors are very pleased with him," said a hospital spokeswoman. "There is no likelihood of an operation at this stage."

It was not known how long he would remain in hospital.

The British Foreign Office has reacted coolly to demands by some Conservative backbenchers that Foreign Secretary Sir Geoffrey Howe protest to countries which refused treatment.

One MP, Mr John Carlisle, said the countries concerned had been guilty of "an appalling act of inhumanity." Another said Britain should reconsider overseas aid to the countries.

But a Foreign Office spokesman said the MPs had not written to Sir Geoffrey as far as he knew. "They seem to be rhetorical questions put through the Press rather than anything more specific."

Sir Geoffrey would not feel the need to respond to such statements, although he would do so if they communicated with him formally. In any case, he was in Barbados this week.

Shop messenger robbed of R8 000

Two men overpowered a shop messenger and fled with a case containing R8 694 close to a Roodepoort bank yesterday morning.

Mr Voltaire Mqoni (23) was on his way to bank the money when he was overpowered by two men, one of whom had a knife. — West Rand Bureau

Knifeman molests Randburg girl

A 15 year old Randburg girl was grabbed at knifepoint by an identified man and molested in a nearby vacant building, police reported.

A spokesman said the man grabbed the girl on Thursday.

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Duggan back from dead to race at Vaal

After an absence of three years British powerboat racer P. Duggan (below) will take to water in tomorrow's International Federal Mogul Series African Formula 1 Grand Prix at Loch Vaal.

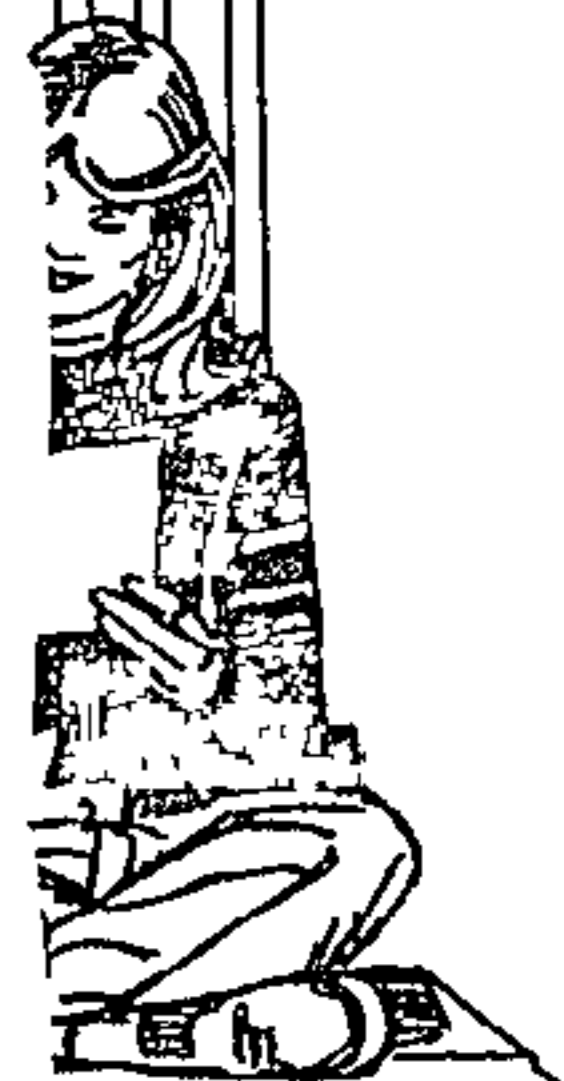
In 1983, he was twice clinically dead on the water.



After his boat overturned during a race in Bristol, England, but this has not deterred him from competing again.

The intrepid powerboat pilot put himself against 17 competitors including South African champion Peter Lindenberg and former world champion Michael Werner.

He will pilot what organisers say is the first boat fitted with a safety cell for the driver. Tomorrow's races will begin 12 am, 2 pm and 3 45 pm.



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S Africans rock Zimbabwe

The Star's Africa News Service

HARARE — The city's New Year revellers had a special treat this year when 40 top South African musicians launched an international tour with lively performances on New Year's Eve and yesterday.

Black and white Zimbabweans, South African exiles and expatriates rocked to the music of Hugh Masekela, Caiphus Semenya, Letta Mbulu, Spho Gumede and Dorothy Masuka.

The musicians have formed a group called South African Artists United. They called the show "Buwa" — Speak Up — and have received backing from Swedish International Development Agency (Sida) and Norwegian People's Aid to take the show on an international tour, including West Africa and Scandinavia.

"What we are trying to do," said Caiphus Semenya, "is showcase southern African talent."

Many of the musicians are known for their anti-apartheid views. Said a white South African "This is the way Zimbabwe should be all the time and it's the way South Africa will be."

odwill and . . . prosperity

Cap Times 5/11/87
Union meets
as OK strike
enters day 18 152

Own Correspondent

JOHANNESBURG. — With the OK Bazaars strike entering its 18th day today and no further headway on talks with OK management, national shop stewards of the Commercial, Catering and Allied Workers' Union (CCAWUSA) met at the weekend.

They are believed to have discussed what strategy the strikers should adopt in the face of the continuing crisis.

OK's spokesman, Mr Richard Blackwell, yesterday said management were still awaiting a response to their telex to CCAWUSA saying talks would get under way once the union had given it specific proposals.

Strikers review strategy

5/11/87
POW/DAM

DIANNA GAMES

WITH the OK Bazaars strike heading into its 18th day today, and no further headway on talks with the group's management, national shop stewards of the Commercial, Catering and Allied Workers' Union met this weekend.

OK

They are believed to have discussed what strategy striking workers should adopt in the face of the continuing crisis.

OK spokesman Richard Blackwell said yesterday management was awaiting a response to its telex to Ccawusa saying talks would get under way once the union gave specific proposals

So far the two parties to the dispute have only discussed what was considered to be acceptable behaviour by strikers.

Ccawusa has refused to give an undertaking to management on the behaviour of strikers at the 38 stores over which OK has expressed concern.

The union said last week it would consider such an undertaking in the light of OK's court applications to have strikers removed from three of its stores, to which Ccawusa acceded

Blackwell said three more OK outlets had joined the strike in the first few days of the new year, bringing the total number of units where its workers are on strike to 114.

No developments in OK strike

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THERE have been no further developments in the deadlock between OK Bazaars management and the Commercial Catering and Allied Workers Union (Ccawusa) over the national wage strike, which went into its 19th day today

And OK management said it did not plan to take action against the people responsible for distributing pamphlets outside the

Main Street branch
The group personnel manager, Mr Keith Hartshorne, today confirmed that staff from more than half of the company's stores and warehouses were still on strike.

He said the company was not prepared to review the situation unless union officials brought forward "reasonable demands".

6/11/87
Before the strike Ccawusa demanded wage increases of R160 a month across the board, backdated to October. Management put forward an offer of R85, which would come into effect from April this year.

Mr Hartshorne confirmed there were 128 union members on strike in PE and 115 out of 208 stores and warehouses were affected nationally.

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6/11/87
RUDDAV

OK workers resolved to boost strike action

LEADERS of striking OK Bazaars workers met in Johannesburg at the weekend when they resolved to continue the strike "and to mobilise at all levels", says the Commercial, Catering & Allied Workers' Union (Ccawusa).

The union says 10 000 workers at 128 stores are on strike. The OK puts the figure at just over 6 000 at 115 stores.

"While we have always been prepared to negotiate, Ccawusa could not make a new wage proposal to OK. This is because OK still has to state its offer in response to the full range of our wage demands," says the union

ALAN FINE

just before Christmas, Ccawusa proposed a meeting with the company. OK responded by asking for specific revised wage demands.

The union is asking for R160 a month across-the-board increases backdated to April 1986. The company has offered R85 from this April and says that this represents its counter-offer

Ccawusa says it is laying down no preconditions for a meeting with the OK to resolve the dispute. "However, we stress that OK must be prepared

to scrap the anniversary increase system and substantially increase its offer before there can be a settlement of this strike."

Personnel director Richard Blackwell yesterday expressed disappointment at the decision to continue the strike. But unless the union is prepared to "drastically reduce its demands", there was little point in talking further, he said.

The weekend union meeting decided to begin pressuring the OK through its shareholders: SA Breweries, the Premier group and Anglo American. It plans to meet the Food & Allied Workers' Union and the National Union of Mineworkers — both of

which are organised in these companies — for discussions. Ccawusa is due to meet leaders of the Congress of SA Trade Unions today for talks on possible solidarity action.

OK workers resolved to make vigorous attempts to encourage those still working to join the 19-day-old strike. The weekend meeting further decided to set in motion civil claims against the Minister of Law and Order for assaults allegedly suffered by strikers; to initiate Industrial Court action for the reinstatement of dismissed strikers; and to ensure that support committees were established countrywide.

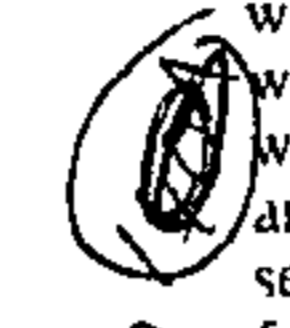
OK workers paid off

OK (1/18/52) (1/18/52)

DURBAN. — About 350 OK Bazaars workers in Natal, who were dismissed during the current wage strike, were paid off yesterday. However, the Commercial Catering and Allied Workers' Union has refused to accept the dismissals and plans to challenge them in the Industrial Court, a spokesman for the union said.

Fired OK strikers paid off

Sowetan



7/1/87

ABOUT 27 OK Bazaars workers who were dismissed two weeks ago for allegedly creating a disturbance at the Montclair branch in Durban were paid off yesterday

According to an OK Bazaars spokesman, Mr Keith Hartshorne, the workers at Montclair were fired when they went onto the shop floor and disrupted customer service when the strike first flared

Mr Hartshorne said workers at Montclair, Margate, Prospecton Hyperama and Empangeni were dismissed not for going on strike but for their unacceptable behaviour

Mr Jay Naidoo, a spokesman for the Cosatu-affiliated Commercial, Catering and Allied Workers' Union said the information the union had did not tally with the story given by OK Bazaars management

We see it as one of those cases of management having jumped the gun. These are among the dismissals that we are going to take to the industrial court, he said

He said they had written letters to management on behalf of each "dismissed worker saying that each worker would collect his/her pay without prejudice in any way to his/her right as an employee

We do not accept that they have been validly dismissed and they must still consider themselves as employees of the company," he said.

• In yesterday's *Sowetan* we mentioned that OK workers receive R160 a month when they in fact get it on a weekly basis. We regret the error — Sapa

OK intimidating workers - union

By NKOPANE MAKOBANE

THE Commercial and Catering and Allied Workers Union yesterday claimed that OK Bazaars management had begun a new round of "pressure and intimidation" in the 20-day old wage strike.

Union officials said 92 strikers had been arrested on Tuesday, 119 workers dismissed and two shop stewards detained. Management had also handed out empty pay slips to strikers at various branches on the grounds that deductions for days on strike and staff purchases had depleted their wages.

Mr Jay Naidoo, Ccawusa's organiser in Natal, said: "We believe that the co-ordinated increased police harassment at the same time as paying workers with empty pay packets was a very deliberate management plan".

Mr Richard Blackwell, OK's personnel director, denied the allegations of "pressure and intimidation". He said it was possible that some strikers had received empty pay slips.

He explained that OK had a system of allowing staff wage advances. These amounts were then deducted at the end of the month — as could have been the case with the strikers concerned — apart from the normal deductions. This, he stressed, was not an intimidatory exercise.

Mr Blackwell confirmed that some strikers had been arrested, but this had nothing to do with management. He said at Klerksdorp, 10 of their staff were assaulted and they laid charges as individuals. Eighteen people who were arrested as a result appeared in court yesterday.

At their furniture warehouse in Alrode near Alberton, more than 70 strikers gathered outside the gates on Tuesday. They later stoned vehicles, assaulted people and intimidated workers carrying out normal duties. Police then arrived on the scene and arrested them for public violence.

According to Ccawusa, one shop steward was detained on Tuesday in Vereeniging and another in Durban North.

Union tells

of 'more

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over strike

Labour Reporter

THE dispute at the OK Bazaars dragged on for the 19th day yesterday with the Commercial Catering and Allied Workers' Union claiming that the management had begun a new round of 'pressure and intimidation'

Mr Jay Nardoo, the union's branch organiser in Natal, said in a statement yesterday that many workers who had gone to collect their pay on Tuesday had received empty packets

'The management claimed that there was nothing left to pay the strikers because deductions for days on strike and staff purchases had depleted their wages

'Although workers were extremely angry about the deductions they were restrained in their response,' he said

Mr Richard Blackwell, the OK's personnel director, denied the union's allegation of intimidation by the management.

'If anything, it is the strikers who are intimidating those who want to work'

He said it was possible that some workers had not been paid because money owed by them had been deducted from their wages

'The deduction has nothing to do with the strike. It is a perfectly normal procedure that any money advanced to staff during the month is deducted from their pay at the end of the month'

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Strike-hit store group told to talk or face pressure

The Argus Correspondent
JOHANNESBURG — OK Bazaars has been warned by the Congress of South African Trade Unions (Cosatu) to negotiate with its striking shopworkers or face community and union pressure.

Thousands of members of the Commercial, Catering and Allied Workers Union have been on strike for three weeks in a wage dispute with the chain-store.

Their demands include a new minimum monthly wage of R450, a rise of R160 and increased staff discount benefits.

Strikers also want workers on maternity leave to benefit from pay rises granted to others.

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were "legitimate in the light of the levels of poverty millions of black people have been forced to live under for decades".

"FLAGRANTLY HYPOCRITICAL"

In Cosatu's view, the "harassment, victimisation, assault and even dismissal" of strikers was "a gross violation" of a worker's right to withhold his labour.

Mr Naidoo wrote: "The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of an enlightened employer."

Calling in the police to deal with the conflict would destroy OK's image in the community

"We therefore urge you to negotiate in good faith to bring to a speedy conclusion the deadlock," Mr Naidoo wrote.

More than 500 workers have been dismissed and scores arrested since the strike began

WORKFORCE FIRED

OK has offered strikers an R85 monthly rise.
● The Argus Correspondent in Pretoria reports that the entire striking workforce of the revamped OK store at Silvertown has been fired after what management alleges was disruptive behaviour

The 96 workers were dismissed this week, said Mr Richard Blackwell, personnel director of OK, when the workers failed to meet an ultimatum to stop the disruption.

Mr Blackwell said union representatives had been called to control the strikers. Management had been threatened during the course of events, he said.

"We gave them an ultimatum to cease within one hour or face the consequences. At the end of the day they were fired," said Mr Blackwell.

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SMA
8/1/87

Cosatu adds to pressure on OK over pay battle

By Mike Siluma

The 650 000-strong Congress of SA Trade Unions (Cosatu) has asked OK Bazaars' management to negotiate "in good faith" with strikers —, or face community and union pressure.

Thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members at the OK have been on a country wide strike since mid-December to back demands which include minimum monthly pay of R450, an across-the-board rise of R160 and better staff discounts.

The OK said most workers earned more than R265 and has offered an extra R85 a month.

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were legitimate in the light of the poverty millions of blacks had been forced to live under.

Cosatu's said the "harassment, victimisation, assault and even dismissals" was "a gross violation" of workers' rights to withhold labour.

"The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of being an enlightened employer," the letter said.

Some ifs: but hope for 1987

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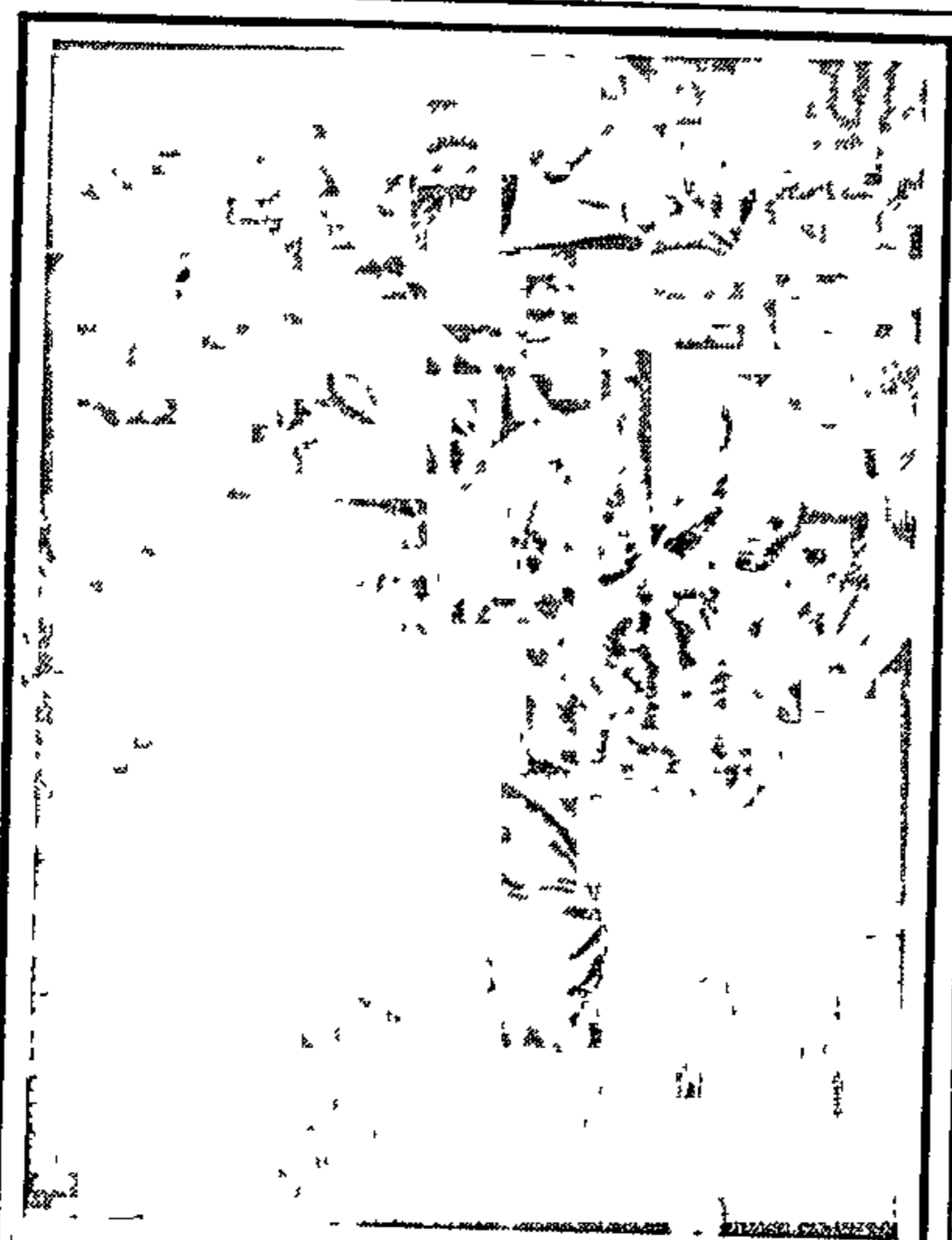
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Well-wishers and excited fans were on hand on New Year's Day to wish Ray Phiri (third from left) of the high-flying, chart-topping group Stimela, bon voyage at Fun Valley
Pic: THEMBA NKOSI

Holy smoke! No

By REVELATION NTOULA
AS South Africa enters the new year, messages of goodwill and hope echo from all parts of the country, as indeed from many peace-loving world communities.

However, reflections - particularly from black organisations - on the past year's events, current affairs and future expectations, give little hope for a prosperous and peaceful future for all South Africans, regardless of colour or creed.

With uncertainty clouding the re-opening of black schools on Wednesday, various organisations have warned that the situation could worsen this year if the government did not find an acceptable solution to the education crisis.

A sharp warning to the authorities this week came from the Vaal Students' Congress (Vasco), which has urged the government to release detained pupils and teachers and to remove troops from the townships to ease tension.

And from the labour front, which was one of the flash points last year with scores of unionists being detained, the Black Consciousness-orientated Cusa-Azactu labour federation sees no change for the better in the new year.

In a statement released in Johannesburg this week

Atasa
weigh
it up
325
BY SANDILE MEMELA

THE African Teachers Association of SA has adopted the pragmatic attitude to working out solutions to the education crisis.

More than 400 delegates assembled in Bloemfontein on Thursday at an annual conference in a bid to work out new angles and strategies to bring about change in the education systems of the country.

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4/18/87 BUSDAP

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STRIKES in the retail sector are, by their very nature, high profile affairs. These companies, after all, are directly in the public eye and consciousness.

The OK affair is the fourth company-wide, national strike involving the more than 50 000-strong Commercial, Catering and Allied Workers' Union (Ccawusa) in the eight months since May.

This excludes the two-week stoppages at 100 stores in protest against the detentions of union leaders in June.

The strikes have met with varying degrees of success and Ccawusa's leadership will at some stage — perhaps when the OK battle is over — have to sit back and reflect on the union's year of successes and failures.

The strikes since May have been the first concerted wave since those over union recognition in 1982.

Ccawusa has since had its fair share of stoppages. But these have generally been spontaneous reactions to localised grievances.

The first big retail wage strike of 1986 was at Pick 'n Pay. It coincided with internal union upheavals which led to the resignation of its general secretary of 10 years Emma Mashinim and the takeover of the Johannesburg branch by a group of younger, more militant, officials and shopfloor leaders.

The strike involved 6 200 workers at 45 stores and was the largest in

Emergency slows sit-out at the OK

ALAN FINE

retailing history. It lasted less than a week and was settled after a company compromise offer.

From the union's point of view the strike was a success. And this probably encouraged it to take on another three retail chains in the following months.

First victim

The reason the Pick 'n Pay strike became even more prominent than it need have been can be summed up in one name — Raymond Ackerman.

Ackerman is far more "image conscious" than his competitors. So he interpreted the strike as a personal attack, initiated by a union aiming at the softest of possible targets.

Events since then suggest, though, that Pick 'n Pay was the first victim of this era merely because it was involved in wage negotiations at that

particular stage of Ccawusa's development.

Nevertheless, Ackerman's sensitivity about his company's image was a factor in the early concessions made to the union.

Another feature of the strike was the debate over what constitutes legitimate behaviour by strikers. The union believes that in principle it has the right, through the use of peaceful means, to disrupt stores' operations.

This manifested itself in actions ranging from picketing outside stores to boisterous marches down aisles. There were also a few cases of less peaceful methods being used, although these were not officially sanctioned by the union.

Similar tactics were attempted in the Foschini strike the same month. That strike was over the retraction of more than 200 employees. It was eventually settled, after six weeks, on the basis of improved severance payments for the laid-off workers. But the union's demand for

their reinstatement was not met.

That strike, and the CNA wage strike in November, highlighted Ccawusa's difficulties in dealing with companies which operate a large number of widespread stores, few of which employ more than a handful of people.

Not disclosed

The CNA strike ended after more than a month with only minor concessions being made by the company. At both Foschini and CNA, Ccawusa was able to mobilise workers at only about 10% of the stores.

With the OK strike nearly three-weeks-old, the match — as cricket commentators are wont to say — is delicately poised. The timing of the strike was important. The union was no doubt hoping that the mere threat of a Christmas strike would be enough to extract concessions.

OK's December losses due to the strike have not been disclosed. But



ACKERMAN ... personal attack

they survived that period. It has managed to keep its operations going even if not at optimum levels.

And the union is operating under disadvantages. The next important period is the back-to-school trade but emergency regulations make it difficult for the union to win significant community support. Boycott calls are out, as is picketing. And the OK has threatened court action over any disruption of trade.

More than one observer has expressed the opinion that it would take no more than a competent mediator to settle the strike. But, for now, both Ccawusa and the OK are determined to sit it out, waiting for the other to blink first.

OK, Ccawusa agree on terms to end strike

By Mudini Maivha

Star
The bitter 10-week OK Bazaars strike by members of the Commercial and Catering Workers' Union of South Africa (Ccawusa) was settled yesterday in Johannesburg

The agreement was signed after four weeks of negotiations by mediators Mr Charles Nupen and Mr Gavin Brown, and as a result about 12'000 workers involved in the biggest and longest strike outside the mines will return to work at 120 OK outlets on Monday.

The two parties have agreed on

- A R100 across-the-board increase to be implemented in two phases: R50 a month rises in April and again in November. (Ccawusa initially demanded R160 rises while OK offered R85).
- A minimum wage of R400 a month from November
- Unconditional reinstatement of 364 of the 551 workers dismissed during the strike.
- Discounts an increase in staff discounts from 10 percent to 12 percent
- Maternity leave improved maternity leave benefits including payment of the negotiated increases upon return to work and a pro-rata bonus
- Privileged leave privileged leave forfeited because of the strike will be reinstated.
- Loans Loans of up to half of one month's salary, payable over three months.
- Workers detained under the emergency regulations or whose absence from work was due to detention related to charges arising from the strike will not lose their jobs.
- Dismissals and discipline arbitrators would handle cases of workers whose conduct during the strike in the view of the company could result in dismissal.
- Goods repossessed by OK during the strike because of workers being in arrears will be returned.

"Finally, we have won a very substantial victory," said Mr Jay Naidoo of the Congress of South African Trade Unions and co-ordinator of Ccawusa's team.

OK managing director Mr Gordon Hood's statement said "While we are naturally very pleased this dispute has been resolved, it is regrettable that so many workers and their families have suffered so much hardship while the strike was in progress."

● See Page 11

THE OK bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the 10-week-old strike by thousands of workers at at least 120 OK outlets.

The agreement follows nearly six weeks of mediation conducted by attorney Charles Nupen and industrial relations consultant Gavin Brown.

It provides for a R100 across-the-board wage increase, to be paid in two R50 instalments in April and November; a R400 minimum wage, to be implemented by November; and staff discounts to be increased from 10% to 12%. In addition, women on maternity leave will become eligible for increases negotiated in their absence.

Background to the dispute: Page 10

The OK will also hold open the jobs of workers in detention or in prison awaiting trial, and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration.

Return to work is timed for Monday. Ccawusa described the settlement as a substantial victory that had boosted

10-week-old OK strike resolved

ALAN FINE

worker leadership and union organisation. It also praised solidarity action taken by other unions and church, student and political groups.

It said all union expenses had been covered by overseas fund-raising and it would, wherever possible, provide assistance to those members facing financial difficulties.

OK MD Gordon Hood said: "While we are naturally pleased this dispute has been resolved, it is regrettable so many workers and their families have suffered so much hardship." The strike had been unnecessary, he said.

OK personnel director Richard Blackwell said the strike had shown the company could run with fewer people because only about 80% of strikers had been replaced with casuals.

The two mediators expressed delight at the settlement.

ALAN FINE

YESTERDAY'S strike settlement between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) brings to an end one of the biggest and most protracted resolved strikes in SA labour history.

It was a strike which had potential and actual dramatic consequences — for the relationship between the company and the union and labour relations in general.

There was a period earlier this month when the strike threatened to turn into a major showpiece confrontation between organised labour and — with the help of the OK's Anglo American connection — a large portion of the business community. State intervention would have been likely too.

It would have been a dramatic platform for the launch of the Congress of South African Trade Unions' "living wage" campaign this year.

The question to ask is: why did it not happen?

Ccawusa spokesman Jay Naidoo said the potential for such a confrontation existed. But the OK's last offer was sufficient to be considered seriously.

"Organised labour is prepared to take on capital," said Naidoo. But there was no plan in the union movement to create a major confrontation merely for the sake of it. "If the employer is sufficiently flexible, the question doesn't arise," he said.

The OK strike cannot be taken as a clear victory for either side. Such settlements rarely meet initial expectations.

The costs of the strike, and the bitterness it engendered will not be forgotten soon — even though both knew in advance that sacrifices would have to be made.

Workers may receive some compensation for 70 days lost pay if the union's international fund-raising efforts bear fruit.

The OK has been unwilling or unable to specify its losses. But factors to consider include the payment of premium rates to thousands of less experienced and less productive temporary workers; the effects of a fairly widespread, if patchy, consumer boycott, and legal costs and other contingency expenses.

It is tempting to ask whether there could not have been a less painful way of reaching a settlement. The answer is: ideally yes, but in practice no.

The OK is SA's largest retailer, and probably the toughest the union has to deal with; Ccawusa is by far the largest union in the sector. Their relationship in recent years has

OK settlement ends one of SA's biggest strikes

3/Day 26/2/87

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THE OK strike could at one point have swung either way, and threatened to erupt into a major showpiece confrontation between organised labour and a large section of the business community. Such a showdown was avoided by settlement of the strike yesterday by Ccawusa and the OK.

been characterised by simmering conflict. From the union's point of view, wage settlements in recent years have been below the industry norm. Admittedly OK profits have fallen drastically during the period. But their lagging wage levels made this confrontation inevitable.

For the OK, Ccawusa had become bloody-minded. OK personnel director Richard Blackwell said: "Even had we given in to their initial demands, they would have found another reason to strike."

In the past two years there had been more than 200 wildcat stoppages at OK branches around the country. These were explained by the union as a result of "repressive" management practices. Naidoo describes the management approach as, at best, cold adherence to the letter, but not the spirit, of agreements. For the OK, Ccawusa had provocatively disregarded agreed grievance procedures.

The company saw a strike as inevitable and began planning for it six months before it erupted.

Which probably helps explain why, to the union's dismay, it held out not only for the week before Christmas but for another two months.

The union's campaign was, in some ways, extraordinarily well prepared. It is no easy task to hold together thousands of workers at 137 (according to Ccawusa) different locations for more than two months.

But there were also some shortcomings. The union overestimated the probable effect of a Christmas strike, and the organisation of solidarity action was slow and often *ad hoc* — and also hindered by the emergency.

What did the union achieve from the strike? Naidoo said the union was fighting to reassert itself at the OK after two years of poor settlements. Workers inevitably did not get what they set out to get, but they had, nevertheless, achieved a "more acceptable" level of income.

Only time will tell whether management style will become less "repressive".

But Naidoo recognised signs of movement even during the strike, arguing that the OK's response to perceived misbehaviour of strikers softened as the strike proceeded.

OK's Blackwell strongly denies that management practices are repressive. He attributed the OK's changing approach to discipline during the strike to the fact that strikers' behaviour improved as they realised the company would deal with them firmly.

But he says he believes the strike could be a watershed in union-management relations. "It must still be based on business principles, but also on mutual trust," he says. "And we will have to formulate a more realistic approach to problem-solving."

He said both learnt they were vulnerable in certain areas — the OK particularly to a consumer boycott. Both also learnt that no one wins a strike, one side may just lose a little less.

OK strike no bonanza for competitors

OK BAZAARS' competitors do not seem to have benefited from the protracted strike at OK outlets.

None of those contacted yesterday said they had noticed a significant pick-up in business attributable to resistance to shopping at the OK during the strike. But they said it was difficult to monitor.

Pick 'n Pay's Hugh Herman said business had been "reasonable". But the company had done equally well in the Western Cape where the strike was not strongly supported.

Checkers MD Clive Weil said the group had had "a very good run", but it had begun before the strike.

Spokesmen for Sales House, Top Centre and Pep Stores — all with a high black customer profile — also said there had been no material increase in sales.

STRIKING A DEAL

Forecasting the outcome of labour disputes is a hazardous business at the best of times — and even more so in the case of the OK Bazaars mediation which has been marked by a tight-lipped silence from all concerned.

But as the *FM* went to press, all indications were that the legal wage strike called by the Commercial, Catering and Allied Workers' Union (Ccawusa) — the longest dispute ever in the retail sector — would be settled on Wednesday

In a statement released early this week, the mediators announced that a draft agreement had been drawn up which Ccawusa would refer to its members. It had undertaken to respond by mid-week. This followed an all-day mediation session last Saturday, which was resumed on Sunday morning and concluded 21 hours later.

The strike, which has involved more than 1 000 workers at over 100 OK stores, started on December 18 last year. It arose after management had rejected Ccawusa demands. These included: a R160 a month across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, an increase in staff discounts, extending wage hikes to women on maternity leave, and extending Ccawusa's agreements with OK to stores in the homelands.

At the time OK offered a R85 a month increase on the anniversary of a worker's date of appointment.

It was not clear this week what the terms of the draft settlement package were. But at least part of the deal, it seems, is an agreement that OK will grant a R100 across-the-board increase which will be paid in two instalments.

27/2/87

FM

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OK workers give a victory salute after their strike was settled this week. In the centre, wearing a suit, is Charles Nupen, who mediated with management on behalf of the Commercial, Catering and Allied Workers' Union. Second from the right is Ccawusa secretary Jay Naidoo.

By SELLO SERIPE

THE Commercial, Catering and Allied Workers' Union of SA, which ended the country's longest retail trade strike on Wednesday, has announced that it has still to overcome another hurdle - helping the 551 members detained during the strike

They are detained under the state of emergency

At a Johannesburg Press conference addressed by Ccawusa after mediators, OK Bazaars management and the union reached an agreement to end the 12-week strike, Ccawusa secretary Jay Naidoo said

NOW FOR THE 551

"What is left over of our strike fund money will be used for lawyers' fees in a bid to secure the release of our detained members"

During the strike the union raised money overseas and locally to set up a strike fund

Naidoo said the OK workers who were on strike would return to work on Monday

Under the settlement between the union and the OK, workers' wages have been increased by R100

This will be paid in two stages of R50 each - April 7 and November 7

OK managing director Gordon Hood said "When the strike began last December 18, the average salary of all our employees up to supervisor was R489 a

month"

In the settlement it was agreed that

● From November 7 this year, union members employed fulltime by the OK will earn a minimum basic wage of R400 a month.

● Workers detained under the state of emergency or those who may face charges relating to conduct during the strike will not lose their

jobs, and the OK is contemplating not to take disciplinary action against 69 workers for alleged misconduct during the strike

● The company will reinstate 189 dismissed workers and casual workers will not be dismissed solely because they took part in the strike

● Any worker who qualifies for any negotiated increase while on maternity leave will get the increase

on returning to work and all privileged leave forfeited because of the strike will be reinstated

● Repossessed goods bought from the OK by workers who were on strike and who were no more than three months in arrears would be returned within 14 days. If repossessed goods had been sold, a settlement will be negotiated with the worker affected

● The OK will not victimise any worker on his return to work. If disciplinary action is taken against a worker, the company will conduct a fair hearing, with the right of representation by a union official on behalf of the worker

THE Commercial Catering and Allied Workers' Union will reject OK Bazaars' final offer when mediation talks resume today

Instead, Ccawusa has formulated its own proposal in response to the offer

At mediation talks aimed at breaking the two-month old deadlock, OK offered R25 increases in April, July, October and January

Although the offer seems to amount to R100, or R15 more than the increase offered when the workers went out on strike, union sources say the average works out at slightly more than R60 for the year, because increments take effect in quarterly segments

In any case, the proposed increase would not lift the company's present minimum wages anywhere near Ccawusa's demand for a "living wage", defined as R450

At the moment, OK's minimum wage is R253 per month, and workers in the "homelands" and rural areas earn substantially less

The union says average wages fall more than R100 below the minimum subsistence levels determined by the University of Port Elizabeth's Institute for Planning and Research

A leaflet issued by Diakonia, a Durban-based church group, claims the average minimum wage makes a sharp contrast with the earnings of OK directors "A director of OK earns 38 times the minimum wage, R11 000 to R12 000 per month," according to the leaflet

Union likely to reject new OK offer today

By SEFAKO NYAKA

Initially, the union demanded

● An across-the-board increase of R160

● A minimum monthly wage of R450

● A staff discount of 20 percent — at present staff gets 10 percent, while managers are entitled to 25 percent discounts

● That women on maternity leave are given the increases offered their colleagues when they return to work

● That benefits include workers in the 'homelands'

OK had meanwhile stood firm on its offer a R85 increase based on the anniversary system, where workers are paid the increase in the month they joined the company

At the mediation talks, the company agreed to the demand concerning workers on maternity leave Ccawusa indicated it would be prepared to settle for R140

Ccawusa leaders had been detained on Saturday

Representatives of the delegates also noted that some workers in the distributive industry have refused to supply OK

A number of lunch-hour placard demonstrations were held at various companies this week urging support for the OK workers

● In Durban, several churches have opened their doors to OK workers to "explain their situation and conditions which led to the strike"

In the past two Sundays 22 churches were visited

Diakonia said the visits were arranged to highlight the importance of the church becoming involved in community issues

In a glossy leaflet sent out to member churches, Diakonia says the right of workers to a living wage, "explicitly endorsed in the Old and New Testaments", has definite practical implications for Christians

It cites passages in Deuteronomy ("Do not cheat poor and needy hired servants"), Jeremiah ("Doomed are people who build their houses by injustice") and James ("Listen to their complaints")

The organisation calls on churches to

● Invite an OK worker or Ccawusa official to speak to the congregation about their campaign

● Collect funds for the workers on strike and mention the workers and their families in prayer

Today's meeting will also see the union rejecting OK's proposal on selective reinstatement of the 551 workers dismissed since the strike started

OK has agreed to reinstate more than half of that number — those who, according to sources, management believes were unfairly dismissed and others whose "misconduct did not warrant a dismissal but merely a warning"

However OK is expected to stand firm on the dismissal of 209, while Ccawusa will demand the unconditional reinstatement of all dismissed workers

Moreover, Ccawusa is insisting detained workers be kept on the company's payroll

This week about 200 delegates from 54 Anglo American companies decided at a meeting on Sunday to approach their managements to press OK to reinstate the dismissed workers

The workers said they noted that a number of OK workers and

OK's 'final offer' to Ccawusa

By SY MAKARINGE

THE 15-week long pay dispute between OK Bazaars and the Commercial Catering and Allied Workers' Union is likely to be resolved within the next five days after a new offer by management.

A R100 across-the-board increase, described by OK Bazaars' managing director Mr Gordon Hood as "a final offer", will be presented to members of the union for consideration.

Mediation proceedings will resume on Saturday.

The retail chain offered to give the workers R100 across-the-board increase in four stages of R25 every three months. The offer applies to employees earning up to R800 a month as at January 30 this year.

Mr Hood said during 18 hours of non-stop talks that management would not be able to improve on the new offer in any substantial way as it already represented more than the entire post-tax profit made by the company last year.

According to weekend newspaper reports, OK also told Ccawusa that it would unconditionally reinstate 210 workers sacked during the strike. It is also reported to have said that 132 fired employees would be reinstated conditionally, pending the outcome of disciplinary hearings.

'No' to 209

About 209 would not be reinstated because of alleged acts of intimidation, assault, damage to property and other misconduct.

The union originally demanded increases of R160 a month and a minimum wage of R450 a month.

OK's original offer was R85 a month increase.

Ccawusa could not be reached for comment.

Meanwhile, it was also reported that groups of Inkatha members "invaded" the Ladysmith branch of OK to do their shopping in what is seen as an open defiance to the strikers' call not to shop at OK while the strike was still not resolved. The move was also seen as an open challenge to Ccawusa.

OK STRIKE

26/2/87
Sowetan



Accord signed

CCAWUSA officials and OK management at yesterday's signing of an agreement to end the 70 day wage strike by union members (From left) are Mr Joe Williams chairman of the Ccawusa Orange Vaal branch Mr Richard Blackwell OK personnel director Mr Makhulu Ledwaba Ccawusa president and Mr Melville Pels OK legal director

OVER

By NKOPANE MAKOBANE

THE 10-week national strike by workers at OK Bazaars is over.

The agreement, spelled out in a six-page document came after a breakthrough in negotiations which began in January to settle the wage dispute

Addressing a Press conference after the signing, a Ccawusa spokesman said they were delighted to have emerged victors in their hard-fought battle.

He said the strike had achieved among other things worker leadership determination to fight discipline forged unity and brought support from churches

R100 across the board, new benefits

trade unions community organisations and individuals
The strike which hit more than 100 OK Bazaars stores and wire houses ended yesterday when officials of the Commercial Catering and Allied Workers

Union (Ccawusa) and OK management signed an agreement at a Johannesburg hotel

The striking workers are to return to work on Monday (March 2)

Mr Gordon Hood OK managing director said in a statement that they were naturally pleased that the dispute has been resolved it was regrettable he said that so many workers and their families have suffered so much hardship while the strike was in progress

Welcome

This confrontation the severe impact on striking employees the unfortunate disruption of our business and the unacceptable violence and intimidation by some of the strikers were all unnecessary

These events could have been averted had the spirit which we encountered during mediation prevailed before the strike was called

The strike is now behind us. We have learnt a great deal from the experience. We welcome back our striking workers and we anticipate a positive era for the OK. Together we will work

To Page 7

GORE MARKETS

Benefits

From Page 1

for the mutual benefit of both customers and staff " Mr Hood said

A statement released by mediators Mr Gavin Brown (for OK) and Mr Charles Nupen (for Ccawusa) said they were delighted to have assisted the parties to reach a settlement

We would hope that a wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle a major and often acrimonious conflict through a process of dialogue and negotiation

• **Staff Discounts** An increase in staff discounts from 10 percent to 12 percent with effect from April 7 1987

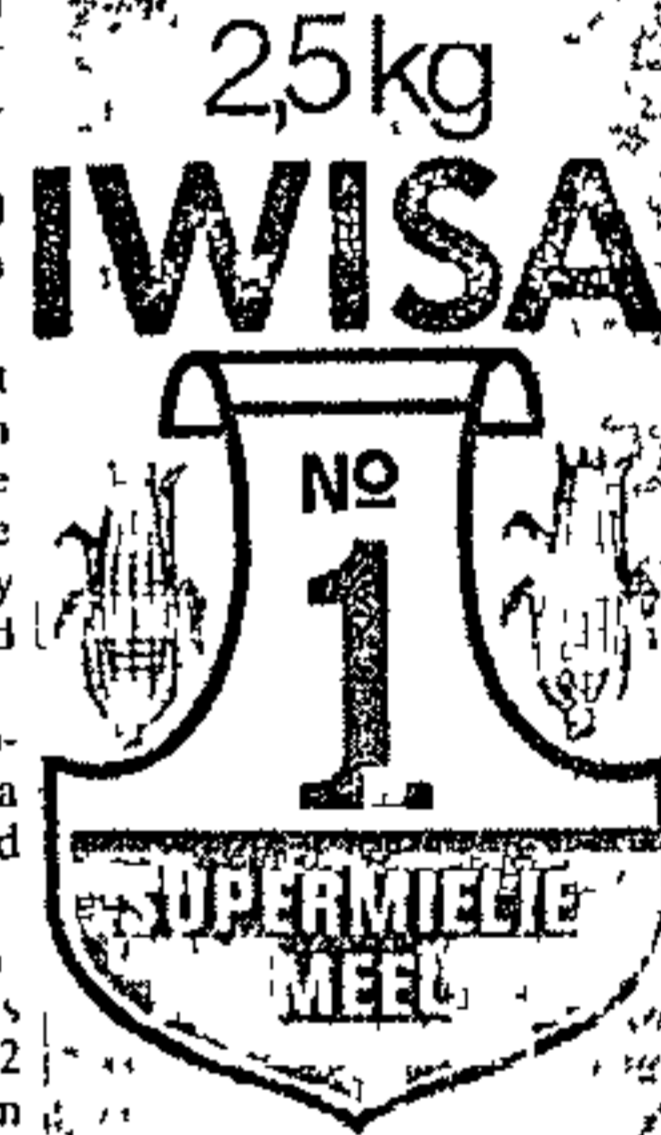
• **Maternity Leave** Improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro rata bonus

• **Privileged Leave** The company has made a major concession in that all privileged leave which was forfeited as a result of the strike action will be reinstated

• **Loans** In order to assist staff with debts that may have accumulated during the strike the company is offering loans of up to half of one month's salary payable over three months

• **Dismissals** Of the 551 staff members dismissed during the strike 364 employees will be reinstated unconditionally

According to the agreement all employees will enjoy significantly improved benefits including



Wages An across the board rise of R100 a month which will be given in two instalments in April and November this year

• **Minimum Wage** The minimum wage for existing employees currently in the OK's service will be R400 a month as from November 7

• **Incarceration of Union Members** No employee detained in terms of the state of emergency or whose absence from work is due to incarceration pending court proceedings on criminal charges relating to conduct during the strike will lose his/her job

• **Casual Employees** No casual employee of OK will be dismissed solely as a result of having taken part in the strike

• **Repossessions** Any worker who was no more than three months in arrears on December 10 for goods bought at OK and those goods lawfully repossessed during the strike will have the goods returned to him as soon as possible

• **Non Victimisation** The company undertakes not to victimise any employee who has been on strike when he/she returns to work

MAMELODI RESIDENTS WIN RENT CASE — Page 18

Don't forget the Sowetan's ballot box

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Industrial militancy increasing

AKG 5 18/2/84
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Dateline. JOHANNESBURG

By waging the longest strike in South African history, workers in the OK Bazaars supermarket chain have highlighted a growing trend towards industrial militancy in the retail sector of the economy

The two-month-old legal strike is only the latest in a series of stoppages, sit-ins, plant occupations and strikes that have hit the industry in the past 10 months

The Pick 'n Pay strike in May last year was the first big explosion in a conflict that had been building up since the Commercial Catering and Allied Workers' Union (Ccawusa) began reorganising itself in the early 1980s

spokesmen from the union and management as well as academic observers expressed a surprising degree of consensus in their replies

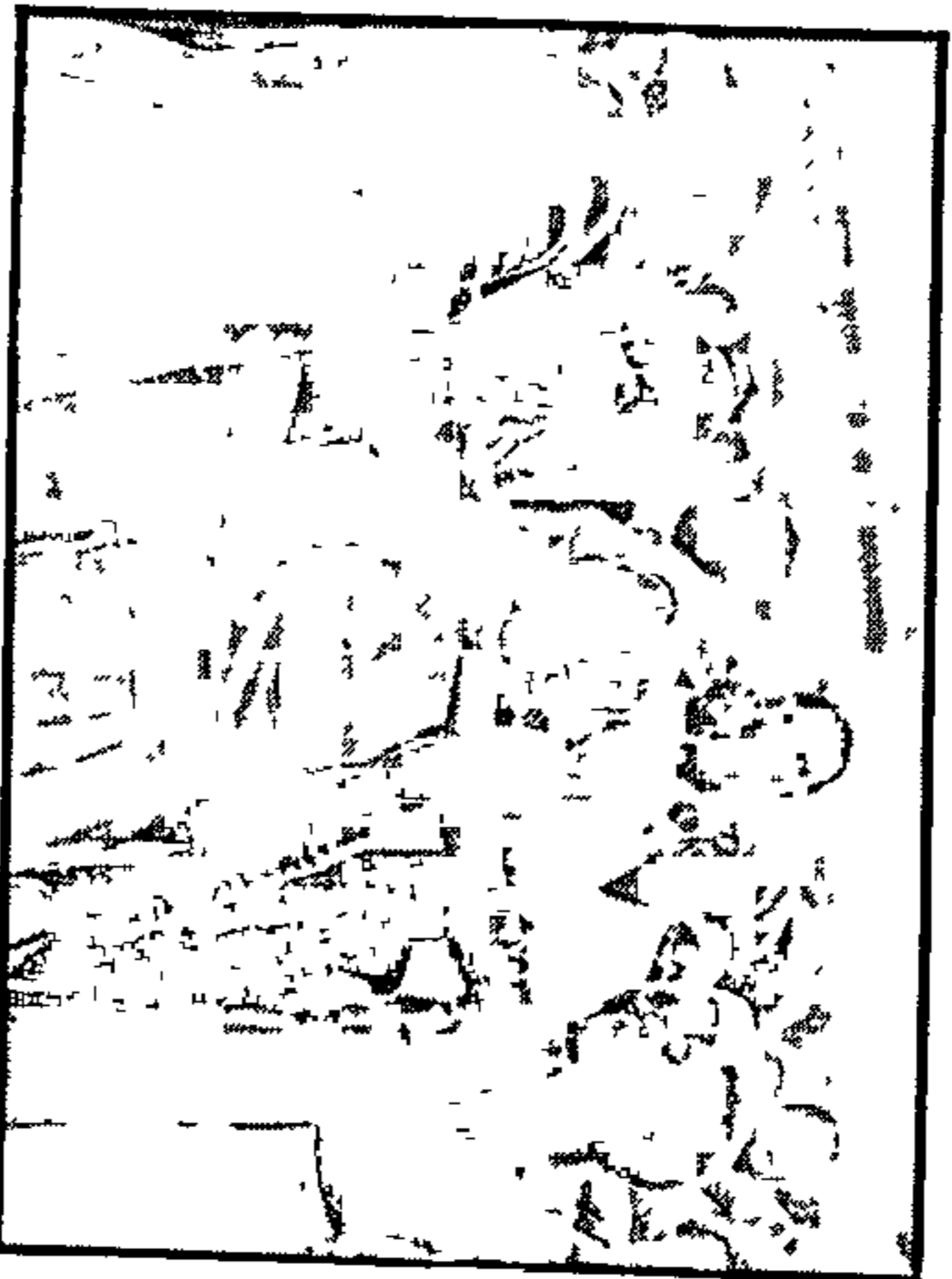
"The kernel of an explanation lies in the fact that unions in the retail industry took a long time to get their act together and have suddenly become a strong and well organised force," says Mr Raymond Ackerman, chairman of Pick 'n Pay and leading spokesman for the industry

Lack of political rights for black workers had fuelled union militancy and on top of this "some retailers have been paying too-low wages"

A Central Statistics Service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages: Whites received R962, Coloureds R408, Indians R605 and Africans R366

Competitive nature

Mr Ackerman acknowledged that one reason for these low wages was the downward pressure on overheads imposed by the principle of marginal profits and high turnover. But he stressed that this did not prevent some companies from paying



Workers in conflict.

wages above the average — like Pick 'n Pay's R540 a month for wage earners

However, the highly competitive nature of the chain-store business did have another effect, he said

"Factories can close for a day and make up lost production later. But retailers must stay open every day and the unions have recognised this factor"

A Ccawusa official responsible for research into conditions of employment in the industry, who declined to be

tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said

Political mirror

"They mirror the socio-political situation in the townships quite accurately"

Other conditions in the industry that have aggravated worker frustrations are long hours — most employees work a six-day week and considerable overtime — and a generally low level of industrial relations skills amongst line management

Not surprisingly, the spokesman focused on Ccawusa's history and organising techniques to explain the impact it had had

Ccawusa is an old union which only began reorganising itself in the early 1980s whereas emerging unions in other big industries like metal, food and chemicals began pushing up wages through collective bargaining in the early 1970s

The result is that retail workers are now demanding large and sudden increases to close the gap and these often cut deeply into profit margins — a recipe for long and bitter

disputes like the one at OK Bazaars
Ccawusa has signed, or is discussing, 88 recognition agreements nationally and negotiations have to be conducted individually at each of the plants
While imposing a severe strain on the union's resources, this has forced it to build a strong shop steward structure and close liaison with its membership — which explains why rank and file members were able to run Ccawusa's Johannesburg office for a few weeks when all officials were detained or went to ground after the emergency last year

Dr Jon Lewis, editor of the academic journal Labour Bulletin, said the union's well developed shop steward network and the fact that the industry was "dominated by a handful of large chain stores has the effect of facilitating a large-scale response by workers to management initiatives and union calls from the union for action"

The result, Dr Lewis says, is that industrial relations in the South African retail industry are much more volatile than in other industrialised countries where shop workers and their unions have never shown the same pattern of militancy — Sapa

Bitter war of words

That strike was followed by major disputes at Foschini, CNA, Gallo, Nels Dairies, a rash of wildcat stoppages at smaller plants as well as large-scale sit-ins to protest at the detention of union leaders when the emergency was declared in June

What accounts for this extraordinary degree of conflict in the industry?

In stark contrast to the bitter war of words that has raged around the OK strike,

Long, hard road to an OK end

By Mudini Malvha

Ten days before Christmas, when months of wage negotiations between the Commercial Catering and Allied Workers Union (Ccawusa) and the OK Bazaars broke down after five conciliation board meetings, OK workers in Natal and the Transvaal went on strike.

There followed detentions and arrests of workers, pickets by strikers, a boycott of the OK by blacks and a bomb blast at OK, Eloff Street, Johannesburg.

Apart from the support received from the Cusa/Azactu and Cosatu federations, Ccawusa was backed by the Azanian People's Organisation (Azapo), the Azanian People's Students Movement (Azasm) and the Southern transvaal Youth Congress (STYCO).

The workers demanded a R160 across-the-board increase and the reinstatement of nearly 2 000 colleagues allegedly unfairly dismissed since 1984.

Management instead offered R85 across-the-board.

This is a diary of events during the strike.

● On December 19, 50 stores in Natal and the Witwatersrand were on strike, involving about 3 000 workers. The union threatened to bring out 10 000 workers in support, while management claimed it represented only 7 000 of its 23 000 employees.

● December 22: about 4 500

workers at 83 stores were on strike. OK ruled out any meeting with the union.

The union claimed 425 strikers had been detained in Natal, and 320 fired. Management claimed 120 strikers were arrested and 200 dismissed after an assault on a Durban store manager.

● December 23: the union claimed 9 500 members at 120 stores were on strike. Management put the figure at 5 000 at 100 stores. Ccawusa claimed 80 workers were dismissed in Roodepoort, and OK put the number at 25.

The union accused OK of using "brute and naked force to put down a peaceful strike" when it allegedly called in the police, but personnel director Mr Richard Blackwell denied calling in the police.

● December 24: A non-striking union member employed at the Sandton Hyperama was attacked by people she claimed were her striking colleagues. She suffered minor burns on the stomach and hand.

● January 6 1987: The union, after a weekend meeting, said it had no new offer for the OK. It said it was processing civil claims against the Minister of Law and Order, Mr Adriaan Vlok, and applications were being made for the reinstatement of workers.

● January 8: Cosatu called on the OK management to negotiate in good faith.

Twenty-six picketing work-

ers were arrested in Natal and the Transvaal. Some of the arrested workers were first locked up in a storeroom at OK, Eloff Street. This was denied by management who said customers had complained of intimidation.

● January 9: A striker, Mr Frank Malunga, was fired at by a customer during a picket.

● January 12: Cusa/Azactu pledged solidarity with Ccawusa members and 54 strikers arrested in Germiston appeared in the Alberton magistrate's court. Ccawusa attempted to raise their bail, fixed at R1 000 each.

● January 13: Ccawusa claimed OK paid starvation wages averaging R265 a month. It said, its demand for R450 minimum per month was still low since it considered a living wage for the retail industry to be R700. It said OK made profit amounting to R12,97 million after tax.

OK said only six per cent of its staff earned less than R300 a month. Workers were on an anniversary system.

Ccawusa claimed that in Vereeniging, strikers were asked by the security staff to strip naked before entering the store. OK challenged it to produce details.

● January 14: Cosatu accused OK of "bullying" tactics and using the apartheid law enforcement machinery. OK said the police were called in after strikers had "threatened life

and property". OK and Ccawusa indicated preparedness to go to mediation.

● January 15: Both sides agreed to mediation. Mr Charles Nupen (Ccawusa) and Mr Gavin Brown (OK) were appointed mediators.

Ccawusa reported 103 members had been detained under the state of emergency and about 600 arrested.

● January 19: Mediation started in Johannesburg.

● January 21: Mediation was adjourned and mediators were to report to their principals.

● January 25: OK had improved its minimum wage from November 1987, and an across-the-board R100 increase, to be paid half in April and the rest in November. Workers detained or arrested during the strike would not lose their jobs.

● Mediation, which had adjourned for two days to allow the parties to report back and to consider positions, resumed.

A draft agreement between Ccawusa and OK had been reached after talks at the weekend, including a marathon 21-hour session, said mediator Mr Brown.

And yesterday afternoon, after five and a half hours of perusing the agreement, Ccawusa and OK management accepted the draft. They appended their signatures, signalling a return to work on Monday.

manpower

End to OK strike in sight

CAPE TOWN
16/2/87

~~TO BE ON~~
152

JOHANNESBURG. — Talks to resolve the marathon OK Bazaars strike ended at the weekend with an indication that an end to the two-month-old dispute is in sight

Mediators for Ccawusa and OK said in a joint statement that the union had agreed to consult its members on a new wage offer from the company. The union will officially respond to the offer when mediation talks resume next Saturday

"After over 18 hours of intensive mediation which ended after 4am, in which important progress was made, the union has agreed to consult its members on a revised offer from the company," the statement said

The mediators would not provide details of the talks and both the union and OK Bazaars have agreed not to comment on mediation

About 10 000 workers have been on strike at OK Bazaars stores and warehouses across the country to demand a R160 a month increase across the board. OK Bazaars has offered an R85 increase

Other demands expected to be dealt with next week include the reinstatement of 551 workers dismissed during the strike, a 10% increase in discount on staff purchases and maternity leave — Sapa

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Revised wage offer: store strike to end?

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14/2/87

JOHANNESBURG — Striking OK Bazaars workers throughout the country are to be consulted by the Commercial Catering and Allied Workers' Union during the next few days on a revised wage offer from the company, a spokesman for the union said yesterday.

Talks to resolve the marathon strike ended at 4 am on Saturday with an indication that an end to the two-month-old dispute was possible.

Mediators for the union and OK Bazaars said in a joint statement the union had agreed to consult its members on a new wage offer.

The union will officially respond to the company's offer when mediation talks resume on Saturday.

The mediators would not provide details of the talks and both the union and OK Bazaars have agreed not to

comment on mediation.

About 10 000 workers have been on strike at the national chainstores and warehouses across the country in support of their demand for a R160 a month across-the-board increase, rejecting the company's offer of an R85 increase.

A spokesman for the union, Mr Jay Naidoo, said yesterday the union members would be consulted in a series of meetings this week.

Meanwhile, a two-man delegation from the union which left for Europe last week to seek financial aid for the strikers was presently in England, according to Mr Naidoo.

Mr Naidoo was unable to say whether the fund-raising mission, headed by the union's president, Mr Makhulu Ledwaba, had been successful or not. -DDC

'It was OK to shop at the OK'

By DERRICK LUTHATI

THE KwaZulu government has come out in full support of Inkatha members' shopping spree at Ladysmith OK Bazaars last Saturday - in open defiance of the OK strikers

Five busloads of Inkatha members - led by KwaZulu Pensions and Welfare Minister and local Inkatha chairman Steven Sithebe - "invaded" the OK to shop - an obvious challenge to the Commercial Catering and Allied Workers' Union

A *City Press* correspondent reports about 400 people, mostly old women and children, made purchases

KwaZulu Chief Minister and Inkatha president Chief MG Buthelezi said: "The OK issue is a typical example of workers' legitimate right to strike being overtaken by thugs who not consult with the people and use terror tactics to intimidate the public into supporting boycotts

"I will always stand by workers and defend their right to strike. But when certain people try to undemocratically ram their views down the throats of others and demand dictated unity, then others also have the right to express their opinions"

Peter Davidson, PRO of the Inkatha-backed United Workers' Union of SA, said their members employed by the OK were not on strike because they were not consulted

A Cawusa spokesman said "Very little spending was done by Sithebe's group, who were jeered by our members and supporters. His stunt was completely unsuccessful"

"Our members have decided to condemn unreservedly Sithebe and the Inkatha leadership's actions in trying to break the strike

"It's shocking that Inkatha used school-going youths - when they are the very people who so stridently condemn other organisations for using youths for political motives"

● Meanwhile in Port Elizabeth, over 450 fired General Motors strikers have called on the Congress of SA Trade Unions' new Eastern Cape wing - launched on Saturday - to support them in their effort to get reinstated

Next week 16 GM strikers will appear in the PE Supreme Court on charges of attending an illegal gathering arising from an anti-scab picket outside the GM gates on November 17

New hope in OK strike

152
20
10/21
B | Day 16/2/87

HOPES have risen that the OK Bazaars strike, which began on December 18, could end next week.

ALAN FINE

A terse statement released jointly by the two mediators after Friday's mediation session expressed positive sentiments for the first time. It said "important progress" was made in the 18-hour meeting, which ended at 4am on Saturday. The Commercial, Catering and Allied Workers Union agreed to convey to members a revised company proposal.

On Friday, the union rejected a "final offer" made by OK two weeks previously. It included a R100 across-the-board wage increase consisting of four R25 quarterly increases, a R50 once-off payment and an agreement

to reinstate more than half the workers dismissed during the strike.

It can be assumed OK significantly improved its wage offer on Friday. However, it has been resistant to reviewing the 1986 wage agreement, which the once-off payment is in lieu of, and it is not clear whether any movement was made in this area.

Another important feature of the union's position is a demand for a substantial increase in OK's minimum wage.

Finally, crucial to any settlement is an accord on the workers the company believes are guilty of serious disciplinary offences and is unwilling to reinstate.

Cape Times 17/2/87

Minister organizes defiant shopping

Own Correspondent

DURBAN. — About 500 shoppers arrived in five buses at the OK Bazaars in Ladysmith last Saturday in a show of public support against a call for the boycott of OK shops, where workers are on strike over a wage dispute.

The demonstration was organized by KwaZulu's Minister of Welfare and Pensions, Mr Steven Sithebe, who is also chairman of the local branch of Inkatha and member for Emnambithi of KwaZulu Legislative Assembly.

Mr Sithebe said he was strongly opposed to the call by striking OK workers not to buy at the OK.

"The boycott is not the will of the people. The strike is a domestic matter between OK management and staff and the strikers must not get the public to boycott," he said.

The defiant shoppers arrived in five buses, which were parked opposite the supermarket where they did their shopping.

There was a strong police presence. No incidents were reported.

OK faces pile-up of garbage if wage talks fail — union

GARBAGE will not be removed from OK Bazaars and affiliates if the company does not meet Ccawusa's wage demands, the 35 000-member South African Black Municipal and Allied Workers Union (Sabmawu) decided at the weekend.

Sabmawu general secretary Philip Dlamini said yesterday "The union is going a step further by compiling a list of the home-addresses of all OK directors and its affiliate companies where garbage removal and all essential services would also be stopped."

If the tactic fails, the union has threatened the entire OK management with a lock-out.

A Sabmawu memorandum submitted to OK on Friday said if the company did not comply with union demands, "no garbage will be removed or essential services performed at OK Bazaars or any of its affiliated companies", including SA Breweries.

"The entire membership of this

SOPHIE TEMA

union will see to it that no one scabs or performs these duties on their behalf.

"Should the above strategy not produce the desired results within four days the entire membership supported by their sister unions, and if possible by the entire progressive labour movement, will be engaged in locking out the entire management — from supervisory (level) to managing director."

Sabmawu warned that OK would be held responsible for the injury or detention of union members, and urged the company to resolve the wage dispute within 21 days.

□ ALAN FINE reports that mediation proceedings which resumed on Saturday continued yesterday between OK and Ccawusa (Commercial Catering and Allied Workers' Union of South Africa). By yesterday afternoon the two parties were still locked in discussion.

WIB 2012/26
152

Fifty workers at OK Bazaars in PE join strike against the chain store

Weekend Post Reporter
FIFTY workers at the OK Bazaars Superstore in Greenacres, Port Elizabeth, have joined a nationwide strike against the chain store.

But it was business as usual, the company personnel director, Mr Richard Blackwell, said from Johannesburg today.

The strikers gathered in the PE branch's staff canteen after reporting for work both yesterday and today.

Hundreds of workers at three strike-hit branches in Natal were fired yesterday and arrested on various charges, said a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa)

A union official, Mr Jay Naidoo, said the workers were on a legal strike in support of demands for a wage increase. He condemned the arrests.

The countrywide strike, affecting 50 outlets of the giant retail chain, which

entered its thirteenth day today, resulted in the closure of at least one store yesterday — in Kwamashu.

There were incidents at four stores in the Johannesburg area.

Traffic was disrupted as striking workers at the President Street branch in the city centre shouted down from the fourth floor.

Police moved in to disperse the crowd which gathered.

A spokesman for the chain said today the affected shops were in the Transvaal, Natal and the Cape and that 52 stores had been hit by the strike.

It was reported yesterday that OK Bazaars profits, in a year when pre-tax profits declined, would be wiped out and heavy losses could be incurred if it surrendered to the Ccawusa demand for an immediate R160 across-the-board pay increase and new benefits for its 20 000 employees.

Crucial strike talks

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THE two-month-old OK Bazaars wage strike by approximately 10 000 workers enters a crucial stage tomorrow when the dispute's mediators meet for what is likely to be the final round of protracted talks.

The Commercial, Catering and Allied Workers' Union of SA (Ccawusa) is expected to table its response to an undisclosed management offer at tomorrow's proceedings.

Ccawusa members have been on strike at more than 100 OK outlets since December 18 demanding wage increases and a minimum wage of R450 a month.

21/2/87
OK decision today

JOHANNESBURG. —

The outcome of negotiations between the management of OK Bazaars and the Commercial Catering and Allied Workers Union will be known this afternoon

One of the mediators, Mr Gavin Brown, said

yesterday that when the opposing parties took their places at the bargaining table at 11 am this morning, it would soon be known whether settlement would be reached, or if the 10-week-old strike would continue — Sapa

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23/2/47

OK talks
continue

South

THE fate of approximately 10 000 OK Bazaars workers hung in the balance yesterday, as mediation talks were expected to continue late into the night.

The mediation proceedings, which began on Saturday, were taking place at a Johannesburg hotel.

End to OK strike close

23/2/77
Mediation proceedings to end the nine-week OK Bazaars strike by thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members appeared close to success today.

(S) A spokesman for the mediators, Mr Gavin Brown, said a draft settlement was reached after talks at the weekend, which included a marathon 21-hour session ending at 5.30 am today.

(S) Another round of talks will take place on Wednesday morning after the union has referred the draft agreement to its members.

(S) ● The South African Black Municipal and Allied Workers' Union has written to the management of OK Bazaars concerning rubbish collection from OK Bazaars stores and the homes of directors.

Star
The letter is related to the strike by Ccawusa members.

(Sections of this report have been omitted to comply with the emergency regulations.)

Settlement soon in OK pay strike

MEDIATION proceedings to resolve the OK Bazaars wage strike ended early yesterday, with a flicker of hope that a settlement may be reached within the next 24 hours.

A statement released by mediators representing OK management and the approximately 10 000 Commercial Catering and Allied Workers' Union of SA (Ccawusa) members, said a draft settlement agreement had been drawn and referred to union members for consideration.

Mediators Mr Charles Nupen (for Ccawusa) and Mr Gavin Brown (for OK) are due to meet tomorrow for what may be the final round of wage talks.

Ccawusa members have been on strike at more than 120 OK outlets since December 18, demanding wage increases of R160 across-the-board and a minimum wage of R450 a month.

Last weekend's mediation talks went on for a marathon 21 hours and ended at 6am yesterday.

By LEN MASEKO

Meanwhile the SA Black Municipal and Allied Workers' Union (Sabmawu) has called on OK management to resolve the wage dispute.

• The Conciliation Board proceedings to resolve the wage dispute between Mining and Industrial Rubber and the company's 700 employees continues this week, after it was adjourned last Friday.

Members of the Chemical Workers' Industrial Union (CWIU) at the company's four plants demand — among other things — hourly wage increases of R1 across-the-board. Management at last week's proceedings offered 59 cents across-the-board, according to the union.

A CWIU spokesman said the proceedings were due to resume tomorrow. CWIU members also demand an increased shift allowance, equal pay for men and women workers and paid maternity leave.



THE MIDDLE men in the OK Bazaars wage dispute, Mr Charles Nupen (left) and Mr Gavin Brown, have a 2am chat during the marathon mediation talks at a Johannesburg hotel. The wage talks continued until 6 am.

2 BUSINESS DAY, Tuesday, February 24 1987

Ports, rail systems 'inadequate'

Frontline States' dependence on SA to continue

FRONTLINE states' plans to free themselves from dependence on SA's harbours and transport system were likely to run aground, RAU transport economics senior lecturer Jackie Walters said yesterday.

He told a conference attended by more than 30 World Media Association members that about 70% of Southern Africa's imports and exports flowed through SA's ports due to the inadequate nature of other ports in the region.

Walters said rail links in Southern Africa were also inadequate to handle large tonnages and were adversely affected by military activity.

It was estimated that about 57% of Zaire's imports were carried from SA via Botswana.

About 70% of Zambia's imports came via SA's harbour and railway network, and 40% of the country's exports were transported through SA.

Zimbabwe was even more dependent on SA with up to 80% of its imports and up to 90% of its exports transported via the SA transport network.

Walters listed these reasons for the dependence

□ The rail line from Zimbabwe to Maputo was virtually inoperative due to guerrilla activity by Mozambique rebels

□ The Tazara line from Zambia to Dar es Salaam and the port itself could handle only about 45% of Zambia's freight traffic.

□ The Benguela line from Zaire to the Angolan coast had been virtually closed by Unita rebels.

Pretoria University's Department of Economics chief G L de Wet said SA

THELMA TUCH

produced up to 70% of Southern Africa's maize crop as well as 90% of the region's wheat crop.

□ The delegation was addressed on Sunday night by Soweto Civic Association chairman Dr Nthato Motlana.

Yesterday they met representatives from the American Chamber of Commerce

Among those they are scheduled to meet are President P W Botha, several newspaper editors, Swapo representatives and Minister of Defence Magnus Malan.

Anglican Archbishop of Cape Town Desmond Tutu and the Congress of South African Trade Unions had turned down requests to meet members of the delegation, association executive director Larry Moffit said yesterday.

The delegation arrived in SA on Sunday on a fact-finding tour of Southern Africa which will end on March 8.

OK strike settlement is in sight

ALAN FINE

STRIKING OK Bazaars workers will gather at meetings around the country today to hear reports on the draft settlement reached with management at two lengthy mediation sessions on Saturday and Sunday

It is expected the agreement will be signed tomorrow, the 70th day of the strike.

Commercial, Catering and Allied Workers' Union president Makhulu Ledwaba said while certain details of the proposed settlement fell below the union's mandate from members, these were not in vital areas

Ledwaba — who returned from a fund-raising trip to Europe late last week — would not supply details of the draft settlement. However, according to a weekend report, one aspect is a R100 across-the-board increase to be implemented in two steps.

A method of resolving the position of scores of workers dismissed for alleged contraventions of OK's disciplinary rules is also likely to form part of the settlement

Ledwaba said the union had decided to file applications for the release of OK workers still in emergency detention.

More strikers than ever last year

A RECORD number of 323 858 workers were involved in strikes last year, and another 100 532 in work stoppages

The government figures are far higher than those for 1985

Department of Manpower director-general Piet van der Merwe said the increase was mainly the result of more strikes in large organisations such as the OK Bazaars and CNA.

There were a total of 643 strikes and 150 work stoppages last year

Manhours lost through strikes totalled 1 161 846, while stoppages accounted for

152 147 112. GERALD REILLY

Van der Merwe said the greater use made of the Industrial Court last year was a welcome development.

More than 2 000 cases were referred to the court — double the number for the previous year

Nearly 70% of the cases were settled before evidence was called

Van der Merwe said "There is a greater maturity developing in the labour field."

All may be OK again.

ALAN FINE

REPRESENTATIVES of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars management meet this morning and are expected to sign an agreement which will signal the end of the 10-week-old strike.

A union spokesman would not confirm that workers had accepted the contents of a draft settlement reached in the early hours of Monday morning. But he said Ccawusa will hold a Press conference at midday today.

The agreement is likely to include wage increases for OK employees for the coming year and set a minimum wage. And, while the OK has agreed to reinstate more than half of the 551 workers dismissed during the strike, the settlement will include a method of testing the fairness of the remaining dismissals.

Should the strike end today, it will have cost more than 400 000 man days according to OK figures on the size of the strike, or close to 700 000 by Ccawusa's reckoning.

About 170 strikers have been detained in terms of the emergency regulations since the strike began, and several hundred more arrested.

CAPE TOWN TIMES 26/2/87

Ccawusa 'victory' as OK strike ends

JOHANNESBURG. — The OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the ten-week-old strike by thousands of workers at about 120 outlets.

It provides for a R100 across-the-board wage increase to be paid in two R50 instalments in April and November; a R400 minimum wage to be implemented by November; staff discounts to be increased from 10% to 12%; and women on maternity leave will become eligible for increases negotiated in their absence.

In addition, the OK will hold open the jobs of workers in detention or in prison awaiting trial and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration.

Return to work is timed for Monday. Ccawusa hailed the settlement as a "substantial victory" which had boost-

ed worker leadership and union organization. It also praised solidarity action taken by other unions and church, student and political groups.

OK MD Mr Gordon Hood said the strike had been unnecessary. "While we are naturally very pleased this dispute has been resolved, it is regrettable that so many workers and their families have suffered so much hardship."

Personnel director Mr Richard Blackwell said the strike had shown that the company could run with fewer people. About 80% of strikers were replaced.

The two mediators said. "We hope the wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle major and often acrimonious conflict through a process of dialogue . . ."

OK strike is over, says Hood

Labour Reporter

THE 10-week-long national strike by 7 120 employees of OK Bazaars, which affected 120 stores throughout the country, had ended, Mr Gordon Hood, the chain's managing director, announced last night

This followed successful mediation between OK and the Commercial, Catering and Allied Workers Union, which had accepted the OK's final offer of substantially improved conditions of service to become effective on April 7

The settlement would remain valid until negotiations for the April 1988 to March 1989 wage cycle

started in mid-February next year

Mr Jay Naidoo, the union's negotiator, was still in Johannesburg last night and could not be reached for comment

Details

Mr Hood told the Mercury the union had advised the striking workers to return to work by Monday, March 2, in terms of the agreement which had been reached

Announcing details of the new package, Mr Hood said 'When the strike began on December 18, last year, the average salary of all OK employees up to the level of supervisor was R489 a month

'In terms of the new agreement, all employees will enjoy significantly improved benefits including wages, which have been increased across the board by R100 a month to be given in two stages of R50, effective in April and November

'Minimum wages for existing employees currently in the OK's service will be R400 a month as from November 7, 1987'

There would be an increase in staff discounts from 10% to 12% with effect from April 7 improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro-rata bonus, he said



Some of the striking workers at the Dairy Maid ice cream factory in Epping who picketed the factory yesterday

Picture RICHARD BELL

Epping ice-cream workers' strike to continue

152 Staff Reporter
20/1/87

ABOUT 220 workers at the Dairy Maid ice cream factory in Epping went on strike last Friday after they were told that four retail depots would be closed and workers retrenched and yesterday they decided the strike would continue.

According to Mr Willem Pieterse, chairman of the shop stewards committee of the Food and Allied Workers Union (FAWU) 155 workers in all categories were served with retrenchment notices effective from January 31.

A wage dispute was declared in the middle of negotiations last year when the union was informed that workers would be retrenched. In terms of a recognition agreement signed in November, the union said it had a right to declare a dispute. Mr Pieterse said:

In a late development yesterday, the union gave an undertaking signed by the general secretary of the union Mr Jan Theron that its members at Epping Bellville Maitland or Diep River would desist from any act or threat of violence, intimidation, damage or destruction of Dairy Maid property or vehicles and those of its employees customers, suppliers or their agents.

It also undertook not to prevent employees, customers, suppliers or any other person from entering or leaving Dairy Maid premises. The union would also not enter or remain on the Epping premises, including the parking area except to carry out their duties.

The Dairy Maid industrial relations manager, Mr T Mercer, said the undertaking was given after the company had filed papers in the Supreme Court.

Tyres had been slashed at the factory, people prevented from entering the premises, a truck carrying liquid nitrogen gas — essential for the freezing of certain ice-creams — was barred from entering, and a customer and his wife were harassed. Mr Mercer said.

The company informed the union on November 7 last year that the decision to retrench staff and close the depots had been taken.

However, the company was prepared to consult the union further on the retrenchment issue provided workers returned to work. Mr Mercer said.

20/1/87
Legal strike
looming
at mills

JOHANNESBURG — A legal strike is looming at five Mondi Board Mill plants around the country after a deadlock in wage negotiations for 1987

Management has offered increases of between 50c per hour and 65c per hour

The Paper, Wood and Allied Workers' Union is demanding 70c per hour across the board. This amounts to a R32,20 per week increase, the union said in a statement

It is also calling for the recognition of May Day as a paid holiday.

About 1500 workers will be participating in strike ballots this week, the statement said. — Sapa



COSATU'S information officer, Mr Frank Mentjies.



ABOVE & left: Some of the delegates who attended the southern Transvaal regional congress of the Media Workers Association of South Africa in Soweto at the weekend.

Cosatu supports fight for change

By JOSHUA RABOROKO

THE Congress of South African Trade Unions supported the black working class in their fight against oppression and exploitation by employers and all forms of apartheid on the shop-floor in South Africa, the federation's spokesman said at the weekend.

The information officer of Cosatu, Mr Frank Mentjies, said the feder-

ation was fully behind the striking workers at several OK Bazaar stores in their demand for a "living wage"

He was addressing more than 100 delegates who attended the southern Transvaal regional congress of the Media Workers Association of South Africa (Mwasa), held at the Lutheran Church Centre in Jabavu, Soweto

In his address, Mr Mentjies said the federation aimed at unifying and controlling the

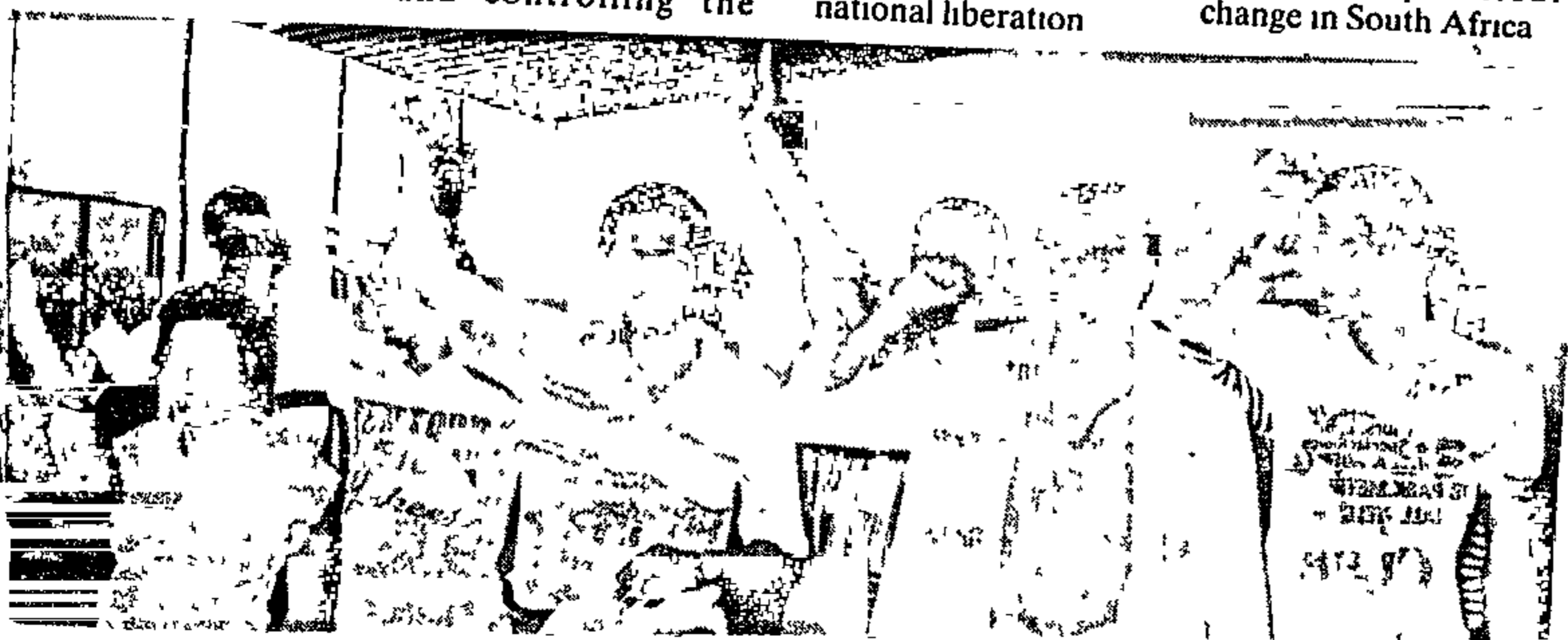
working class against exploitation by employers

He said although Mwasa was not an affiliate of any federation, his federation had similarities with Mwasa in their fight for the rights and protection of the working class. They will support Mwasa whenever members are in trouble, he said

He urged workers to unite on the factory floors because it was only through unity that they would achieve their national liberation

"We must fight employers who do not pay a living wage and demand that the profits they make out of our sweat should be ploughed back to us," he added

Cosatu also supported political campaigns, especially when black workers were discriminated against on the shop floors. This means, he added, that the federation supported workers' demands for political change in South Africa



EM Trip 20/1/87

News in Brief

Mondi strike ballot

JOHANNESBURG — The Paper, Wood and Allied Workers' Union (PWAU) is to hold strike ballots among its 1 500 members at five Mondi-owned board mills this week. This follows a deadlock in negotiations over wages and other conditions of employment for 1987. PWAU is demanding a 70c an hour across the board increase, while the company's offer ranges from 50c to 65c. A PWAU spokesman says Mondi's offer is the equivalent of 19% increases for workers in the bottom grades and just over 12% for those in the top grades. Mondi spokesman Mr Alan Young says that the company's offer would take the minimum wage up to R3,10 per hour, or R616 a month. He said that, when an improved leave allowance offer is taken into account, the increase in the bottom grades is 22%.

SPML 20/1/87

Ice-cream vendors strike

CAPE TOWN — Dairymaid ice-cream vendors are on strike in a dispute with management over the possible closure of several Western Cape depots

Chairman of the shop stewards' committee for the Food and Allied Workers' Union (Fawu) Mr W Petersen said yesterday that about 130 vendors had gone on strike on Friday

Management was considering seeking a court interdict to order the vendors back to work
Own Correspondent

Mondi faces strike ballots

WEDNESDAY
20/1/87 ALAN FINE

THE Paper, Wood and Allied Workers' Union (Pwawu) is to hold strike ballots among its 1 500 members at five Mondi-owned board mills this week. This follows a deadlock in negotiations over wages and other conditions of employment for 1987.

Pwawu is demanding a 70c an hour across the board increase, while the company's offer ranges from 50c to 65c. A Pwawu spokesman said Mondi's offer is the equivalent of 19% increases for workers in the bottom grades and just over 12% for those in the top grades.

He said the negotiations began in November and a dispute was declared in mid-December. The Manpower Minister failed to appoint a conciliation board.

Mondi spokesman Alan Young said the company's offer would take the minimum wage up to R3,10 an hour, or R616 a month. He said the company has agreed to facilitate the strike ballots.

Call 1/11/18 20/1/18 330 330 152 129

Bus drivers refuse to ferry pupils

Staff Reporter

CONTRACTED City Tramways bus drivers in Genadendal and Bredasdorp yesterday morning refused to drive pupils to schools in the Boland over pay grievances

The acting chairman of the Tramway and Omnibus Workers' Union, Mr David Meyer, said yesterday that an official told six workers they "had sacked themselves" as a result of their actions

However, a City Tramways director, Mr Francois Potgieter, said nobody had been dismissed "The problem will be solved by the company and union around the table"

He said all shifts operated normally yesterday morning, using other drivers

Mr Meyer said the men were unhappy about doing "one-man-operation" contract work at weekends

Strike
threat
at five
paper mills

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Labour Reporter

A LEGAL strike is looming at five Mondi Board Mill plants around the country after a deadlock in wage negotiations, says the Paper, Wood and Allied Workers' Union

A union spokesman said management had offered increases of 50 c-60 c an hour. The union was demanding 70 c an hour across the board which, said the union, amounted to a R32,20-a-week increase

'The union has rejected the company's below-inflation offer,' he said, adding that about 1 500 Mondi workers would vote in strike ballots this week

Mondi spokesman Alan Young said the company's offer would take the minimum wage up to R3,10 an hour, or R616 a month

'This is significantly above wages in manufacturing elsewhere,' he said. The mills are in Springs, Durban, Cape Town, Piet Retief and Felixton

1987

ARGUS 21/1/87

(152)

Retrenchment date extended

Labour Reporter

DAIRY MAID has extended to February 28 the date for retrenchment of about 150 ice-cream sellers — which has caused a four-day strike at their Epping factory

The extension was announced yesterday by the acting manager, Mr J Loock

The Food and Allied Workers' Union had called for the retrenchments to be postponed until the end of March

Mr Loock said "The company has at all times been prepared to consult in terms of the agreed retrenchment procedure and by agreeing to an ex-

tension of the effective date of the retrenchments it is merely restating its previous position and allowing the union a renewed opportunity to consult where it failed to do so previously"

Mr Loock rejected a Fawu proposal that new mediators from both sides be appointed.

"Mediation on retrenchments is not contemplated at all by the retrenchment procedure agreed to with the union and any request by the union that the company submit to mediation is in breach of the agreed procedure and in the company's opinion entirely unreasonable," he said.

SION.

CAT TRIS 22/1/87 (1001) 152
Strike prospects bleak (152)

PROSPECTS for an end to the Dairy Maid strike remained bleak yesterday as management refused to negotiate the retrenchment of 150 ice-cream vendors with the Food and Allied Workers' Union. Although the company agreed to extend the retrenchment date to the end of March, they said the issue of retrenchments was a "business decision".

J G Strijdom workers' plea is rejected

By Don Holliday
An urgent application for the reinstatement of four J G Strijdom Hospital workers fired after a strike was dismissed with costs by a Rand Supreme Court judge yesterday.

Mr Justice M J Strijdom found the workers — Mrs Emily Moyo, Miss Ellen Molutsi, Miss Kesia Mofokeng and Miss Maria Jabane — were dismissed by hospital superintendent Dr A van der Merwe in accordance with their terms of employment.

They and 300 colleagues were dismissed on November 18 after hospital authorities issued an ultimatum to strikers to return to work or lose their jobs.

Mrs Moyo said the stoppage occurred as a result of the hospital management's failure to address workers' grievances about conditions.

Mr Justice Strijdom said the application was based on the women's alleged status as officers under the Public Services Act and that their dismissal contravened the Act.

He found the Act was not applicable and their agreements of employment formed the basis for any dispute over their dismissal.

The women were temporary workers and could be dismissed with 24 hours' notice.

CWIU calls off stoppage

By Mike Siluma

22/1/87
About 100 members of the Chemical Workers' Industrial Union (CWIU) returned to work at Ciba Geigy, Kempton Park, yesterday after stopping work on Monday, a spokesman for the company said

The stoppage was in protest against the retrenchment of eight CWIU members

● Another retrenchment dispute, this time between the Food and Allied Workers' Union (Fawu) and Dairy Maid, continued in Cape Town yesterday

The dispute centres on a management decision to retrench 150 ice-cream vendors and its alleged refusal to negotiate with the union

● The results of a strike ballot among about 1 200 Paper, Wood and Allied Workers' Union (Pwawu) at six Mondi Board Mills in the Transvaal, Natal and the Cape would only be known tomorrow, a union spokesman said. The workers are locked in a pay dispute with Mondi management

● Unknown people stole vital union documents on Wednesday night from the central Johannesburg offices of the Black Allied Construction Workers' Union, a union spokesman said

The documents included the mailing list and financial and membership records.

Vendors' retrenchment is postponed

Sowetan
23/1/87

DAIRY Maid has extended the date for retrenchment of about 150 ice-cream vendors — which has caused a four-day strike at their epping factory — to February 28.

The extension was announced this week by acting manager Mr J Loock.

The Food and Allied Workers' Union (FAWU), acting for the vendors, had called for the retrenchments to be

postponed until the end of March.

Mr Loock said this indicated the company's readiness to consult with the union on the issue.

"The company has at all times been prepared to consult in terms of the agreed retrenchment procedure and by agreeing to an extension of the effective date of the retrenchments it is merely restating its pre-

vious position and allowing the union a renewed opportunity to consult where it failed to do so previously", he said.

But he rejected a FAWU proposal that new people from both sides attempt to mediate the dispute.

"Mediation on retrenchments is not contemplated at all by the retrenchment procedure agreed to with the union and any request by the union that the company submit to mediation is in breach of the agreed procedure and in the company's opinion entirely unreasonable," said Mr Loock.

The union claims about 300 workers are on strike, but Mr Loock said the figure was 220.

— Sowetan Correspondent

Industrial court is succeeding lawyers told

By Susan Fleming 152

The number of strikes and work stoppages in South Africa jumped from 100 in 1979 to more than 600 in 1986, the Director General of Manpower, Dr P J van der Merwe, said last night.

Opening a three-day conference on the Industrial Court held by Association of Law Societies of SA, Dr van der Merwe said conflicts in the workplace stemmed from many causes, such as differences of objectives, interests, values, attitudes and approaches.

"Conflicts also arise from miscommunication between the participants. Most systems of labour relations, in fact, presuppose the possibility of disagreement and disputes," Dr van der Merwe said.

There had been a huge growth in the trade union movement, he said. The membership of registered and unregistered trade unions increased from 800 000 in 1979 to almost 2 million at the end of 1985. The number of trade union organisations increased from 200 in 1979 to almost 300 in 1986.

The number of cases in the Industrial Courts had also increased. In 1979 there were four cases compared with 801 in 1985 and about 2 000 in 1986.

INFORMAL FORUM

Dr van der Merwe said the Industrial Court was intended to be an informal forum to which everyone would have easy access.

"The idea was that this court should be inexpensive and that it should be in a position to avert the unnecessary use of the strike and lockout weapons. The success which it is achieving in this task is illustrated by the fact that approximately 60 percent of all reinstatement order applications dealt with in 1985 were either settled or withdrawn."

But, Dr van der Merwe said, the Industrial Court had experienced difficulty in attracting a sufficient number of experienced and suitably qualified permanent members.

The administration of the court had been computerised to some extent in an effort to streamline its functional and clerical duties.

Dr van der Merwe commended the organisers of the conference and said it could not have been held at a more appropriate time.

"I have no doubt that this conference will contribute to a better understanding of the difficult day-to-day problems with which we are faced in the labour field and to a legislative framework which is more suited to our present needs."

550 strike at Dairy Belle

Labour Reporter

HUNDREDS of workers at Dairy Belle went on strike yesterday in sympathy with the six-day-old strike by workers at their sister-company, Dairy Maid Ice Cream Corporation.

The sympathy strike by more than 550 members of the Food and Allied Workers' Union (Fawu) disrupted home milk deliveries in the Peninsula, but Dairy Belle management said yesterday that no other operations were affected.

According to the union, the strikers comprise more than 90% of the Dairy Belle workforce, and workers reported that production, home deliveries and the delivery of supplies to Dairy Maid had been halted.

Fawu members at Dairy Maid's other main suppliers, including the Tiger and Imperial Cold Storage groups, are also refusing to deliver goods to Dairy Maid in sympathy with

the strike and ICS workers in other centres have pledged to support the Dairy Maid workers.

The regional manager of Dairy Belle, Mr Martin Henning, said yesterday that the striking workers would be allowed to come back to work today if they gave assurances that they would be "reliable and disciplined" and would abide by the agreement between the company and the union.

But a Fawu spokesperson said Mr Henning had "torn up the agreement" at a meeting between union official and management yesterday and said he did not want the workers back today.

Meanwhile Dairy Maid management has asked the union to call off sympathy action at other plants before resuming talks over the retrenchment of 150 ice cream vendors.

Fawu said that it could not be expected to get Dairy Belle workers back to work if management staged a lock-out.

Dairy strikers back at work

CAD TMS 24/187
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Labour Reporter

STRIKING dairy workers returned to work yesterday when Dairy Maid management agreed to consult the Food and Allied Workers' Union (Fawu) on the retrenchment of 150 ice-cream vendors, as it is required to do in terms of the company's agreement with the union.

A Fawu spokesperson said yesterday that the union had certain concrete proposals which could avoid the need for the retrenchments and it would present these to management soon.

Management also agreed to postpone the retrenchments to March 31.

In a telexed statement yesterday, Dairy Maid's regional general manager, Mr Bernie Maree, said the company agreed to the extension "purely as an endeavour to bring to an end the senseless industrial action and resultant loss of pay to those employees".

Factory closed, workers told

152 (150) N/111 3/2/87

Labour Reporter

ABOUT 300 workers at Park Lane Shirt and Clothing Manufacturers in Pinetown arrived at work yesterday to be told that the factory had been closed

When a Mercury team ar-

rived at the Swanfield Road factory, groups of shocked workers were milling around the gates pondering their future

Others waited in the canteen for officials of the Garment Workers' Industrial Union

However, a spokesman for the liquidators — Mr Les Matuson and Mr Alan Bruce — said negotiations were taking place with 'certain parties' for a take-over of the company

'We expect to have some indication today of whether we can continue operating the factory and thereby saving the jobs of our employees,' he said

He said the company had been liquidated in October last year, but it had been kept open in the hope that a prospective buyer would be found

In spite of its difficulties, the company had been able to give its employees a Christmas bonus at the end of last year, he said

Hardship

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said the workers had been sent home yesterday pending the outcome of negotiations for a take-over

'They were told to return on Wednesday, when they will be informed one way or another whether their jobs have been saved

'We only hope that the company can be saved. Putting people out in the streets is not going to help. It will cause tremendous hardship to many families. Some have given the company faithful service, in some cases well over 25 years' service,' he said

Workers said the closure had come as a 'big shock' and for many it was their only source of income for their families

Mrs Nora Zondi, a machinist, who had served the company for 22 years, said 'Today is the saddest day in my life. I don't know what I am going to do. How am I going to support my family without a job?'

Albums 26/1/87

Ice-cream vendors end strikes after more talks

Labour Reporter

THE strikes at Dairy Maid and Dairy Belle, two Imperial Cold Storage companies at Epping, have ended after a fresh round of negotiations.

ICS executives from Pretoria were involved in Friday's negotiations which ended the week-long strike at Dairy Maid and the strike at Dairy Belle which began on Thursday.

The strikes at the two plants were sparked when Dairy Maid last week gave retrenchment notices to about 150 ice-cream vendors and announced that four depots would be closed from January 31.

Mr P J Maree, manager of Dairy Maid, Western Cape, said the company had agreed to the request of the Food and Allied Workers' Union (Fawu) to extend the date of retrenchments to March 31.

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The parties would consult further in terms of the retrenchment procedure which is part of the recognition agreement between Dairy Maid and Fawu.

"The company has agreed to the extension purely as an endeavour to bring to an end the senseless industrial action and resultant loss of pay to those employees involved in it," said Mr Maree.

"We trust that Fawu, given this renewed opportunity to consult the company in terms of the agreed retrenchment procedure, will do so in good faith and in the spirit and terms of the procedure."

He denied union claims that production at Dairy Maid had been seriously affected.

"Production during the strike has been normal and all deliveries, with the exception of retail vending, continued as normal during this period."

Wage strike at factory enters its fifth day

Labour Reporter

THE strike by more than 1 200 workers at the Unilever plant at Maydon Wharf in Durban continues into its fifth day today with still no prospect of an end in sight.

The workers are demanding a salary increase of 39%, according to a spokesman for the company.

The Chemical Workers' Industrial Union said in a statement that the workers were striking as a result of company proposals which the union said would cut employee standards, and also to management's attempts to enforce a compulsory overtime 'agreement'.

'Workers are demanding wage increases at least in line with the inflation rate and the scrapping of the overtime agreement.'

A Unilever spokesman told the Mercury that 'for years the company's wage levels had been high enough to ensure a stable, trainable workforce.'

'Understandably, the union's opening demand for a 39% wage increase met with a cautious counter-proposal.'

'It should be noted that the union informed the company that the present work stoppage was brought about by warnings issued to 11 employees who breached an agreement about a shorter working week.'

'The legitimacy of the agreement is unquestionable. It was concluded with full participation by all affected workers through elected representatives.'

'In spite of the management's continued efforts to find a solution and its willingness to negotiate with the union, it has made little progress and the workers are on strike illegally,' he said.

~~Star~~ Star 28/1/87

Workers stay away after woman's death

Workers at Empire Paper Waste in Industria had not returned to work yesterday following the death of a colleague who fell into a paper shredding machine on Friday, the Paper, Wood and Allied Workers' Union (Pwawu) said

A Pwawu spokesman, Mr Siphon Kubheka, said an inspection team including union representatives and an inspector of factories toured the factory on Monday

He said "most machines" were found not to be safe for use. A number of trucks were also found to be unsafe and would be sent for roadworthy tests, he said.

He said it had been agreed that only drivers of roadworthy vehicles could resume duties

The chairman of Empire Paper Waste, Mr Shally Shalhav, could not be contacted for comment on the claims despite repeated attempts to reach him

Carl Timp 28/1/87
Dock strike still on

DURBAN — The strike by more than 1 200 workers at the Unilever plant at Maydon Wharf here goes into its fifth day today with still no prospect of an end in sight. The workers are demanding a salary increase of 39%, according to a spokesman for the company.

Ink factory workers go on strike

Mercury Reporter

ABOUT 130 workers at the Coates Brothers printing ink factory in Isipingo near Durban began a strike at lunchtime yesterday following a 91% ballot in favour

The strike arises from a dispute over wages and working conditions between the Chemical Workers' Industrial Union (CWIU) and Coates Brothers, a wholly owned subsidiary of Coates Brothers (U.K.)

A union spokesman said the union was demanding two increases amounting to a wage of R32 a week. The company is offering an increase amounting to R26 a week and has refused the union's settlement offer of R29.

It is understood that a director from the Cape Town office, Mr Ted Williams, is being called in to assist local management

Coates Brothers general manager Mr Dennis Jordan said he had no comment to make at this stage



SA Chemical Workers' Union members picket at Plascon's Inmont ink plant yesterday.

'Sympathy' pickets in Epping

Labour Reporter

WORKERS at two Epping factories belonging to the Plascon group joined a half-hour nationwide picket yesterday to support the wage demands of Plascon workers in George and Klerksdorp.

Workers at the George depot and Klerksdorp factory have refused to accept management's offer of an R80 a month wage increase — about R30 less than the increase given to Plascon workers nationwide.

The South African Chemical Workers' Union (Sacwu), which is recognized at most Plascon plants in South Africa, called for the picket, but could not say yesterday how many of its members had responded.

Management at both Inmont ink and the Plascon paint plants at Epping in statements yesterday said they had successfully concluded wage negotiations at their own factories and operated independently of other Plascon-owned companies.

... follows fighting which broke out at the No 1 hostel
on Tuesday night in which three miners died, and the
stabbing to death of a miner at the shaft's concession store
on Wednesday. — Sapa.

2 000 end strike

BETWEEN 1 600 and 2 000 workers at the Anglo American-owned Goedehoop Colliery near Witbank this week agreed to end a seven-day work stoppage after management agreed to suspend an "Induna" accused of fomenting ethnic divisions on the mine.

A National Union of Mineworkers spokesperson said the workers agreed to resume work while a board of inquiry investigated the allegations against the Induna.

She said over 2 000 workers went on strike last week to demand the Induna's removal on the grounds that he had attempted to instigate faction fighting on the mine.

An Anglo American spokesman confirmed talks had taken place this week but had not heard the outcome. He said 1 600 workers stopped working. — Sapa.

1/2/87

C/Press

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TURRET

Factory closed, workers told

ISA (152) N/IM 3/2/87

Labour Reporter

ABOUT 300 workers at Park Lane Shirt and Clothing Manufacturers in Pinetown arrived at work yesterday to be told that the factory had been closed

When a Mercury team ar-

rived at the Swanfield Road factory, groups of shocked workers were milling around the gates pondering their future

Others waited in the canteen for officials of the Garment Workers' Industrial Union

However a spokesman for the liquidators — Mr Les Matuson and Mr Alan Bruce — said negotiations were taking place with 'certain parties' for a take-over of the company

'We expect to have some indication today of whether we can continue operating the factory and thereby saving the jobs of our employees,' he said

He said the company had been liquidated in October last year, but it had been kept open in the hope that a prospective buyer would be found

In spite of its difficulties, the company had been able to give its employees a Christmas bonus at the end of last year, he said

Hardship

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said the workers had been sent home yesterday pending the outcome of negotiations for a take over

'They were told to return on Wednesday, when they will be informed one way or another whether their jobs have been saved

'We only hope that the company can be saved. Putting people out in the streets is not going to help. It will cause tremendous hardship to many families. Some have given the company faithful service, in some cases well over 25 years' service,' he said

Workers said the closure had come as a 'big shock' and for many it was their only source of income for their families

Mrs Nora Zondi, a machinist, who had served the company for 22 years, said 'Today is the saddest day in my life. I don't know what I am going to do. How am I going to support my family without a job?'

Legal strike at five Mondi mills 152

3/2/87

ALAN FINE

MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) began a legal strike yesterday at five Mondi board mills in support of demands for wage increases of 70c per hour.

The mills affected by the strike are at Felixstone (northern Natal), Bellville (Cape), Springs (Transvaal), Umgeni (southern Natal), and Piet Retief (Transvaal).

A meeting between the company and

the union to discuss the deadlock has been scheduled for today.

A union spokesman said the strike involved 1 800 workers. Pwawu said a protracted strike would affect production at Mondi adversely as there were no stock-piles of goods in storerooms.

● To Page 2

Three mills 'won't stop output'

However, Mondi spokesman Dave McDermott said that production would resume today at Umgeni, Piet Retief and Springs using "existing logistical staff".

He added that, in the event of a protracted strike, the company had made contingency plans to protect the interests of customers.

Workers have indicated their intention to stage sit-ins during the day. The Mondi spokesman said that provided strikers kept away from production areas the company "is relaxed about it".

He said that the possibility of today's meeting resolving the strike "depends on Pwawu's attitude".

He said management was committed to negotiation.

McDermott said management's offer,

as a total package, was in excess of 21%.

As well as wage increases, a shift allowance increase of 40% was offered and leave was increased by more than 34%, he said.

"We have offered a basic minimum increase of R20,70 to immediately take the weekly wage to R140,30, and a further increase of R2,30 to R142,60 effective from July 1.

"The minimum rates of pay will be above R600 a month, and this does not include shift allowances and bonuses. Consequently on average all employees will be earning more than R600 a month," he said.

● From Page 1

CHG Toms. 3/2/77
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EXD/A

Mondi workers strike

Own Correspondent

JOHANNESBURG. — Members of the Paper, Wood and Allied Workers' Union (Pwawu) have begun a legal strike at five Mondi board mills in support of demands for a 70c-per-hour wage increase.

The mills affected are at Bellville, Felixstone (Northern Natal), Springs, Umgeni and Piet Retief.

A meeting between the company and the union to discuss the deadlock has been scheduled for today.

A union spokesman said the strike involves 1 800 workers. Pwawu said a protracted strike would adversely affect production at Mondi as there were no stockpiles of goods.

However, a Mondi spokesman said production would resume today at Umgeni, Piet Retief and Springs, using "existing logistical staff". He added that, in the event of a protracted strike, the company had made contingency plans to protect customers' interests.

Mondi said that its wage offer would take the minimum up to more than R600.

Off. Times 4/2/87 (152)

Talks fail to end strike

Labour Reporter

MANAGEMENT of Mondi paper mills and the Paper Wood and Allied Workers' Union have still not resolved the two-day wage strike which has crippled production and deliveries at five Mondi mills around the country

Mondi and the union made compromise proposals at a meeting yesterday, our Johannesburg correspondent reports. However, they failed to reach agreement and will meet again today.

The talks at the Umgeni plant near Durban are also expected to resume today.

About 1 700 workers at mills in Bellville, Umgeni, Piet Retief and Springs on the East Rand and Felixton in the northern Transvaal are on strike.

At Bellville, where 235 out of 326 workers are on strike, machines remained switched off and no deliveries

took place.

Pwawu claims that none of the five mills were in operation yesterday, but management said full production had resumed at Piet Retief and Springs.

When the strike began, the union was demanding a 70c per hour across-the-board increase, while Mondi's offer ranged from 50c for workers in the lowest grade to 65c.

Yesterday morning Mondi made an improved offer which was rejected by the union after report back meetings. A union spokesman says Mondi offered an additional 5c to all grades as from July. Mondi disputed the figures.

The 1 800 strikers then mandated their representatives to reduce their demand, which now stands at below 65c. The union would not specify the exact amount.

Mondi strike in third day as talks resume

By Susan Fleming

Negotiations between the Paper, Wood and Allied Workers' Union (PWAU) and the Mondi Board will continue today as 1 700 workers strike for the third day for higher wages

The strike began on Monday after the workers' demand for a 70c/hour increase was refused

A spokesman for Mondi Mills said today that talks yesterday centred on the PWAU demand for an increase of 27 percent. Management had put forward a package offer which included an increase in the hourly rate, benefits in shift allowances and leave bonuses amounting to just over 21 percent.

A spokesman for PWAU said yesterday the union had rejected a management offer of 55c/hour increase.

The Mondi spokesman said while the strike had affected all five mills, full production had resumed at Piet Retief and Springs.

Production at the five Mondi Paper mills on strike was not resumed yesterday as management expected, a spokesman for the Paper, Wood and Allied Workers' Union said yesterday.

In three of the mills, Felixton in the Northern Transvaal, Springs and Bellville in the Cape, workers conducted a "sleep-in" on Monday night, the spokesman said

At the Umgeni factory company officials switched on machinery at 6 am, but workers persuaded them to turn it off at 10 am, the spokesman said.

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star 4/2/87

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4/2/87 (152)
**Mondi, union
give ground**

B/Dwy ALAN FINE

MONDI board mills and the Paper, Wood and Allied Workers' Union (Pwawu) yesterday failed to reach agreement over the strike at the company's five plants despite compromise proposals from both sides.

Talks will resume today.

When the strike began, the union was demanding a 70c per hour across-the-board increase, while Mondi's offer ranged from 50c for workers in the lowest grade to 65c.

Yesterday morning Mondi management made an improved offer which was rejected by the union after report-back meetings at the various plants.

The 1 800 strikers later mandated their representatives to reduce their demand, which now stands at below 65c.

Cape Times 5/2/87

Mondi Mills talks deadlock

152

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Labour Reporter

TALKS have broken down between Mondi Board Mills and the Paper Wood and Allied Workers' Union (Pwawu) over a wage dispute which has brought union members out on strike at all five of Mondi's mills around the country.

Although both parties have shifted their positions during the past one-and-a-half days of negotiations, they have not yet reached agreement on increases.

A Pwawu spokesman said yesterday production at all five plants was at a standstill, denying management claims that full production had resumed at mills in Springs and Piet Retief.

A Mondi Board Mills spokesman yesterday confirmed that negotiations had ended in a deadlock and that the strike affected all five mills.

Student nod for back to school call

By SEFAKO NYAKA

THE Department of Education and Training's restrictions on secondary school pupils have been labelled a deliberate attempt to undermine the return-to-school call

In a statement issued after its three-day congress at the weekend, the National Student Co-ordinating Committee (Nascoc) said admission forms introduced by the department were aimed at preventing pupils from going to school — and this would be used as an excuse to close more schools

It endorsed the call made earlier this year by community, church, political and worker organisations for pupils to return to school, thus ending three years of boycotts

The committee called on pupils to campaign for the release of other detained pupils, to organise alternative sport and culture, and to strengthen student representatives' councils

It also called on pupils to organise "People's Education" programmes — which have been outlawed by the DET — every Wednesday and Friday.

Nascoc said it was committed to fighting "apartheid colonial education" until it is replaced by alternative education

"The DET has failed to finance and control apartheid education, which is threatened by 'People's Education'," the committee said

● This week Deputy Minister of Education and Training Sam de Beer told Mamelodi parents the school boycott has backfired by producing "a whole generation of illiterates, innumerate and misfits"

He said the DET had tried to sort out pupils' grievances, "but as certain matters were attended to so other demands' were added, many of them being outside the department's jurisdiction" — such as the release of detainees and the unbanning of Cosas



Wage dispute at Maponya's

By LEN MASEKO

Sowetan
5/2/87

THE Commercial Catering and Allied Workers' Union of South Africa has declared a dispute with Soweto's Maponya Bazaar following a wage deadlock between the two parties.

A Ccawusa official, Mr Elias Silala, told the *Sowetan* the company had not responded to the union's request that the wage dispute be referred to mediators.

Ccawusa members employed by Maponya's Bazaar demand wage increases of R120 a month, while management is said to be offering R45 across-the-board.

Maponya workers resolved at a meeting last

week that management be given until tomorrow to respond to the union's request for mediation

Mr Silala said the minimum wage at the supermarket was R285 a month.

Meanwhile ALINAH DUBE reports that members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) employed by a Pretoria electronics company this week downed tools after a white woman threatened to "paint another with black paint because she is closely associated with black people".

A spokesman for the union told the *Sowetan* yesterday that Tedelex employees downed tools on Monday after they had demanded the immediate dismissal of a clerk whom they said was a racist. Workers, he added, refused to

continue working "with a person who does not regard them as human beings".

Late yesterday workers representatives were involved in discussions with management

Mondi strike goes on

6/2/82

THE 1 700 Mondi Paper workers continued their strike yesterday, with their union indicating that they had reduced their initial wage demand to 60 cents an hour.

The latest demand is five cents more than what management is offering. Initially, the Paper, Wood and Allied Workers' Union (Pwawu) members demanded an hourly increase of 70 cents an hour at five Mondi mills. Negotiations between

By **LEN MASEKO**

the two parties have reached a deadlock.

Meanwhile Pwawu claimed that two white employees were injured at Mondi's Springs mill while trying to operate machines there yesterday morning. Skeleton staff at Springs and Piet Retief mills have been maintaining production.

A management spokesman said yesterday he was not aware of

the incident.

A Pwawu spokesman said the striking workers were now demanding split increases of 50 cents, effective from January 1 and 10 cents in July.

In a statement released last night, the company said it remained committed to seeking a solution to a deadlock reached during wage negotiations with Pwawu representatives.

"In an effort to break the deadlock reached on Wednesday, management has asked Pwawu representatives to seek a

fresh mandate from their members. The company has not yet had a formal response to this request.

"In asking the union for this mandate, it has been pointed out to the Pwawu representatives that their stand remains unrealistic as management has accommodated most demands in an offer that is well above the official rate of inflation," the statement added.

The Mondi spokesman added that production had resumed at Piet Retief and Springs mills.

6/2/87 DD
SADF replies to union allegations

JOHANNESBURG — The South African Defence Force yesterday responded to allegations by unionists that the SADF was co-operating with OK management to intimidate striking OK workers

An SADF spokesman said from Pretoria he could not comment "because of the usual lack

of specific detail", which would hamper any investigation

The Commercial Catering and Allied Workers Union (Cawusa) yesterday alleged there was "widespread intimidation of strikers by police and the SADF"

OK spokesmen could not be contacted for comment yesterday — Sapa

152
Strike
6/2/87

Mondi pay talks still deadlocked

The strike by 1700 workers at five Mondi Paper mills entered its fifth day today with wage negotiations between management and the Paper, Wood and Allied Workers' Union still deadlocked.

On Wednesday workers requested 60 c an hour increase for the lowest grade of work, a PWAU spokesman said in Durban yesterday. Mondi refused to offer more than 55 c an hour and the union was waiting for an improved offer.

Mondi said it had asked the union to seek a fresh mandate.

BITTER SWEET DISPUTE

CP Correspondent

A BITTER dispute gripped a tiny chocolate firm in PE this week

On Friday, 25 workers at Beacon's PE depot staged a sit down strike in solidarity with two Food and Allied Workers Union (Fawu) shop stewards dis-

missed from Beacon in Durban on February 6

However, Ivan Epstein, Beacon's spokesman said the two unionists were reinstated. He also denied union claims that the PE workers were locked out

Bob Tharrat, PE branch manager, refused to com-

ment, but referred *City Press* to a report in which Epstein said "Workers are on our premises, but not inside the depot"

However, Epstein was also reported as saying workers were locked out to protect "valuable stocks and vehicles"

Workers claim they were met by locked gates on arrival at the factory on Monday - an apparent breach of agreement reached last week

But they said they were allowed back into the factory on Tuesday where they were handed slips demanding their resignations

They said they refused to sign

City Press has a slip which contains the single line "I am tendering my services in terms of my contract of employment"

In a Press statement, Regional Secretary of the Fawu, M Ndzulwana, called on factory manager Tharrat, not to involve the police

At this stage 2 500 Beacon workers are on strike in Durban and Cape Town - East Cape News Agency

Political comment and newsbills by ZB Molefe; headlines and subediting by Jon Swift, all of 204 Ellof Street Ext, Johannesburg

Business big 3 may face union 'action'

By DAVID NIDDRIE
 HALF the companies listed on the Johannesburg stock exchange could face some form of labour action after this weekend, when trade unions meet to discuss their response to the OK strike.

With negotiations postponed for two weeks for the 11 000 strikers to consider OK's final offer — reportedly R100 a month across the board — shop stewards from Anglo American and associated companies (linked to OK via SA Breweries and Premier) gather this weekend to discuss "appropriate action".

Their ambitious targeting of three of the country's corporate giants is based on SAB's majority shareholding in OK Premier's controlling shareholding in SAB and Anglo's ultimate control of all three — which forms part of its 50 percent plus control of JSE listed companies.

The OK dispute is not only being fought locally, however. Yesterday, the 50th day of the strike, representatives of the strikers' union, the Commercial Catering and Allied Workers Union of SA (Ccawusa), flew out for an extended tour of Europe and the United States to get international support and much-needed financial backing.

Before their departure Ccawusa president Mathulu Ledwaba and Johannesburg shop stewards' local chairman Gabriel Sidlayi did not specify how much they hope to collect for the strikers, but pointed out that R1-million would mean just R100 per striker.

The union, which has put up around R100 000 in bail for its 1 000 members arrested since the strike started in mid-December, has been unable to afford strike pay.

Both Ccawusa and its parent body, the Congress of SA Trade Unions (Cosatu), which have jointly convened this weekend's meeting, deny these moves indicate mediation has failed, or that they are digging in for an even more protracted dispute.

But they believe OK management has gone beyond the bounds of acceptable practice — referring to "co-operation" with security forces leading to 1 000 arrests and detentions, the use of a rival retail chain's shopping bags, and "unbelievable price-cutting".

While Ccawusa says the strike remains solid, with less than 250 workers having returned to work, the weekend meeting — drawing in representatives of six unions with members in Anglo, SA Breweries and Premier companies — is a clear message to OK management, and to other employers.

Cosatu clearly sees victory in the OK strike as vital to the success of its 'living wage campaign' — its major campaign for the year.

Defeat of Ccawusa will badly dent its image among employers before the campaign has really started. Victory — which to Ccawusa means a R450 minimum wage — will both boost the confidence of members, and give notice to bosses that Cosatu intends implementing its slogan, an injury to one is an injury to all, more vigorously than in the past.

Cosatu head office has recently indicated its deep unhappiness at the scanty support given by affiliates to a number of its stayaways last year — in particular the July 14 anti-Emergency and December 1 protests — and the failure to turn a number of its militant founding resolutions into reality.

It believes employers and the state have focused on these shortcomings — rather than the federation's achievements — and interpreted them as signs of weakness. Its planned mass backing of the OK strikers appears, in part to be aimed at correcting that impression.

Unions represented at Sunday's meeting include Cosatu's most numerically powerful Ccawusa, the National Union of Mineworkers (NUM), Food and Allied Workers' Union (Fawu), Metal and Allied Workers' Union (Mawu), Paper, Wood and Allied Workers' Union



Two teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate over desegregation. They subsequently changed their decision.

Picture: ANNA ZIEMINSKI, Atrapix

RIGHTWING opposition to the desegregation of cinemas suffered another blow this week with the reopening of two Krugersdorp movie houses to all races.

The decision to re-open was made at an emergency meeting of the Krugersdorp Town Council on Wednesday where a previous stalemate over Ster-Kinekor's "open to all or we'll close you down" policy was overturned in favour of accepting non-racial cinemas.

The meeting however saw four councillors — Kobus Meiring Sakkie Nel, Thys Steenkamp and Chris Viljoen — walking out, calling the decision "unethical" and the meeting "illegal".

Flicks first, volk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby Lewis.

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Roodepoort.

The last remaining major stalwart in the cause for whites-only films the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA). Ster-Kinekor will shut down three more cinemas and three drive-ins by the end of the month if the shows are not desegregated.

The closures have caused indignation within the ranks of the right wing. Clive Derby Lewis, self-

appointed hero of the whites only faction has laid charges of intimidation called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies.

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas.

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past.

Kitskonstabels in court

THREE *kitskonstabels* appeared in the Grahamstown magistrate's court yesterday in connection with a shooting incident earlier this week in which four people were killed.

The trio, recipients of a controversial three-week crash course in police methods, were not asked to plead and are due to appear in court again today.

They are Mzamo Nyaka, 31 and Madoda Piki, 26, both of Fort Beaufort, and Vuyo Habane, 24, of Alcedale.

Their appearance follows an urgent police investigation into the shooting incident on Monday night while a group of *kitskonstabels* was guarding a school in Grahamstown's Tantsi township.

A police spokesman said three *kitskonstabels* had been fired at from a house and went to investigate.

The shooting was raised in parliament on Wednesday, where Progressive Federal Party MP Helen Suzman described it as "another dangerous indication that *kitskonstabels* receive inadequate training".

Bus shelter bomb

A BUS shelter was blown up just 200 metres from Alwyn Schiebusch's ministerial home in Cape Town yesterday.

Few details were available, but the Bureau for Information said it "presumed" the blast was caused by a limpet mine.

Initial reports said one woman was injured in the blast which took place at noon in Main Road Newlands, near the Groote Schuur Estate which houses several cabinet ministers.

The roof was blown off the bus shelter, and the woman — who was

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday.

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed.

He also questioned Anglo American's initial insistence that the workers had resigned.

Resigning is a voluntary action and it is clear the workers did not resign — they were fired.

Anglo representative John Kingsley Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed.

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment".

He said the majority of workers returned to work, and those who didn't were dismissed.

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year". Since then, he said, 39 employees have lost their lives and 177 have been injured.

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei."

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted.

He said recruitment started on Monday through our traditional channels but has not been completed yet.

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO.

Golding also accused Anglo of intransigence, saying the dismissals are "typical of a high handed management which has failed to address issues giving rise to conflict on the mine".

NUM said it was 'perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict'.

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that is the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year.

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986.

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans.

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18.

The United Democratic Front and its affiliates were hardest hit

percent of detainees whose affiliations are known.

Women accounted for over 10 percent of the total — approximately 3 000.

The report says a further 2 840 people were detained under the country's security legislation.

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Upington, and Simon Marule, 20, who died on December 23 in Benoni.

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating allegations of assault and torture.

came from Bloemfontein (38) and 29 from Durban.

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation.

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers.

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers Union application to the Durban Supreme Court in July.

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487

MONDI STRIKE IS OVER

ALAN FINE

MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants around SA are expected to return to work today after an eight-day, wage strike. 10/2/87

The final obstacle in the way of a settlement was resolved yesterday with a compromise accord that wage increases be backdated to mid-January. The union had demanded they be implemented from January 1, while the company wanted them to apply only from the date of agreement.

On Friday, Mondi and Pwawu agreed on a 50c an hour increase for workers in the lower job categories, with another 5c in July. This will raise the minimum hourly wage at the company to R3,15.

Skilled workers will get 65c now, plus 5c in July. Mondi spokesman Alan Young says he is pleased the strike has been resolved and that both sides "played it according to the rules". Pwawu general secretary Jeremy Baskind declined to comment as he had not yet seen a signed copy of the agreement.

According to Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start up this morning. 6/Day

Strike at mills may end today

Most of the 1 700 workers involved in the eight-day Mondi Board Mills strike are expected to resume work today, says a spokesman for the Paper, Wood and Allied Workers' Union (PWAU).

At a meeting between union officials and the Mondi Board in Durban yesterday, a compromise settlement was reached about the backdating of the new salary scales agreed on last week.

A deadlock had developed after Mondi Board had refused to accept PWAU's demand that increases be effective from January 1. Management said the increases would be effective from January 23. The new salary scales will be backdated to mid-January.

Mondi said settlement had been reached and that union members would report for work from last night.



Star

152 14/2/87



Mondi mill strikers ^{on the 10/12/87} to return ^{(1987) (1987) 152}

Own Correspondent

JOHANNESBURG. — Members of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants are expected to return to work today after eight days on strike.

The settlement yesterday agreed that wage increases be backdated to mid-January.

On Friday Mondi and Pwawu agreed on a 50c-an-hour increase for lower job categories, with another 5c in July. This will bring the minimum hourly wage to R3,15.

Skilled workers will get 65c plus 5c in July.

A Mondi spokesman, Mr Alan Young, said he was pleased the strike had been resolved. Pwawu general secretary Mr Jeremy Baskind declined to comment.

According to Mr Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start this morning.

2 500 on strike in sweet factory

Labour Reporter

THE strike by about 2 500 workers of the Beacon Sweets factory in Mobei entered its third day yesterday with no indication of an end in sight

Mr Mike Masondo, a spokesman for the Sweet, Food and Allied Workers' Union, said the workers downed tools on Friday afternoon following the dismissal of a shop steward and the suspension of another

'The union's position was that the shop stewards must be reinstated immediately and any inquiries of alleged misconduct can be heard later, but the company's position was that they will only pursue the matter if the situation returns to normal,' he added

Unfair

Mr Arnold Zulman, managing director of Beacon Sweets, denied the union's allegations that the dismissal was unfair. He said the disciplinary action against the two shop stewards was taken after holding an inquiry

'The chairman of the shop stewards' committee and secretary were present at the inquiry but neither had appealed against the decision. One shop steward was dismissed following the hearing, and the other was suspended pending an inquiry but because of the strike we were unable to proceed with the hearing,' he said

Allegations of unfair labour practice levelled against the company were absolutely false, he said

'The average earnings level of the lowest category of workers is at the moment R697 a month to which the company incurs a cost of an additional R150 a month for other benefits for each worker'

DP
152 12/19/91

Bus strike called off after agreement

CAPE TOWN — A strike of bus companies operating from Cape Town to Ciskei and Transkei was called off after demands made by township residents were agreed to by the bus companies, a spokesman for the bus companies, Mr Fareed Chilwan and spokesman for the Transport Co-ordinating Committee, Mr Welcome Zenzile, said in a joint statement in Cape Town yesterday.

Mr Chilwan of Chilwan's Bus Service said a Bus Owners Committee had now been formed to communicate with the Transport Co-ordinating Committee regarding future increases and community issues.

The companies involved included Chilwan's Bus Company, Motale's, Transkei Blue Line, Elite, Broadway, Koncoshe and Transkei Express.

Agreements were signed in Cape Town yesterday that these companies would revert to the original fares, that is R50 to Transkei and R30 to Ciskei.

In addition to the reduction in fares the following demands were also met.

Children and scholars will pay half price; excess baggage will be weighed and paid for accordingly; passengers will be insured; lost tickets will be re-issued free; bus owners will discuss future fare increases with representatives of the Transport Co-ordinating Committee and buses will not be overloaded — Sapa

2

Chemical staff threaten strike

12/2/87 Star
152
By Susan Fleming

About 700 members of the Chemical Workers' Industrial Union (CWIU) are threatening to down tools at Fedmis Phalaborwa unless management stops alleged racial discrimination, a union official said last night.

A local organiser for the CWIU, Mr David Nkoana, said about 700 workers voted yesterday in favour of a legal strike at the Sentrachem subsidiary.

Mr Nkoana said blacks had been doing the same jobs as whites, but for lower wages.

"While whites are being trained for positions, black workers are asked to fill these positions. When they have finished training the black workers have to step down," he said.

"We demand that the black workers be allowed to keep their positions," he said.

A spokesman for Sentrachem refused to comment on whether he had been approached by the union about discrimination or a possible strike.

Beacon factory strike enters fifth day

The strike by 2 500 workers at the Beacon Sweets factory in Mobeni, Durban, enters its fifth day today following a demand by workers that two shop stewards be reinstated. ^{12/2/87} ~~misconduct~~ ^{Stew} ~~and any inquiries of alleged~~ ^{misconduct heard later.} Beacon said it would "pursue the matter if the situation returns to normal". (52)

One was dismissed and the other had been suspended, a statement from the factory said yesterday. ^{Stew} ~~that the dismissal was unfair.~~ ^{Disciplinary action had been taken against} The managing director, Mr Arnold Zulman, denied the union's allegation that the dismissal was unfair. ^{Disciplinary action had been taken against} The union demands the stewards be both men after an inquiry, he said.

...murder to attempted murder

Aggett work stoppage

JOHANNESBURG — Thousands of Food and Allied Workers' Union members at factories around the country will stop work today to commemorate the death in detention of trade unionist Mr Neil Aggett. He was found dead in a police cell at John Vorster Square on February 5, 1982

Cap. Times 13/2/82 (329)

TEMBISA COUNCIL WORKERS REVOLT

(152)

Sowetan
13/2/87

TEMBISA on the East Rand was yesterday in chaos after town council employees, including policemen, rebelled against two senior officials.

Officials of the South African Black Municipal and Allied Workers Union (Sabmawu) representing the workers and the town council administrator, Mr Solomon More, were last night meeting in a bid to resolve the issue

Mr More said he was still to report to his employers about the position of the council employees

He declined to comment further

The workers want Mr More and the town's public relations officer, Mr Lawrence Pokela to resign

According to reports, there was chaos in the township yesterday when municipal policemen and other workers surrounded the council offices and demanded that the two officials leave the premises

The workers said that the officials

By JOSHUA RABOROKO

were refusing to meet their demands for a pay rise, but had recommended to the Government that the administrator needed a mayoral car which cost R150 000

"We find this ridiculous, especially after our strike and the on-going rent boycott in the township," workers said

The workers said after their wages' strike the administrator promised them increases which they had not yet received

A spokesman for the council confirmed the incident. He said this happened after workers had voiced their grievances to the administrator. He declined to comment further

A union spokesman, Mr Benny Alexandra, said the union was negotiating with Mr More over the workers' demands

OK STRIKE

Watershed week

This week should decide the outcome of attempts to mediate a settlement in the OK wage strike — the longest in the retail industry

Friday is D-day for the Commercial, Catering and Allied Workers' Union (Cawusa) to respond to an undisclosed offer OK management made when the two sides last met for mediation on January 30

Settlement prospects seem slim. Cawusa and its federation, the Congress of SA Trade Unions (Cosatu), appear set not only on prolonging the strike, but spreading it to other OK-related companies as well

A critical factor in the strike as far as the union is concerned is that it does not have a strike fund. The strikers, therefore, have had no means of support since December 18, when the strike commenced

Last Thursday steps were taken to remedy this when two Cawusa representatives embarked on a fund raising tour of Europe, the UK and North America. Their tour is being co-ordinated by Fiet, the Geneva-based international trade secretariat for the technical, clerical and commercial trades

On Sunday, more than 200 worker delegates from 54 Anglo American Corporation companies met in Johannesburg to discuss supportive action. In all, 10 Cosatu affiliates endorsed the strikers' stand. The meeting resolved that workers from each company should lobby their managements to press OK to re-instate dismissed strikers, and to negotiate "in a serious manner"

Solidarity demonstrations

It was also decided that all Cosatu regions and locals should discuss solidarity action. Plans are afoot to stage placard demonstrations during lunch hour on Friday in all Cosatu-organised workplaces. Cosatu's central executive committee meeting, which starts on February 20, will review matters

By Tuesday, when the *FM* went to press, it was not possible to ascertain whether Sunday's meetings had had ripple effects. Strike co-ordinator Jay Naidoo said the union had not yet had a chance to monitor developments. He stressed that Cosatu affiliates had shown solidarity throughout the strike

OK personnel manager Keith Hartshorne says he was not aware of solidarity action at OK-related companies. However, there had been cases of individual merchandisers employed by OK suppliers not pitching up for work. In these instances, Hartshorne says, the merchandisers had either been intimidated, or were expressing support for the strike

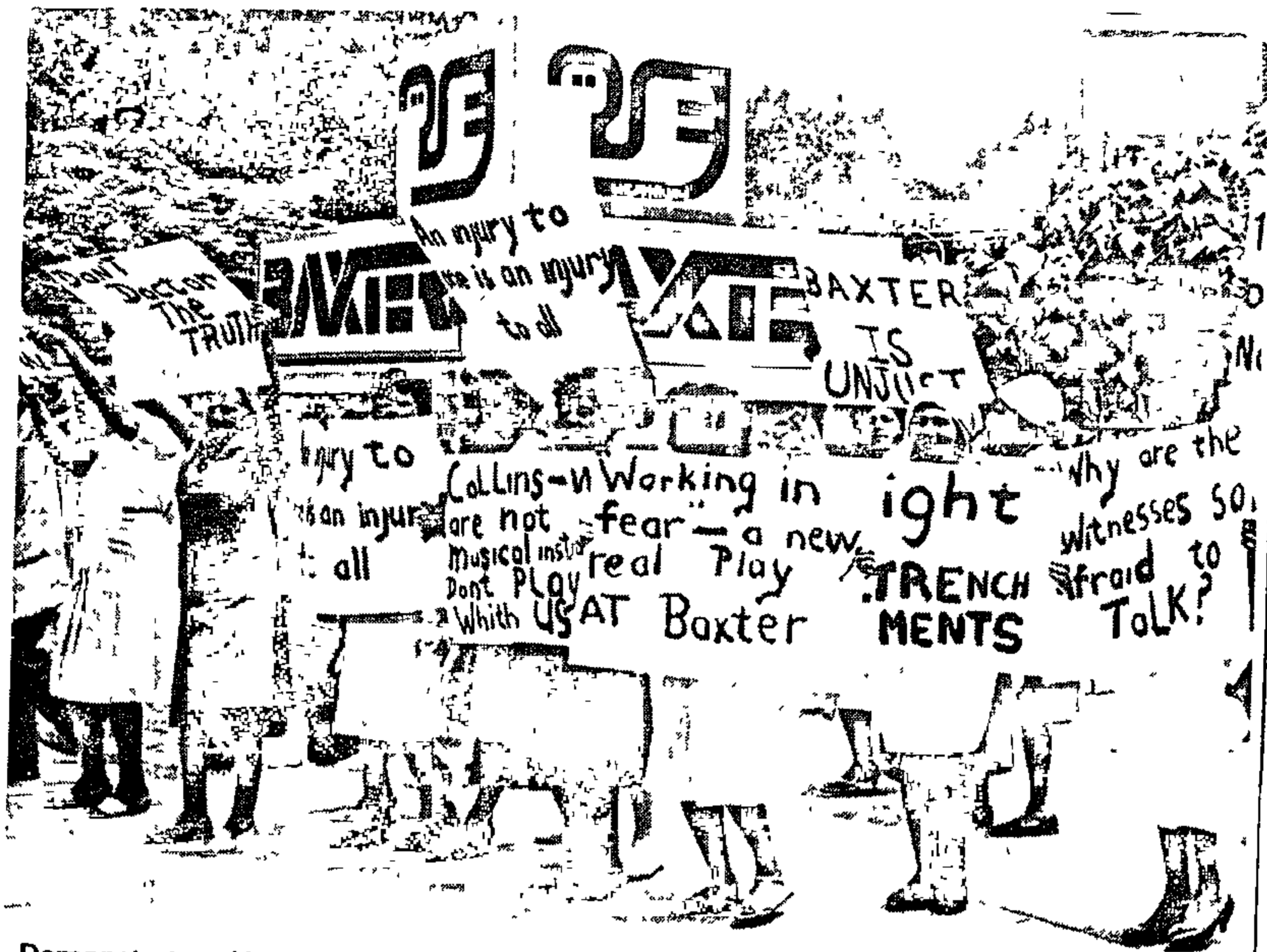
Hartshorne says he is a "little surprised" that such elaborate steps had been taken to generate solidarity action, considering that OK is still awaiting Cawusa's response to its offer

These developments came amid renewed allegations by Cawusa of widespread in-

timidation of strikers by police and the SADF. "It is clear the State is working very closely with employers to break the back of our struggle for a living wage," the union says

Hartshorne stoutly defends OK's position. "Our policy throughout the strike has been that it is crucial to protect our assets, customers and non-striking staff. In most cases where police have intervened it has been as a result of complaints lodged by customers or staff, and not management. But we make no apology for calling in the police when people's lives are at stake"

An SADF spokesman reportedly said last week he could not comment on the allegations in any meaningful way "because of the usual lack of specific detail". A police spokesman said that if police had taken action it was because there was good reason for it — and not because people belonged to an organisation or union



Demonstrating University of Cape Town workers and Baxter Theatre employees outside the theatre during yesterday's protest march. They dispersed peacefully after the march. Picture. GLENN SHERRATT

UCT, Baxter staff in protest

By CLARE HARPER

ABOUT 100 University of Cape Town workers joined Baxter Theatre employees in a show of "solidarity with their grievances" at a lunchtime demonstration at the theatre yesterday.

The placard-wielding workers marched from the top entrance of the Baxter into the main atrium, singing "What Have We Done", before marching out of a side door towards the Main Road entrance.

The marchers were later locked out of the theatre when they tried

to return through the Baxter

A spokesman for the University and Allied Workers Union, Mr Ebrahim Patel, said the action was taken as "a demonstration of solidarity with the Baxter union members", and an attempt to "impress the seriousness with which the union view the labour practices of the Baxter Theatre management".

In a statement the union said it was "struck by the level of fear and insecurity which exists in the theatre" and concerned about the "general attitude of management".

The union has not yet declared a formal dispute with management

Grievances cited include the dismissal of a stagehand, Mr Abraham Vincent, the issuing of a warning letter to a driver, Mr William Lawrence, for allegedly being ill too often, and the refusal to grant long leave to long-serving employees of UCT.

The director of the Baxter Theatre, Mr John Slemon, said yesterday. "I have no comment at all to make about this act of intimidation."

CAPE TIMES 17/2/87 (5) 152

CHEMICAL WORKERS DOWN TOOLS

Sowetan 19/2/87

A TOTAL of 700 Chemical Workers' Industrial Union members are on a legal strike at Industrial Rubber's four plants in the Transvaal.

The strike stems from workers' demand for an across-the-board increase of R1 an hour, a 40-hour week; paid maternity leave, recognition of May Day and June 16 as paid holidays

The company has instead offered — among other things — 39 cents across-the-board. The plants affected by the strike are in Wadeville, Phalaborwa, Industria and Boksburg

The strike follows the failure by the Minister of Manpower to appoint a conciliation board to resolve the dispute. CWIU members voted for a strike after the Minister failed to appoint the board within 30 days.

• The Chamber of Mines is to take the conservative Mineworkers' Union to the Industrial Court over the refusal by the union's members to train coloured winding engine drivers

This follows the failure by the conciliation board, which met in Johannesburg yesterday, to resolve the dispute

The Chamber declared the dispute when the Mineworkers' Union, which has an all-white membership, re-

By LEN MASEKO

jected a Chamber proposal that members of the union assist in the training of coloured winding engine drivers on the same basis as they help white trainees

The unfair labour practice dispute is now being referred to the Industrial Court, the Chamber said in a statement

• Meanwhile over 1 000 Metal and Union (Mawu) members who downed tools at five Henred Fruehauf plants in protest against the dismissal of a union member, have since returned to work

The workers resumed work after management agreed to start inquiry proceedings into Mr Hendrick Maake's dismissal

Thousands stranded as bus drivers strike

THOUSANDS of commuters were stranded in Pretoria and neighbouring areas over the past two days when scores of bus drivers employed by Bophuthatswana Transport Holdings stayed away from work in protest against the company's refusal to recognise their union.

A BTH spokesman yesterday confirmed the stayaway by its employees, saying contingency plans had been made to ensure that thousands of daily commuters were transported to work-

places throughout the Bophuthatswana and Pretoria areas

The BTH bus drivers involved in the work stoppage demand recognition of their union the Transport and Allied Workers' Union (Tawu)

A Tawu spokesman told the *Sowetan* that the company had steadfastly refused to grant the union recognition, "despite the fact that a number of the company's employees have joined our union"

To Page 3

VALID FROM 19TH FEBRUARY TO 21ST FEBRUARY

Sowetan
19/2/87

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10
230

52 8 230

Bus strike

From Page 1

Lawu officials and BTH management were locked in a meeting in Pretoria yesterday

A BTH spokesman, Mr Slater Rawlins, said "Although relief drivers had been arranged, passengers from GaSeabe, Winterveldt and Mabopane areas probably experience difficulties in reaching their destinations on time"

Arrangements had been made with the South African Transport Services to transport BTH passengers from Winterveldt and Mabopane to Pretoria suburbs by train, said the company spokesman

The work stoppage at BTH started on Monday when the company's maintenance staff stayed away from work. The bus company has blamed "foreign South African unions for disrupting" the homeland's transport

Trade unions are banned from operating in the homeland

BTH management has indicated that it is not prepared to contravene the homeland's law prohibiting unions from operating there. On the other hand, Tawu has accused the company of unfair labour practice for refusing to recognise the union

"Many of our union members employed by BTH live in South Africa and in addition the bus company is operating in this country as well," a Tawu spokesman said

4116 7/11/15 2012/18 F

'Strikers detained'

JOHANNESBURG. — More than 200 striking Bophuthatswana Transport Holdings (BTH) workers were detained this week, according to the Transport and Allied Workers' Union.

A BTH spokesman said about 300 drivers and maintenance staff stayed away from work on Wednesday. Tawu said more than 2 000 were on strike.

The company, which claims there have been attempts to intimidate drivers, has begun employing new drivers and technical staff. — Sapa

Bop transport strike into fourth day, no end in sight

By Zenaide Vendeiro, Transport Reporter

152
The strike by bus drivers and other workers at Bophuthatswana Transport Holdings enters its fourth day today with no end in sight.

They are striking for a recognition agreement between the company and the Transport and Allied Workers' Union (Tawu).

Tawu officials approached BTH yesterday, but were told the company was unable to negotiate with the union as it had no legal status in the homeland. This was confirmed by BTH.

In statements issued yesterday, BTH claimed that there had been intimidation of drivers while Tawu alleged harassment and detention of workers on strike.

Tawu says . . .

152
The union said six worker leaders had been detained — two from Pitso, three from Batswana Gare and one from Botlhaba — and, as a result, many workers had left their homes in fear of harassment by police.

152
There had also appeared to be an attempt by the South African Police to frustrate workers' attempts to hold meetings in the Pretoria area.

152
On Wednesday, the union said, police locked out workers from the Empire Cinema in Marabastad and later locked out workers from the Laudium Hotel, where close to 1 000 workers had gathered.

Workers claimed they were transported in vans from the hotel to Bophuthatswana areas, where they were addressed by management.

Tawu said that, in a clear attempt to divide drivers from the technical staff, management persisted in calling on drivers to return to work while ignoring other members of staff.

Management had engaged white personnel to drive buses, it added.

"Workers have seen through this and they remain resolved to persist in the unity and quest for recognition of their democratic trade union and not a management-sponsored union,"

Tawu said.

BTH says . . .

BTH said officials had been informed that "unknown parties" made specific threats to employees.

152
Certain drivers were also threatened by colleagues and minibus operators, the company said.

152
"In more than one instance, firearms were used as an intimidation instrument."

152
BTH had been approached by Tawu officials, who were told that in terms of Bophuthatswana's industrial relations legislation, the company could not negotiate with foreign unions.

152
"They were informed that no *de jure* or *de facto* recognition can be granted by the company and that they should therefore approach the appropriate authorities in Bophuthatswana"

The company said the unlawful stay-away involved about 25 percent of drivers and that it had had a limited effect on regular commuter services.

Relief drivers had been used and arrangements had been made with SA Transport Services to transport by rail to Rosslyn and Pretoria.

Management expressed its sincere appreciation to BTH passengers for their patience and co-operation "during this difficult period".

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44 of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1986 and (b) in respect of what percentage of the approved applications were the disputes settled, in each case?

The MINISTER OF MANPOWER

- (a) (i) 1 294
- (ii) (aa) Nil
- (bb) 306

(b) Conciliation boards—36,9 per cent Mediators—falls away

Note As at the end of 1986, 58 disputes were still under consideration by conciliation boards

Unemployed insurance cards

390 Mr P H P GASTROW asked the Minister of Manpower

Whether any employers were (a) prosecuted and (b) warned in 1986 for failing to keep their employees' unemployment insurance cards up to date, if so, how many in each category?

The MINISTER OF MANPOWER

- (a) Yes, 4 638
- (b) Yes, many were warned during 1986 but separate figures on the number of warnings given are not readily available

Strikes

391 Mr P H P GASTROW asked the Minister of Manpower

(a) How many (i) disputes, (ii) work stoppages and (iii) strikes were reported in 1986 in terms of the Labour Relations Act, No 28 of 1956, to (aa) his Department and (bb) the Wage Board and (b) in what industries, trades or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER

- (a) (i) (aa) and (bb) The Labour Relations Act, 1956, does not contain provisions in terms of which disputes must be reported to the Department of Manpower or the Wage Board
- (ii) (aa) 150
- (iii) (aa) 643

(ii) (bb) and (iii) (bb) Work stoppages and strikes are not reportable to the Wage Board

(b) (i) and (ii)

Construction	30
Electricity	4
Finance and insurance	5
Government and services	19
Manufacturing	433
Mining	96
Trade and accommodation services	171
Transport and communication	35
Total	793

Note These figures include strikes and work stoppages. Separate figures for the different industries, trades or occupations are not available

Regional newspapers

392 Mr P G SOAL asked the Deputy Minister of Information

(1) (a) How many regional newspapers are published by the Bureau for Information, (b) what is the purpose of these newspapers, (c) what is the name of each of the newspapers published, (d) where is each newspaper distributed, (e) to whom are copies distributed, (f) what number of copies of each newspaper is printed, (g) what is the total amount allocated to the production and distribution of these regional newspapers during the current financial year and (h) who prints each of these newspapers,

(2) whether the printing of each of these newspapers was put out to tender, if not, why not, if so, (a) from whom were tenders received and (b) what was the amount of each tender,

The DEPUTY MINISTER OF INFORMATION

(3) whether these newspapers carry political news, if so, on what basis,

(4) (a) what is the editorial policy of each

(1) (a) Eight

(b) To act as a means of communication between the Government and the various groups at the regional level

(c) and (d)

Regional Newspapers	Regional Offices	Area of Distribution
Puisano	Bloemfontein	Orange Free State
Phoenix	Durban	Natal
Metropolitan Digest	Johannesburg	Witwatersrand
Die Karet	Cape Town	Cape Province
Izindaba	Pietermaritzburg	Natal
Umso	Port Elizabeth	East in Cape
Ligh/Khanya	Pretoria	Northern and Western Transvaal
Silulu	Nelspruit	Eastern Transvaal

(e) The newspapers are distributed to persons who express interest in receiving them and whose names are then added to the relevant circulation list. Some copies are also distributed through libraries, clinics and housing offices. Liaison officials also distribute copies during their normal liaison activities

(h) Puisano

(f)	(g)	(h)
Puisano	80 000	Perskor (Kroonstad)
Phoenix	13 000	Drakensberg
Metropolitan Digest	65 000	Pers (Durban)
Die Karet	100 000	Perskor (Johannesburg)
Izindaba	40 000	Galvin & Sales (Cape Town)
Umso	50 000	Drakensberg
Ligh/Khanya	70 000	Pers (Durban)
Silulu	20 000	NMB (Port Elizabeth)
		(Hoofstad Pers (Pretoria)
		Laeveld Pers (Nelspruit)

(g) R1 402 200

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Regional newspapers

392 Mr P G SOAL asked the Deputy Minister of Information

(1) (a) How many regional newspapers are published by the Bureau for Information, (b) what is the purpose of these newspapers, (c) what is the name of each of the newspapers pub-

lished, (d) where is each newspaper distributed, (e) to whom are copies distributed, (f) what number of copies of each newspaper is printed, (g) what is the total amount allocated to the production and distribution of these regional newspapers during the current financial year and (h) who prints each of these newspapers.

(2) whether the printing of each of these newspapers was put out to tender, if not, why not, if so, (a) from whom were tenders received and (b) what was the amount of each tender,

(3) whether these newspapers carry political news, if so, on what basis

(4) (a) what is the editorial policy of each

The DEPUTY MINISTER OF INFORMATION

(1) (a) Eight

(b) To act as a means of communication between the Government and the various groups at the regional level

(c) and (d)

Regional Newspapers	Regional Offices	Area of Distribution
Puisano	Bloemfontein	Orange Free State
Phoenix	Durban	Natal
Metropolitan Digest	Johannesburg	Witwatersrand
Die Karet	Cape Town	Cape Province
Izindaba	Pretoria	Natal
Umso	Port Elizabeth	Eastern Cape
Ligh/Khanya	Pretoria	Northern and Western Transvaal
Silulu	Nelspruit	Eastern Transvaal

(e) The newspapers are distributed to persons who express interest in receiving them and whose names are then added to the relevant circulation list. Some copies are also distributed through libraries, clinics and housing offices. Liaison officials also distribute copies during their normal liaison activities

(h) Puisano

Phoenix

Metropolitan Digest

Die Karet

Izindaba

Umso

Ligh/Khanya

Silulu

(f) Puisano 80 000
Phoenix 13 000
Metropolitan Digest 65 000
Die Karet 100 000
Izindaba 40 000
Umso 50 000
Ligh/Khanya 70 000
Silulu 20 000

(g) R1 402 200

B For the period 1 July 1984 to 30 June 1985

Strikes	(a) Whites	(b) Coloureds	(c) Asiatics	(d) Blacks	Total
Whites	1	0	0	0	1
Coloureds	0	0	0	0	0
Asiatics	0	0	0	0	0
Blacks	84	0	0	0	84
Total	85	0	0	0	85

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381 Mr P H P GASTROW asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1986, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER
 (a) 780 (includes work stoppages)
 (b) 246

(c) Trade union matters—27 strikes
 Disciplinary measures—113 strikes
 Working conditions—125 strikes
 Other or unknown—269 strikes

Wage regulating machinery

382 Mr P H P GASTROW asked the Minister of Manpower

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1956, were in force as at the latest specified date for which figures are available.

(2) how many (a) Whites, (b) Coloureds, (c) Asiatics and (d) Blacks were affected by each of the above five categories of wage regulating machinery as at that date?

The MINISTER OF MANPOWER

The figures are as at 31 December 1986

(1)	(a)	(b)	(c)	(d)	(e)
Whites	88	1	Nil	51	6

380 Mr P H P GASTROW asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of a (a) labour dispute (b) work stoppage and (c) strike in 1986?

The MINISTER OF LAW AND ORDER
 (a) 64 instances
 (b) 26 instances
 (c) 286 instances

(2) (a) Industrial Council Agreements
 (b) Conciliation Board Agreements
 (c) Arbitration Awards
 (d) Wage Determinations
 (e) Orders

	(a)	(b)	(c)	(d)
	Whites	Coloureds	Asians	Blacks
Industrial Council Agreements	151 816	210 113	71 075	528 298
Conciliation Board Agreements	—	116	—	—
Arbitration Awards	172 000	130 500	42 700	615 000
Wage Determinations	(Estimated figures)			
Orders	All races 154 166	(Separate figures are not readily available)		

Apprenticeship contracts

383 Mr P H P GASTROW asked the Minister of Manpower

(1) How many new apprenticeship contracts were registered in each trade in 1986 in respect of (a) White, (b)

(2) what total number of apprenticeship contracts was in operation in 1986?

The MINISTER OF MANPOWER

The following statistics are as at 31 December 1986

Industry	(1) Totals	(a) Whites	(b) Coloureds	(c) Asians	(d) Blacks
Aerospace	187	182	2	—	3
Automobile Manufacturing	117	73	18	2	24
Building	505	276	161	27	41
Coal Mining	24	17	—	—	7
Diamond Cutting	13	13	—	—	—
Electrical Contracting	4	4	—	—	—
Electricity supply	295	289	6	—	—
Explosives and Allied Industries	139	118	6	1	14
Furniture	59	18	31	9	1
Government Undertakings	263	249	14	—	—
Hairstressing	575	537	25	7	6
Jewellers and Goldsmiths	20	19	1	—	—
Local Authority (N TV)	56	56	—	—	—
Metal (Engineering)	3 369	2 693	250	168	258
Mining and Building—Mines	1 970	1 765	30	6	169
Motor	1 115	919	114	59	23
Printing	281	203	54	19	5
SA Transport	566	565	—	—	1
Sugar Manufacturing	62	17	5	—	—
Tyre and Rubber Manufacturing	39	18	10	—	—
Walvis Bay	1	1	—	—	—
Totals	9 660	8 032	727	319	582

(2) A total of 29 826 contracts of apprenticeship were in operation on 31 December 1986

Minister of Education and Development Aid

What was the size in hectares of each of the national states as at the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

Provinces	hectares
KwaNdebele	235 263
Gazankulu	764 656
Owagwa	62 000
KaWgwane	438 221
Lebowa	2 212 897
KwaZulu	3 189 796

(As at 31 December 1986)

Development Trust and Land Act

375 Mr G B D MCINTOSH asked the Minister of Education and Development Aid

- (1) What was the total (a) area of land which had been bought in each province in terms of the Development Trust and Land Act No 18 of 1936, as 31 December 1986 and (b) amount paid for this land.
- (2) what area of land (a) was bought in each province in 1986 (b) was added to each national state and independent Black state in that year and (c) remained to be bought in each province as at 31 December 1986.
- (3) (a) what area of (i) land was added to each national state and independent Black state as compensation for the removal of Black spots and (ii) compensatory land remained to be purchased in each province, and (b) what was the total area of land held by the South African Development Trust, as at the latest specified date for which figures are available?

Provinces	Hectares
Orange Free State	186 592
Cape	1 570 805
Natal	504 013
Transvaal	3 172 699

(b) R1 219 418 000

Provinces	Hectares
Orange Free State	68 003
Cape	15 002
Natal	2 618
Transvaal	37 130

(b) Transkei
Bophuthatswana
Venda
Ciskei
KaNgwane
KwaNdebele
Lebowa
Gazankulu
Owagwa
KwaZulu

Provinces	None
Transkei	None
Bophuthatswana	23 348
Venda	20 513
Ciskei	None
KaNgwane	52 784
KwaNdebele	131 893
Lebowa	None
Gazankulu	20 086
Owagwa	None
KwaZulu	14 796

(c) The required information is not readily available. Certain proposals of the Commission for Co-operation and Development are still to be considered and the decisions on these proposals will affect the extent of the land still to be acquired.

(3) (a) (i) and (ii) Details of the total area of compensatory land which was added to each national and independent state are not kept in a special register and the information is consequently not readily available.

(b) Approximately 6 772 000 hectares, of which approximately 4 200 000 hectares were transferred in ownership on 31 December 1986 to the respective national states.

The MINISTER OF EDUCATION AND DEVELOPMENT AID

Sarrtravel offices

376 Mr W V RAW asked the Minister of Transport Affairs

Whether the Sarrtravel offices in (a) Bulawayo and (b) Harare were closed at short notice as a result of certain action taken by the Zimbabwean Government, if so, (i) on what date or dates and (ii) what was the nature of the action taken by the said Government?

The MINISTER OF TRANSPORT AFFAIRS

(a) and (b) No

(i) and (ii) Fall away

Bloukrans River: road bridge

377 Mr J VAN ECK asked the Minister of Transport Affairs +

(1) What is the total (a) cost of the (i) buildings, including the caretaker's house, and (ii) roads at the rest area at the recently completed road bridge over the Bloukrans River and (b) amount spent per month on salaries for the staff of this rest area.

(2) whether an investigation was conducted or research was done regarding the possible number of users of this rest area before the present rest area and its size were decided upon, if not, why not, if so, what were the findings?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) (i) R1 117 061,23

(ii) R3 118 385,47

(b) R844,80

(2) Yes Predictions were that between 9 to 10 percent of the traffic on the road would use the facility

Owagwa

378 Mr P C CRONJE asked the Minister of Home Affairs

What was the population of Owagwa as at the latest specified date for which information is available?

The MINISTER OF HOME AFFAIRS

Total population	181 559
Whites	459
Coloureds	159
Asians	17
Blacks	180 924

Information is according to the 1985 Population Census (5 March 1985)—Figures are not adjusted for undercount

Illegal strikes

379 Mr P H P GASTROW asked the Minister of Justice

How many workers in each race group were (a) charged with and (b) convicted of illegal strikes and related conduct in 1984, 1985 and 1986, respectively?

The MINISTER OF JUSTICE

The information is not readily available in the Department. In an effort to be of assistance to the honourable Member the following information was obtained from the Central Statistical Services

A For the period 1 July 1983 to 30 June 1984

(a)	Whites	Coloureds	Asians	Blacks	Total
(b)	Whites	22			
	Coloureds	62			
	Asians	1			
	Blacks			153	
	Total	351			238

Hansanel 23/2/87

B For the period 1 July 1984 to 30 June 1985

Strikes

(a) Whites	1
Coloureds	0
Asiaties	0
Blacks	84
Total	85
(b) Whites	0
Coloureds	0
Asiaties	0
Blacks	64
Total	65

381 Mr P H P GASTROW asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1986, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

- (a) 780 (includes work stoppages)
- (b) 246

(c) Trade union matters—27 strikes
Disciplinary measures—113 strikes
Working conditions—125 strikes
Other or unknown—269 strikes

Wage regulating machinery

382 Mr P H P GASTROW asked the Minister of Manpower

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1956 were in force as at the latest specified date for which figures are available.

(2) how many (a) Whites (b) Coloureds, (c) Asiaties and (d) Blacks were affected by each of the above five categories of wage regulating machinery as at that date?

The MINISTER OF MANPOWER

The figures are as at 31 December 1986

- (1) (a) 88
- (b) 1
- (c) Nil
- (d) 51
- (e) 6

380 Mr P H P GASTROW asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of a (a) labour dispute (b) work stoppage and (c) strike in 1986?

- (a) 64 instances
- (b) 26 instances
- (c) 286 instances

The MINISTER OF LAW AND ORDER

(2)

	(a) Whites	(b) Coloureds	(c) Asiaties	(d) Blacks
(a) Industrial Council Agreements	151 816	210 113	71 075	528 298
(b) Conciliation Board Agreements	—	116	—	—
(c) Arbitration Awards	172 000	130 500	42 700	615 000
(d) Wage Determinations	(Estimated figures)			
(e) Orders	All races 154 166 (Separate figures are not readily available)			

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(2) what total number of apprenticeship contracts was in operation in 1986?

The MINISTER OF MANPOWER

The following statistics are as at 31 December 1986

Industry	(1)			
	(a) Whites	(b) Coloureds	(c) Asiaties	(d) Blacks
Aerospace	187	182	—	3
Automobile Manufacturing	117	73	2	24
Building	505	276	27	41
Coal Mining	24	17	—	7
Diamond Cutting	13	13	—	—
Electrical Contracting	4	4	—	—
Electricity supply	295	289	6	—
Explosives and Allied Industries	139	118	6	14
Furniture	59	18	1	1
Government Undertakings	263	249	—	—
Hairdressing	575	537	7	6
Jewelers and Goldsmiths	20	19	—	—
Local Authority (N.T.V)	56	56	—	—
Metal (Engineering)	3 369	2 693	168	258
Mining and Building—Mines	1 970	1 765	6	169
Motor	1 115	919	59	23
Printing	281	203	19	5
SA Transport	566	565	—	1
Sugar Manufacturing	62	17	—	19
Tyre and Rubber Manufacturing	39	18	2	21
Walvis Bay	1	1	—	9
Totals	9 660	8 032	319	582

(2) A total of 29 826 contracts of apprenticeship were in operation on 31 December 1986

The MINISTER OF LAW AND ORDER

- (1) (a) Captain 10
Lieutenant 32
Warrant-officer 41
Sergeant 250
Constable 1 043
Student 152
Temporary members 123
(b) 7 515

As a result of the amalgamation of the former South African Railway Police with the South African Police on 1 October 1986, it is not possible at this stage to furnish the requested particulars because the division of the posts and members concerned are not yet finalised

Note The total shortage in the South African Police on 31 January 1987 is as follows

Brigadier	1
Colonel	3
Lieutenant-Colonel	14
Major	62
Captain	96
Lieutenant	285
Warrant Officer	733
Sergeant	1 361
Constable	1 587
Firearms	4 142

291 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (1) (a) How many persons in the Republic were as at 31 December 1986 licensed to possess firearms and (b) what was the total number of licences issued as at that date,
(2) how many applications for licences were (a) received and (b) granted in 1986,
(3) whether any firearms were reported lost or stolen in 1986, if so, how many,

(4) whether, in 1986, any persons were declared unfit to possess firearms, if so, how many?

The MINISTER OF LAW AND ORDER

- (1) (a) 1 061 281 persons
(b) 2 492 633 licenses

(2) (a) 229 128 applications
(b) 220 221 licenses granted

(3) Yes, 10 111 arms

(4) Yes, 986 persons

Note The number of licences issued during 1980 to 1985 is as follows

1980—185 042
1981—227 647
1982—147 740
1983—122 139
1984—120 558
1985—135 382

The 1986 increase when compared to 1985 can largely be attributed to the fact that the public licenced thousands of firearms, during the amnesty periods granted. In most of these instances licences were granted

Firearms

292 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (a) How many persons were arrested in each province of the Republic in 1986 for (i) illegal possession of firearms and (ii) being in possession of stolen firearms and (b) how many of the lawful owners of such firearms were traced in each category?

Transvaal	(i) 765	(ii) 799
Natal	508	163
Orange Free State	97	77
Cape Province	417	355

(b) (i) 335 (ii) 371

Transvaal	335	371
Natal	211	94
Orange Free State	53	51
Cape Province	239	311

Note A strict policy regarding the safe possession of arms is maintained. To include this policy and other aspects in existing legislation, it is anticipated to adapt the Arms and Ammunition Act, 1969, in the near future

(b) 77 458 persons

Strikes

293 Mr S S VAN DER MERWE asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1986?

The MINISTER OF LAW AND ORDER

977 persons

Trespass

294 Mr S S VAN DER MERWE asked the Minister of Law and Order

How many Black persons were arrested for trespass by the South African Police in 1986 in (a) each of the main urban centres and (b) the Republic?

The MINISTER OF LAW AND ORDER

Durban	3947
Pietermaritzburg	1 080
Pretoria	1 322
Port Elizabeth	372
Queenstown	224
East-London	184
Kimberley	69
Soweto	78
Bloemfontein	179
Heidelberg	252
Benoni	126
Kempston Park	67
Germiston	1 305
Brakpan	125
Springs	388

295 Mr S S VAN DER MERWE asked the Minister of Law and Order

How many (a) White, (b) Coloured and (c) Indian persons were arrested for trespass by the South African Police in 1986?

The MINISTER OF LAW AND ORDER

(a) 1 236

(b) 11 393

(c) 367

Note Statistics of the Transport Policing Branch in respect of trespassing on premises of the Department of Transport Services are included in these figures

Identity documents

296 Mr S S VAN DER MERWE asked the Minister of Law and Order

Whether any (a) White, (b) Black, (c) Coloured and (d) Indian persons were arrested for not being in possession of an official identity document in 1986, if so, (i) how many, (ii) in terms of what statutory provisions, in each case?

The MINISTER OF LAW AND ORDER

- (a) None (i) and (ii) Fall away
(b) (i) 423 persons

with Administration and Broadcasting Services

What was the estimated (a) number of unlicensed television sets in the Republic as at the end of 1986 or the latest specified 12-months period for which figures are available and (b) loss of revenue suffered by the SABC as a result?

(a) 180 000
(b) R8 400 000

Economically active persons

250 Mr A B WIDMAN asked the Minister of Home Affairs

(a) How many persons in each population group were economically active in the Republic as at the latest specified date for which figures are available and (b) how many such persons were employed in the public sector?

The MINISTER OF HOME AFFAIRS

	Whites	Coloureds	Asians	Blacks
(a) Economically active population as at 30 6 86	2 116 000	1 058 000	305 000	5 918 000
(b) Public sector employment (on the assumption that the following categories are included)				
Total	627 720	179 184	36 456	744 676
Central Government	152 650	76 943	17 977	149 657
Provincial Administrations	131 192	29 410	5 188	99 565
Local Authorities	63 600	29 200	6 400	141 500
Self-governing National States	—	—	—	129 599
South African Transport services	99 569	17 157	1 856	99 465
Posts and Telecommunications	54 677	10 809	2 124	29 897
Sundry Statutory Bodies	14 052	1 656	99	12 318
Public corporations	82 108	9 498	1 007	70 751
Agricultural control boards	2 208	420	48	732
Universities	23 278	3 508	1 317	9 883
Technikons	4 386	583	440	1 408

Children born

252 Mr A B WIDMAN asked the Minister of Home Affairs

How many (a) White, (b) Black, (c) Coloured and (d) Asian children were born in South Africa in 1985, (i) including and (ii) excluding the national states?

The MINISTER OF HOME AFFAIRS

(i) 79 863 (ii) 79 800

HOA

*The lower figures, compared with the figures of previous years are attributed to an advanced closing date as declared in paragraph 2.3.1.1 in the 1985 annual report of Central Statistical Service

Citizenship certificates

253 Mr R A F SWART asked the Minister of Home Affairs

How many citizenship certificates (a) (i) had been issued and (ii) remained to be issued as at 31 December 1986, and (b) were issued in 1986, to citizens of each national state?

The MINISTER OF HOME AFFAIRS

	(a) (i)	(ii)	(b)
KwaZulu	1 602 154	1 480 576	8 146
Lebowa	277 854	1 118 723	1 677
Owagwa	163 642	841 088	4 299
Gazankulu	98 400	400 115	571
KaNgwane	4 574	519 373	8
KwaNdebele	35 404	324 007	4 358

The figures furnished under (a) (ii) are projections based on the 1985-census figures as supplied by the Central Statistical Service.

Citizenship

254 Mr R A F SWART asked the Minister of Home Affairs

(1) How many Blacks in each independent Black state regained their South African citizenship between 1 January and 31 December 1986 in terms of the provisions of the National States Citizenship Amendment Act, No 13 of 1978,

(2) whether any applications were refused, if so, (a) how many from each state and (b) why in each case?

The MINISTER OF HOME AFFAIRS

- (1) Transkei—396
- Bophuthatswana—257
- Venda—129
- Ciskei—2 127

(2) No (a) and (b) Fall away

Strikes

255 Mr P H P GASTROW asked the Minister of Manpower

(1) How many (a) strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and (b) discontinuances of work reportable in terms of section 65A of the said Act, took place in 1986,

(2) how many (a) (i) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and (b) status quo orders in terms of section 43 of the Act were (i) granted and (ii) refused by the Industrial Court in 1986?

The MINISTER OF MANPOWER

- (1) (a) 643 strikes
- (b) 150 work stoppages
- (2) (a) (i) 174 recognition agreements
- (ii) 1 090 other agreements

(b) (i) 187 Status quo orders were granted

(ii) 93 Status quo orders were refused

Strikes

256 Mr P H P GASTROW asked the Minister of Manpower

Whether any payments were made in 1986 from the fund established to assist motor industry workers who refuse to join strikes but are unable to work, if so (a) how many, (b) when, (c) to whom and (d) what was the total amount involved?

The MINISTER OF MANPOWER

- (a) No
- (b) Falls away
- (c) Falls away
- (d) Falls away

Note The scheme, which was estab-

23/2/87 Hansard



Hansard

152

Hansard

23/2/87

lished in terms of section 46 of the Unemployment Insurance Act, 1966, to assist contributors in the motor industry in the Eastern Cape who were prevented from performing their normal duties as a result of strikes by fellow workers, was withdrawn during 1985 on the recommendation of the Unemployment Insurance Board. No payments were therefore made during 1986.

Social pensions

260 Mr L F STOFBERG asked the Minister of National Health and Population Development :

- (1) (a) What total estimated amount is being spent in the current financial year on social pensions (i) in the Republic and (ii) in respect of each population group and (b) how many persons in each population group receive such pensions,
- (2) whether the proposed party policy or redistribution of income will affect the amounts of payments in respect of social pensions in the future, if so, in what way with reference to members of each of the four population groups,
- (3) (a) over what period is it proposed to reach parity in respect of recipients of social pensions of each of the four population groups and (b) what formulas are being used for phasing this in,
- (4) whether payments in respect of social pensions are made to the independent Black states and national states, if so,
- (5) whether these payments are included in the amounts asked for in paragraph (1) above, if not, what estimated amounts are being paid to each independent Black and national state in the current financial year, if so, (a) what amounts are being transferred to such states for this purpose

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

and (b) via which Government department is this done?

(1) (a) (i) R1 444 685 885

(ii) Whites—R501 494 000
 Coloureds—R416 945 000
 Indians—R108 374 885
 Blacks—R417 872 000

(b) Whites—213 854
 Coloureds—258 117
 Indians—62 126
 Blacks—416 773

(2) Yes Over and above the normal yearly increase in social pensions further financial provision will have to be made to effect parity

(3) (a) House of Representatives (Coloureds) and House of Delegates (Indians) propose to reach parity within the next four financial years. As far as the Black Population Group is concerned this matter is under consideration and no final comment can be submitted at this stage.

(b) Annual improvements will depend on availability of funds so that a final formula cannot be given at this stage

(4) Yes

(5) No The self-governing regions provide for social pensions on their own budgets. The amounts are not known at this stage. Every Independent Black state is responsible for drawing up its own budget. Budgetary aid is provided by the Department of Foreign Affairs to the Independent Black states in order to partially finance their budgets which *inter alia* include the payment of social pensions.

(a) and (b) Fall away

Religious objectors

262 Mr G B D McINTOSH asked the Minister of Manpower

(1) (a) How many national servicemen who had been granted the status of religious objectors were placed in alternative service in 1986, (b) in which (i) Government, (ii) provincial, (iii) semi-Government and (iv) local government departments were these national servicemen placed and (c) how many were placed in each such department,

(2) whether any of these departments (a) refused, and/or (b) were not allowed to place, national servicemen, if so, (i) which departments and (ii) why in each case?

The MINISTER OF MANPOWER

(1) (a) 493

(b) (1) and (c) Department of	House of	Assembly
Administration	8	
Agricultural Economics and Marketing	3	
Constitutional Development and Planning	4	
Environment Affairs	13	
Finance	6	
Home Affairs	7	
Justice	7	
Manpower	117	
National Education	5	
National Health and Population Development	36	
Public Works and Land Affairs	11	
Transport	7	
Water Affairs	7	
(ii) and (c)	231	
CPA Hospital Services	14	
Works Department	10	
Department of Nature Conservation	5	
NPA Hospitals	53	

TPA Roads	Hospital Services
13	13
8	8
12	12
124	124

(iii) and (c) None and nil

(iv) and (c) Municipality of	
Beacon Bay	3
Benoni	5
Bloemfontein	2
Dannhauser	2
Durban	1
Empangeni	1
Goodwood	3
Groblersdal	2
Kingsburgh	2
Klerksdorp	2
Kloof	2
Krugersdorp	3
Ladysmith	2
Margate	3
Mossel Bay	2
Newcastle	2
Oudtshoorn	2
Pinetown	1
Port Alfred	1
Port Elizabeth	2
Port Shepstone	3
Queensburgh	6
Randburg	14
Richards Bay	4
Springs	2
Stanger	4
Uitenhage	1
Welkom	1
City Council of Amanzimtoni	2
Ballitoville	1
Benoni	2
Bloemfontein	1
Boksburg	1
Cape Town	1
Ellisras	8
Ermelo	1
Fochville	1
Fort Beaufort	1
Gordons Bay	1
Johannesburg	7
Klerksdorp	1
Midrand	1
Modderfontein	1

MIR and CWIU to meet over pay strike

ALAN FINE

A CONCILIATION board is due to meet tomorrow and Thursday for talks between the Chemical Workers' Industrial Union (Cwiu) and the Mining and Industrial Rubber Company (MIR) over the week-old wage strike at four MIR plants.

The Cwiu said yesterday "minimal progress" was made at the first board meeting on Friday. It is demanding a R1 an hour across-the-board increase and other improvements in working conditions for the 700 workers on strike.

The union described wage levels at the company as "appalling". It says the minimum is below the household subsistence level and that women earn less than men for equivalent work.

MIR MD Vic Pretorius yesterday questioned the accuracy of some of the union claims but said it was inappropriate to comment before the board completed its work. □ Members of the Food and Allied Workers' Union dismissed from Clover-NCD's Maritzburg plant during a strike last June have rejected a management offer to reinstate about a third of them. The workers have demanded the reinstatement of all

CALC Times 24/2/87.
Nampak workers down tools

Staff Reporter

WORKERS at Nampak Paper, Bellville, yesterday
downed tools

The workers are members of the Paper, Wood and Allied Workers' Union, which declared a dispute with the company in mid-December. The Minister of Manpower, Mr Pietie du Plessis, agreed on February 6 to the appointment of a conciliation board.

The general manager, Mr D Sabbatini, said about 100 workers went on strike about 12 30pm. He believed the strike was in support of a PWAU demand that further wage negotiations take place outside the auspices of the conciliation board.

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MINING/COMPANIES

Optimistic view for gold in 1987

26/2/87 B/Day

LONDON — The 1987 gold market will be more indecisive than last year.

But the gold price should average \$425, metal brokers Shearson Lehman Brothers say in their annual review of the gold industry.

The review was conducted by the metals research unit of Shearson Lehman and the mining team of L Messel. It predicts a deterioration in the fundamental supply/demand balance with an increase in mine production for the seventh consecutive year and a fall in consumption, reflecting a reduction in Japanese offtake.

But the strength of the dollar, the rate of inflation, the level of unease in world politics and the attractiveness of alternative investments are factors which can easily outweigh the bearish fundamentals, it says.

Predicting further dollar weakness, the review says if the dollar fell to DM1.60 or 135 yen, the outlook for gold should be constructive, suggesting a testing of the \$450- and possibly \$500-level during the year.

However, the most bullish argument is based on hopes of a flow of funds from alternative investments.

The review says: "Should the US stock markets start to top out, then we would expect to see large scale diversification of assets as investment managers attempt to preserve the value of their funds.

"Gold would be the beneficiary of at least a portion of these funds. To put the relative sizes of the two markets into perspective, a shift of only 0.45% of the capitalization of the world stock markets (basis mid-year 1986) would have been enough to soak up the entire investment purchases of gold by the private sector between 1975 and 1985."

Although investment managers are content to stay with Wall Street and other stock markets, the higher these markets went, the greater the desire to diversify into gold.

Citing the limited potential of further cuts in US interest rates and high inflation in the industrialised world as reasons, the review predicts an end to the

rally in bond prices.

As world bond markets are bigger than stock markets, the review says it would take a shift of only 0.3% of global fixed interest funds into gold to soak up the entire 1975/85 surplus, estimated at 1 800 tons.

Sounding a negative note, the review says there is no doubt that any rise in 1987 gold prices will have to be demand-pull- rather than cost-push-generated. Investment buying, or lack of it, will determine price levels rather than the shortage of supplies.

"On balance then, it is more likely to be the 'uncertainty factor' rather than the 'inflationary factor' which will determine gold prices in 1987," it says.

While gold recently slipped through the \$400 level, there was no reason why bursts of dollar strength should not see prices dip towards the \$360-\$375 band.

"However as the year unfolds we expect the market to spend most of its time between \$400 and \$450.

"It would need substantial investment buying or a sharply weaker dollar for prices, even temporarily, to approach or exceed \$500 and, on balance, we would discount the likelihood of any sustained period at these higher levels.

"We do, though, look to some switching of funds from other sectors and predict an average price for the year of \$425/oz," it adds.

The review predicts a surplus of 249 tons for the year. Supply should rise to 1 676 tons (1 607 tons last year) while demand will drop to 1 427 tons (1 553 tons last year).

Official coins will show the largest drop in demand — down to 250 tons from 350 tons last year.

Main reason for this is the decision by the Japanese authorities to postpone the second minting of Hirohito coins.

The review predicts that net official purchases will fall in 1987, but remain positive with South Africans rebuilding their stocks as the rand strengthens and Latin American producers building reserves for strategic reasons when possible.

MIKE ROBERTSON

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Sparkling year for Cadbury Schweppes

MERVYN HARRIS
26/2/87 B/Day

SIGNIFICANT strategic changes helped Cadbury Schweppes lift taxed profit 79% from R5.5m to R9.9m for the year ending January 3, 1987.

The final dividend of 60c (49c) boosts the total payout for the year from 64c to 75c a share.

Earnings a share based on the weighted average number of shares in issue increased from 107.2c to 172.2c. This takes into account the 1,115-million shares issued in settlement of the R22.3m purchase of Bromor Foods. Without Bromor, earnings would have been 144.4c a share.

The directors say the group ended the year on a strong note with improved trading results in its main operating divisions. Successful new product introductions and tight control of costs and working capital contributed to improved earnings by Cadbury's confectionery and Schweppes's carbonated soft drinks operations.

The directors expect further improvements in these core divisions.

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Kohler strike continues

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JOHANNESBURG — Over 250 Kohler workers yesterday continued a wage strike after being evicted on Wednesday night from the Brakpan plant following a Rand Supreme Court order. The eviction order was granted in view of fire damage at the Brakpan plant to equipment worth more than R1 million late last year and three subsequent suspected arson attempts.

BY waging the longest strike in South African history, workers in the OK Bazaars supermarket chain have highlighted a growing trend towards industrial militancy in the retail sector of the economy.

The two-month-old legal strike is only the latest in a series of stoppages, sit-ins, plant occupations and strikes that have hit the industry in the last 10 months.

The Pick 'n Pay strike in May last year was the first big explosion in a conflict that had been building up since the Commercial Catering and Allied Workers' Union (Ccawusa) began reorganising itself in the early 1980s.

What accounts for this extraordinary degree of conflict in the industry?

In stark contrast to

made in connection with one case

Nine rape cases have been reported and four arrests have been made in connection with two of them. The victims include a child aged five and another aged 10.

Ten cases of theft were reported. Eight cars were stolen and three people have been arrested in two of the cases.

Fifteen stolen cars plus 24 suspected stolen vehicles have been recovered.

ANALYSIS OF OK STRIKE

South African Press Association

the bitter war of words that has raged around the OK strike, spokesmen from the union and management as well as academic observers expressed a surprising degree of consensus in their replies.

"The kernel of an explanation lies in the fact that unions in the retail industry took a long time to get their act together and have suddenly become a strong and well organised force," Mr Raymond Ackerman, chairman of Pick 'n Pay and leading spokesman for the industry, told Sapa.

rights for black workers had fuelled union militance and on top of this "some retailers have been paying too low wages," he added.

A central statistics service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages: whites received R962, coloureds R408, Indians R505 and Africans R366.

A Ccawusa official responsible for research into conditions of employment in the industry, who declined to be named in accordance with union policy, added

other factors to the explanation. The nature of the labour force in the industry was for him a crucial factor. Most jobs in the industry required a basic level of literacy and certain posts required a minimum standard of secondary education. This distinguished the workforce from other labour intensive industries like metal and mining.

Wages

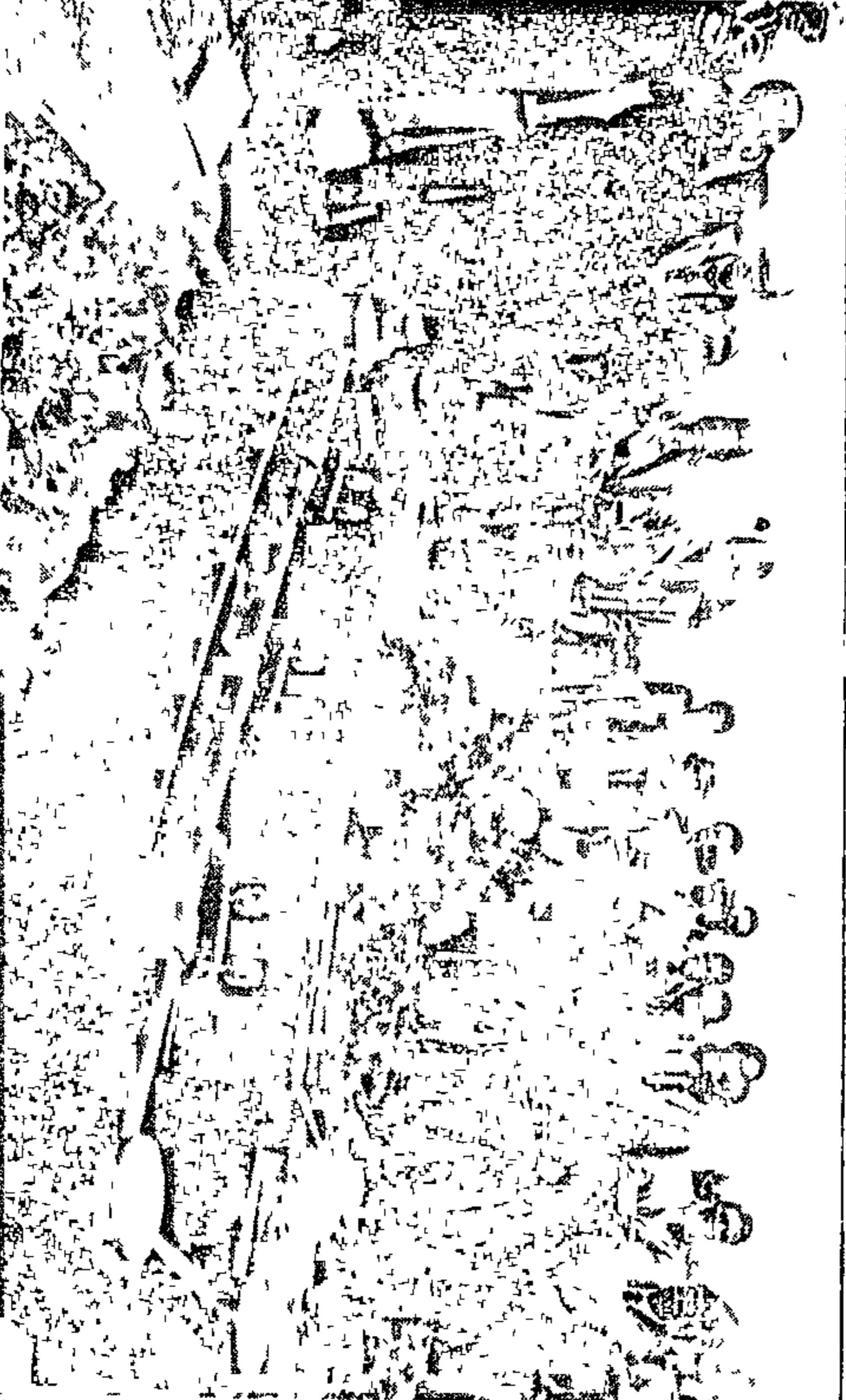
"The average retail worker tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said. "They mirrored the socio-political situation in the townships quite accurately."

Not surprisingly, the spokesman focussed on Ccawusa's history and organising techniques to explain the impact it had had.

Ccawusa is an old union but only began reorganising itself in the early 1980s, whereas emerging unions in other big industries like metal, food and chemical began pushing up wages through collective bargaining in the early 1970s.

The result is that retail workers are now demanding large and sud-

den increases to close the gap and these often cut deeply into profit margins — a recipe for long and bitter disputes like the one at OK Bazaars. Ccawusa has signed, or is discussing, 88 recognition agreements nationally and negotiations have to be conducted individually at each of the plants. While imposing a severe strain on the union's resources, this has forced it to build a strong shop steward structure and close liaison with its membership — which explains why rank and file members were able to run Ccawusa's Johannesburg office for a few weeks when all officials were detained or went to ground after the emergency last year. Dr Jon Lewis, editor of the academic journal *Labour Bulletin*, said the union's well developed shop steward network and the fact that the industry was dominated by a handful of large chain stores has the effect of facilitating a large scale response by workers to management initiatives and union calls for action. The result, Dr Lewis points out, is that industrial relations in the South African retail industry are much more volatile than in other industrialised countries where shopworkers and their unions have never shown the same pattern of militance. — Sapa



HUNDREDS of mourners attended the funeral of Mr Amos Diseko (71) at the weekend. Mr Diseko, father to *Son etan* journalist, Nat Diseko, died in a car accident last weekend in the Free State. His wife, Rebecca (67) and daughter, Gaahle (30), were seriously injured in the accident. The funeral service was held at the Lutheran Church in Orlando East, Soweto. Mr Diseko was buried at Avalon Cemetery.

Victims

From Page 2

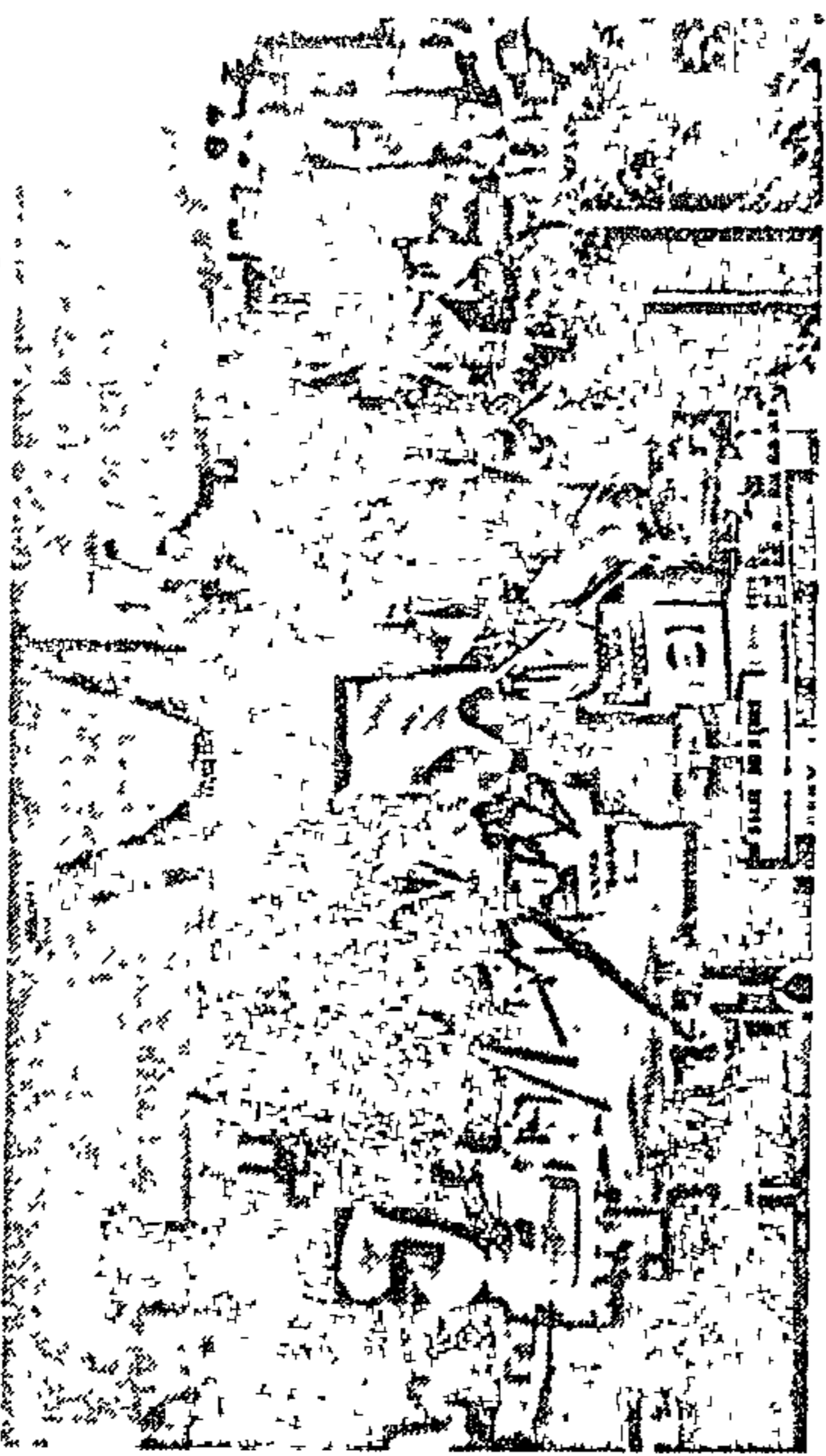
THE THEMES OF THIS DIARY

THE DURBAN STRIKES 1973.

January 1973 2 000 workers at Coronation Brick and Tile Works went on strike. By the end of that year more than 100 000 workers had participated in a general strike for wage increases. These strikes came at the end of an economic boom. Food prices had increased, bus fares in Durban had increased by 16%, and unemployment existed. The wage levels in Durban were very low, mostly less than R15.00 per week.

There had been no major trade union organisation amongst workers since the 1920s. The Durban Strikers made workers aware of their rights and forced them to unite to defend their living standards. The Durban Strikers are important because they gave rise to the independent union movement in the 1970's and 1980's. Today more than 500 000 workers are organised in unions like the Durban Strikers, G.W.U., F.C.W.U., NUM, CCAWUSA, CUSA, SAAWU, and others.

Durban Strikers marked a new chapter in the history of the working class in South Africa. After more than ten years of struggle workers now have an organisation to voice their demands and to fight for and defend their rights. The base of the unions must be deepened. There are ten million workers in South Africa, the new federation must have ten million members. The goal of the Durban Strikers for 1986 should be:



ORGANISE A MILLION WORKERS!



WHAT IS A MULTINATIONAL?

WHAT IS A MULTINATIONAL?
Workers throughout South Africa are exploited by multinationals. Multinationals are companies who invest in many different countries. Ford Motors has its headquarters in America, it also has factories in Port Elizabeth in South Africa, in Brazil, England, France and many other countries.

There are 3 000 foreign firms in South Africa. More than half are British, others are American, West German, French, Japanese, etc. SARMCOL where MAWU has a dispute is British and BATA where N.U.T.W. fights for recognition and a living wage is Canadian based. The Anglo American Corporation of South Africa owns mines and factories in Botswana, Zimbabwe, Namibia, Zambia, Brazil, Chile and elsewhere. It is also the single largest foreign investor in America.

These companies exploit workers throughout the world. They have the power to hire and fire in many different countries. Workers are divided by national boundaries. FOSATU said in 1984 that it believes in building contact and unity between workers in different countries working for the same company. When workers at Leyland in Cape Town had a strike in 1981, workers at British Leyland demanded that all workers who were dismissed be reinstated and that their demand for a R2.00 per hour living wage be met.

These companies neglect health and safety requirements in the interests of profit! Union Carbide who recently had the world's biggest industrial accident at their plant in India, also operates mines at Rustenburg in South Africa. These companies move freely from one part of the world to the next. WORKERS OF ALL COUNTRIES MUST BUILD DIRECT LINKS TO OPPOSE MULTINATIONALS!

Sizing one another up for the final kill

LIKE skilled arm wrestlers, the OK Bazaars management and the Commercial Catering and Allied Workers Union (Ccawusa) seem to be skilfully sizing each other up for the final kill.

At the moment neither side seem to be relaxing the arm grip, but the next few weeks — or, perhaps, days — will see the gradual weakening of the resolve of one of the parties.

The Congress of South African Trade Unions, Azapo, the Azanian National Youth Unity and the Azanian Student Movement have warned they will call on affiliated organisations to lend support to the OK workers.

The Food and Allied Workers Union, which organises at South African Breweries — the major OK shareholder — have been approached to give their support, as has the National Union of Mineworkers.

"We shall be holding meetings with all our affiliates to discuss strategy," said Cosatu general secretary, Jay Naidoo.

It is believed the sensitivity to corporate image of Premier Milling and Anglo American both of whom own portions of the OK might bring the retail giant to heel.

Tony Bloom, whose company owns SA Breweries and therefore controls OK Bazaars, is prepared to hold discussions with the ANC in Lusaka on SA's future, yet his company has no qualms about using police against workers on a strike.

"We find the hypocrisy of this approach to be the most disgusting," Ccawusa said in a statement this week.

The OK workers are demanding a R160 across-the-board increase backdated to last April.

The workers are also demanding that in cases where the across-the-board increase does not meet the union's demand of a minimum R450 monthly wage, this should be adjusted to that level.

Ccawusa has claimed that last year the OK promised to review workers' salaries if the company's profits increased.

And according to the OK's financial report the company's profit after

SMILE!

THE OK MAKES PICTURE TAKING

It was business as usual in OK adverts in black newspapers this week

taxation last year was R12,9-million, compared to R12,7-million the previous year.

On the company's statement, the operating profit last year dropped from the previous year's R36,4-million to R35,3-million.

However retained earnings rose from R4,8 million to R5,3-million while ordinary dividends remained at R7,3-million.

OK representative Keith Hartshorne said the company was not obliged to review its 1985 wage agreement.

In a notice sent to workers before a strike ballot was taken the OK stated that Ccawusa's "demands of R160 across-the-board from October 1986 plus various other benefits, would cost the company R25 million in the next six months and an additional R50m in

the next financial year before any further demands are met.

You should be aware that this is more than the entire annual profits of the company, which approximated R24m for the full financial year of 1985/86.

"We are not prepared to put the future of your company in jeopardy in this way."

OK also pointed out that if workers who have been in the employ of the company for two years accept the anniversary system (in which increases are paid from the anniversary of a worker's first day of duty with the company), "you are earning at least R94 per month more than you were. If you were not on the anniversary system, you would only be earning R47 per month more."

But Ccawusa countered that the anniversary system would exclude the majority of workers because most were employed at the beginning of each year.

The union has demanded that the OK which owns 202 stores employing 23 000 workers, should grant the same benefits to workers in the 'homelands' as in the cities.

The OK owns 52 percent of the Kwa Marhu store in KwaZulu, 50 percent of the six stores in Bophuthatswana and one each in Venda and Lerotho.

It also wholly owns two stores in Swaziland and one store in Namibia.

The union has also demanded that women currently on maternity leave get the agreed increases when they return to work and that the staff discount be put at 20 percent because of inflation.

The OK has up to now been unable to respond to other demands because, as Hartshorne puts it, we are presently involved in the wage issue and the question of the 1985 agreement.

In 1984, the OK had in its employ 25 100 workers, more than 2 000 less than the 23 595 it had last year.

In the same period the OK increased its stores from 183 to 202.

This shows that less workers are doing more work and getting paid less," Ccawusa said in a statement.

Hartshorne pointed out that his company entered into an agreement with the union last year to retrench over 1 000 workers because of the recession.

The rest of the reduction was due to OK's policy of non replacement of workers who leave the company.

Ccawusa has accused the company of calling in the police to attack and arrest striking workers.

There have also been union accusations that OK management supplied the police with names of so-called "intimidators".

"We never call the police unless it is essential and this means only when they have to protect life and property," Hartshorne said.

The workers who were dismissed at the OK branches were guilty of violating the company's regulations on strikes, he pointed out.

But Ccawusa said the regulations were drawn up unilaterally, without consultation with the union.

Ccawusa has accused management of having refused to be drawn to the conference table until workers threatened strike action.

Hartshorne denied the allegation, sticking to the OK's "non obligatory stance on the wage review."

Take home pay: R350. Housing: R330 plus

DORIS MOKOENA, aged 50, has been working as a cashier at the OK Bazaars in Malvern for 20 years.

Her monthly earnings, after deductions, amount to R350.

Three weeks ago she joined about 10 000 other workers who were striking for higher wages and better working conditions.

"I had no choice. I can hardly make ends meet with the slave wages OK is offering me after 20 years of loyal service," Mokoena said.

The company might argue that her loyal service had been rewarded with a housing subsidy, but she pays a monthly bond of R330 on her company-built house in Soweto, R17 for electricity and R29 for her site.

OK representative Keith Hartshorne said this week it is company policy "not to discuss wages in the press".

He denied that the company paid employees R256 on average — a figure the Commercial Catering and Allied Workers Union says most of the OK workers are receiving.

"That is well below our minimum wage, in any case," Hartshorne said. "Maybe he hasn't seen Sijas Malope's payslip."

Malope, a worker at the OK in Pietersburg, takes home less than R260.

Hartshorne challenged Mokoena to come and talk to him about her difficulty — a departure from the principle of collective bargaining.

To augment her wages which get "eaten up" by essentials, Mokoena has been making and selling curtains during her spare time. This has made it possible for her to keep her three children at school — and, in a sense, keep the wolf from the door.

But for the past two years, inflation has bitten deeply into her pocket. In fact life has been a constant struggle for survival, not only for Mokoena but for "all the OK workers", she said.

Every working day Mokoena is up by 4am and leaves home an hour later

By SEFAKO NYAKA

After getting into a taxi to Naledi Station, she catches a city-bound train in order to be at work at 7am.

She has to "because company policy requires that workers be on the work floor 15 minutes before starting time at 7:30am."

"If the shop is busy then one remains at the till until the last customer has passed through and thereafter the chief cashier has to come and pick up the day's takings."

"This means that we can be in the shop until well after 6pm."

According to Mokoena, she is not paid for starting work 15 minutes early or for staying an extra 30 minutes after her normal working hours.

"These are the things we want the OK to address because if a worker arrives 30 minutes late he is penalised," she said.

She also accused the company of "racist behaviour".

"Blacks are not treated as humans. There have been a number of racial

incidents at nearly all the stores where security guards seem bent on humiliating and intimidating black people.

Hartshorne denied that workers are expected to come in early. However, as the OK has more than 200 shops, he added he was not in a position to know what happens at all stores.

He also denied the existence of racist incidents at the stores saying the union has "always based their argument on generalities".

Mokoena said this week she believes if the company adopted a "more human attitude — like increasing her wages and improving her working conditions — she would be able to save, and maybe take out an insurance policy for herself and her children."

"Saving is out of the question. I live from hand to mouth and sometimes have to see my children go to bed on half empty stomachs," she said.

All that Mokoena "and the others who are on strike", are asking for, she says, is a living wage.

In the meantime the OK workers are determined to fight to the bitter end.

OK CARES FOR PROFIT NOT PEOPLE!

SUPPORT 10000 O.K WORKERS ON STRIKE

FIGHT FOR A LIVING WAGE!

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UNIVERSITY OF CAPE TOWN
Administrative Officer:
Student Affairs

Applications are invited for the above post in the Student Affairs Unit commencing 1 February 1987 if as soon as possible thereafter. The post would suit a highly motivated person with an interest in the University and in students.

The Student Affairs Administration has close links with students particularly those involved in on-campus, extra-curricular activities. The successful applicant's responsibilities will be divided equally between administrative tasks related to student activities and liaison with students, especially those in leadership positions.

The salary range is R1 138 - R1 819 per month with an annual bonus and attractive staff benefits.

Applications should include a full curriculum vitae, the names and addresses of two referees and should be sent to the Registrar (Attention: Appointments Office) University of Cape Town, Private Bag, Rondebosch 7700 not later than 20 January 1987.

Applicants are considered irrespective of sex, race or religion.

Bates Wells Recruitment CC (P) 05491

UNIVERSITY OF CAPE TOWN
Teaching Assistant
Dept of Psychology

The Department of Psychology is to introduce an academic support programme for educationally disadvantaged students admitted to study Psychology in 1987. Applications are invited for the post of full time teaching assistant.

The successful candidate will have at least an Honours degree in Psychology and will be responsible for the planning, teaching and evaluation of the programme. The appointment will be a contract appointment from 15 February 1987 until 31 December 1987.

The salary will be determined according to qualifications and experience but will not exceed R1 400 per month.

Applicants should submit a curriculum vitae and the names and addresses of two referees not later than 24 January 1987 to the Administrative Assistant, Department of Psychology, University of Cape Town, Private Bag, Rondebosch, 7700 from whom further information should be obtained.

Applicants are considered irrespective of sex, race or religion.

Bates Wells Recruitment CC (P) 05491

9/11/87

A LEGAL STRIKE SWEEPS CHAINSTORES ACROSS THE COUNTRY. BUT THE TILLS KEEP ON RINGIN'

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It's 8.30am and those not at work queue up for duty

FROM a dilapidated building at the corner of Jeppe and End Street in downtown Johannesburg flows the refrain of *Nkosi Sikelel' i Afrika*

After casting a few inquisitive but enquiring stares in the direction of the entrance I am told it is *Abantu bomzabalazo* (the people of the struggle)

I go in A stern but polite enquiry about my mission from one of a group of people huddled around a table I explain

In some minds, workers on strike conjure a picture of riotous and marauding hordes at a factory gate yelling for the blood of whoever is called "management"

For some it might present a picture of people who have suddenly turned into late sleepers because they have too much time on their hands and don't know how to kill it

For the past three weeks, OK workers have officially, and legally, been on strike

But this has not altered their lives as workers Every working day they have to report at Cosatu House before 8.30am

Before they can proceed into the hall, they have to have their names ticked off at the large table at the foyer, manned by a worker-elected disciplinary committee

Latecomers are severely reprimanded No visibly drunk worker is allowed in In fact everybody is thoroughly screened before being allowed into the hall

After explaining that I want to observe what workers do while on strike, I am referred to the shop steward committee, then to the publicity committee and finally the disciplinary committee

"We have no problem with you going into the hall but we will have to get the workers' approval," a shop steward tells me, then leads me into the packed hall

Workers are discussing recent bereavements of three of their members As the three comrades are out on strike and therefore unable to meet the funeral costs, I suggest we make a financial contribution," says a speaker

There is argument over whether assistance should be offered in the case of deaths unrelated to the strike

The chairperson reminds the workers there are only a few minutes left before he closes the meeting, as the workers have to go to OK branches at 11am to pick up their pay

It is decided immediate family only will receive aid The chairperson informs the workers that, according to an OK telex, they will be allowed on company premises, a court order barring them from the stores will be temporarily waived

I accompany some of the workers to the Eloff Street branch As they try to go through the staff entrance, they are told by a burly security officer that they cannot come in

A stunned silence ensues, then murmurings of discontent Workers are told they will have to go to the goods receiving bay at the side of the store to get their pay The bay's gates are locked Two company security guards are

What do workers do when they're on strike? Sleep late? Hardly The discipline for the non-workers is as tough as that for the workers SEFAKO NYAKA reports on the OK strikers

standing next to the gate, while two more plus three policemen stand on the other side Workers are handed their pay slips through a small opening between the locked gates

Soon a crowd of curious onlookers gathers on the opposite side of the road Shop stewards protest, saying payment should not be made on the pavement, even according to OK's own rules, which has recently issued a set of "rules of conduct during any strike" Rule 4 states that the blocking of entrances/exits or any action to discourage the public from shopping at the OK and the disruption of customer/staff flow (including till points aisles, doorways trolleys, car order kiosks) could result in dismissal

The branch manager, a Mr Taylor, appears He is told that paying the workers in public might result in their being mugged All that we ask from you is that you allow us into your premises or take our wages to Cosatu House," says a shop steward

Taylor unlocks the gates and tells workers to get into the receiving bay

But even inside the bay, payment would be made in full view of passersby And the bay is hopelessly small

"We want payment to go on in privacy and in a disciplined manner on the fourth floor" the shop steward suggests

Taylor refuses Nor is he prepared to do pay-outs at Cosatu House A number of police vans arrive on the scene

After about an hour the workers leave without their pay packets They are angry, but subdued

On the way to Cosatu House the workers pool resources and buy something to eat Some workers have brought their lunch boxes with them and their contents, along with the food that has been bought, is shared among all present

There is a total "commitment to the comradeship spirit", one worker jokes

Back at Cosatu House, the Eloff Street workers meet to decide on a strategy to take. I am not allowed in to the meeting

Word soon spreads that a number of strikers have been arrested at a store in Vereeniging Seventy-three others have been arrested at the Conti Montana warehouse in Germiston and 18 in Klerksdorp

Some people are delegated to investigate the claims and report back the following day

Normally the workers would have been informed about the arrests when store reports were made But the Eloff street issue took much of their time

It is 5pm and workers have to catch buses and trains home

Tomorrow is another working, er, striking, day



Striking OK workers gather at Cosatu house in Johannesburg for their daily meeting

Picture: PAUL WEINBERG

Cosatu warns of 'union bashing'

THE Congress of South African Trade Unions believes that the OK Bazaars' handling of the strike is aimed at setting up a "pattern of union bashing" which other employers hope to follow

"The rationale seems to be block workers' demands at all costs, protect bosses' profits and interests and smash the union," Cosatu says in an open letter to the OK

Cosatu says it is particularly disturbed at the OK's response to the strike "The harassment, victimisation assault and even dismissals of striking workers are seen as a gross violation of our rights as workers to withhold our labour

"The use of apartheid's legislation

and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of being the enlightened employer"

Cosatu says the OK workers embarked on strike action only after a protracted period of negotiations which began in April last year

"From the outset your attitude was uncooperative, and you only agreed to talks when in August workers threatened strike action Cosatu notes that workers and their union had at all times been reasonable and disciplined But we warn that workers regard management's hardline and aggressive position as extremely provocative"

Workers and Cosatu view management's response as "part and parcel of the vicious and brutalising attack by the apartheid government on the legitimate demands of South Africa's democratic majority", according to the open letter, which adds that the "get-tough management position" appears to be taking advantage of the State of Emergency

Cosatu warns that police action and participation in the dispute is dangerous and will destroy OK's image in the community

It is not enough according to the letter for the OK to make

pronouncements indicating the company is willing to negotiate

"Negotiations must take place in good faith and in the context of respect for workers' rights

"We believe it is improper for you to simply push aside the well-reasoned and scientifically sound proposals made by Ccawusa — demands which are more than justified in the light of OK's ever-increasing profits and the fact that shareholders are still earning staggering dividends of 60 percent (according to our information) despite a severe recession"

Cosatu says it will be canvassing, together with Ccawusa, support of the community and of fraternal organisations internally

OK representative Keith Harshorne said on Wednesday evening the company had not yet received the telex which Cosatu had sent earlier in the day

He said OK was surprised the open letter had been sent to everyone 'but ourselves' and therefore did not see it as a serious attempt to resolve the dispute

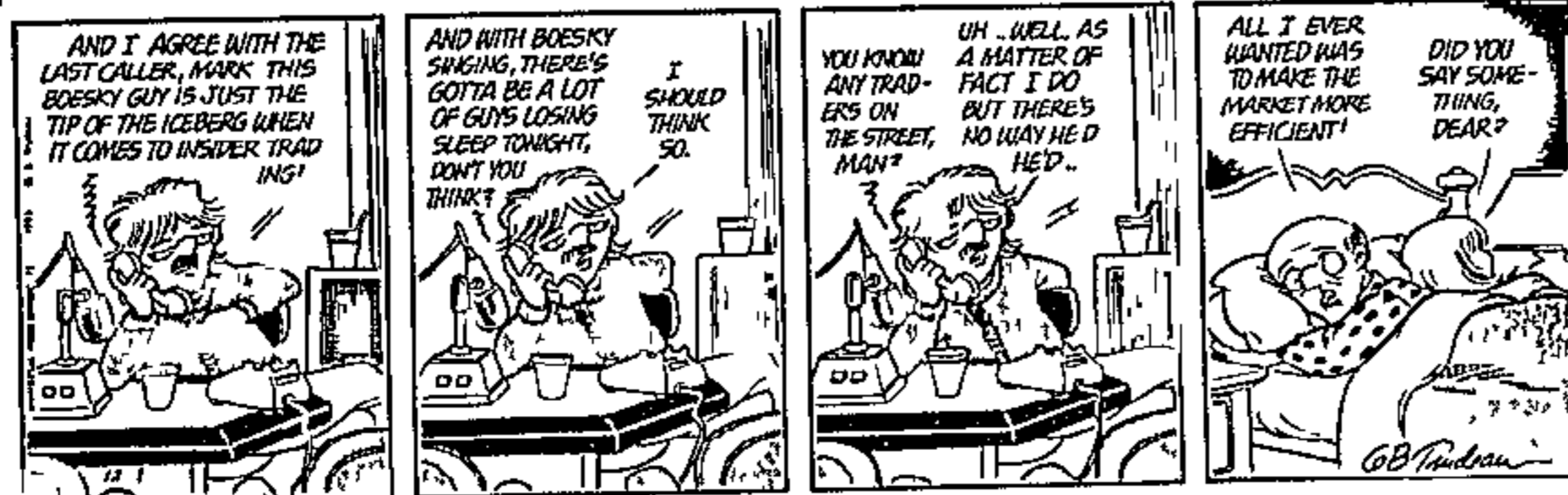
We are not prepared to respond to a statement containing political rhetoric and filled with inaccuracies"

"To us this is clearly not a serious attempt to resolve the dispute

"We must stress that the solution lies in constructive discussion"

Doonesbury

BY GARRY TRUDEAU



Cape Times
9/1/87
152

Pickets out to stiffen OK strike

By HILARY VENABLES
Labour Reporter

THE three-week-old OK Bazaars strike reached a new level of militancy yesterday as strikers began a nationwide picket of OK outlets and the Congress of South African Trade Unions (Cosatu) threw its weight behind the stoppage.

The strike, supported by thousands of OK workers belonging to the Commercial Catering and Allied Workers' Union (Ccawusa), began in mid-December to back demands which include a new minimum monthly wage of R450, an across-the-board rise of R160 backdated to April 1986 and increased staff discount benefits.

The company is offering an increase of R85 a month from April this year.

In an open letter to the company yesterday, the 65 000-strong Cosatu gave its full support to the strike and warned OK to negotiate wage increases "in good faith" or face community and union pressure.

More than 500 workers have been dismissed and scores arrested since the strike began.

OK's personnel director, Mr Richard Blackwell, said yesterday he was "surprised" the letter had reached the press before being sent to management and "could not see it as a serious attempt to resolve the dispute".

Workers in the Western Cape have been more reluctant to join the strike than at other centres, and only about 130 are involved.

A union organizer, Mr Sam Dakusi, said yesterday that pickets had been planned in the central city, but this been prevented by the legal restrictions on protests near Parliament.

Ccawusa had asked for permission to picket inside OK premises, but this had been refused, he said. An OK spokesman confirmed this.

□ The striking workforce of the OK Bazaars in Silverton has been fired.

Mr Blackwell said 96 workers had been dismissed on Tuesday after failing to meet an ultimatum to stop their disruptive behaviour.

Ccawusa could not be reached for comment.

of a wage settlement which the two sides clinched in September 1985 for the 1986-1987 financial year

The settlement provided for a R40 a month wage increase. At the same time, OK said that if profits for the 1985-1986 financial year were greater than those for the 1984-1985 year, it might be prepared to review the increase. When the March year-end results were published, group post-tax profits were up R237 000 from R12,7m to almost R13m.

Ccawusa seized upon this to demand a R160 across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, and an increase in staff discounts from 10% to 20%. OK rejected the demands.

Management said it did not feel it was under any obligation as it had merely undertaken to "consider" a review, and that the demands were unreasonable as they would cost in excess of R50m — twice its pre-tax profit of R25m. OK did, however, offer to increase workers' wages by R85 a month on the anniversary of their start of service from April 1 this year.

The union found this unacceptable and, after attempts at conciliation failed, began conducting strike ballots on December 17. The first days of the strike were marred by rowdy behaviour by strikers at a few stores. The union tacitly acknowledged the problem when, in an out-of-court settlement, it undertook to ensure that workers would vacate four stores after the company had moved to take the issue to the Supreme Court.

There was less agreement over the dismissal of strikers (management says 450 and union says 525) at six stores. Management insists that the workers were not dismissed for striking per se, but for their conduct. The union says it is determined to ensure that the workers are reinstated. Ccawusa also says it is examining the "harassment and assault" of union members and will make civil claims against the minister of law and order for assault and unlawful arrest. Overall, however, the strike has been a peaceful affair, with strikers coming to stores each day, sitting in the canteens, and leaving at five.

By getting the strike underway on December 18, Ccawusa was obviously hoping that management would panic over Christmas trade. From what management says, however, that strategy backfired. Casual workers were hired and, says OK personnel director Richard Blackwell, trade was not noticeably affected. Indeed, OK had been anticipating a strike and had made elaborate counter-preparations. OK could not provide figures for the number of casuals it has hired. But, says

Blackwell, "we have not replaced one for one."

In a statement issued after the weekend, Ccawusa said it could not make a new wage proposal because OK had still not responded to the full range of its demands. OK, however, says its offer of a R85 increase is its response. According to Blackwell, an attempt by Ccawusa to get management to the negotiating table last year after the start of the strike proved abortive when the union failed to come up with new proposals. The situation has not changed. "We are obviously prepared to sit it out as long as necessary because at this stage we have no choice. We cannot entertain a demand that would bankrupt us," says Blackwell.

Ccawusa organiser VIVI Masina says workers are prepared to fight to the bitter end. "OK misled workers into accepting the R40 increase in 1985 and its exploitation of workers is no longer bearable," he says. As for OK's statement that demands are excessive, he says "They have maintained their dividend. If there is a recession, why should our members be the only ones to be affected?"

Ccawusa is now determined to bring out as many workers as possible and to enlist the aid of other unions to put pressure on major OK shareholders like SA Breweries and the Premier Group. Labour observers, however, are sceptical about its chances of success. At this stage, the whole affair seems to have degenerated into a war of attrition.

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OK STRIKE (152) (152) (152)

War of attrition

Last Sunday's decision by the Commercial, Catering and Allied Workers' Union (Ccawusa) to continue its legal wage strike at OK Bazaars foreshadows a protracted trial of strength.

The union says 11 000 workers at 132 stores in the Transvaal and Natal are participating in the strike which began on December 18. Management puts the figure at just under 7 000 workers at 115 stores.

The main argument centres on the terms

Argus 9/1/87

OK strikers held in PE

The Argus Bureau ~~PE~~ *152*
PORT ELIZABETH. — Three striking OK Bazaars workers, who were part of a group picketing a branch of the store here, have been detained by police under the emergency regulations.

Their detention on Wednesday has been confirmed by the Police Directorate of Public Relations in Pretoria.

A police spokesman said picketers were arrested in various parts of the country because of activities that "threatened public order or the safety of the public".

The detentions follow a decision by the Commercial Catering and Allied Workers Union in Johannesburg to picket outside 134 branches of the OK nationwide.

Pickets were present outside three OK stores in Port Elizabeth on Wednesday.

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24 arrests after OK pickets

TWENTY-FOUR workers are believed to have been arrested after the nationwide picketing of strike-hit OK supermarkets yesterday.

According to Commercial Catering and Allied Workers' Union (Ccawusa) representative Saliem Vally, nine workers were arrested at the OK's Eloff Street branch in Johannesburg, two each in Randfontein, Eastgate, Pinetown and Durban North.

Three workers were arrested in Port Elizabeth and Umhlanga Rocks, and one at the Kerk Street branch in Johannesburg.

According to Ccawusa, the nine arrested at the Eloff Street branch were dragged into the shop by OK security personnel and locked in the canteen until police arrived.

OK representative Keith Hartshorne said one person was initially apprehended by OK staff at the Eloff Street store after customers complained about "intimidation".

He said the police had been asked to "take over from there".

"Apparently they also arrested eight others outside the store," Hartshorne said.

He was not sure why the others had been detained, but thought it could be because of similar complaints of

intimidation.

He confirmed that police had acted against strikers at two other branches, but said this was "not on our instructions".

He said managers had been told it was company policy not to interfere with picketers on public property.

At the Eloff Street branch, workers — who early this week refused to be paid through an opening in the goods receiving bay — went to fetch their money yesterday, and several picketers stood at store entrances.

The workers said they agreed to go into the goods receiving area and leave through a side door (an offer they refused early this week) "to show the world how rotten, intransigent and arrogant the OK is," according to a shopsteward.

Police drove past the supermarket several times but made no attempt to stop or confront the picketers.

There was also a heavy police presence at the OK's Sandton store yesterday, but no incidents were reported.

Ccawusa said it hopes to continue with the pickets until the strike is over.

By SEFAKO NYAKA

OK STRIKERS PICKET 50 STORES

STRIKING workers at OK Bazaars yesterday picketed stores of the retail chain countrywide — and police made several arrests at various branches.

Mr Richard Blackwell, OK's personnel director, yesterday confirmed that at least 50 stores had been picketed.

Mr Salm Vally, an official of the Commercial, Catering and Allied Workers' Union (Cawusa), told the *Sowetan* the picketing that started yesterday was to publicise the workers' strike.

The union said directors at OK were paid high salaries. "In view of this, the union said, workers should not be victimised and the gap between salaries of management and that of workers should be lessened."

Placards

According to Mr Vally, there has been tremendous intimidation of their workers. The intimidation, he said, had taken various forms such as pickets being photographed, their placards confiscated and in some cases arrests.

Responding to the allegations, Mr Blacwell denied that there was a collusion between the police and management to harass or intimidate the strikers. He said that fact workers performing their normal duties were being harassed and intimidated.

Police arrest strike pickets

ALAN FINE

IN A new attempt to tilt the balance of power in their favour in the three-week-old strike at OK Bazaars, the Commercial, Catering and Allied Workers' Union (Ccawusa) organised a series of pickets at OK branches around the country yesterday.

The union said 33 of their pickets had been arrested and police confirmed that several people had been arrested at OK Bazaars branches in various parts of the country.

Ccawusa spokesman Jay Naidoo describes the pickets as an attempt "to publicise the OK workers' strike".

And he says reaction from the public suggests that people are becoming better informed and "more inclined to support the strikers".

Naidoo says picketing occurred at all 134 stores affected by the strike.

However, OK personnel director Richard Blackwell says only 50 shops were picketed.

Naidoo says it was decided that the action should be conducted on a one-person picket basis.

"We have taken care to ensure our picket does not breach any of the emergency regulations or any other legislation," he says.

At stores in central Johannesburg visited by *Business Day*, the pickets were conducted on that basis.

Nevertheless, according to the union, at least 33 people were arrested.

A number were released after being photographed and having their placards confiscated.

An SA police spokesman said: "The SAP confirms that various people were arrested in the vicinity of OK Bazaars branches in various parts of the country as a result of activities that allegedly threatened public order or the safety of the public, or because of alleged contravention of by-laws."

Eloff Street blast put OK strike back in focus

By Mike Siluma

THE Impet mine blast at OK Bazaars' multi-storey headquarters in central Johannesburg has put the national retail chain firmly back on the front pages

Daily reports updating the now three-week-old pay dispute with the Commercial, Catering and Allied Workers' Union have been slipping in interest though the strike has been peppered with controversy

OK employees have been on strike since mid-December in more than 100 stores and warehouses countrywide for

- A R160-a-month wage increase, backdated to last April
- A minimum wage of R450 and better staff discounts
- The same increases for staff on maternity leave and in the national states
- The abolition of the anniversary increase system

After several months of negotiation the union declared a dispute and a conciliation board was convened on October 16

After the collapse of negotiations at conciliation board level the union held strike ballots

There has been uncertainty

over the number of strikers and affected stores Disputes have arisen about the conduct of both sides and over salaries

The union says just over 10 000 employees at nearly 130 OK stores are on strike Management's figures are 6 000 people at 114 stores

The chain employs about 23 000 people at 208 stores

The union says the company pays "slave wages" — R265 or less in outlying areas — but management insists most workers earn substantially more but has given no figures

The union, with others in the giant Congress of SA Trade Unions, has increased pressure on the OK through pickets and public warnings to the company to "negotiate in good faith"

At least 500 strikers have been dismissed for "unacceptable" behaviour and many have been arrested After three weeks the sides have not spoken save to discuss strikers' conduct.

Yesterday's bomb, had it not been detected in time, would not have discriminated

Management and staff could both have suffered



A member of the Johannesburg Fire Brigade walks through the damaged ground floor of the OK Bazaars store after the bomb-blast yesterday. ● Photograph by Etienne Rothbart.

Telling it like it is was not easy . . .

The Star yesterday spent nearly two hours trying to gain even the sketchiest official version of the Eloff Street bomb blast

Inquiries to the Bureau for Information soon after the blast, about 2 pm, received the reply that the bureau had no information Then the bureau said it had some details of the explosion, but needed ministerial approval to disseminate the information

At 2 22 pm The Star sent the Inter-departmental Press Liaison Committee a telex containing its version of events and asking for approval to publish A call to the IPLC while this was running elicited the reply that The Star needed to be patient Reply would come by telex Another call — and The Star was referred to the police and then referred back to the bureau Then The Star was informed a "group of generals" was considering which information to release but ministerial approval still had to be sought

After 3 pm the IPLC referred The Star to the bureau About 3 30 pm the bureau phoned with some details — Pretoria Bureau

Pavement fun despite blast

Mad Joe, Johannesburg's well-known pavement tap dancer, was at hand to relieve the crowd's tension at yesterday's OK blast

Laughter suddenly broke out among the crowd pressing the barricades as he took advantage of a ready-made audience

A small space had formed and there he danced for about 30 minutes, as the crowd sought relief from the tension in clapping and cheering For others, the blast did not present a break from the usual tedium of a working day

One man, who obviously could not afford to lose a minute's work, stood alongside the cordon dictating to a secretary The male secretary scribbled furiously on a piece of paper as his boss rattled off information about stocks and shares The boss had earlier suggested to less conscientious colleagues they hold an impromptu meeting on the pavement However, they quietly slipped away

Bargain-hunters flee OK 'bomb'

w/ KARAS

10/1/87

152

JOHANNESBURG. — A bomb scare this morning caused hundreds of customers to flee a Johannesburg branch of the OK Bazaars hit by two limpet mine blasts yesterday afternoon.

OK Bazaars director Mr Allan Fabig said rumours of an impending blast among customers taking advantage of a half-price sale at the Eloff Street branch had caused a partial evacuation of the store this morning.

He said the scare was apparently spread by word of mouth and management had not ordered the evacuation.

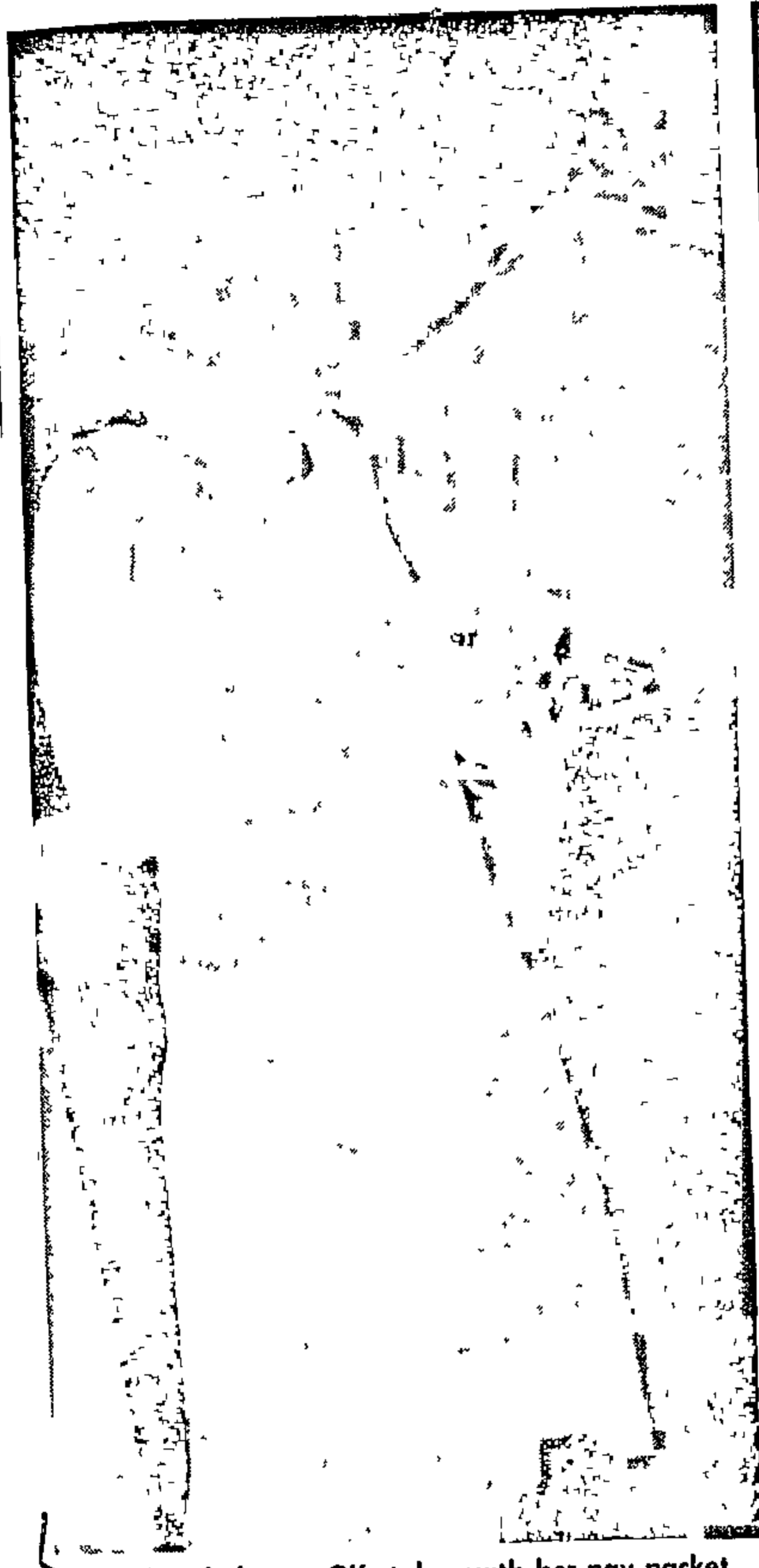
Nobody was injured in yesterday's explosions. The blasts happened about

1.55pm as bomb squad officials were on their way to the store.

The Bureau for Information said last night that the mines were of the type used by ANC operators.

The blasts came as a wage strike being waged by members of the Commercial Catering and Allied Workers' Union entered its 23rd day.

Mr Jay Naidoo, national co-ordinator of the OK strike action, said his union wanted to "totally dissociate itself from any suggestions which may be made that we were involved in this". — Sapa.



Empty-handed, an OK striker with her pay packet

**No pay
for OK
strikers**

CP Reporters

STRIKING OK Bazaars workers got paid this week - with empty pay packets

And the wage strike entered its 20th day yesterday with no solution in sight. Instead, verbal confrontations between management and the Commercial Catering and Allied Workers' Union of South Africa have intensified.

In addition, various shops nationwide have reported widespread detentions and dismissals.

According to a statement released to *City Press* this week, the Congress of South African Trade Unions has committed itself to give full practical support to the OK strikers and has already begun discussing the issue of solidarity action among other Cosatu affiliates.

The empty pay packets, according to sources, came after management deducted for days on strike and staff purchases.

A spokesman for Ccawusa on the Vaal said the entire nationwide force of 10 000 strikers did not get their delayed Christmas pay as expected on Tuesday.

OK spokesman Keith Hartshorne said his company had "not paid the strikers for having not worked during December".

He added that the OK was not considering giving the strikers the increase that they have demanded.

A spokesman for Ccawusa said that despite the OK's action strikers were unanimous in their battle for a "living wage". They are demanding a R160 increase.

Union officials said 92 strikers had been arrested and 119 dismissed from Silverton stores this week. This brings the number of fired workers since the strike began to 700.

It has also been reported that 18 workers at the Klerksdorp branch were detained.

OK spokesman John Blackwell has denied allegations that management was not paying workers in a bid to force them back to work.

Cosatu general-secretary Jay Naidoo said workers have reported that "casual" workers arrived at work in Klerksdorp carrying weapons, including pangas, and that strikers were threatened with assault.

In Durban a second shop steward was held by police this week. However, he was later released.

18 OK strikers arrested

By DAN DHLAMINI

THE OK Bazaars strike took a dramatic turn this week when 18 Klerksdorp strikers were arrested.

Western Transvaal police spokesman Captain E. van Heerde confirmed the arrests and said the strikers were charged with intimidation and assault and had appeared in court on Wednesday.

According to attorney S Roopa, the 18 men will again appear in court on January 21.

OK Bazaars spokesman Keith Hartshorne yesterday confirmed the arrest of the 18 workers.

Hartshorne said the strikers were arrested after 10 other employees were allegedly assaulted by the strikers while on

their way to work. The workers complained to management.

Western Transvaal organiser of the Commercial, Catering and Allied Workers' Union Jerry Molefe said workers at the Stilfontein OK Bazaars refused to collect their pay on Tuesday because of the presence of police.

Hartshorne denied that management called the police when strikers collected their pay. He said the OK couldn't dictate to the police and could also not prohibit them from patrolling areas next to the OK during a strike.

He said it was not OK policy to involve the police during a legal strike but when the safety of customers, employees or assets were threatened they wouldn't hesitate to call the police.

Federation steps in to support striking OK staff

CAPE TOWN 12/1/87
Own Correspondent

JOHANNESBURG — SA's second-biggest labour federation, Cusa/Azactu, has come out in support of striking workers at OK retail branches across the country

Cusa/Azactu said it would meet officials of the Commercial, Catering and Allied Workers' Union — an affiliate of rival federation Cosatu — to discuss "appropriate solidarity action"

The general secretary of Cusa/Azactu, Mr Piroshaw Camay, said his federation "supported the Cawusa membership in their struggle for a living wage at the OK"

The strike enters its fourth week today and is likely to be further complicated by the explosion on Friday of two Soviet-made SPM 2 limpet mines in the central Johannesburg branch

A Cawusa spokesman immediately ruled out any union involvement with the incident. "If there is speculation linking us with the bomb it is totally unfounded. We completely distance ourselves from this action," he said.

Cawusa claims that up to 10 000 OK workers at 134 branches country-wide are on strike. OK management, however, contests Cawusa figures

The Cusa/Azactu support could strengthen the hand of workers in what is becoming an increasingly bitter industrial action

In recent developments Cosatu issued an open letter in which it accused OK management of "union bashing", union officials said up to 38 workers — later released without being charged — had been arrested at a picket last Thursday, and Cawusa threatened "massive industrial action" after OK branches were found to be packing merchandise in plastic bags marked "Jazz Stores". They said OK was trying to undermine their strike, but OK management insisted the bags had been used by mistake

At a half-price sale of bomb-damaged merchandise at the weekend, up to 8 000 shoppers tried to cram into the store

More unions out in support of OK strike

12/1/87 By Mike Siluma STAR 152

More unions have come out in support of the national wage strike by several thousand OK Bazaars workers, now in its fourth week.

The Council of Unions of SA-Azanian Confederation of Trade Unions (Cusa-Azactu) federation pledged at the weekend to support the strikers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The promise of "appropriate solidarity action" was made in a weekend statement by Cusa-Azactu general secretary Mr Phiroshaw Camay.

Ccawusa's fight for "a living wage" at the OK has already been supported by the giant Congress of SA Trade Unions (Cosatu), to which Ccawusa is affiliated.

Reacting to the Cosatu statement, OK management has said it would not respond to statements containing "political rhetoric" and "filled with inaccuracies". Meanwhile, Ccawusa has sought the support of individual Cosatu unions active in companies related to OK Bazaars.

STAR 13/1/87

Ccawusa tries to raise R54 000 bail

By Mike Siluma

The Commercial, Catering and Allied Workers' Union (Ccawusa) attempted yesterday to raise bail amounting to R54 000 for OK Bazaars strikers arrested in Alberton on Friday, a union spokesman said.

Ccawusa spokesman Mr Salim Vally said 54 strikers had appeared in the Germiston Magistrate's Court yesterday. Their bail was fixed at R1 000 each.

Mr Vally also said a striker, Mr Frank Malungu, had been shot at by a white motorist outside the Eloff Street branch of the OK, the scene of two bomb explosions on Friday.

The motorist was allegedly driving in a Toyota station wagon, the registration number of which was known to the union, claimed Mr Vally.

At an OK store in Vereeniging, he said, a worker had contracted pharyngitis after a powder had been sprinkled in the canteen. Strikers were also asked by security staff to strip naked before entering this store.

But OK personnel director Mr Richard Blackwell challenged Ccawusa to produce details. "I will take disciplinary action if the union can convince me that all the incidents happened"

D

OK Bazaars management yesterday countered striking unionists' allegations of "starvation wages" by saying the average pay for those OK workers at supervisor level and lower was more than R480 a month

A Commercial Catering and Allied Workers' Union spokesman said the figures were designed to hoodwink the public who had offered the strikers "tremendous support"

As the strike by thousands of Ccawusa members entered its fourth week, Mr Richard Blackwell, OK's personnel director, said OK was issuing figures in response to "some very misleading figures" published by the union

"In general, wages for 24 000 people is a very complex affair," Mr Blackwell said

He added "Up until now we have avoided publishing details for various reasons but will give the following facts

- Six percent of our staff earn less than R300 per month but this figure includes part timers and temporaries,
- The average wage for all staff from supervisor level down is R489 a month, and
- The R85 we have already offered would put every full time employee well above the R300 a month mark "

The average wage increased by 15 percent after inflation over the last three years, Mr Blackwell said.

The figures excluded all other staff benefits such as staff discounts, pension, medical aid, he added

Mr Salim Vally, spokesman for Ccawusa, rejected the figures

He said "We reject these figures as being incorrect and aimed at hoodwinking the public — at misleading the public, especially since we are receiving tremendous support from the public in various ways

Reasonable

"OK actions during the course of the strike will not be lost on any reasonable person," the spokesman said

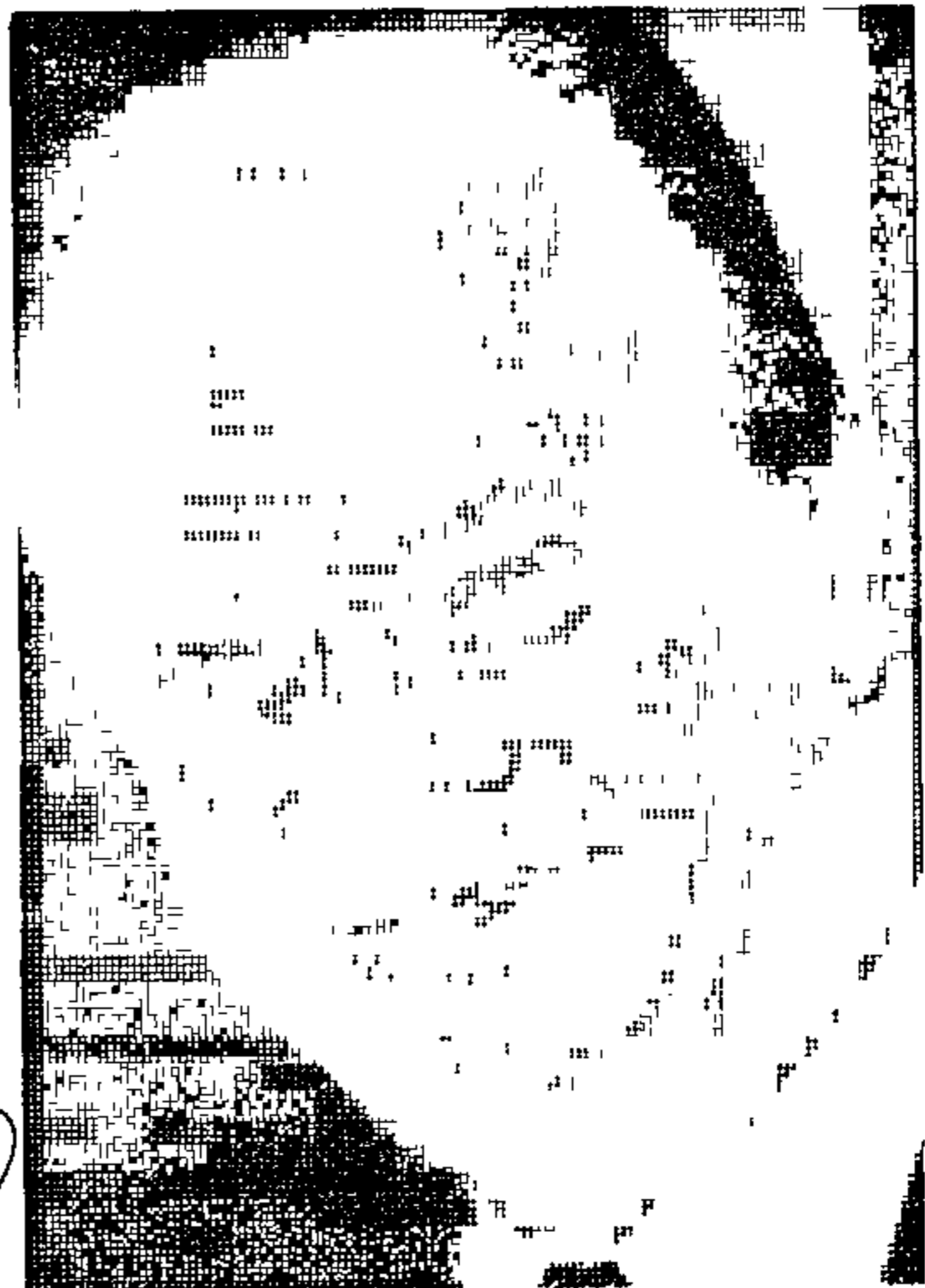
"In fact, OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members and the various forms of per-

Sowetan 13/1/87
FOCUS

OK

reacts

to 'starvation wages' claim



Mr GORDON Hood OK's managing director

SA Press Association

secution and intimidation they face every day during the strike

"OK's record shows they are far from being the benevolent 'people's company' they make themselves out to be," Mr Vally claimed

Public support continued, Mr Vally said, adding that a few white shoppers had congratulated Ccawusa pickets outside stores

An elderly woman slipped R100 into a picket's pocket as he stood outside an OK shop in Yeoville, Johannesburg, and told him to take the money to the union office, he said

Pickets would continue in accordance with the law

Those taking part were thoroughly briefed and very disciplined, he said

The total number of outlets where Ccawusa members were on strike was 117, with almost 7 000 workers out, Mr Blackwell said

More than 200 workers returned to work at two outlets yesterday, but two more stores joined the strike Mr Blackwell declined to name the shops

Strikers reject management's offer of R85 a month They demand a

minimum wage of R450 a month and an across-the-board increase of R160

No talks on the wage issue itself were planned for today, Mr Blackwell said

Mr Vally said the union was waiting for OK to approach them for talks

Allegations

The union spokesman made a number of allegations against individual OK shops,

• He alleged OK security workers at Mark Park, Vereeniging, were demanding that strikers submit to strip searches

The union ordered strikers to sit in the staff canteen at their shop

• A powder was sprinkled on the floor of the room where the workers met, causing "severe irritation", he alleged

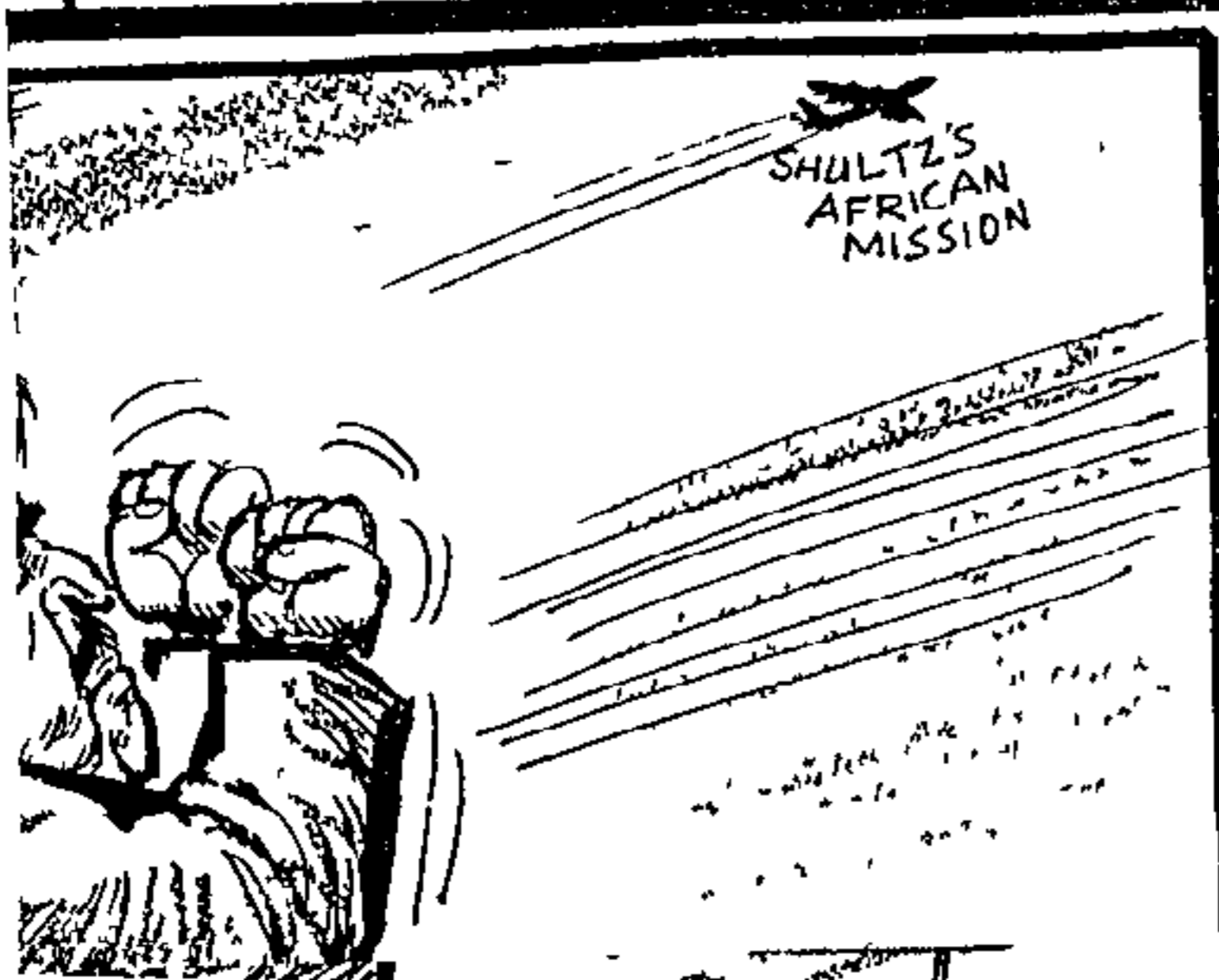
A worker was treated for pharyngitis (inflat-

mation of the throat)

• The lines of a number of public telephones in staff canteens were also cut, he said

• A Ccawusa shop steward was fired at by a white civilian outside the Eloff Street, Johannesburg, branch on Saturday morning, Mr Vally alleged

He was not hurt



Lest we forget...

THE Sowetan today remembers journalists around the country who are in detention:

- Zwelakhe Sisulu, Editor of the the *New Nation*, who has been in detention under the emergency regulations for 32 days;
- Mxolisi Jackson Fuzile, *Veritas News Agency*, who has

chases. The present ceiling for this 100% subsidy, estimated to have cost taxpay-

● To Page 2 →

the major concern of black traders — barring their exclusion from "white

Indaba report handed over with warning

THE KwaZulu government might have to rethink its attitude towards negotiation politics if government rejected the KwaNatal Indaba report. This is the view of Dr Oscar Dhlomo, KwaZulu's representative in the four-man team, which handed the report to Minister of Constitutional Development and Planning Chris Heunis in Cape Town yesterday. Heunis said at the ceremony it would be premature of him to react to the report at this stage. But Indaba chairman Prof Desmond Clarence said later they were

THE OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) confirmed yesterday that tentative moves to appoint a mediator to assist in ending the strike at the company are in the pipeline. However, both parties are extremely cautious about the possibility of these efforts achieving their goal. The OK strike is now almost four weeks old. OK personnel director Richard Blackwell said "Their (Ccawusa) lawyers are talking to ours to canvass all possibilities which may bring the dispute to a successful conclusion. Mediation is one of those." Asked what conditions would have to be met for the OK to agree to this step, Blackwell replied that it would have to

A mediator for OK strike?

ALAN FINE

be satisfied that mediation held some hope of success. He added the OK had proposed mediation before the strike but the union had rejected the offer. Ccawusa spokesman Vivi Masina said the union had not actually proposed mediation. But it considered it "an extension of negotiation" and had always said it was

● To Page 2 →

Mediation move in OK strike

prepared to talk. Masina, asked why even talks about talks had to be conducted through a third party, said this was because neither side wanted to appear to be the first to give in. The OK has consistently refused to resume negotiations until the union reduces its demand to a "realistic" level.

The two sides appear to be far apart, with the union demanding increases of R160 a month backdated to April 1986, while the OK has offered R85 from April 1987. However, both have indicated their willingness to reconsider their positions.

US BUSINESSMEN who visit Africa are returning home with vivid memories of the continent's wildlife. However, it is not the four-legged wildlife of the game parks they remember but the two-legged species — and the South African kind fare badly as a particular danger point in their listing. Among hazards encountered by businessmen flying to Africa are surly customs officials, unhelpful hotel staff,

DAVID FURLONGER

thieves and trigger-happy troops and police. The latest edition of *International Update*, magazine of the International Business Aviation Council, says Africa creates more problems for business travellers than anywhere else in the world. Its findings — many relating to African airports — are based on first-hand

experiences of US businessmen. On SA, "Update" says US consular officials have had difficulties gaining access to Americans arrested since the emergency was declared and recommends that all Americans register with the US embassy or a consulate upon their arrival in SA. "Exercise caution in photographing or tape-recording events that may be construed as being anti-government"

PRICE MOVES AT A GLANCE

REUTERS

KEY MARKET MOVEMENTS — JANUARY 12 to JANUARY 13

Gold			JSE	Previous			Latest		Johannesburg Stock Exchange		
\$/oz	\$/oz	R/oz	Kruger-rand	\$/R Comm	\$/R Fin	DM/\$	£/R	3 months BA	All Gold BD Index	BD Indust Index	JSE Ov'all Index
411,00	411,10	866,02	1190	0,4795	0,2200	1,9010	0,3218	8,95	2033,8	1564,5	2133,0
↓	↓	↓	↓	↑	↓	↓	↑	↑	↓	↑	↓
409,00	409,00	852,97	1160	0,4747	0,2175	1,8730	0,3185	8,90	2013,0	1561,4	2121,0
LONDON CLOSE			LONDON AFTERNOON FIX	FRANKFURT CLOSE			LONDON CLOSE				

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E. Post

Steps taken for strike mediation

14/1/87

SPOKESMEN for both strike-hit OK Bazaars management and the union involved have confirmed that tentative moves were afoot to appoint a mediator to assist in resolving the strike

More employees from the chain's Constantia Centre, Port Elizabeth, branch joined the almost four-week-old national strike today

A spokesman for the Commercial, Catering and Allied Workers Union

(Cawusa) in the Eastern Cape said today moves were being made to appoint an arbitrator to resolve the dispute.

He said the OK management had steadfastly refused to resume negotiations with union representatives until workers' demands were reduced to a reasonable level

The OK personnel director, Mr Richard Blackwell, said lawyers representing Cawusa and OK discussed ways of ending the dispute

OK WAGE STRIKE CONTINUES

THE four-week-old strike over wage increases by thousands of Commercial Catering and Allied Workers Union members at OK Bazaars outlets continued yesterday.

Lawyers representing Ccawusa and OK discussed ways of ending the dispute yesterday, Mr Richard Blackwell, OK's personnel director, said

He said mediation was one of the possibilities being discussed

Union strike co-ordinator, Mr Jay Naidoo, said Ccawusa had not made or received any formal proposal of mediation

Commenting on talk

of mediation between OK and Ccawusa, Mr Blackwell had said earlier: "In response to that, the union lawyers are talking to our lawyers and they are exploring all possibilities to resolve the dispute and this includes mediation

"In principle we have nothing against mediation"

Mediation, he said, would have to hold out some possibility of success

Mr Naidoo said "The people who need to talk are the company and the

union directly"

The parties' attorneys were corresponding on a whole range of issues, he added.

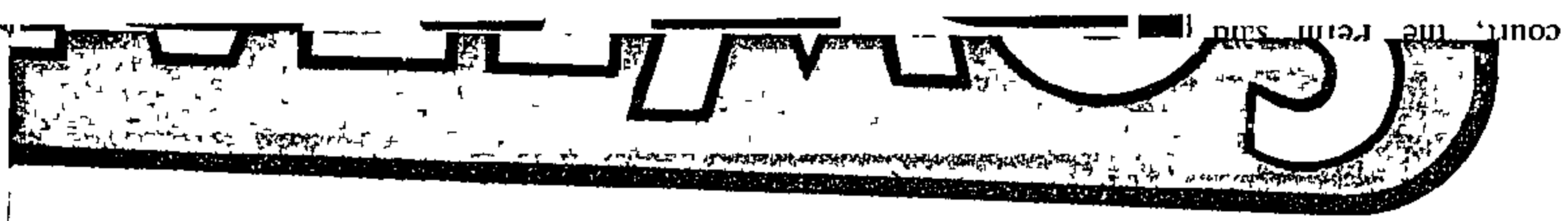
"It's an on-going process We haven't mandated our lawyers specifically to propose mediation We welcome any proposal that would end the dispute"

Over 10 000 workers are on strike at 137 of OK's outlets, according to Ccawusa

Mr Blackwell said the figure stood at 117 units, with just over 7 000 workers on strike

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Supreme Court upholds appeal

15/1/87

ALAN FINE

THE Pretoria Supreme Court yesterday upheld an appeal by the Gold Fields group against a decision of the Industrial Court ordering it to facilitate strike ballots at four of its mines.

The Industrial Court order followed an application by the National Union of Mineworkers (NUM) last year after a deadlock in wage negotiations. Gold Fields refused to allow the NUM to ballot at four mines where it was not recognised.

The NUM has been ordered to pay costs for both the Supreme Court and the Industrial Court hearings. Written reasons for the judgment are expected to be made available by the end of the week.

Meanwhile, a conciliation board considering a unilateral wage increase granted by Gold Fields during last year's wage negotiations, is due to meet for the second time today.

At the first meeting last week, the NUM proposed that the company should agree that the increases constitute an unfair labour practice, that it should undertake not to grant increases without negotiations in future, and that it pay the union's legal costs.

15/11/8 (152) (57)

Store staff demonstrate

Mercury Reporter

A GROUP of mostly black workers marched through the Durban North Hypermarket yesterday, apparently protesting against the detention of two trade unionists on Tuesday.

An unknown number of staff stopped work after the demonstration. Small groups gathered outside.

Uniformed policemen with radios were seen in the parking area.

A Hypermarket spokesman could not be reached for comment last night.

Argus 15/1/87
Comedior
All sides hope
for settlement
in OK strike

The Argus Correspondent

JOHANNESBURG — The first major move to resolve the four-week-old OK Bazaars wage strike has been made with both sides expressing a willingness to go to mediation

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial, Catering and Allied Workers' Union (Ccawusa) conveying the management's position.

Mr Blackwell said the company would go to mediation on the basis that there would two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties.

THOUSANDS

No comment was available from Ccawusa today, but union spokesmen indicated yesterday that if approached the union would consider mediation, "a mechanism used by the union before".

OK and Ccawusa have not discussed the wage issue since the strike began in mid-December.

The strike involves thousands of employees at about 100 stores countrywide, whose demands include a R160 monthly increase as well as a monthly minimum wage of R450.

OK has offered the workers an R85 rise

STAL

15/1/87

January 15 1987

Mining company wins appeal

ISA

~~NUM~~

~~1987~~

Gold Fields SA has won an appeal in the Pretoria Supreme Court against a decision of the Industrial Court which gave the National Union of Mineworkers (NUM) the right to strike ballot facilities on four mines at which it was not recognised.

After deadlock in last year's wage negotiations the NUM wished to hold strike ballots at seven Gold Fields gold mines.

While the Chamber of Mines had granted increases ranging from about 19,5 to 23,5 percent, Gold Fields refused to budge from its unilaterally declared increases ranging from 15 to 20 percent.

The company refused strike ballot facilities at its Kloof, East Driefontein, Venterspost and Doornfontein mines, saying the NUM was not recognised at these mines.

Gold Fields agreed to strike ballots at West Driefontein, Deelkraal and Libanon gold mines where the union was recognised in certain bargaining units at the time. The union took its case to the Industrial Court which granted strike ballot facilities at all the mines.

Yesterday the Pretoria Supreme Court upheld an appeal by Gold Fields against the Industrial Court decision and ordered the union to pay costs for both parties in the Supreme Court and Industrial Court hearings.

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BUD DAY 15/11/77
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Union considers mediation proposals

OK deal over strike hangs in the balance

THE possibility of a breakthrough in the four-week-old OK Bazaars strike was in the balance late yesterday as the Commercial, Catering and Allied Workers' Union (Ccawusa) considered its response to OK proposals for mediation.

In communication between the parties' legal representatives, OK said it was prepared to participate in mediation and made certain detailed proposals.

Own mediators

The company has suggested that each side should appoint its own mediator and each should pay its own costs.

The OK says the two proposed mediators should meet at the earliest opportunity to finalise an agenda for mediation proceedings and to decide on a date and venue.

Ccawusa spokesman Jay Naidoo said the union had no objection in principle to mediation.

However, it was still discussing some details of OK's proposal. He declined to elaborate.

ALAN FINE

A response was expected late last night

Naidoo said about 28 striking workers were arrested, and picketers with placards stating "We must buy from OK Bazaars" stood outside the chainstore's Roodepoort branch yesterday, Sapa reports.

He added that 21 strikers were arrested in Johannesburg and seven in the northern Transvaal, bringing the total number of arrests during the strike to 600.

Naidoo condemned the arrests and alleged management complicity. He said this could hinder negotiations.

OK personnel director Richard Blackwell said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Strike figures

Ccawusa says over 10 000 workers of a total workforce of 24 000 are on strike at 137 of OK's 208 outlets.

OK says just over 7 000 are on strike at 117 outlets.

Moves afoot to end 4-week-old OK strike

15/11/87
The first major move to resolve the four week-old OK Bazaars wage strike took place yesterday, with both sides expressing a willingness to go to mediation

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial, Catering and Allied Workers' Union (Ccawusa) conveying management's position

Mr Blackwell said the company would go to mediation on the basis that there would be two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties.

No comment was available from Ccawusa this morning.

Union accepts talks

16/1/85
150
Dispatch Correspondent

DURBAN — The Commercial, Catering and Allied Workers' Union has accepted OK Bazaars management's offer of mediation in the wage dispute affecting thousands of the chain store's workers throughout the country.

A union spokesman here, Mr Jay Naidoo, said yesterday that the union had agreed to a mediation proposal from OK Bazaars to resolve the current wage dispute which led to the four-week-long strike.

The workers are demanding a R160 across-the-board increase and have rejected management's offer of R85 per month on an anniversary basis.

OK management could not be reached for comment last night

lay, January 16 1987

Union accepts OK strike mediation offer

Labour Reporter

THE Commercial, Catering and Allied Workers' Union has accepted OK Bazaars management's offer of mediation in the wage dispute affecting thousands of workers throughout the country.

Mr Jay Naidoo, a spokesman for Ccawusa in Durban, said yesterday that the union had agreed 'after much deliberation within its ranks' to the proposal from OK Bazaars to resolve the dispute which led to the four-week-long strike

Management last night welcomed the union's confirmation of their willingness to participate in mediation.

'While we note the union's reservations, we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute,' said Mr Keith Hartshorne, OK's group personnel manager.

The union had grave res-

ervations about the possibilities of success of mediation unless the problems of harassment and arrest of union members could be resolved, Mr Naidoo said.

'At present, 103 union members are being held under the state of emergency as a result of the OK strike and more than 600 workers have been arrested.'

The OK has nominated its industrial relations consultant Mr Gavin Brown, while the union has chosen Legal Resources Centre attorney Mr Charles Nupen.

Mr Naidoo said mediation would have to cover the wage issue and subsequent developments.

The workers are demanding a R160 across-the-board increase and a minimum wage of R450 a month, as well as a staff discount of 20 percent. They have rejected an offer of R85 a month increase on a yearly basis.

The *FM* brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

of the dispute. Now that the possibility of mediation is being taken seriously, however, there is some hope that the dispute can be settled. Hopefully for all parties, it will be sooner rather than later. ■

mid-week. If both sides agree, it could signal the beginning of the end of the strike, which began on December 18 last year (*Current affairs*, January 9)

The potential breakthrough comes none too soon, because the past week brought a distinct escalation in the uglier sides of the dispute. Ugliest of all was, of course, the bombing incident at OK's Eloff Street store in Johannesburg last Friday. Miraculously, no one was killed or injured thanks to the quick thinking of an OK staff member who spotted the bombs and sounded the alarm. The bombs, for which the ANC's military wing has claimed responsibility, were a reminder of what can and sometimes does happen in labour disputes.

The past week saw Ccawusa and OK involved in a bitter argument in the media about wage levels after the union claimed that the average OK wage is R265 a month. Stung by the allegations that it pays "starvation wages," OK flatly denied Ccawusa's claims, pointing out that it would be impossible for it to pay so little as the minimum legal wage for the industry is R281 a month.

Average wage

According to OK, the average wage for all staff from supervisor level down is R489 a month, only 6% of staff (who include part-timers and temporaries) earn less than R300 a month, and the R85 increase it has offered from April this year would put the wages of all full-time employees above R300 a month.

Comments Ccawusa spokesman Salim Vally "We reject these figures as incorrect and aimed at hoodwinking the public. OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members."

He claims strikers face various forms of persecution and intimidation daily. OK Personnel Director Richard Blackwell, on the other hand, says that if anyone is subject to harassment in the strike, it is the people who want to continue working.

In other developments

□ The Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, pledged solidarity action by its affiliates, and

□ The Council of SA Unions-Azanian Confederation of Trade Unions, which says it wants to back the strikers, held talks with Ccawusa. A Cusa-Azactu spokesman says a further meeting is planned for next Monday.

Cause for concern amid the sound and fury last week was that there seemed little prospect of movement on the fundamentals

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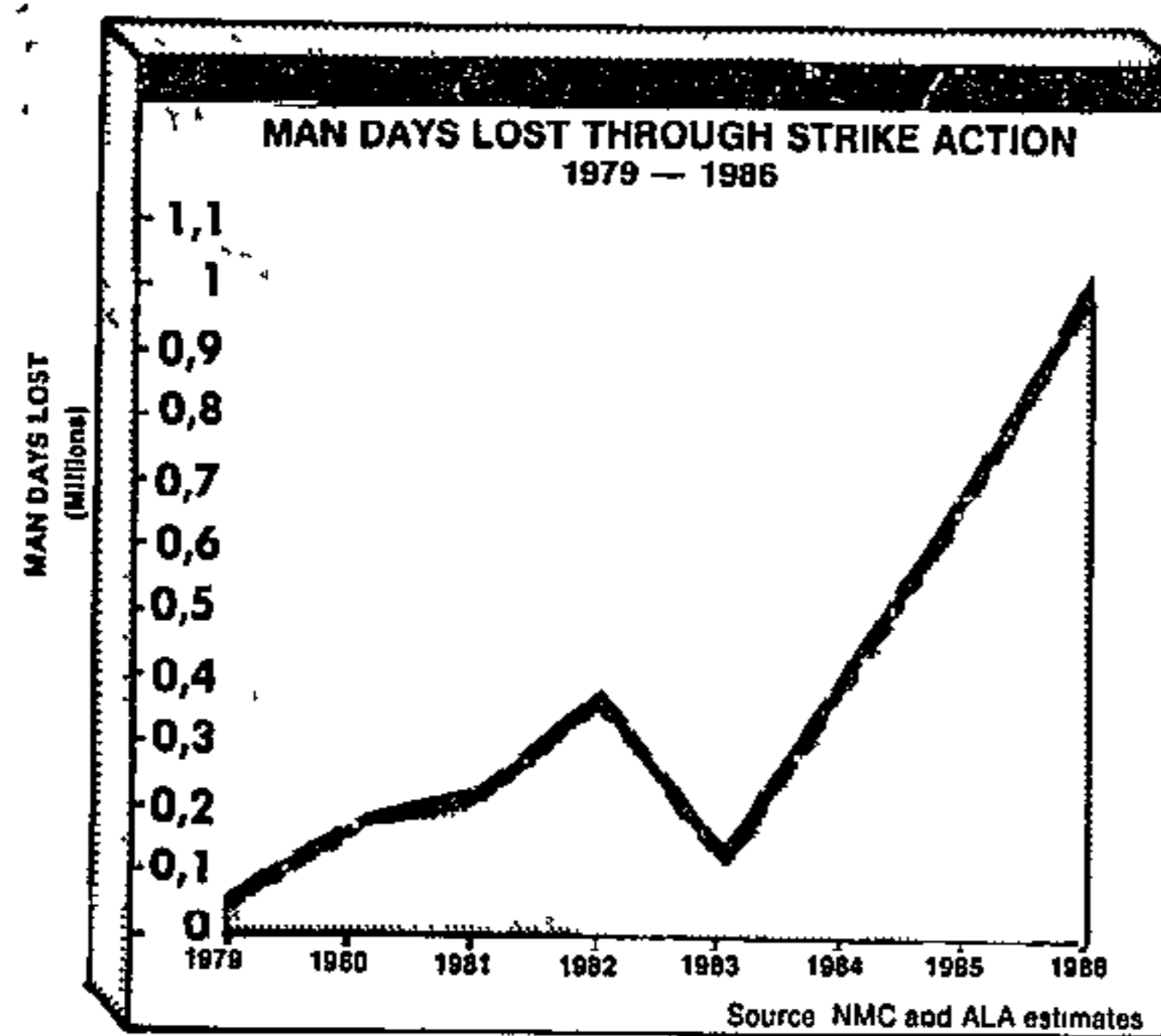
Settlement hopes

In the OK Bazaars wage strike the past week produced the first real sign of movement in the nearly month-old dispute between the chainstore group and the Commercial, Catering and Allied Workers' Union (Ccawusa). And it came despite bombs, pickets, arrests, dismissals and rhetoric.

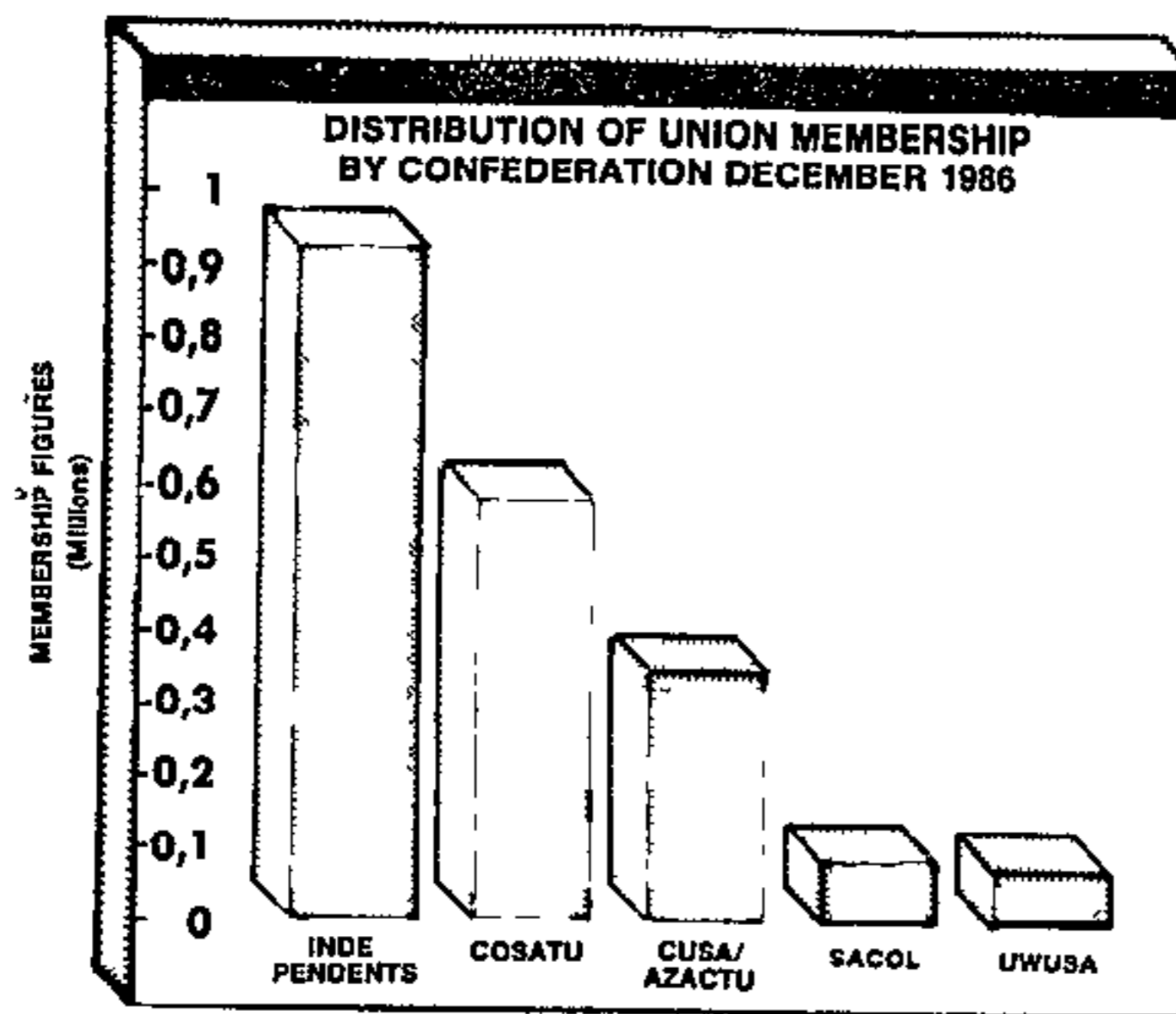
Both sides confirmed this week that there had been contact between their lawyers. The *FM* understands that they discussed the possibility of referring the dispute to mediation, and that the parties were due to respond by

1986 'a bad year for unions'

By Sheryl Raine



Note: Strike statistics exclude politically based stayaways



Cosatu — Congress of SA Trade Unions Cusa/Azactu — Council of Unions of SA/Azanian Confederation of Trade Unions. Sacol — SA Confederation of Labour Uwusa — United Workers Union of SA

Last year was the worst for the black union movement since its began to develop at the beginning of the decade, according to a group of industrial relations consultants

In their report for 1986, which includes predictions for 1987, Andrew Levy and Associates said the year would probably go down in history as the one in which the first wave of black unionisation "ran out of steam"

Poor growth, divisive and mediocre leadership and political disagreements coupled with high levels of industrial action, often poorly conducted, slowed the momentum of the previous seven years

The consultants said the year was also marked by record numbers of strikes, overtime bans and go-slows and wage strikes in 1986 were longer than in previous years

The most extraordinary strikes were in the retail and chemical sectors in protest against the June 12 state of emergency declaration and the detention of union leaders

Industries which experienced the most strikes included (in order) chemical, food, metal, manufacturing, retail and mining

However, in terms of man-days lost, the worst-hit industries were (in order) mining, chemical, metal, motor, retail and food

RESIGNED ATTITUDES

The amount of industrial action paled into insignificance when compared with the extremely high incidence of politically-motivated stayaways. There were an estimated 25 in 1986 — thought to have cost the country 3.5 million man-days. In 1982 there was one stayaway, in 1984 four and in 1985 22

For the general public, the greatest success had been the acceptance of May Day as a workers' holiday and the fact that there was an alternative calendar of public holidays which denoted a different political view

The consultants said they noted with concern the high levels of intimidatory behaviour frequently re-

ported in strikes and stayaways

The tide of union victories recorded between 1980 to 1985 ebbed during the past year as employers gained confidence, experience and determination to resist workers' aggression

Although strike activity was significantly higher in 1986 than in any other year many ended with union members having little to show for it

STATISTICAL EVIDENCE

Wage talks were characterised by high levels of confrontation and strike action but in most cases union wage targets, especially in major industries, were not met

However, the experts said, statistical evidence suggested that unionised workers did significantly better in the battle to keep up with inflation than their non-organised colleagues

Politically, 1986 brought more confusion and ideological division than clear direction to the unions. Much of this reflected the current political uncertainties of the country as a whole

The state of emergency declared on June 12 had a far-reaching impact on labour relations. Widespread detentions of trade union, political and community leaders made union organisation more difficult and this needed to be taken into account when reflecting on the poor performance of unions last year

However, the state of emergency could not be blamed for all the problems experienced during the year. Tension between former Federation of SA Trade Unions (Fosatu) leaders within Cosatu and increased politicisation of workers were important detractors from union performance

Although 1986 was supposed to be the year of union unity, Andrew Levy found the performance of Cosatu, the country's first superfederation of black unions, seriously lacking

Vigorous political statements aside, only limited progress was made by Cosatu in the food, transport and chemical industries in merging unions to give reality to the Cosatu slogan of "one-industry, one union"

In areas such as the textile industry there were serious rifts but despite these problems Cosatu held its momentum and remained the federation to watch in 1987

Although the newly merged Council of Unions of SA/Azanian Confederation of Trade Unions (Cusa/Azactu) federation claimed to have 500 000 members, the consultants put the figure at about a third to a half of this number. The federation faced tough organisational challenges this year

The United Workers' Union of SA (Uwusa), which claimed a paid-up membership of 85 000, proved to be a political irritant to Cosatu rather than a real threat as a union organisation

The Trade Union Council of SA (Tucsa) died in 1986, leaving a host of independent unions to stimulate fierce competition for membership among new union groupings

The conservative, whites-only SA Confederation of Labour continued to wane in 1986 but with white backlash on the increase and the rise of the right wing, the issue of white worker rights would remain prominent in the year ahead, the consultants said

A long shadow on labour

Looking ahead to 1987 on the labour front, a leading group of industrial relations consultants have predicted:

- The state of emergency will continue to cast a long shadow over the conduct of industrial relations and until such time as it is lifted, any cry for the depoliticisation of union claims and activities from employers will be "facile and futile".
- Efforts will increase on the part of the Congress of SA Trade Unions (Cosatu) to tighten organisation at shop floor level, resolve internal differences, forge union mergers and shuffle key office-bearers.
- High levels of shop-floor organisation with membership drives in the SA Transport Services and agricultural sectors as well as in the homelands
- Qualitative and quantitative leadership problems within emergent black unions, aggravated by the detention of union leaders
- Increased industrial action and increased

pressure on employers to raise wages substantially with go-slows and overtime bans being the major types of action used.

- Continued retrenchments and fierce resistance to lay-offs by unions.

- The motor industry could expect to fall out of the long-term "top five" industries most hit by industrial action. The top five in 87 were likely to be food, metals, mining and retail

- A dramatic rise in the number of industrial court applications from about 2 000 in 1986 to about 4 000 this year due to proposed changes in the legal dispute-settling procedures

- Increased numbers of politically-based demands such as full payment for detainees and continued support for new public holidays on June 16 and May 1

- Safety issues will take a higher profile following the Kinross gold mine disaster which claimed 177 lives

Two negotiators to be appointed

Union accepts OK's strike mediation offer

THE Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday accepted the terms suggested by the OK Bazaars for mediation between the two parties on the four-week-old strike.

Ccaawusa spokesman Jay Naidoo said the decision came after nearly two days of deliberation.

Although termed mediation, the process may turn out to be a form of negotiation by proxy. Two mediators

ALAN FINE

will be appointed — one by the company and one by the union.

The OK has nominated its industrial relations consultant Gavin Brown, while the union has chosen Legal Resources Centre attorney Charles Nupen. This is the same team of mediators which helped resolve a month-long strike at Foschini last May.

Naidoo said one of the factors which delayed Ccaawusa's decision was the emergency detention of 103 strikers and the arrests of hundreds more while picketing.

He said: "The union has grave reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved"

The union also had initial reservations about the nomination of Brown because of his close relationship with the company.

OK spokesman Keith Hartshorne welcomed the union's decision and said: "While we note the union's reservations we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute."

OK said two East London stores, which joined the strike yesterday, brought the number of affected stores to 119. The union figure is 137.

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BUD DAY

OK and union agree to mediation

By Mike Siluma

In the first real movement to resolve the month-long OK Bazaars dispute, mediators for the company and the Commercial, Catering and Allied Workers' Union will meet shortly to try to iron out differences between the two parties.

The final hurdle was cleared yesterday when the union agreed to mediation, following a management telex on Wednesday.

Union spokesman Mr Jay Naidoo said the union had agreed to mediation after much deliberation among its members.

"Further details regarding date, venue and agenda will be worked out by mediators on both sides in consultation with all parties," he said.

RESERVATIONS

The union said while it did not put preconditions before taking part in mediation, it had "grave reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved".

"At present, 103 union members are being held under the state of emergency as a result of the OK strike. More than 600 workers have thus far been arrested."

Welcoming the union's decision, OK spokesman Mr Keith Hartshorne said:

"While we note the union's reservations, we believe that both parties have a tremendous responsibility to explore every avenue to resolve the dispute."

The mediators are Mr Charles Nupen, for the union, and Mr Gavin Brown for OK Bazaars.

The union's demands include a R160-a-month increase and a monthly minimum wage of R450. They have rejected an OK offer of R85 a month.

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Striking at the heart of labour relations

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UNDERNEATH the shiny face of the draft Bill amending South Africa's Labour Relations Act are some dark, worrying features

The feeling among legal experts is that the main aspects of the draft legislation are beneficial — but there are some retrogressive and ambiguous provisions

A key proposal is the creation of a special labour court manned by Supreme Court judges, which will hear appeals against Industrial Court decisions and could handle cases brought to it directly if Ministerial regulations allow this

Labour experts agree that a special labour appeal body is needed, but say its success will depend on the appointment of judges with a sensitivity to labour matters

A serious concern will be the inability of these courts and the existing industrial courts to hear applications for urgent relief following the proposed scrapping of section 17 (11)(a)

The industrial courts currently have the power to hear urgent disputes of right, but the new Bill could remove this — the only mechanism in labour law for the resolution of immediate problems.

One leading labour lawyer says "Time is of the essence in labour disputes. Without this provision, parties will only be able to go to the Supreme Court, which doesn't always understand the urgency and complexity of labour matters"

Another legal expert disapproves of the special labour court's potential to serve as a court of first instance in hearing unfair dismissal and unfair labour practice (ULP) cases. This would give it almost the same powers as the industrial court, he says, raising fears that the authorities could be downscaling the industrial courts

New secrecy provisions, making it a criminal offence to disclose the outcome of industrial court cases without the consent of the court's president, have been widely condemned

Clive Thompson, editor of the *Industrial Law Journal*, says the development of a coherent legal approach would be seriously hampered by the secrecy provision

"It is in the public interest that judgements be published. The only exception should be to allow a party to argue before the industrial court that certain evidence is confidential and should not be made available for general distribution when the judgement is published," he said

The creation of new ULPs in the Bill is likely to generate the most controversy because their terms are so wide-ranging.

Sympathy strikes may be outlawed if a new draft Bill on labour relations becomes law
CLAIRE PICKARD-CAMBRIDGE looks at suggested changes in the draft legislation.

Professor PAK le Roux of Unisa's mercantile law department says some of the new ULP definitions are vague and still need a lot of work. One example is a clause making it unfair for one worker to be replaced by another under less favourable circumstances — apparently a sop to white workers by discouraging racial undercutting

While most unions are likely to welcome this clause, it will mean employers' hands will be tied. Even salaries, irrespective of seniority, will have to be retained if the clause isn't redefined clearly

Le Roux says the exact scope of new clauses which make it illegal to have sympathy strikes, and unfair to launch secondary boycotts involving employers and employees not directly party to a dispute, are unclear

The clause making discrimination on grounds of race, sex or religion unfair has been welcomed, although it is largely of symbolic importance because the old ULP definition could encompass this. But at least one lawyer suspects that the remaining job reservation provisions in the Mines and Works Act will continue to take precedence over the new ULP amendments

The most critical clause in the new ULP definition makes it a duty, for the first time, for representative unions and employers to bargain with one another. This could signal the end of the recognition disputes between companies and representative unions

The clause is vital because it gives the court the power to decide whether employers have to bargain at plant level rather than at industrial council level, if unions request this. A leading lawyer says this clause may reverse the *Metal and Allied Workers' Union v Hart* case, where the court found there could not be a duty to bargain at plant level if this duty already existed at industrial council level

Legal strikes have still not been decriminalised and the Bill does not clarify the circumstances under which legal strikers should enjoy protection. However, it will still have to be seen whether the courts will treat illegal strikes as ULPs

Mark Anstey, new director of the University of Port Elizabeth's Industrial Relations Unit, is also concerned about a new ULP in the

draft Bill which applies to an employer organisation or union taking action without authorisation from its members

"Some unions give representatives a fairly open mandate, while others do not. Who will decide what kind of mandate is fair and under what circumstances? I suspect this is the product of employers looking for certainty in circumstances which do not lend themselves to it," he says

Another important feature of the Bill is the separation of an unfair dismissal from an ULP. Some feel this is a positive move — but critics say there's no clear provision against selective dismissals and selective rehiring, and arbitration procedures for an unfair dismissal seem unnecessarily convoluted

In terms of the Bill, it is no longer a ULP to selectively re-hire dismissed workers according to objective criteria. This allows employers to hire new workers after a strike and only re-engage a portion of their old staff, albeit using "objective criteria". This is retrogressive because any selective re-engagement may be unfair under the existing ULP definition

Simplified procedures for conciliation board applications will speed up dispute resolution, and allow quicker access to the industrial court if board meetings fail to result in agreement

In future, the appointment of a conciliation board will not depend on Ministerial discretion but will be an automatic procedure, handled by a Manpower Department official. This has been welcomed because it will prevent controversies arising, as in the past, over suspected political interference. But the new time limits in which conciliation board applications have to be lodged are felt to be a little stringent. Grievance procedures at factory level could be undermined if parties have to apply for a board before initial negotiations have stalemated

There is confusion about whether industrial councils are still obliged to settle disputes only with the consent of affected parties. If the Bill allows industrial councils to resolve disputes without the consent of parties (who may not be directly represented on the council), this could block opposing parties from going to the industrial court

This question, and others, will receive more attention when the Bill is discussed at a conference at the Wits Law School from January 22 to 24

The coming month will also, clearly, be a crucial period for parties wanting to make representations to the Manpower Department before the deadline lapses on February 6

OK dust-up over sprinkled floors

THE bitter feud between strike-bound OK stores and its workers took a bizarre turn this week when the unions accused management of "chemical warfare" and management accused the unions of sprinkling pepper on canteen floors.

The Commercial Catering and Allied Workers' Union (Ccawusa) has accused the OK of sprinkling a teargas-like powder in the canteen of its Vereeniging store causing "severe irritation" to strikers.

But OK representative Keith Hartshorne has denied the allegation.

"The only evidence we can find of anything like this in that store is the fact that a security officer saw one of the strikers sprinkling pepper on the floor of the canteen," he said.

There is no evidence of any other

kind of powder on the floor, Hartshorne added.

But Ccawusa claims it has sent samples of the powder for laboratory analysis and will make the results available as soon as they are ready.

At New Sasolburg, he says, OK supervisors have visited workers at their homes threatening them with violence if they don't return to work.

In the Vaal, he adds, OK security officers allegedly demanded that striking workers entering the store submit to strip searches.

Hartshorne responded "That is completely outrageous. We have asked the union to please advise us of complaints of this nature, and to check the story out first," he said.

Hartshorne said his company had dismissed 531 workers as a result of

"either criminal acts or acts which threatened the safety of our customers or staff, or acts of gross misconduct in breach of our rules of conduct in the strike".

Ccawusa claims these rules of conduct were drawn up without consultation with the union.

Hartshorne responded "Before the strike, the company made an offer to the union to discuss those rules."

Hartshorne said the offer was ignored and the union only responded after several workers were dismissed as a result of a "breach of those rules".

OK Bazaars and Ccawusa have agreed to refer their month-long dispute over wage increases to an independent mediator.

The two mediators will try to resolve the strike, which reached deadlock over workers' demands for a R165 a month increase.

The union's mediator is labour expert Charles Nupen, and labour consultant Gavin Brown will act for the OK.

Detentions halt pickets

PICKETS have been suspended at four OK stores in Port Elizabeth following the detention of three strikers last week. Two more picketers have been dismissed.

The remaining 160 picketers — part of a nationwide legal strike — are trying to find out if their protest is legal before they continue.

The workers have accused store managers of photographing picketers outside shops in the city — and, in one case, handing over their camera to the security forces.

A Commercial, Catering and Allied Workers' Union representative, Patrick Klaas, said the managers had

By MIKE LOEWE

"harassed" each successive 20-minute picket at four OK stores in the city.

It's not known if the photos taken by OK managers have anything to do with the detentions.

OK management has denied harassment of picketers.

Meanwhile, strikers say they have received unexpected support for their demands from the traditionally conservative white community.

"One white woman even started crying when she saw the demands," a unionist said — East Cape News Agency.

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OK causes discord in the Jazz business

By Lesley Cowling

After Jazz Supermarkets had brought an urgent application in the Rand Supreme Court, OK Bazaars yesterday undertook not to pack customers' purchases in plastic packets bearing the Jazz logo

An attorney for Jazz, Mr Michael Salomon, said yesterday that OK had agreed — in an out-

of-court settlement — not to supply any goods in Jazz bags or other Jazz packaging or offer their customers Jazz packets

OK Bazaars — where a countrywide strike by Commercial, Catering and Allied Workers' Union members has been in progress for four weeks — also agreed to have the undertaking made an order of court as soon as possible

The urgent application followed a complaint by Jazz Supermarkets alleging that the OK was using their packets instead of their own for their customers' purchases

OK said that the packets had been handed out in error

But, according to a reliable source, a Jazz executive was offered a packet with his store's logo on it when he went to the OK Bazaars in Eloff Street on Thursday

The managing director of Jazz, Mr Clive Sacher, said yesterday that his retail chain had taken immediate action to prevent this from happening again

Jazz was in no way affiliated to the OK, he said

20 more OK strikers held — union claim

ABOUT 28 OK strikers were arrested — and picketers with placards stating "We must buy from OK" stood outside the Rodeopoot OK on Wednesday, strike co-ordinator Jay Naidoo said this week.

"Management is obviously behind this counter-picketing," he said.

He said 21 strikers were held in Johannesburg and seven in northern Transvaal.

OK personnel director Richard Blackwell was investigating the Rodeopoot picket. He said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Naidoo said the Cawusa was committed to negotiation "But we completely reject management's behaviour with regard to police" — Sapa



Customers flock to the OK's Eloff Street branch's 'smoke sale' to buy goods at two for the price of one after two limpet mines exploded at the store last week.

OK strikers at four stores and the main warehouse in PE have suspended their pickets following Thursday's security force swoop on three lone female picketers outside a shopping complex in Newton Park.

They are detained under the emergency regulations and lawyers believe the prospects of their early release is bleak.

Union officials said the suspension is pending fresh legal opinion as earlier legal opinion had indicated that the pickets were legal.

Meanwhile two strikers were summarily sacked from the Walmer Branch OK personnel director

Pickets take a break

Richard Blackwell said they had displayed placards in the supermarket after warnings that they were violating a code of conduct.

He denied claims by the sacked workers — both Commercial, Catering and Allied Workers' Union members — that they were fired after staging a legal picket outside the store. He also denied a union allegation that OK manage-

ers were harassing Cawusa's stewards and members

At a strikers' meeting this week, Cawusa regional secretary Patrick Klaas claimed management had harassed picketing strikers with cameras. The union alleged the Main Street branch manager, a Mr Gore, had been seen to hand over his snaps to the police.

Cawusa has asked Co-satu-affiliated unions to pressurise their managements to pressurise OK into negotiating, but this has not yet succeeded as most workers are still on leave, an official said. — East Cape News Agency

Some OK workers back before mediation

Post Reporter

WHILE mediation to resolve the five-week wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccaawusa) is due to start, an estimated 300 strikers nationwide were reported to have returned to work.

Mediation proceedings are scheduled to start in Johannesburg this afternoon, union and management spokesmen said.

OK Bazaars' personnel director Mr Richard Blackwell said from Johannesburg yesterday that about 300 striking workers had been reporting back to work at various stores in the country over this period.

A spokesman for Ccaawusa was not available for comment on the issue.

19/11/87
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19/11/68
2/14/11/68

OK mediators to arrange talks

Labour Reporter

week.

THE two mediators appointed by the Commercial Catering and Allied Workers' Union and OK Bazaars are to meet this weekend to prepare a programme and an agenda for the talks to settle a wage dispute which led to the four-week strike at the national chain store.

OK's personnel director, Mr Richard Blackwell, yesterday confirmed that mediators would be meeting for the first time this week to prepare a programme.

A spokesman for the union, Mr Jay Naidoo, said the mediation talks were likely to begin early next

The union has appointed Legal Resources lawyer Charles Nupen as its mediator and the company has appointed industrial relations consultant Gavin Brown as its representative

rest-related

CAT TRIPS 20/1/87
OK, union start talks

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JOHANNESBURG. — A quick settlement in the five-week-old wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) was unlikely, a spokesman for OK Bazaars said yesterday. Mr Gavin Brown, one of the mediators, said the scale of the current dispute and the complexity of the issues involved, meant a quick settlement was unlikely. He said talks between the two parties that started yesterday would continue today.

FINAL



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SLOW PROGRESS AT OK

Representatives of the Commercial, Catering and Allied Workers' Union (Ccaawusa) and OK Bazaars met before two mediators on Monday to resolve the five-week-old legal wage strike at more than 100 of the group's stores.

However, they were still talking on Tuesday afternoon as the *FM* went to press, and no progress report was available. A statement issued on Monday made it clear that a speedy settlement is not on the cards. Labour consultant Gavin Brown, who was nominated as a mediator by OK, said the scale of the disputes and the complexity of the issues involved militated against a quick settlement.

On Monday, according to Brown, the parties dealt mainly with matters that have arisen since the start of the strike. Some progress had been made at least in arriving at a formula to address some of the issues.

No early settlement to OK strike likely

2011/11/18
An early settlement of the OK Bazaars wage dispute was unlikely, although some progress had been made in the mediation which resumes today, a spokesman for the mediators said

Mediator Mr Gavin Brown said yesterday's proceedings had dealt mainly with issues that had arisen since the strike started and progress had been made in finding a formula to address some of the issues

The issues were complex and a further statement would be issued in due course

One important issue that would have been raised by the Commercial, Catering and Allied Workers' Union (Ccawusa) is the fate of about 100 members the

union says have been detained under the emergency since the strike began About 500 union members have been dismissed during the strike

On agreeing to mediation last week, Ccawusa called on OK management to help secure the release of the detained strikers

Demands by Ccawusa members include a R160-a-month wage rise and a minimum wage of R450

Although Ccawusa puts the number of strikers at 10 000, with the management figure being 7 000, an OK spokesman has said about 20 000 employees would be affected by a wage agreement between the two parties

OK and union start mediation

OK BAZAARS and the Commercial, Catering and Allied Workers' Union (Ccawusa) met yesterday for their first mediation session aimed at resolving the strike which began on December 18, and involves thousands of workers at at least 120 outlets.

Mediators, industrial relations consultant Gavin Brown and attorney Charles Nupen, said in a statement last night that talks would continue today.

But they described as unlikely a quick settlement on grounds of the scale and complexity of the dispute.

Yesterday's talks dealt mainly with issues which have arisen since they commenced and the parties have made progress in arriving at a formula to address some of these

issues, the mediators said.

Appropriately, the meeting was held on "neutral ground" at a Johannesburg hotel more or less equidistant from their respective head offices.

The union is demanding a R160 a month increase backdated to last April and a R450 minimum monthly wage, while the OK has offered R85 from this April

Any agreement reached could have implications beyond merely the OK and its employees. One observer notes that such a settlement could set the wage increase benchmark for retailing in the same way as did the R85 Pick 'n Pay agreement which followed a week-long strike last May

ALAN FINE

BU. DAY 20/1/87

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OK strike talks halt for reportbacks

By Mike Siluma

Representatives of the Commercial, Catering and Allied Workers' Union (Ccaawusa) and OK Bazaars should begin reporting back to their principals today on the mediation proceedings which were adjourned yesterday. They are to resume talks on Tuesday.

In a joint statement last night the mediators said proceedings had been postponed to allow the parties to report back and consider their positions.

Earlier the mediators had said that because of the scale and complexities of the issues involved, no early settlement was likely.

Although the parties gave no details, it is likely the issues discussed yesterday included the reported dismissal of about 600 strikers and arrest of 103 under emergency regulations.

The UDF-affiliated Southern Transvaal Youth Congress yesterday supported the strikers in what it called their fight for "a living wage".

'Fire sale' claim strongly rejected

OK Bazaars yesterday strongly rejected claims by the former United States Ambassador to the United Nations, Mr Andrew Young, that the recent bomb blast at its Johannesburg branch was "a swindle".

OK Bazaars director Mr Allan Fabig said Mr Young was "naive" and "ill-informed".

"The overall effect on the South African public will be to reinforce the low esteem in which they hold most politicians," said an angry Mr Fabig.

In a speech in Harare, Mr Young had referred to the bomb blast as "more like a fire sale".

"People were not able to move their goods, so they created a fire and then had a smoke sale and dumped all their partially damaged goods and at least brought some money out," Mr Young said.

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OK reacts to loss claim by Ccawusa

OK Bazaars said yesterday that any possible losses due to the present strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) would only be known after the settlement of the dispute between the company and the union.

Thousands of Ccawusa members have been on strike at about 100 OK branches since mid-December in support of demands which include an across-the-board pay increase of R160 and a minimum wage of R450.

OK Bazaars' group personnel manager, Mr Keith Hartshorne said: "Our possible losses will only be known once the dispute has been settled.

"So far, our trading has been normal and we don't think we have lost much. We have alternative labour and the important point to note is that we are not paying the workers who are on strike."

● Workers at three out of five Mondi Board Mills affected by the pay dispute between the company and the Paper, Wood and Allied Workers' Union (Pwawu) had voted overwhelmingly in favour of strike action, the union said.

DD 23/1/87

OK, union mum on talks

JOHANNESBURG

Mediators between OK Bazaars and the union representing the 10 000 workers who have been on strike nation-wide for 34 days were tight-lipped in Johannesburg yesterday about the negotiations between the two organisations.

The negotiations, between OK and the Commercial, Catering and Allied Workers' Union's mediators, ended at 10pm on Tuesday after a two-day marathon session lasting — on each day — for about 13 hours.

Senior management for OK and Ccawusa refused to comment on the issues discussed.

Both mediators — one from the "Legal Resources Centre and the other a labour consultant — also refused to divulge what had been discussed.

They said the mediation had been adjourned until next Tuesday to consider their respective responses to the discussions.

According to a senior OK spokesman, both the chain store and Ccawusa had left the "mediation entirely to our representatives."

The group personnel manager for OK headquarters, Mr Keith Hartshorne, said no money has been lost due to the strike.—Sapa

Support for striking OK workers

THE Southern Transvaal Youth Congress yesterday pledged solidarity with the striking OK Bazaars workers

Mr Kgaogelo Lekgoro, Styco's publicity secretary, said his organisation was obliged to support the stand taken by workers because

SOWETAN Reporter

young workers are directly involved in the strike.

Another reason, he said, was that young people are indirectly affected by the fact that their parents are on strike.

Sowetan 23/1/89
"We pledge solidarity with the 600 Commercial Catering and Allied Workers' Union (Cca-wusa) members who were arrested during the strike and the 103 others who are being held under the emergency regulations

"We note the willingness of the trade

union and community organisations to work together in order to realise the workers demands for a living wage

"Styco calls upon its 35 affiliates, its entire membership and young people in the southern Transvaal to support the OK workers."

OK workers reject offer

23/11/87
By SEFAKO NYAKA
THE Commercial, Catering and Allied Workers Union (Ccawusa) has rejected an OK Bazaars offer aimed at staggering increases over a period of more than a year.

The offer, made during the mediation talks this week, would theoretically have increased the OK offer from R85 to R90.

But both parties refused to discuss any issue relating to the mediation in compliance to an agreement both parties reached.

According to the agreement only Ccawusa's adviser, Charles Nupen and OK's adviser Gavon Brown could issue statements.

In a joint statement, Brown and Nupen confirmed that mediation proceedings had been adjourned to allow the parties to report back.

Meanwhile Ccawusa will hold several report-back meetings today.

New twist to strike at OK Bazaars

JOHANNESBURG—The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nationwide entered a new phase yesterday with workers from several merchandisers refusing to supply OK with products.

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers' Union, which is in dispute with OK over wage increases, said mer-

chandisers (or shelf-packers) from several firms throughout the country had refused to work for OK

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I & J, Coca Cola, Nestle and Dairybelle.

Senior spokesmen for OK were not available for comment as they were in a meeting yesterday. — (Sapa)

to declare the organisation bankrupt.

money to support prices on October 24 1985, leaving estimat-

partner of Arthur Young and coordinator of the creditors,

million (R48-million) lent to the council

W/E Areas 24/1/87 (146A) (20) (27) 152

Ccawusa takes on two big retailers

IN the past year the Commercial, Catering and Allied Workers' Union (Ccawusa) has taken on two of the biggest retailers in South Africa — Pick 'n Pay and OK Bazaars

The Pick 'n Pay strike was settled after seven days of industrial action

Its end included (according to the usual reliable sources) a more than somewhat heartfelt appeal from Raymond Ackerman at the final 15-hour meeting which produced the settlement

So far the OK strike has lasted 36 days and involves between 7 000 and 10 000 workers, depending on whose figures you listen to.

Mr Keith Hartshorne, group personnel manager, says that 547 workers have been dismissed for "intimidation and breaches of the OK code of conduct."

He says that as far as he is aware at least 120 workers

had been detained

The strike has had little visible effect in the Western Cape — mainly because Ccawusa has relatively few members here — but the strike has evoked deep interest and concern among workers and unionists as two important issues are involved — "living wages" and the right to strike.

Right to strike

Both are priorities this year for the Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, especially as the federation views aspects of the Draft Bill on labour relations as an attack on the right to strike.

As these issues are common to all workers, it is not surprising that the Council of Unions of South Africa/Azanian Congress of Trade Unions alliance has given material support.

Ccawusa has won some in-

teresting victories in its history, including an agreement at EMI that requires everyone in the company to call each other by their surnames, except by mutual agreement. Contraventions are subject to disciplinary action

According to one survey, quoted in the November issue of *Ccawusa News*, it achieved the highest average wage increases compared with all other unions in the first half of 1986 — 19,5 percent

'Enemy is capitalism'

The same issue of *Ccawusa News* also contains an interesting response to the UDF's call for united action with Cosatu to challenge the state of emergency and apartheid which shows that the union does not support "popular fronts" against apartheid and the two-stage theory for the creation of a socialist South Africa

"The popular front includes an alliance with a section of

LABOUR AFFAIRS
DICK USHER



the capitalist class, usually liberals. In this popular front there will be those who are prepared to fight against apartheid but not capitalism," it says, citing the PFP and National African Federated Chambers of Commerce (Nafcoc) as examples of such

"Our long-term aim is to form a socialist society and our enemy is the ruling class and capitalism

"The UDF call for an anti-apartheid alliance is problematic because it could include our class enemies, like Nafcoc and the PFP, and all those who are anti-apartheid but not pro-socialist"

Packers sympathise with OK's strikers

Star 2/11/67
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The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nation-wide entered a new phase yesterday, with workers from several merchandisers refusing to supply OK with products.

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers' Union, which is in dispute with OK over wage increases, said merchandisers (or shelf packers) from several firms throughout the country had refused to work for OK.

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I and J, Coca Cola, Nestle and Dairybelle.

The joint managing director of Premier Food Industries, Mr Norman Fowler, said that, out of the 134 units affected by the strike, they were only supplying

"those where there is no sign of intimidation".

"If there is any sign of intimidation, we do not supply or pack," Mr Fowler said.

Spokesmen for the other companies whose workers are allegedly refusing to supply or pack for OK were unavailable for comment. Mr Naidoo said his union had not yet established where all these companies were.

Senior spokesmen for OK were unavailable for comment as they were in a meeting.

According to Mr Naidoo, 154 OK strikers had been arrested in terms of the emergency regulations, including 21 who were arrested in Port Shepstone on Thursday while picketing in support for a "living wage".

Mr Keith Hartshorne, group personnel manager for OK, said on Thursday that about 450 workers had been dismissed for "intimidatory behaviour".

However, Mr Naidoo said yesterday that he understood that at least 550 had been dismissed.

"Solidarity action has increased with workers from various factories," Mr Naidoo said.

The more-than-five-week dispute between Cawusa and OK is over a union demand for a minimum wage of R450 and an across-the-board increase of R160.

South African Breweries has a major shareholding in OK, and Premier Milling and Johannesburg Consolidated Investments in turn have a major shareholding in SAB.

OK suspends case against striker

CP Correspondent

MANAGEMENT of the main branch of OK Bazaars in Port Elizabeth has decided to suspend a disciplinary case against a striking shop steward, Maxwell Zokufa, until the nationwide strike is over.

Zokufa has been accused of violating the OK's code of conduct by preventing management to take pictures and the names of strikers in the canteen during a recent sit-in strike.

Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) spokesman for the Eastern Cape, Patrick Klaas, confirmed management's decision, and said that the union had asked for the case to be postponed.

According to Klaas, Ccawusa's telephone in its East London office and the Cosatu telex machine were also cut off for a while, in an attempt to break down national communica-

tions.

On Thursday, two East London OK stores in Oxford and Cambridge street joined the strike, after holding a strike ballot.

In PE, four OK branches and one warehouse are involved in the strike, while the King William's Town, Grahamstown and Queenstown OK branches have also joined the strike. This brings the total number of striking branches to 119 countrywide.

(152) Star 2/1/87

Strike
talks

Resume
today

13/11/87
27/11/87

Labour Reporter

MEDIATION talks to resolve the month-long wage strike by more than 7000 OK Bazaars workers resume today, says a spokesman for the Commercial Catering and Allied Workers' Union

The talks between Mr Charles Nupen, a labour lawyer attached to the Legal Resources Centre, representing the union, and Mr Gavin Brown, an industrial relations consultant representing OK Bazaars, adjourned last week.

Mr Richard Blackwell, the OK's personnel director, confirmed yesterday that talks would resume today after the adjournment last week, 'to enable both parties to consider their positions'

The dispute is over workers' demand for an across-the-board increase of R160 a month with minimum wages of R450 a month

28/1/87
OK strike talks are adjourned at critical stage

Mediation proceedings to resolve the five-week OK Bazaars wage strike by at least 8 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) were adjourned yesterday until Friday after reaching a "critical stage", the mediators said.

Ccawusa members at more than 100 OK Bazaars stores and warehouses have been on strike since December 17 to back demands including a R160-a-month pay rise, plus a minimum wage of R450 a month.

In a joint statement, mediators Mr Gavin Brown and Mr Charles Nupen said that at the point of adjournment, a number of items had been canvassed, but that talks had now focused on the issue of wages and had reached a "critical stage".

A two-day break in talks had been agreed to to allow the company to consider a response to an undisclosed union proposal.

● Ccawusa yesterday strongly rejected a pamphlet purporting to be from the union, and which appealed for money to "feed the OK strikers and their families during the strike".

Headed "Trade Union Bankrupt" and distributed in parts of the Reef, the pamphlet calls for help from Operation Hunger, the Northern Transvaal Council of Churches and the Catholic Church.

Union spokesman Mr Vivi Masina, said the pamphlet was clearly produced by people who wanted to "assist the class enemies of the workers".

● More than 30 workers arrested after a meeting of Ccawusa shop stewards in Benoni on Sunday had been released on R50 bail each and would appear in court today, the union said.

● Management of the Goede-hoop colliery, near Witbank, were yesterday negotiating for a return to work by between 1 600 and 2 000 members of the National Union of Mineworkers.

Israel held secret talks with SA, says report

The Star's Foreign News Service

JERUSALEM — Israel's Defence Minister, Mr Yitzhak Rabin, is reliably reported to have recently held secret discussions in South Africa.

The discussions are believed to have dealt with the two countries' extensive arms and strategic links. They are also understood to have concerned nuclear tests

The alleged visit took place against a background of mounting pressure from the US Congress on Israel to cut, or reduce its ties with South Africa, a leading customer for Israeli defence equipment and know-how. No reliable estimate is available of the value of these sales, thought to exceed R206 million a year.

Legislation passed by Congress last year required recipients of American military aid to halt all forms of military co-operation with South Africa within 12 months.

At risk is the R3,7 billion in annual military assistance provided by the United States to Israel.

The Defence Ministry in Tel Aviv would not comment yesterday on the Rabin trip, first reported in the current issue of *Newsweek* magazine, but a senior Israeli politician confirmed the visit had indeed taken place.

According to this politician, Mr Rabin, a strong proponent of close links between Israel and South Africa, also discussed co-operation in the field of nuclear weapons tests.

Israel has never confirmed widespread reports that it has amassed a considerable nuclear arsenal over the past two decades. The government would only state that it would not be the first to introduce such weapons into the Middle East.

Western intelligence agencies believe, however, that a key aspect of its low-key, but highly important, strategic relationship with South Africa is the opportunity this provides for the testing of nuclear devices.

● The South African Department of Foreign Affairs has denied the reports.

A spokesman for the department today denied categorically that the visit had taken place.



Merge shielded Dil...

Cosatu clashes with OK

By JOSHUA
RABOROKO

Source: 28/1/89

ANOTHER confrontation is looming between the Congress of South African Trade Unions and the management of OK Bazaars over the country-wide strike by OK employees which entered its sixth week on Monday.

(52)



The Witwatersrand regional committee of Cosatu has warned OK that it will not remain "silent and docile" while workers were unjustly treated and exploited by employers.

Cosatu took this decision while representatives of the workers and management attempted to resolve the dispute during mediation which was adjourned last week and resumed yesterday.

After mediation representatives— Mr Charles Nupen for the Commercial Catering and Allied Workers Union (Ccausa) and Mr Gavin Brown for OK — issued a statement last week which did not give details of matters discussed, but said that an early settlement was unlikely.

In reply OK management said "Once again we are not prepared to comment in depth on a statement with political rhetoric, veiled threats and insults. However, we would like to say at a time when the two parties are, supposedly with the support of Cosatu, attempting through mediation to resolve the dispute, it is both surprising and disappointing that Cosatu should release statements of this nature."

OK, union resume talks

THE OK Bazaars and the Commercial, Catering & Allied Workers' Union (Ccawusa) resumed mediation yesterday morning after a week-long break.

Yesterday evening they were still locked in meetings.

It is believed both sides have moderated their positions since mediation, aimed at resolving the 41-day-old wage strike, which began on January 19. However, the gap between their proposals remains wide.

Business Day has received a copy of a pamphlet purportedly issued by Ccawusa saying the union is bankrupt. The pamphlet says Ccawusa "did not consider the con-

sequences the OK workers would suffer" while on strike. It appeals for donations from various charitable and church organisations and anyone else to help feed workers and their families.

Inquiries were directed to Ccawusa official Jay Naidoo at a Benoni telephone number, apparently that of the union's Benoni branch until it moved offices some months ago.

Durban-based Naidoo described the pamphlet as "obviously the work of someone's dirty-tricks department aimed at discrediting the union".

ALAN FINE

OK talks resume

MEDIATORS for the union representing at least 8 000 workers who have been on strike for 41 days at OK Bazaars resumed negotiations yesterday in an effort to resolve their wage dispute.

There have been conflicting reports by the national organiser for the Commercial, Catering and Allied Workers Union (Ccawusa) strike, Mr Jay Naidoo and Mr Keith Harsthorne, group personnel manager for OK, about the number of workers on strike and the number of OK outlets affected.

Strike

Mr Naidoo said "at least" 10 000 workers are out at 137 stores, hyperama's and warehouses nationwide, while Mr Hartshorne says only 120 units and "no more than" 8 000 are on strike.

Company and union spokesmen refused to reveal the extent of the negotiations yesterday, but a source close to the mediators, said of last Monday and Tuesday's marathon discussions.

"We have four km to go but I would say we have covered eight centimetres." — Sapa.

Cometan 27/11/81 (10)

OK talks resume

MEDIATION proceedings to resolve the OK Bazaars strike continue tomorrow, after a two-day break in talks to allow the company to consider striking workers' undisclosed wage proposals.

The company expected to respond to the proposals at tomorrow's

sitting.

About 10 000 members of the Commercial Catering and Allied-Workers' Union of SA are on strike at more than 100 of the company's stores in demand of a R160-a-month pay rise. The company has, instead, offered an increase of R85 a month.

Mediation in OK strike to resume

Mediation to end the five-week-old OK Bazaars pay strike resumes today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Ccawusa) proposal.

Talks, which presently focus on wages, were adjourned on Tuesday after reaching a critical stage, according to mediators Mr Charles Nupen and Mr Gavin Brown.

Between 8 000 and 10 000 Ccawusa members have been on strike since December 15 over demands for a R160-a-month pay increase as well as a minimum wage of R450 a month.

They have rejected an OK offer of R85-a-month.

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Talks to end OK strike deadlock resume today

*See B-17
30/1/87*

(15)

(15)

JOHANNESBURG — Mediation to end the five-week-old OK Bazaars pay strike resumed today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Cca-wusa) proposal.

Talks which presently focus on wages, were adjourned on Tuesday after reaching a "critical stage", according to mediators Mr Charles Nupen and Mr Gavin Brown.

Previous mediation sessions had looked at issues that have arisen since the strike began, which would have included the arrest and dismissal of workers during the course of the strike.

Between 8 000 and 10 000 Cca-wusa members have been on strike since December 15 to support demands including a R160-a-month pay increase as well as a minimum wage of R450 a month.

Six-week OK strike is entering crucial stage

5/10/87
3/1/87

THE MEDIATION between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) scheduled for today could well be the session that will make or break any prospect of a strike settlement in the near future. This week, as it reached the six-week mark, the strike became the longest-ever in retailing

In terms of man-days lost it is by far the largest retail strike ever. Using the most conservative figures available, the cost is close to 300 000 man-days (total man-days lost due to industrial action last year was 1,2-million, according to one estimate).

Certainly both sides have taken the mediation exercise seriously. This is evidenced by the fact that it is still continuing at all. In addition, as is clear from the absence of any detailed Press reports of the proceedings, both have kept to their undertaking to keep them at a low profile.

Positions moderated

Nevertheless, there are certain signals which indicate the state of play

Both sides have moderated their positions. Prior to mediation the wage aspect of the union demand — the most important area of dispute — stood at a R160 per month wage review backdated to April 1986, and a minimum monthly wage of R450. The OK had offered R85 from this April

In addition, the union had demanded the scrapping of the "anniversary date" system, whereby employees receive their increases on the anniversary of their joining the firm. These are the two principal obstacles in the way of a settlement

The review issue arises from a clause in the 1986 agreement where the OK undertook to reconsider 1986 wage levels should their profits increase. The company now argues that, even using the most favourable definition of profit, the increase was only just over R200 000. If this entire amount is dis-

ALAN FINE

tributed to workers, it would mean less than R1 per person per month

The union argues that, because profits rose at all, the company is obliged to meaningfully review 1986 wages

The OK may be prepared to offer a once-off payout in this respect, but it would represent only a minuscule proportion of the union's expectations.

The next obstacle is a wage offer whereby all workers receive raises at the beginning of the wage increase cycle. Any such offer will be substantially lower than the R85 previously on offer, because of the cost implications of implementing increases in April rather than staggering them throughout the year.

All-in-all, the two remain far apart. And the OK strike is a critical one, and not only because of its magnitude. Unions and employers throughout SA are watching it closely and the result will have a marked effect on their respective fortunes during 1987

A clear victory for Ccawusa will be a shot in the arm for union wage bargaining, particularly as the Congress of SA Trade Unions (Cosatu) has decided to launch a major campaign for "a living wage". Defeat for the OK workers, on the other hand, is likely to encourage tougher employer responses to perceived unreasonable union demands.

The prospects for a compromise settlement in the foreseeable future cannot be completely ruled out. But no one is holding their breath for it. And should these talks collapse, the war of attrition will intensify.

In order to survive, Ccawusa will have to begin thinking about finding strike funds for its members

Thus far, the refusal by workers in some food factories to handle goods destined for the OK has been only a minor irritant. So Ccawusa will look towards more support from other unions. And affiliates of both Cosatu and the Cusa/Azactu grouping are meeting this weekend to discuss just this

SPML 3/12/86

OK staff's national strike enters 13th day

By Mike Siluma

The national wage strike by thousands of OK Bazaars workers, which hit the retail chain at peak Christmas shopping period, enters its 13th day today

The strikers, through their union, the Commercial, Catering and Allied Workers' Union (Ccawusa) have demanded a monthly increase of R160

Ccawusa has claimed that the average pay at OK Bazaars is R265 a month

OK Bazaars, rejecting union allegations of 'starvation pay', said most workers earned above R265 and has maintained that its profits would be severely diminished if it acceded to the union's wage demand

However, strikers interviewed by The Star expressed dissatisfaction with their earnings

One of them is 54-year-old Mrs Winifred Khoba, who said she has worked at OK's Eloff Street branch since 1959

She said after 27 years of service, she was earning R404 a month

"The price of everything has gone up, but my wages have remained low

"I believe that management can pay us what we want because it recently gave us notices that the company had made profits of up to R12 million," she said

She was supported by a colleague who said she had worked at the same OK branch for 25 years, Miss Antoinette Motsoasele (49)

Mrs Motsoasele said workers had decided to go on strike during the festive season because they believed that chances were greater of management meeting their demands

She said she earned R405 a month

Both workers said because of the wages they earned, they would not be able to save enough money for retirement, for which they were due shortly

The Commercial, Catering and Allied Workers Union (Ccawusa) has condemned a Christmas Eve attack on an OK Bazaars employee who refused to join the national wage strike

Mrs Anna Makhanya of Pimville, Soweto, told The Star that her attackers, some of whom she recognised as fellow workers at an OK Bazaars branch, doused her with inflammable liquid and set fire to her house

Mrs Makhanya suffered minor burns



Kiwis triumph over French

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OK's new offer

Soweto 3/2/87
OK Bazaars has made a final offer to its striking workers in a bid to resolve the wage dispute between the two parties.

Mediators, Mr Charles Nupen and Mr Gavin Brown, would not disclose the details of the company's offer. The offer was in response to an undisclosed wage proposal made at a previous sitting by the Commercial Catering and Allied Workers' Union of SA (Ccawusa).

The proceedings have been adjourned to February 13, when Ccawusa will respond to OK Bazaars' final offer.

The two parties are in dispute over wage increases with the union demanding a R160-a-month pay rise and a minimum wage of R450 a month. The company has, instead, offered an increase of R85 a month.

About 10 000 Ccawusa members are on strike at more than 100 OK outlets throughout the country.

New union

A new union for construction workers was launched in Soweto at the weekend.

The Congress of SA Trade Unions (Cosatu), which spearheaded the formation of the union, said in a statement yesterday that the launch was in compliance with its principle of "one union, one industry".

Mr David Ngcobo, a Grinaker shop steward and former executive committee member of the Metal and Allied Workers' Union, has been elected interim president of the Construction and Allied Workers Union (Cawu). Cawu has about 30 000 members, drawn from nine existing Cosatu affiliates.

Other interim executive members are Mr Phineas Hlongwane (vice-president), Mr Billy Sebola (treasurer) and Mr Desmond Mahasha (general secretary).

A permanent executive will be elected at the constitutional congress.

The new union faced the task of uniting construction workers "who are highly exploited and face severe humiliation in the workplace", the Cosatu statement said.

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Fund-raising for OK strike

5/2/81
B Day
ALAN FINE

TWO Commercial, Catering and Allied Workers' Union (Cawusa) officials leave today on an overseas trip to raise funds for the thousands of members who have been on strike at OK Bazaars for the past seven weeks.

Union president Makhulu Ledwaba and OK shop steward chairman Gabriel Sidlayi are scheduled to visit union, church and other organisations in the US, UK, Switzerland, Germany, Holland, France and Scandinavia.

Cawusa and the Congress of SA Trade Unions (Cosatu) are convening a meeting this weekend of shop stewards representing companies directly or indirectly owned or controlled by Anglo American, which has a financial interest in OK. The meeting will discuss intensifying pressure on OK through other Anglo companies.

But union spokesmen denied that these steps necessarily meant that they envisaged the strike continuing for a long time, or that the mediation process was considered a failure.

Cawusa is arranging a series of meetings of OK workers to consider a new and

● To Page 2 →

OK strikers aim at Anglo

"final" wage offer from OK. They are due to respond next Friday.

Ledwaba said funds raised overseas would be used to assist workers for the period they have already spent on strike as well as for any possible future period. The union is apparently keeping its options open.

The weekend meeting — which will involve Cosatu affiliates in the mining,

← ● From Page 1
food, chemical, paper and metal industries, as well as other shopworkers — is to consider "appropriate responses" to the strike. This could include the "blackening" of deliveries to the OK. Anglo has previously told Cosatu that OK management is autonomous and it has no power to intervene in the dispute. But Cosatu is not convinced.

5/2/81
B Day

Urgent indaba on OK

By LEN MASEKO

THE Congress of SA Trade Unions is to convene an urgent meeting on Sunday, to discuss latest developments on the OK Bazaars strike.

Dozens of shop stewards representing workers from various sectors are expected to attend the meeting, which will be held in Johannesburg.

Addressing a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the meeting would be attended by firms directly or indirectly controlled by the giant Anglo American Corporation.

"Cosatu has been monitoring the strike by Commercial Catering and Allied Workers' Union of SA (Ccawusa) members and is fully prepared to back its campaign for a living wage," Mr Naidoo said.

He said current developments "not only show OK management's attitude but also that employers generally oppose the federation's campaign for a living wage."

Detained

The conference was told that—
• Five OK workers in Pietersburg were detained this week, bringing the total of strikers held so far to nearly 1 000.

Strike

• Ten Ccawusa offices in various parts of the country had been raided since the beginning of the strike.

• A total of 551 workers had been dismissed by OK management since the beginning of the strike in December.

• Two Ccawusa officials, Mr Makhulu Ledwaba and Mr Gabriel Sidayi, leave on a fundraising trip overseas later this month. The funds will be used to provide relief to the striking workers.

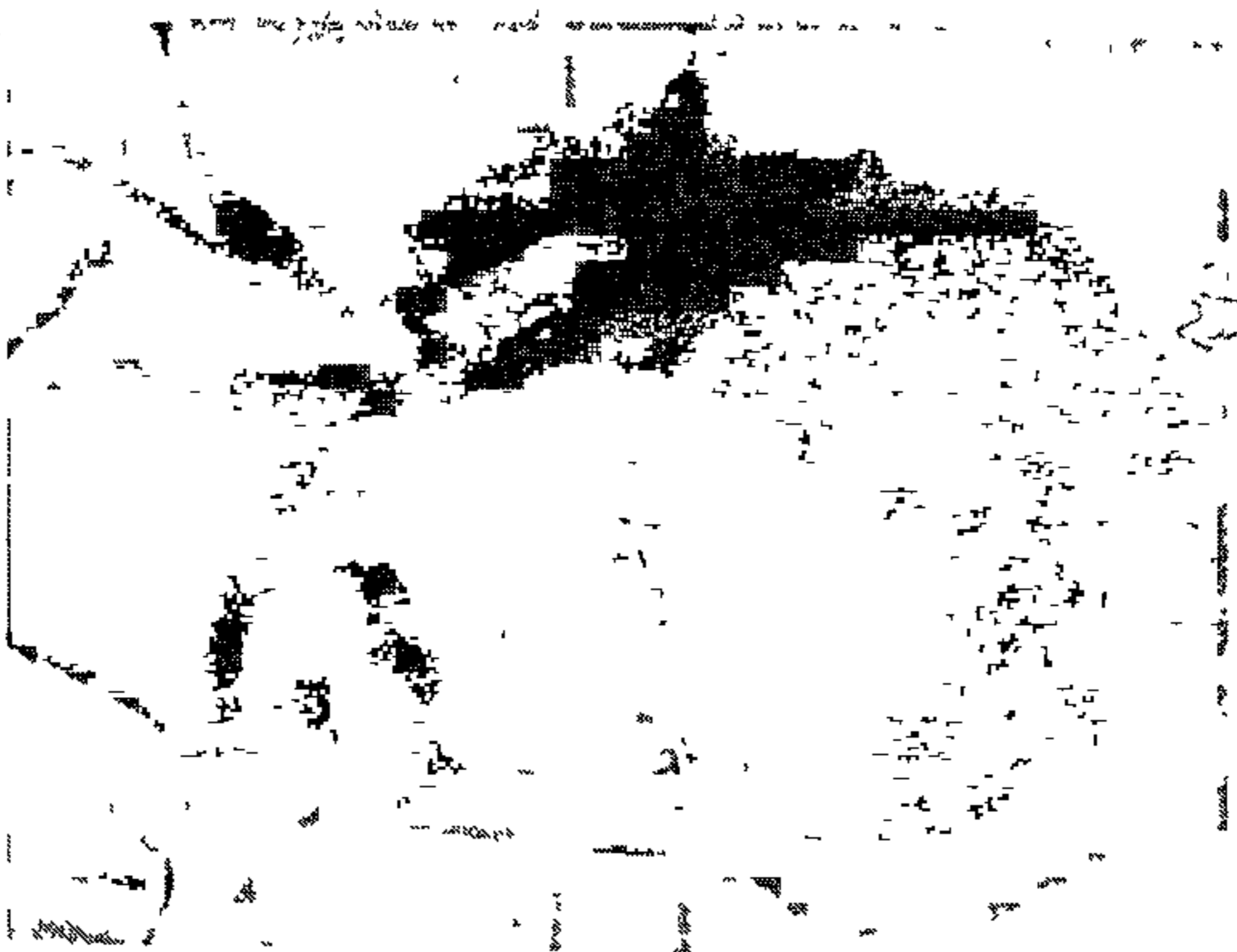
The approximately 10 000 striking OK workers, whose strike enters its eighth week, demand a 70-cents-an-hour board increase of R160 a

month and a R450 minimum wage. The dispute is now a subject of mediation proceedings, which have been adjourned until February 13.

Mondi

• Mondi Paper management and its 1 700 workers were deadlocked yesterday, with the company's improved offer rejected by the striking workers.

The workers demand a 70-cents-an-hour increase while management is offering 45 cents an hour. This was however later increased to 55 cents an hour.



(18)

General
12/2/87

OK, SAP
deny any
harassing
of strikers

ALAN FINE

THE OK Bazaars and the SAP yesterday responded to claims by the Commercial, Catering and Allied Workers' Union (Ccawusa) that there has been widespread police intimidation and harassment of workers involved in the OK strike, as well as intensive collusion between the company and the security forces.

Ccawusa has said about 1 000 strikers have been held by police since the strike began more than seven weeks ago. Hundreds have been charged with contravening minor municipal by-laws, while 161 have been detained in terms of the emergency regulations.

The union also said police had visited its offices throughout the country since the strike began.

Last week in PE, security police burst into a general meeting of OK workers and told them they were not allowed to picket, that they were going to lose the strike, and that they must return to work soon or face arrest.

On Saturday, Ccawusa's Johannesburg offices were raided by security police and several officials were questioned and photographed.

The SAP did not respond to each allegation, but said police "do not harass and intimidate persons or organisations". A SAP spokesman said: "If any police action is taken, it is because there is good reason to do so, not because of anyone's affiliation to an organisation or union."

OK spokesman Alan Fabig denied any collusion as alleged by the union. He said police had been called only when laws had been contravened, as in the case of assaults.

□ An OK management team led by MD Gordon Hood is due to meet Law and Order Minister Adriaan Vlok today to discuss the arrests and detentions of OK strikers

Ccawusa looking for strike funds

By SELLO SERIPE

TWO Commercial, Catering and Allied Workers' Union of SA executive members were scheduled to leave last night on a massive overseas fundraising trip for striking OK workers

Ccawusa president Makhulu Ledwaba and

8/2/87
OK shop steward chairman Gabriel Sidlayi are scheduled to visit Switzerland, Norway, Germany, Holland, England, France, Denmark, Sweden and the US

The trip is co-ordinated by the International Trade Secretariat for the Technical, Clerical and Commer-

cial Union of Europe
The move comes during a tense week which saw serious allegations being made by Ccawusa against OK management, the SAP and the SADF

The strike by 11 000 Ccawusa members in 137 OK branches nationwide has developed into one of

(25) (140A) (152)
the longest retail strikes ever

"Despite the difficulties that we face, the workers are still determined to achieve a living wage before the strike ends," a Ccawusa statement said

OK spokesmen could not be contacted for comment

1830
SOWETAN, Monday, February 9, 1987

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Support for OK workers

ELEVEN Congress of South African Trade Unions affiliates with a membership of more than half a million, yesterday re-affirmed their support for the striking OK Bazaars workers.

In a brief statement, the Cosatu affiliates supported the OK workers'

stand in "their struggle for a living wage".

The unions, which included the National Union of Mineworkers and Metal and Allied Workers' Union, had gathered to discuss "the action taken against OK workers by management and to consider appropriate response."

By late yesterday, it was not known what type of response the affiliates had decided on as shop stewards — mostly from companies controlled directly or indirectly by the Anglo American group — met behind closed doors.

OK strike co-ordinator Mr Jay Naidoo said

after the meeting that delegates had discussed a number of issues related to the eight-week-old strike. Resolutions passed at the meeting would be released today, he said.

About 11 000 Cosatu members have been on strike at the

chainstore group's 100-plus outlets since December. They demand — among other things — R160-a-month increases and a minimum wage of R450 a month. The dispute is currently a subject of mediation proceedings, which resume again on February 13.

Star 10/2/87

Cosatu unions discuss OK strike

By Susan Fleming

About 200 delegates from 54 Anglo American companies decided at a meeting on Sunday to approach their managements to put pressure on OK Bazaars to reinstate about 550 workers dismissed in the 55-day strike.

A joint statement released by the Congress of South African Trade Unions (Cosatu) and the Commercial, Catering and Allied Workers' Union (Ccawusa) last night said the meeting decided to continue "negotiations in a serious manner" on behalf of the OK workers.

Mediation has been adjourned until Friday to allow Ccawusa to consult members on the undisclosed final offer tabled by OK

Cosatu affiliates represented at the meeting on Sunday included the Food and Allied Workers Union, the Construction and Allied Workers Union and the National Union of Mine-workers.

The managing director of OK Bazaars, Mr Gordon Hood, met the Minister of Law and Order, Mr Adriaan Vlok, on Friday to discuss the detention of union leaders.

At the meeting on Sunday it was reported that further detentions of union leaders had taken place the following day.

"The meeting condemns this police action and warns that such interference will convince us there is no point trying to comply with requirements for a legal strike," said the statement.

The meeting decided Cosatu regional and local committees should discuss forms of "solidarity industrial action" More decisions on this will be taken later this month

CAP TAMES 10/2/87

Vlok to probe detention of OK strikers

JOHANNESBURG. — The Minister of Law and Order, Mr Adriaan Vlok, has agreed to examine closely the cases of about 140 OK Bazaars strikers detained in terms of the emergency regulations. However, he has made no undertakings regarding the release of any of them.

This, it is understood, was the outcome of a meeting between him, Manpower Minister Mr Pietie du Plessis and an OK delegation led by MD Mr Gordon Hood last Friday. Also present were mediators Mr Gavin Brown and Mr Charles Nupen.

It is believed the OK delegation expressed concern that continuing detentions could hinder attempts at a settlement.

The Commercial, Catering and Allied Workers' Union (Ccawusa) will respond on Friday to a "final" OK wage offer.

Meanwhile, according to a joint Ccawusa/Congress of South African Trade Unions (Cosatu) statement, more than 200 workers at 54 Anglo American-linked companies met on Sunday.

The meeting decided that workers should approach their managements to put pressure on OK to reinstate the 550 workers dismissed during the strike.

He said he did not know what was not ava

Cosatu gets tough over OK strike

*Sanetun
10/5/87*



By LEN MASEKO

OVER 200 worker representatives from 54 Anglo-American companies have resolved to approach their managements to pressurise OK Bazaars to resolve the wage strike by approximately 10 000 of its employees.

This resolution taken at a meeting convened by the Congress of SA Trade Unions (Cosatu) at the weekend, comes only days before mediation proceedings to end the eight-week-old wage dispute resume on Friday.

Cosatu jointly with the Commercial Catering and Allied Workers Union of SA (Cawusa), have warned that interference in the lawful dispute would convince

them that there is absolutely no point in workers trying to comply with requirements for a legal strike.

Cosatu said there had been further detentions of OK workers over the weekend, coming shortly after OK management had met the Minister of Law and Order Mr Adrian Vlok, last Friday.

At the weekend meeting, the 11 Cosatu affiliates resolved to approach Anglo managements to pressurise OK Bazaars to reinstate workers dismissed during the strike — said to number over 500 — and to continue wage negotiations "in a serious

manner"

The OK Bazaars strike will be under the spotlight again at Cosatu's central executive committee later this month.

Mediators representing Cawusa members and OK management are now locked in a 'critical stage' of the dispute, and resume negotiations next Friday. Workers demand — among other things — R160-a-month increases and a R450 minimum wage.

• Negotiations to end the week-old strike by 1 700 Mondi Paper workers continued late yesterday, with the only obstacle being the question of backdating the wage increases.

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Campaign for OK strikers

12/2/87 Str
152

A campaign has been launched by the Council of Unions of South Africa/Azanian Confederation of Trade Unions (Cusa/Azactu) to make OK Bazaars' management reinstate workers dismissed during the eight-week strike.

In a statement yesterday Cusa/Azactu said it fully supported the OK strikers.

A union meeting yesterday decided affiliates should examine what factory-level support could be given to the strikers, expressed disgust over alleged collusion between the stores and the police and called for the release of detained strikers.

The meeting also discussed the activities of certain OK directors and managements in not denouncing the police.

"Their silence has been deafening, especially among those who meet liberation organisations," the statement said.

Support for OK strikers

Sowetan 12/2/87

(S)

THE Cusa-Azactu federation yesterday said it would meet its affiliates to discuss ways of pressuring the strike-hit OK Bazaars to accede to workers' wage demands.

This move follows yesterday's meeting between the federation and officials of the Commercial, Catering and Allied Workers' Union of SA (Cawusa) in Johannesburg

A statement released by Cusa-Azactu and Cawusa said the two groups had agreed on "a concerted campaign" to be launched within the next three weeks to pressurise OK management and its associate companies

Cusa-Azactu will discuss the OK strike with its affiliates and members to determine what support action at factory level can be taken

"Today's meeting expressed disgust at the relationship between management and the police and reiterated its call for the release of detained workers," the statement added

The meeting also discussed the activities of certain OK directors and management "In not denouncing actions by the police" said Cusa-Azactu and Cawusa

Teachers need not fear as long as they operate within the law — Clase

[Handwritten signature]
Sowetan
26/2/87

NO teacher acting within the framework and spirit of existing legislation runs any risk of being penalised for being a member of the End Conscription Campaign or Education for an Aware South Africa.

This assurance was given this week by Mr P J Clase, Minister of Education and Culture in the House of Assembly in response to a question on allegations made in the House by Mr Lampie Fick, National Party MP for Caledon

Mr Fick called on the Government to investigate the activities of Edasa and the ECC

He was quoted as saying Edasa was promoting "protest politics" at schools

Mr Clase said in a statement that the Department's official policy on organisations like the ECC and Edasa was that it sanctioned "all activities which are conducive to the best interest of the country"

Mr Clase said "no teacher who acts within the framework and spirit of existing legislations runs the slightest risk of being penalised" for being a member of the organisations

The ECC has challenged Mr Fick to substantiate his allegations about the organisation Mr Fick's views reflected the paranoia

The National Party jealously guarded its attempts to indoctrinate pupils at the schools through its programme of Christian National Education, Cadets and Youth Preparedness programmes. The ECC

said

"Our work in the schools as in all other areas, is completely open and legal"

GERALD REILLY

STRIKES and work stoppages began to escalate in 1979 and reached a peak last year, Manpower Director-General Piet van der Merwe said in Bloemfontein yesterday.

Last year 1,3-million work days were lost because of strikes and stoppages.

About 59% lasted a day or less, and only 7% lasted longer than 14 days.

The average duration was three days, which compared well with figures for Western countries.

In 1986, 1 983 disputes were referred to industrial councils and 1 294 requests were made for conciliation boards, compared with 514 in 1985.

Membership of registered trade unions increased from 673 000 in 1976 to 1,7-million last year.

Wages lost amounted to R23,2m.

The duration of strikes was relatively short.

Added to this were the 369 000 members of unregistered unions.

This brought the total to more than two-million, or 23,8% of the total labour force, Van der Merwe told the SA Institute for Organisation and Methods.

Since 1979 an increasing number of unions had opened membership to more than one population group.

At the end of 1978, there were 39 such unions with a total membership of 206 000.

At the end of last year 109 of them had a membership of 863 000.

A new cadre of trade union leaders with credibility in their own ranks, negotiating abilities and economic power had emerged.

Van der Merwe said there were 77 industrial council agreements at the end of last year, which made provisions for wages and which applied to about a million workers.

31 day
Strike numbers escalated last year
(152) 27/2/87

OVER 600 STRIKES

28/11/86
Cape Town
Sapa

HOUSE OF ASSEMBLY — There were 643 strikes and 150 work stoppages in 1986, the Minister of Manpower, Mr Piet du Plessis, said today.

In a written reply to a question by Mr Peter Gastrow (PFP Durban Central), he said that in the same year, 174 recognition agreements and 1 090 other agreements were signed.

A total of 187 status quo orders were granted and 93 refused.

Replying to another question, Mr du Plessis said 1 294 applications for the establishment of conciliation boards had been received by his department, of which 306 had been approved.

A total of 36,9 percent of the disputes before conciliation boards were settled and 58 disputes were still under consideration. — Sapa.

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MORE than 350 Paper, Wood and Allied Workers' Union members downed tools at Kohler Corrugated and Cores' Brakpan plant this week, demanding increased wages.

"The strike is a sequel to a wage deadlock reached by management and workers' representatives at a conciliation

Pwawu workers strike

board meeting last Monday

Pwawu members demand weekly wage increases of R25 across-the-board, while management is offering R17 a week

A Pwawu spokesman told the *Sowetan* that a



sit-in by union members was disrupted by a court interdict barring them from the company's premises. The company had obtained a Supreme Court interdict on Wednesday, a day after its employees staged the sit-in strike, the spokesman said

workers, Mr O Hlatshwayo and Mr P Mlangeni, will be known next Monday when union officials and management meet for another round of negotiations.

Dismissal

FBWU members at the Boksburg plant staged a one-day work stoppage last week protesting against the two's dismissal

More than 300 Chemical Workers' Industrial Union (CWIU) members are on a legal strike

at Silicate Chemical Industries in Wadeville and Durban. They demand across-the-board wage increases of R35 a week

Silicate Chemical management has, instead, offered the CWIU members R20 across-the-board wage increases.

Management representatives could not be reached for comment yesterday. They were said to be attending a meeting

CWIU officials and

management meet in Durban today

The Black General Workers Union

(Blagwu) has reached an out of court settlement with the Joubert Metal Nywerheid of Potgietersrus, whereby a worker dismissed in August last year for allegedly being drunk on duty is to be reinstated

Blagwu's information officer, Mr Peter Mohlaka, said the company had also agreed to pay Mr Malesela Brown Ngoako two months' pay to reimburse him for part of his loss of earnings from August last year

Industrial - Relations

STRIKES

1986-87

21
CANT TRIB 29/11/68

NUM Fields in strike impasse

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) was considering the future of the strike involving up to 30 000 workers at three Gold Fields mines last night after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal". However, after receiving a telex from the NUM yesterday, it agreed to a midday meeting.

But an expected follow-up meeting later in the afternoon failed to materialize. Instead, according to union spokesman Mr Marcel Golding, Gold Fields told the union it would "refuse to negotiate further unless the workers return to work".

The company said last night that it was "very surprised at the tenor of the union's statement".

"It is true that we have indicated that we are not prepared to discuss the substantive issues in the face of an unlawful strike. However, we have made clear our willingness to discuss a resolution of the situation and these discussions are, at present, still under

Strike at GM goes on

PORT ELIZABETH —
The General Motors strike was not related to the launch of the company's new Monza car, a union leader said yesterday.

Mr. Les Kettleidas, Eastern Cape regional chairman of the National Automobile and Allied Workers' Union (Naawu), when asked if it was irresponsible for workers to strike on the eve of the Monza launch, replied: "The strike is not related to the launch of the Monza."

The strike entered its second day yesterday.

On Wednesday, GM was granted a rule nisi against Naawu and other respondents employed at the plants to show cause why their strike should not be declared unlawful.

The order called on the striking workers to show cause by 9.30am on Monday, why it should not be declared that they were engaged in instigating, inciting or conducting an unlawful strike. —Sapa

No end in sight to GM strike as union puts alternative demands

By Sheryl Raine

The strike by more than 2 500 General Motors employees entered its seventh day today with no speedy settlement in sight, said the company.

Mr Rob McIlwaine, GM's industrial relations manager, said the company met the National Automobile and Allied Workers' Union (Naawu) yesterday and the union tabled alternative demands.

Originally, the union demanded severance pay of one month's salary for every year of completed service, repayment of pension fund contributions and the right to appoint two directors to the board of the new company.

Mr McIlwaine added: "Alternative demands now include a call to the GM corporation in the US for a payment of one month's salary for each year of service. We will forward this request.

"As far as the pension fund goes, the union has proposed that GM SA submit all details to ac-

tuaries so they can calculate the credit due to each member, who would then be entitled to take the money or transfer it to a provident fund in consultation with the company.

"We have agreed to postpone dismissals pending consideration of the alternative demands."

Leader of the Naawu delegation, Mr Freddie Sauls, said workers would await management response expected in the next two days — before deciding further action.

In the meantime, GM has temporarily closed the plant.

● Sapa reports that the Congress of SA Trade Unions has backed Naawu and demanded that companies leaving South Africa negotiate their withdrawal with employees and unions.

A Cosatu spokesman added "Workers are not prepared to bear the brunt of sanctions and disinvestment, which are a direct result of apartheid."

Wage strike is suspended

6/5/86 SOWETAN

THE Commercial, Catering and Allied Workers' Union of SA (Cca-wusa) has indefinitely suspended a planned wage strike by 5 000 union members at Pick 'n Pay stores.

Cca-wusa has accused Pick 'n Pay management of picking "a discriminatory section" in the Labour Relations Act to prevent union members from going on strike last Friday

Pick 'n Pay management had invoked a

By LEN MASEKO

clause in the legislation, describing as illegal any strike taking place before the 30 days conciliation period expired Any strike before today (Tuesday) — when the conciliation period expires — would have been illegal, the management argued

A Cca-wusa spokesman yesterday criticised Pick 'n Pay of taking

"full advantage of apartheid legislation inconsistent with the civilised countries such as South Africa" The union would review its strike threat and decide soon on any form of industrial action, he said

152 Protest

Meanwhile, dozens of Cca-wusa members at Foschini are still out on strike, protesting against the retrenchment of 301 colleagues at various divisions of the company

- The Food Beverage Workers' Union yesterday deplored the detention of a union member, apparently arrested after a funeral in Vosloorus at the weekend.

The member is Mr Joseph Oupa Masuku, a FBWU shop steward at Unilever in Boksburg. According to the FBWU, the unionist had been traced to an East Rand police station

- The 250 workers employed by AECI's Alrode plant returned to work yesterday, almost eight weeks after downing tools in demand of pay rises

- Their union, the SA Chemical Workers' Union, recently reached agreement with AECI management

Company goes to court to head off strike

Mercury Correspondent

152 1985
Mercury 4/18/85

JOHANNESBURG—Pick 'n Pay will make a last-minute attempt in the Supreme Court today to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union

The company postponed its application for an interdict to prevent the union organising a strike at Pick 'n Pay until today after the union undertook to temporarily postpone the strike, which was due to start last Friday.

The union is contesting the application

Dismissed

The union is also expected to respond today to the company's improved wage offer of a R60 increase backdated from March and another R30 from July

The union believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is 'barely' enough to keep abreast of racing inflation.

The union says it will call out 8 000 workers at more than 60 Pick 'n Pay stores if its demands are not met.

The company has said that only 5 000 employees at

38 concerns are affected by the dispute.

The Phosphate Development Corporation (Foscor) in Phalaborwa is to meet the National Union of Mineworkers (NUM) today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stay-away

NUM leader Cyril Ramaphosa said Foscor was the only company in South Africa to dismiss workers who took part in the stay-away. About 1 000 workers had been fired, he said

The company has not disclosed the number dismissed, but says the dismissals were the result of workers staging three illegal stay-aways since December, 1985

Bomb blasts strike-bound Pick 'n Pay

By SINNAH KUNENE

STRIKE-RAVAGED Pick 'n Pay was hit by a bomb yesterday, which blew up part of its store near Sandton.

The bomb exploded on two floors of a fire escape at Benmore Gardens shopping centre, which houses a branch of Pick 'n Pay.

Four cars were damaged and three windows shattered by the blast, which went off at about 1 05 pm yesterday.

The blast coincided with a sit-in by over 140 Pick 'n Pay employees at the Benmore store, who heeded a Commercial Catering and Allied Workers' Union for national solidarity action over a wage dispute.

Nobody was injured in the blast. However, a witness said a white woman was almost hit by flying glass.

The woman was treated for shock.

"I was walking towards the building and I suddenly heard a loud bang and everything went dark," said the eyewitness.

"I saw a dark cloud from the fire escape, which is used by people in the office block above the

shopping centre." Late yesterday afternoon, ballistic experts and police were still searching the area and it was rumoured that there was second bomb in the building.

Police spokesman Lt Pierre Louw said they didn't know the cause of the explosion, or the make or origin of the bomb.

He said "extensive damage" was done.

It is not known whether yesterday's blast had any connection with the Pick 'n Pay dispute.

A Pick 'n Pay employee said workers had sat-in inside the Benmore building, and those who were not on duty sat in the canteen. He said it was a peaceful sit-in.

About 8 000 workers at 60 Pick 'n Pay stores staged sit-ins throughout the country yesterday, threatening to go on strike for higher wages - demanding a R90 a month increase.

Although no-one has yet claimed responsibility for the blast, the African National Congress has - in the past - bombed companies involved in disputes with workers, including the Chamber of Mines.

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104

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Pick 'n Pay strike ends in agreement with R85 increase

By Mike Siluma

The five-day sit-in strike by thousands of Pick 'n Pay employees has ended.

The strike, which cost the company at least R4 million in lost sales, ended today after agreement was reached in all-night talks between the company and the Commercial, Catering and Allied Workers' Union (CCAWUSA).

Company and union representatives agreed that workers would

be given an R85-a-month increase, retrospective to March 1. The agreement would be in force until the end of February next year.

The strike, which began last Wednesday, affected about 6 500 CCAWUSA members at more than 40 Pick 'n Pay concerns in the Transvaal, Free State, Natal and Eastern Cape.

At its peak, violence broke out in some of the affected areas with fights between customers and strikers.

Sapa reports fists flew when irate shoppers clashed with strikers at the Kingsburgh Pick 'n Pay checkouts yesterday.

HUMAN CHAIN

Witnesses said the violence erupted after an irate customer barged through strikers who had formed a human chain at the checkouts.

The supermarket, in the usually busy Sanlam Centre, erupted as management staff tried to pull about 20 customers away from 40 strikers.

Bottles of tomato sauce and chutney were smashed in the aisles by the strikers and one of the working staff was cut in the face by a polish tin.

The strikers eventually fled. Stones and bricks were thrown at management cars and company vans by the strikers. A rock was hurled through a skylight and narrowly missed customers outside the CNA.

● No action will be taken against the 40 or so Pick 'n Pay strikers who destroyed R300-worth of tomato sauce and chutney in a pitched battle with customers demanding service at Kingsburgh yesterday.

The regional manager of Pick 'n Pay in Natal, Mr. Derek O'Connor said today that it was difficult to pinpoint the main culprits.

Bomb blasts strike-bound Pick 'n Pay

By SINNAH KUNENE

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The woman was treated for shock.

"I was walking towards the building and I suddenly heard a loud bang and everything went dark," said the eyewitness.

"I saw a dark cloud from the fire escape, which is used by people in the office block above the

shopping centre."

Late yesterday afternoon, ballistic experts and police were still searching the area and it was rumoured that there was second bomb in the building.

Police spokesman Lt Pierré Louw said they didn't know the cause of the explosion, or the make or origin of the bomb.

He said "extensive damage" was done.

● It is not known whether yesterday's blast had any connection with the Pick 'n Pay dispute.

A Pick 'n Pay employee said workers had sat-in inside the Benmore building, and those who were not on duty sat in the canteen. He said it was a peaceful sit-in.

About 8 000 workers at 60 Pick 'n Pay stores staged sit-ins throughout the country yesterday, threatening to go on strike for higher wages - demanding a R90 a month increase.

● Although no-one has yet claimed responsibility for the blast, the African National Congress has - in the past - bombed companies involved in disputes with workers, including the Chamber of Mines.

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P 'n P NOW COUNTING the cost

152 ALAN HINDOCK

PICK 'N PAY must now count the cost of the six-day strike that affected 55 stores throughout the country, spilled over into violent confrontations between strikers and customers in Natal and forced management to close stores around the country.

Pick 'n Pay lost about R7,5m in turnover, and the backdated R85 a month pay award will increase its wage bill by more than R13m this tax year.

The strike ended in the early hours of yesterday morning after a marathon 10-hour negotiating session in Johannesburg. Pick 'n Pay and the Commercial Catering and Allied Workers Union (Ccaawusa) agreed to an increase backdated to March 1.

A spokesman for the Ccaawusa said the strike was the "most widespread industrial action to have affected the retail trade and the largest sleep-in to have been carried out in SA. We see the settlement as another step towards a living wage for workers."

Pick 'n Pay chairman Raymond Ackermann said the ending of the strike was "a victory for labour relations".

Director Peter Dove said the company "could have lost some customers because of the dispute — some people may have disagreed with the way we handled it — but we have to continue building good relationships with our staff."

He said the lost turnover would have to be made up through increased efficiency and productivity.

ENT 155

OK and union make deal

23/12/86
By Lesley Cowling

The Commercial, Catering and Allied Workers' Union (Ccausaha) yesterday undertook to ensure that about 280 members on strike at the OK Bazaars in Eloff Street left the premises

The agreement was settled out of court yesterday by Ccausaha and OK Bazaars, after the OK brought an urgent application against the union and 280 of its members asking the Rand Supreme Court to order their ejection from their Eloff Street premises.

WITHDRAWN

The application was withdrawn after Ccausaha gave the undertaking

The union said it would "do everything in its power" to get its members to leave the store and to ensure they did not take part in any unlawful action in relation to the dispute.

This did not mean that Ccausaha accepted allegations made by OK Bazaars in their application, the union said

Mr. Richard Blackwell, personnel manager of the OK, said in papers that workers had disrupted "normal functions" since the strike started on Thursday last week

OK strike continuing

Staff Reporter

SIX outlets and about 170 members in the Cape Town area were involved in the nationwide wage strike at the OK Bazaars chain, said the Commercial, Catering and Allied Workers' Union (Ccawusa).

In the Western Cape, the strike affected four warehouses, the Hyperama and a House-and-Home outlet, according to a union spokesman

However, the firm's group personnel manager, Mr Keith Hartshorne, said from Johannesburg today there were "far fewer" Western Cape workers on strike than Ccawusa alleged

75 stores hit

As was the case throughout the country, customer service would not be "adversely affected" by the strike. Branches were operating "normally"

OK Bazaars management said on Saturday that 75 stores had been hit countrywide, but the union alleges that 5 000 workers at 110 warehouses — mainly in the Transvaal and Natal — are involved

Mr Hartshorne said there

had been no further developments in the dispute

Prospects of a settlement before Christmas are said to be slim — according to Ccawusa, workers resolved at a meeting on Saturday to continue the strike beyond Christmas

Ccawusa claimed OK were losing customers because casual workers brought in were untrained and less efficient

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160

'Low wages'

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years

The union claims that in spite of an increase in OK profits workers' wages had remained low, a charge denied by the management. The company insists there would be heavy losses if it acceded to the union's wage demand

The management says a re-trenchment agreement had been negotiated with the union for about 1 000 workers, while other workers had left "of their own accord"

OK STRIKERS DETAINED

AT LEAST 425 striking OK Bazaars workers are believed to have been detained and about 320 dismissed in Natal, the Commercial, Catering and Allied Workers Union announced at the weekend.

According to reports Mr Richard Blackwell, OK Bazaars personnel director, has confirmed that a number of strikers were dismissed from OK branches at Margate, Prospecton and Em-

pangeni.

He said the workers were fired for various reasons, including their "unacceptable behaviour", assaulting a security manager and damaging property.

A Durban police spokesman said the police were called after the workers allegedly refused to heed a request by the Margate store management to vacate the premises.

The supermarket's industrial relations controller, Mr Ken

Hartshorne, confirmed that casual workers were employed, but could not state the number of people recruited.

Legal

More than 4 000 members of Ccawusa are involved in the legal strike which started last Friday. By Saturday, about 110 OK stores countrywide were affected by the strike.

The strike was sparked off by the government-appointed conciliation board's failure

to resolve a wage dispute between the union and the supermarket chain.

The union, which has about 10 000 members employed by the supermarket group at 202 stores countrywide, has reached a deadlock with management over a R160 across-the-board increase.

Instead, the company is offering an increase of R85 a month.

Workers employed by the company earn as little as R265 a month

Wage negotiations between the two parties began in June, but no settlement could be reached by early this month.

Ccawusa official, Mr Vivian Masina, told a Press conference last week that over a two year period, OK has dismissed almost 2 000 workers and despite that, OK stores have in-

creased from 180 to 200

"OK's profits for 1986 stood at about R12-million but in spite of these profits, workers' wages remain low," Mr Masina said.

The union is still conducting strike ballots at other branches to establish the wishes of other workers.

Meanwhile, the supermarket group has

stated that its profits will be wiped out and heavy losses could be incurred if it surrenders to Ccawusa's demands.

"It would cost R50-million to meet what the union is asking, compared with the company's most recent annual pre-tax profit of R24,1-million and after-tax profit of R12,97-million," the company said.



OK 'willing to meet workers'

By LEN MASEKO

at 450

STRIKE-hit OK Ba- On the other hand, the Commercial Cater-
zaars yesterday indi- cated that it was willing to meet the work
representatives with view to resolving the current wage dispute.
The company put the number of workers dismissed during the strike

as a result of criminal or unlawful acts and not as a result of legitimate strike action," said OK's industrial relations advisor, Mr. K. Keith Hartshorne.

Mr. Hartshorne said management had offered to discuss rules of conduct with Ccawusa before the start of the strike but, he added, the union did not respond to "this offer in time".

He confirmed that the company had been granted a Supreme Court interdict barring 330 workers from Faraday, Hillbrow and Randburg branches from entering these premises. The union had undertaken in an in-court settlement this week to ensure that striking workers did not enter these premises.

The issue of the costs for the case had been deferred until today pending further undertakings by the union. The company considers the allegation by Ccawusa with regard to another union in Natal as outrageous and devoid of any truth," Mr. Hartshorne said.

He was responding to an accusation from Ccawusa that the company was disguising workers in Natal to accommodate members of a rival union. Responding to reports of a possible meeting between the two parties, Mr. Hartshorne said his company had expressed willingness to meet.

Hopes slim for settlement in OK strike

Mercury Reporter

WITH only three shopping days to go before Christmas, prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union workers at OK Bazaars look slim

A police spokesman last night confirmed that 41 workers fired by OK at Margate were arrested on Friday for trespassing. The fired workers had been arrested after they had ignored requests to leave the premises. They included 21 black men, 18 black women, one coloured woman and one Indian man.

The union said last night that more than 400 OK workers in Natal had been arrested, but OK said 120 had.

Our Johannesburg correspondent reports that according to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and Cape are expected.

The OK says that by Saturday 75 stores had been hit.

The union obviously timed the strike to coincide with the OK's busiest trading week of the year. But spokesman Vivi Masina says that workers resolved at a meeting on Saturday to continue the strike beyond that if necessary, 'until the OK agrees to negotiate in good faith' a review of the 1986 wage agreement.

Stayaway may go on after Christmas

Slim chance of end to OK wage strike

BUSDAY 22/12/86

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ALAN FINE

WITH only three shopping days to go before Christmas, prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union (Ccawusa) members at OK Bazaars look slim.

Ccawusa says 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. It adds that more strikes in the rural areas and the eastern Cape are expected when ballots at another 80 stores are concluded.

But the OK says that by Saturday 75 stores had been hit

Union spokesman Vivi Masina says workers resolved at a meeting on Saturday to continue the strike beyond Christmas if necessary, "until the OK agrees to

negotiate in good faith" a review of the 1986 wage agreement.

Masina says Ccawusa is ready to meet the company if it is prepared to fulfil this condition

The OK has already resolved to ensure that customer service is not adversely affected by the strike. But, says Masina, the company's contingency plans "are crumbling", and he does not believe it can hold out much longer.

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result, the company is losing customers. It is clear that there are fewer shop-

pers this Christmas than last," he said

He adds that the union has received assurances from black student organisations that they will discourage members from taking temporary work at OK stores

The union accuses the OK of using intimidatory tactics against strikers. Ccawusa says 425 workers in Natal have been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Keith Hartshorne says only 120 people have been arrested.

He adds that the strike is generally peaceful and most stores and branches were operating normally

No end in sight for OK strike

Own Correspondent

JOHANNESBURG — Prospects for a settlement before Christmas of the wage strike by Commercial, Catering and Allied Workers' Union members at OK Bazaars look slim

According to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and the Eastern Cape are expected when ballots at another 80 stores are concluded.

However, OK Bazaars management said that by Saturday only 75 stores had been hit.

The union's spokesman, Mr Vivi Masina, said workers had resolved at a meeting on Saturday to continue the strike beyond Christmas, if necessary, "until the OK agrees to negotiate in good faith" a review of the 1986 wage agreement.

He said the union was ready to meet the company as soon as it was prepared to meet this condition.

The OK said its customer service would not be adversely affected by the strike. But, said Mr Masina, the company's contingency plans were "crumbling".

'Not as efficient'

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result the company is losing customers," he said.

The union accused the OK of using intimidatory tactics against strikers. It said 425 workers in Natal had been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Mr Keith Hartshorne said that only 120 workers had been arrested when three Natal managers were assaulted and when strikers' behaviour created a danger to public safety.

Apart from these incidents, the strike was peaceful and branches were operating normally. Management supported the principal of the right to strike.

"Those who do not engage in criminal acts or threaten customers' safety can rest assured that action will not be taken against them," he said.

More OK branches are hit by strike

By Mike Siluma

The countrywide strike by OK Bazaars workers is set to continue today amid union allegations of management's "high-handed" action to break the strike.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said at the weekend that 110 stores and warehouses have been hit by strikes.

The union claimed riot police had been deployed at most outlets and that 425 strikers had been detained in Natal. Another 320 workers had been fired.

Management said 75 outlets had been affected by industrial action. About 120 strikers were arrested and 200 dismissed after an assault on a store manager at the Durban Hyperama.

The union said OK management had called in private security guards in many branches.

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160.

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years.

The union claims that despite an increase in OK profits, workers' wages have remained low, a charge denied by management. The company insists it would suffer heavy losses if it acceded to the union's wage demand.

Management says a retrenchment agreement had been negotiated with the union for about 1,000 workers, while other workers had left "of their own accord".

According to Ccawusa, at least one store in kwaMashu in Natal had been closed down, with the manager of the branch joining the strike.

Ccawusa said strike ballots are being held in other branches aimed at bringing more workers out on strike.

Not all is okay at OK as 10 000 continue strike

STRIKES at the giant OK Bazaars chain have spread to 110 stores, warehouses and hyperamas nationwide, after workers yesterday decided they would continue their legal stayaway until management meets their demands.

At a meeting at the Cosatu headquarters in Johannesburg yesterday the Commercial, Catering and Allied Workers Union (Ccawusa) said that 10 000 workers at 110 OK stores had voted overwhelmingly to strike.

The meeting was attended by more than 400 militant workers who were addressed by their national president, Mr Makhulu Ledwaba, who is also national vice president of Cosatu, (Congress of South African Trade Unions).

By SAMKELO KUMALO

The legal strike, which began five days ago, was sparked by failure of a Government-appointed conciliation board to resolve a wage dispute between the 10 000-strong union and the supermarket chain.

The union is demanding an immediate monthly R160 across-the-board pay increase and new benefits for members.

The present offer of R40 was unacceptable, and the R85 agreed to last year between management and workers and which had not been fulfilled was still not acceptable, Mr Ledwaba said.

The strike would continue indefinitely as all legal procedures had been followed.

"We have organised every branch of the store throughout the country," Mr Ledwaba said.

In response, Mr Keith Hartshorne, the OK's group personnel manager, said yesterday: "The agreement reached last year does not contain any mention of R85" and said the union claim was factually incorrect.

200 join
national
OK strike

ABOUT 200 OK Bazaars workers in Cape Town, including a number at the Parow Hyperama, have joined the nationwide OK strike called by the Commercial Catering and Allied Workers Union (Ccawusa) after a two-month pay dispute. Meanwhile in Natal, a number of strikers have been fired and arrested for alleged trespass and assault.

Apart from the Parow Hyperama, workers from the OK's Woodstock warehouse, two warehouses in Paarden Eiland and one in Epping joined the strike yesterday after a nationwide ballot, the union said.

But OK's national personnel director, Mr Richard Blackwell, said only 40 out of a staff of 150 at the Hyperama were on strike and 40 percent of the staff at two warehouses.

Late yesterday, Ccawusa said more than 4 000 of its members were on strike at more than 50 stores and a number of warehouses throughout the country.

Hundreds on strike at OK branches

By Mike Siluma

Hundreds of workers were on a legal wage strike in at least 50 OK Bazaars concerns in Natal and the Witwatersrand, the Commercial, Catering and Allied Workers' Union (Cawusa) said.

However, the company could only confirm strikes at 17 stores, and accused workers at some stores of "jumping the gun" by striking before ballot results were known.

The strike follows a breakdown in negotiations between Cawusa and OK Bazaars, which have included five conciliation board meetings.

The workers are demanding a R160 across-the-board increase as well as the reinstatement of colleagues allegedly unfairly dismissed by the company over the past two years.

GRIEVANCES

The union has threatened to bring out about 10 000 members at more than 200 stores and warehouses to press its wage demand. But management says Cawusa represents only 7 000 workers out of a total staff complement of about 23 000.

Workers' grievances included:

- The unfair dismissal of almost 2 000 workers since early 1984.
- "Starvation" wages allegedly paid by OK Bazaars, with the average pay being R265 a month.

OK Bazaar's director of personnel, Mr Richard Blackwell, described as "nonsense" union claims of starvation pay at OK.

He said the union's claims were unsubstantiated.

Referring to the unfair dismissal claim, Mr Blackwell said a retrenchment agreement had been negotiated with the union for 1 000 workers, while the other people had left of their own accord.

He added that contingency plans had been made to ensure continued service to customers during the strike.

Hundreds of OK workers on strike

Argus 19/12/86
The Argus

Correspondent

JOHANNESBURG —
Hundreds of workers are
on a legal wage strike in
at least 50 OK Bazaars
stores in Natal and on
the Witwatersrand, the
Commercial, Catering
and Allied Workers'
Union (Ccawusa) said

However, the com-
pany could confirm only
strikes at 17 stores

The strike follows a
breakdown after several
months of negotiations
between the union and
management

The workers are de-
manding a R160 across-
the-board increase as
well as the reinstatement
of colleagues allegedly
unfairly dismissed by the
company over the past two
years

A union spokesman
said workers at 30 stores
in Natal and 20 on the
Witwatersrand had
come out after voting in
favour of strike action

The union has threat-
ened to bring out 10 000
members to press its
wage demand. But man-
agement says they rep-
resent only 7 000 out of a
total staff complement
of about 23 000

The union's regional
organiser, Mr Vivi Ma-
sina, said the workers'
grievances included

- Unfair dismissal of
about 2 000 workers
- "Starvation" wages,
the average pay being
R265 a month
- Racial discrimina-
tion and the failure of
the company to abide by
a maternity agreement

"NONSENSE"

OK Bazaars's director
of personnel, Mr Rich-
ard Blackwell, described
the starvation pay claim
as "nonsense"

Referring to the un-
fair dismissal claim, Mr
Blackwell said a re-
trenchment agreement
had been negotiated
with the union for 1 000
workers, while the other
people had left "of their
own accord"

Strike troubles at 4 OK stores

There were incidents at four OK Bazaars stores yesterday as a nationwide wage strike continued in 52 branches of the largest retail chain in South Africa.

Traffic was disrupted in the Johannesburg city centre in the afternoon as striking workers at the President Street Branch shouted down from the fourth floor.

Police moved in to disperse the crowd which gathered to watch the workers, members of the Commercial Catering and Allied Workers Union of SA (Ccawusa).

There were also incidents at three Natal OK outlets: A union organiser was taken away by police from the Durban North Branch; 200 workers were fired at the Hyperama in Prospecton; and at Margate at least 41 strikers were arrested for trespassing.

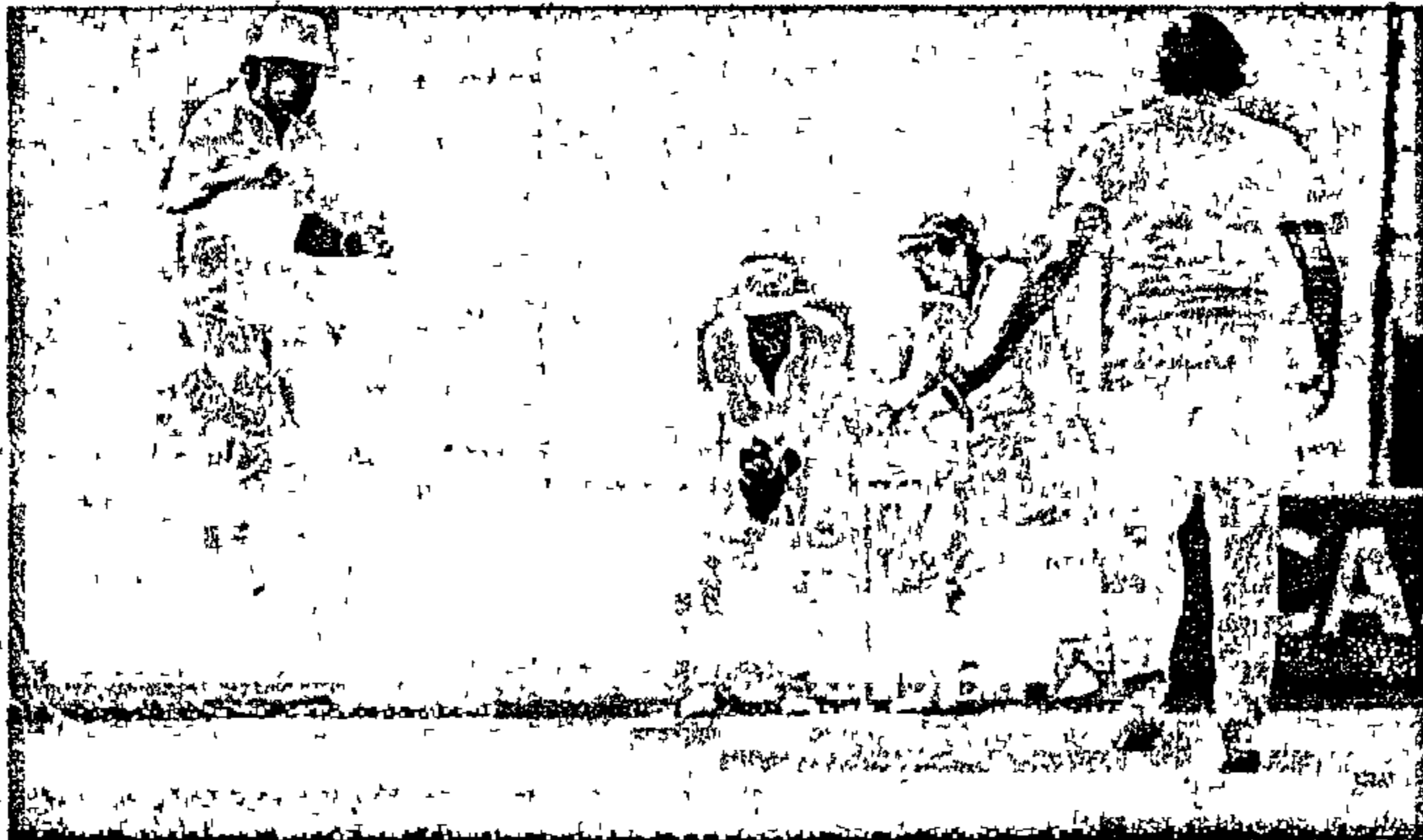
Group personnel director Mr Richard

Blackwell told The Saturday Star that the affected shops were in Natal, the Transvaal and Cape. According to the company, 52 stores nationwide were hit by the strike yesterday.

At the President Street store, OK security personnel yesterday blocked off workers' access to the shopping floors because "strikers tried to disrupt shopping on Thursday", said Mr Blackwell.

"They are free to leave the store, but they are not free to disrupt the shoppers," he said. The strikers' intentions in staying in the store could not be determined as group personnel manager Mr Keith Hartshorne refused journalists access to the floor where the strikers were.

The workers left the store peacefully at about 5 pm, a security guard told The Saturday Star.



Chris admits marriage split

FORT LAUDERDALE — Tennis star Chris Evert Lloyd has admitted she and her husband John Lloyd have separated for the first time in their eight-year marriage.

Rumours of the break-up... Chris (32)...

Transvaal's Neal Radford jumps to safety as Peter Kirsten lashes out

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Chink of light in OK-union dispute

BUS DAY

ALAN FINE

IN the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday communicated by telex over a union proposal for a meeting.

The strike continued to spread. According to the OK, 101 establishments are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa yesterday requested a meeting to discuss the wage issue and a request made by the OK on Monday for a nationwide union undertaking on strikers' behaviour. The OK responded by asking for specific proposals for an agenda.

Ccawusa spokesman Jay Naidoo says union branches are considering the OK's reply. He says while the union has no new wage proposals to make, it is prepared to negotiate its demand for a R160 a month wage review. Union leaders, he said, are mandated to "respond meaningfully" to any counter offer from the OK.

Because OK's reply was received only late in the afternoon, Naidoo doubted any meeting would be held today, as union delegates would have to travel from around the country. A more likely time for a meeting is early next week.

Talks on the union undertaking could be based on an offer made by the OK before the strike for the negotiation of a set of rules of conduct by strikers. In return, the OK says it would have been prepared to offer workers indemnity from dismissal for striking.

However, according to OK personnel director Richard Blackwell, the strike began before these discussions could be completed and the company declined to continue them thereafter.

In a further development yesterday, police raided union offices in Durban and Empangeni apparently looking for pamphlets and documents related to the strike.

Metlife and Litalat settle

RITMEESTER HAVE FINE CIGARILLOS AND CIGARS TO SUIT EVERY TASTE

GPBM&B 73308

Shop strikers fired and arrested

DD
20/12/86
S2

Dispatch Correspondent
DURBAN — Hundreds of workers at three strike-hit OK Bazaar chain stores in Natal were fired yesterday and arrested by police on various charges, according to a spokesman for the Commercial, Catering and Allied Workers' Union

The arrests were condemned last night by a spokesman for the union, Mr Jay Naidoo, who said the workers were on a legal strike in support of their demand for a wage increase

The country-wide strike affecting 50 outlets of the giant retail chain which entered its second day yesterday resulted in the shut down of at least one store in Kwa Mashu.

The company's personnel director, Mr Richard Blackwell, yesterday confirmed that "a number of strikers" had been dismissed from its branches at Margate, Prospecton and Empangeni

He said the strikers were fired because of their "unacceptable" behaviour and alleged that managers at the three stores had been assaulted

A police spokesman in Durban, Captain Bob

Sanker, said the police were called after the workers allegedly refused to accede to a request by the management of the Margate store to vacate the premises

He said that of those arrested, 22 were men and 19 were women

Some had been charged with trespass and others with assault

Mr Blackwell said the Kwa Mashu store had been closed after the majority of the workers there went on strike

"So far only the Kwa-Mashu store is closed. All other outlets throughout the country are trading normally with casual labour and non-strikers," he said

The union is demanding a pay rise of R160 a month spread over two years, from April 1986 to March 1988, a minimum wage of R450 a month and a doubling of staff discounts.

● It was business as usual at all OK Bazaar stores throughout the Border area yesterday

The group personnel manager, Mr Keith Hartshorne, said yesterday no strikes were in progress or had taken place in East London, Queenstown or King William's Town.

MORE JOIN STRIKE

Over 120

outlets

are hit by

stoppage

DOZENS of workers from 11 more OK Bazaars branches have joined the wage strike at the company's stores over the past two days — bringing the total of strike-hit outlets to over 120.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa) yesterday said it was on the verge of calling out on strike all its members employed by the chainstore group, totalling about 10 000.

This follows OK management's refusal to increase its R85 offer to a R160 across-the-board wage increase demanded by union members. Ccawusa has indicated that it might

By LEN MASEKO

suspend further strike ballots at remaining stores on the strength of the 70 percent vote by union members in favour of the strike action. This could mean that workers in other OK stores, still not affected by the industrial action, may be called out on strike without a strike ballot.

152 Affected

A breakdown released by the union of strike-hit OK branches showed that in the 82 were affected in the Transvaal, Cape province (11), Orange-Vaal (eight), Natal (25). Only two

stores in the Transvaal are not on strike according to Ccawusa spokesman, Mr Salim Vaily.

Meanwhile, OK's personnel director, Mr Richard Blackwell, has rejected the union figures, saying only 100 stores were affected by the strike. There were 7 000 registered Ccawusa members at OK, out of a total workforce of 23 000, management says.

Mr Blackwell added that only 25 workers had been dismissed at Rooderpoort last Saturday "for disorderly conduct".

Another OK director, Mr Allan Fabig yesterday refuted union reports about the company's alleged refusal to allow workers access to toilets, water

and telephones.

"OK denies the accusations that workers were refused access to toilets, water and telephone. However, it is standard company procedure that telephone calls may not be made or received during business hours unless they are emergency calls," Mr Fabig told the *Sowetan*.

Mr Fabig added that OK paid its workers well above R261 — "the starvation wage" — the company has been accused of paying.

A diary of events surrounding the OK strike, so far, includes:

- Eighty Ccawusa members at OK's Rooderpoort branch have been sacked, the union said;
- Two union members employed by the Alberton branch of the chainstore group were detained this week.
- Members of another



STRIKING workers employed by OK Bazaars chant outside Ccawusa's Johannesburg offices yesterday.

Pic: MBUZENI ZULU

retail union, the National Union of Distributive and Allied Workers' Union, were also joining the strike at some stores, the Ccawusa spokesman said.

• OK management this week withdrew a Supreme Court application seeking the eviction of Ccawusa members from the Eloff Street branch in Johannesburg. This followed an out-of-court settlement between the two parties.

Strike action could hit giant retailer

Mercury Correspondent

JOHANNESBURG — Retailing giant OK Bazaars could be hit by strike action at scores of its outlets countrywide in the crucial last few shopping days before Christmas

This follows the breakdown in wage talks with the Commercial, Catering and Allied Workers' Union

The union began holding strike ballots among its more than 7'000 members yesterday and it plans to complete the process today

The company is facilitating the holding of ballots

A union spokesman said that in the event of an overall 'yes' vote, the strike would begin late this week or early next week

Conciliation board talks ended in deadlock last week with the OK saying it was unable to review wage increases granted for 1986

The 1986 agreement included a clause saying it would be reviewed if profits turned out to be more favourable than expected

The company made an offer of R85 across-the-board increases for 1987. However, the union refused to accept the absence of an improvement to the 1986 agreement and the offer was not discussed

Mr Gordon Hood, OK managing director, last night rejected reports of strike action

'We are having negotiations with the union and ballots may soon be held, but as yet none has been held

He said the dispute was 'a matter between the union and ourselves', but it was not about wages, although he confirmed that an R85 across-the-board increase had been offered

'Nearly 10 000' join strike at OK Bazaars stores, claims union

AKS 23/12/86 (152)
The Argus Correspondent

JOHANNESBURG — More members of the Commercial, Catering and Allied Workers Union have joined the OK Bazaars national wage strike, which began on Thursday

The company yesterday put the number of strikers at not more than 5 000 at 92 stores. The union said that nearly twice that number were on strike at more than 100 stores and warehouses.

The union said that more workers would come out as balloting in other centres progressed

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been fired unfairly in the past two years

The union, which has accused management of employing high-handed tactics to try to break the strike, said that 115 OK Bazaars concerns were affected by the strike action

The union accused OK of "resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by the underpaid and discriminated workers".

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, and said the police would not be called in if the strikers' behaviour remained "acceptable".

A police spokesman said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there were no violations of the law"

with 1V1 and 1V2/4 signals, the SABC announced yesterday.

OK workers go on strike

JOHANNESBURG — Workers at about 50 branches of OK Bazaars on the Witwatersrand and in Natal have begun a legal strike to demand higher wages, the Commercial Catering and Allied Workers Union said last night.

Reports by Staff Reporters, Own Correspondents and Sapa

HE HIGS THROUGH

Fourth PE branch joins nationwide store strike

11/10/77 (152)

Dispatch Correspondent

PORT ELIZABETH — Employees at the Main Street branch of OK Bazaars have joined three other Port Elizabeth stores in a national strike which started two weeks ago

However, while a Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman said 32 workers had come out on strike at the Main Street branch yesterday morning, the group manager for OK, Mr Keith Hartshorne, said there were only 18 strikers out of the total of 170 workers at the store

The Ccawusa spokesman said the number of strikers at Main Street represented 98 per cent of the union's membership at the store

The other stores on strike in PE are Greenacres, and the warehouses in Walmer and Deal Party

Mr Hartshorne said about 70 workers were on strike at Greenacres and 15 at Deal Party and Walmer respectively

The strike, which now involves about 6 000 workers in 111 outlets across the country, was launched to press for an immediate R160 across-the-board monthly increase in workers' pay

Mr Hartshorne said management had demanded "specific" proposals from the union for resolving the dispute and were still awaiting a response from the union

Sapa reports that Ccawusa is planning to extend industrial action in

its wage dispute with OK Bazaars to include the parent company, SA Breweries, and other corporations like Anglo American

A Ccawusa organiser, Mr J Naidoo, said from Durban that the union believed OK management was to blame for the deadlock in the wage dispute, accusing them of "deliberately" planning "to sabotage negotiations"

"We are now preparing a concerted programme of industrial action against OK at various different levels," said Mr Naidoo

"OK's parent company, SA Breweries, and its respective parent companies, Premium Milling and Anglo-American, are also likely to be drawn into

the planned campaign of industrial action," he added

Mr Naidoo refused to give details

The union claimed 10 000 workers at 132 outlets were out on strike

The strike entered its 13th day yesterday with no indication that the dispute would be over soon

Management said the union would have to revise its demands to resolve the dispute

OK Bazaars personnel director, Mr Richard Blackwell, declined to comment in detail on the planned action by Ccawusa

"If that involves sympathy strikes, it would be illegal," was all he would say

Three more OK branches join strike

WORKERS at three more OK Bazaars branches joined the 12-day-old strike yesterday — bringing the total number of outlets affected to 111.

And the group's management has compiled a list of 38 stores in which it would like the rules of conduct for strikers adhered to. The list is to be given to the Commercial Catering and Allied Workers' Union (Cawusa)

On Tuesday, following urgent inter-

DIANNA GAMES

dicts brought to have striking workers in three stores evicted, Cawusa undertook to ask its members to leave and to ensure they did not take part in any unlawful action against the store.

A union spokesman said the agreement was made without acknowledging management allegations that strikers caused thousands of rands damage by

destroying clothing and furniture

OK spokesman Keith Hartshorne said a total of 128 workers at a Natal warehouse and two Pretoria stores joined the strike yesterday. About 6 000 Cawusa members are presently on strike, he said.

Cawusa said yesterday that a telex from OK's management, sent on Tuesday, had not broken the negotiation deadlock. Cawusa's main demand is a R160 across-the-board increase.

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By LEN MASEKO

MORE than 500 OK Bazaars workers have been fired by management in an action linked to the nine-day-old wage strike at the company's chainstores.

This is according to the Commercial Catering and Allied Workers' Union of SA (Ccawusa), which has accused OK management of exploiting workers by paying "slave wages".

OK fires 500 strikers

The strike action by union members at 525

The *Sowetan*, however, could not confirm this figure with OK management yesterday as the company's personnel director, Mr Richard Blackwell, was said to be in a meeting. Both union and company spokesmen have confirmed to Sapa that attempts were being made to start talks to try to resolve the dispute

The wage strike, which has spread to over 120 OK branches across the country, was sparked by the company's refusal to improve its final offer of R85 across-the-board Ccawusa members demand R160 across-the-board wage increases.

In Natal OK management is dismissing workers to accommodate members of a rival union," Mr Masina said.

The Ccawusa official said almost all 10 000 union members were out on strike in support of the union's wage demands

It is learnt that OK was yesterday granted a Supreme Court interdict restraining workers from three branches from entering the premises

Mr Salm Vally, said those workers not participating in the wage strike needed to be educated and not physically coerced"

Nine more Ccawusa members were detained in Johannesburg and Empangen last week, according to Mr Vally. Meanwhile the Witwatersrand branch of the Congress of SA Trade Unions (Cosatu) has indicated that it will help the striking workers "with all possible means" in a bid to get the company to settle the dispute

Wage

The branches concerned are Faraday, Hillbrow and Randburg. In another incident linked to the wage strike, a Soweto woman was attacked on Christmas Eve and her home set alight allegedly for not taking part in the strike action. Mrs Makhanya, of Zone 5, Pimville, suffered minor burns after she was doused with an inflammable liquid. She is a Ccawusa member employed by Sandton Hyperama. Ccawusa has condemned the incident, saying it was against any type of violence against "the oppressed and exploited". The union felt that this type of violence was counter-productive and "could only benefit class enemies of the workers". Ccawusa spokesman,

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Striking OK workers, members of the Commercial, Catering and Allied Workers Union, leave the Supreme Court in Johannesburg yesterday after their union's out-of-court settlement. ● Picture by Herbert Mabuza

Union agrees to ejection of OK strikers

By Lesley Cowling

The Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday undertook — in an out-of-court agreement with OK Bazaars — to ensure that striking workers at three OK stores left the premises

Last week, the union undertook to ensure that striking workers at the Eloff Street branch left the premises after the OK brought an urgent application in the Rand Supreme Court, asking the court to order their ejection

Yesterday, the OK brought three more urgent applications, asking for the ejection of about 330 workers from their Faraday, Hillbrow and Randburg stores

The union undertook, in addition to asking their members to leave the stores, to ensure they did not take part in any unlawful action against the store in relation to the dispute

● The national wage strike enters its 12th day today. The strikers have demanded a monthly increase of R160

OK strike wrangle drags on

OK BAZAARS yesterday launched urgent interdicts in the Rand Supreme Court to evict striking Commercial, Catering and Allied Workers' Union (Cawusa) members from three stores in the Johannesburg area — Hillbrow, Faraday and Randburg

But the matter was settled after the union agreed to the strikers leaving the stores' premises.

In response to management's request for Cawusa to consider the same action at other outlets, the union asked for a list of premises concerned

OK spokesman Keith Hartshorne said the union's action in this matter would

DIANNA GAMES

influence OK's attitude on the issue of costs, which is to be heard tomorrow

OK reported that workers at one of its warehouses returned to work yesterday, and that a further 100 workers countrywide had returned to work since the strike began on December 19

This brought the number of its 208 outlets presently involved in the industrial action down to 107, it said A spokes-

● To Page 2 →

OK and Cawusa say they're ready to talk

man estimated about 6 000 workers were on strike.

Cawusa said it had no knowledge of people returning to work It said unionists at 126 outlets had now joined the 11-day-old strike.

Negotiation was still deadlocked yesterday, but OK's management teleaxed Cawusa saying it was open to new and specific proposals

● From Page 1

OK wage dispute no end in sight

By Mike Siluma

The deadlock in the OK Bazaars wage dispute remained today as both sides expressed pessimism over the possibility of talks to end the 11-day-old national strike

OK Bazaars' personnel director, Mr Richard Blackwell, said he did not expect negotiations to take place today

The Commercial, Ca-

tering and Allied Workers' Union (Ccawusa) had failed to accede to a management request for detailed proposals for a meeting suggested by the union, he said

Ccawusa spokesman Mr Salim Vally said OK had asked the union to state which aspects of the company's strike code of conduct it had problems with

We sent a telex on Wednesday making it clear we were not prepared to discuss only sections of the code drawn unilaterally by management "

The number of strikers stood at about 10 000 at 128 stores, with stores in Pietersburg and Tzaneen having come out today.

Management maintains that "just under

6 000" workers at 108 stores are on strike

Strikers are demanding an immediate wage increase of R160 a month and the reinstatement of workers allegedly fired unfairly over the past two years

● The Congress of SA Trade Unions (Cosatu), has pledged to take solidarity action with the OK Bazaars strikers.

Woman attacked for shunning OK strike

By Mudini Maivha

A Pimville woman, Mrs Anna Makhanya, was attacked in her home on Christmas Eve and doused with inflammable liquid for not taking part in the OK Bazaars wage strike which has hit more than 100 branches countrywide

Mrs Makhanya said she was attacked at her Zone 5, Pimville, home at 8 30 pm She said she was doused with petrol or paraffin

Her attackers set fire to her house Her clothing caught fire as she fled with her children to a neighbour, she told The Star

Mrs Makhanya, a member of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa), said she has identified some of her attackers as colleagues from a Sandton supermarket

Mrs Makhanya suffered minor burns on her left arm, ribs and foot during the attack Her kitchen unit, ceiling and curtains were slightly damaged The attackers also broke her bedroom window with stones

The incident has been confirmed by the Bureau for Information and police are investigating

Officials of Ccawusa were not available this morning for comment.

OK strike 'is set to continue today'

Labour Reporter

THE pay strike by thousands of OK Bazaars workers throughout the country was set to continue today, Mr Jay Naidoo, a spokesman for the Commercial, Catering and Allied Workers' Union in Durban, said yesterday.

More than 5 000 workers at more than 100 OK outlets stopped work on Thursday last week in support of their demand for a R160 a month pay rise, after rejecting a company offer of R85 a month.

The strike, which has affected about 20 OK outlets in Natal, had been marked by a spate of incidents which resulted in charges of assault and malicious

damage to property being laid against strikers.

More than 200 strikers had been dismissed.

The union had called for a new round of talks with the management, Mr Naidoo said, adding that the company had responded by requesting a detailed agenda from the union.

'We supplied the information and are now awaiting a reply,' he said.

Mr Naidoo said that the company's offer of R85 would have raised the average wage to only R350 a month. The union was demanding a 'living wage of R550 per month'.

OK management could not be reached for comment yesterday.

Cosatu backs OK strike

By Mike Siluma

The giant Congress of SA Trade Unions (Cosatu) is to take action in solidarity with members of the Commercial, Catering and Allied Workers' Union (Ccawusa) on a national wage strike at OK Bazaars.

Union leaders said on Wednesday that about 10 000 workers in 126 stores had so far joined the strike, which was called to back demands for a R160 monthly pay rise and the reinstatement of workers allegedly unfairly dismissed.

But an OK spokesman, Mr Keith Hartshorne, said 6 000 workers were on strike at 108 stores.

Ccawusa's regional organiser, Mr Vivi Masina, said 455 workers had been detained and 825 dismissed since the strike.

The company said 200 workers had been dismissed for "unacceptable behaviour" including assaulting a manager and breaking down doors.

OK strike spreads to two PE warehouses

By DAWN BARKHUIZEN

EMPLOYEES at OK Bazaars warehouses in Walmer and Deal Party have joined the Greenacres branch in a national strike which started last Thursday.

Nationally, the number of stores hit in the pre-Christmas rush is up from 83 stores yesterday to 100 branches today, OK Bazaars personnel director, Mr

Richard Blackwell, said

At Greenacres, where strikers have been staging a sit-in the staff canteen after reporting to work since Friday, the number of strikers has increased to 85

The number of strikers at the Walmer branch totals 15 and there are 17 out at the Deal Party warehouse

However, a Commercial Catering and Allied

Worker's Union spokesman, Mr Norman Sambu, said there were 26 strikers at Deal Party

Mr Sambu also said there were as many as 121 were involved in the strike at various branches in Port Elizabeth.

A claim by the union that branches in King William's Town and East London had joined the dispute last week was denied by OK management.

Today Mr Blackwell estimated that 5 000 of the 23 500 OK workers were out on strike throughout South Africa. He said the strike was only "partial" and in most instances did not involve more than 25% of staff

Strikers at the Eloff Street branch in Johannesburg left the store yesterday after talks between management and union lawyers, Mr Blackwell said

Following indications from strikers that they would storm the shop floor, management prepared to obtain a court interdict forcing workers to leave the premises. The matter was settled before going to court, Mr Blackwell said

No further dialogue has taken place regarding the union's demand for an immediate R160 across-the-board pay increase for workers

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Strikes at 92 OK stores

JOHANNESBURG. — Management said yesterday that workers at another 17 OK shops had joined the four-day-old wage strike by Commercial, Catering and Allied Workers' Union (Ccawusa) members, bringing the number of affected stores to 92.

OK yesterday also withdrew an urgent application to the Rand Supreme Court to stop strikers at a Johannesburg shop "clapping, singing and dancing" when the union promised to try to keep strikers away until the dispute was resolved.

More stores were likely to come out on strike, a Ccawusa spokesman said, as ballots were still being held.

Yesterday the Azanian Students' Movement of South Africa pledged solidarity with the strikers. — Sapa

APR 11 1976

Sign of progress in strike

Own Correspondent

JOHANNESBURG — In the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) communicated yesterday by telex over a union proposal for a meeting between themselves.

The strike continued to spread. According to the OK, 101 stores are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa requested a meeting yesterday morning to discuss the wage issue and a request made by the OK on Monday for a union undertaking regarding strikers' behaviour.

The OK responded by asking for specific proposals for an agenda.

The Ccawusa spokesman, Mr Jay Naidoo, said union branches were considering the OK's reply. He said that while the union had no new wage proposals to make, it was prepared to negotiate its demand for a R160-a-month wage review.

Union leaders, he said, were mandated to "respond meaningfully" to any OK counter-offer.

Because OK's reply was received only late in the afternoon, Mr Naidoo doubted that any meeting would be held today, as delegates would have to travel from around the country.

More join wages strike at OK Bazaars

152 By Mike Siluma and Kym Hamilton

More members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have joined the national wage strike affecting OK Bazaars which began on Thursday. *STW*

The company yesterday put the number of strikers at not more than 5 000 at just over 90 stores. The union said nearly twice that figure were on strike at more than 100 stores and warehouses. *23/12/86*

Ccawusa said that more workers would come out as balloting in other centres progressed

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been dismissed unfairly in the past two years

The union has accused OK of using "brute and naked force to put down a peaceful, legal, just and disciplined strike"

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, saying police would not be called in if the strikers' behaviour remained "acceptable".

A spokesman for the SAP said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there are no violations of the law"

● See Page 3.

OK wage strike set to escalate

Sowetan 23/12/86 (152)

THE wage strike by OK Bazaars workers was expected to escalate yesterday as more stores conducted strike ballots countrywide.

Commercial Catering and Allied Workers' Union of SA (Ccawusa) officials overseered strike ballots at nine Reef outlets yesterday, but ballot results were not yet available by the time of going to press.

Ccawusa and OK management are in dispute over wage increases with the union demanding R160 across-the-board, against the company's R85 offer.

Ccawusa branch secretary Mr Kaizer Thibedi said five more OK outlets would conduct strike ballots soon.

"Workers are determined to hold until the company sees reason and for a change, puts people in front of profits," said Mr Thibedi.

At Eloff Street, Johannesburg, bemused Christmas shoppers were greeted with chants and catcalls from striking workers, who were perched inside the OK supermarket.

Ccawusa has accused management of refusing workers access to toilets, water and telephones.

Mr Thibedi said: "We condemn in the strongest terms OK's abuse of power. And the company's mysterious contingency plans are beginning to unfold. It is nothing but the resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by underpaid and discriminated workers."

Approached for comment, OK's industrial relations manager Mr Keith Hartshorne referred the *Sowetan* to the company's statement issued over the weekend. The company had stated that it would cost R50 million to meet the wage increase demanded by the workers.

Ccawusa members at OK stores have been on a wage strike since Thursday last week.

Court hearing as OK strike spreads

23/12/85 (152) (40A)

AN application brought before the Rand Supreme Court yesterday by OK Bazaars, seeking to eject 281 striking employees from a Johannesburg city branch, was withdrawn after an in-court settlement was reached

In terms of the settlement between the retailer and the Commercial Catering and Allied Workers' Union (Ccawusa), the workers would vacate the Eloff Street branch of their own accord until the current wage dispute was resolved

The union undertook before Mr Justice Margo to ensure that its members would desist from any unlawful action regard-

ALAN FINE and LIAM EGAN

ing the strike at the Eloff Street branch OK personnel director Richard Blackwell said the application was brought because of strikers' noisy behaviour at the store

Meanwhile the strike, which began last Thursday, spread to more stores yesterday Blackwell said workers at an additional 21 locations had joined the strike, taking the total to 96

Ccawusa general secretary Vivian Mtwa said another three stores went out

yesterday The union claimed 112 of the company's 208 outlets were affected

The union claimed in Durban that about 10 000 workers — or nearly 50% of the chain's staff — were now involved in the strike

Blackwell dismissed the union figures as "just not true" He said the number of strikers was "certainly under 5 000"

Mtwa said he had received reports that a number of workers from the OK's Empangeni branch, who were arrested

● To Page 2 →

More OK workers strike

23/12/85 (152) (40A)

after an alleged assault on a manager on Saturday, had been released on R200 bail

The strike is over union demands for a R160 across-the-board wage review

Blackwell said with the exception of the KwaMashu branch, which had been closed since Friday, all stores were "operating normally"

He also rejected allegations by the union that management at a number of stores had refused strikers permission to collect water or prepare food on the premises, or that access to toilets had been refused

Ccawusa said management had adopted a "very ruthless and hard-line attitude which takes industrial relations back to what they were in 1975"

In Durban, union spokesman Jay Naidoo accused the chain of employing private security firms to "police" strikers and enforce "arbitrary and unreasonable" management rules designed to prevent strikers from conducting lawful strike action

Naidoo also charged that contract cleaning staff had been harassed for giving water to strikers

□ OK outlets are employing casual labour to fill the gap, JANET GILL reports

Many students are employed as cashiers and packers

Customers interviewed by *Business Day* did not seem to mind the less experienced cashiers and longer queues

The Carlton Centre branch was slightly quieter and a lot of the tills were closed

The OK in Kerk Street was also not as busy and there was the sound of clapping and singing coming from the canteen

Inside, some of the striking staff were sitting at tables talking while others were singing

Eloff Street OK was much the same with most of the tills closed, or staffed with casual labour.

There was singing coming from the canteen but it was not too noticeable after someone turned up the music — and drowned out the noise

● From Page 1

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GM: We will fire workers who strike

The Argus Bureau

PORT ELIZABETH — General Motors said today it would begin firing workers who persisted in striking, an action unions said would dramatically escalate the dispute

GM's labour relations manager, Mr Rob McIlwaine, confirmed today workers found not to have a valid reason for not working and persisting with the strike would be dismissed on the spot

Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), said "If GM persist in taking this hardline attitude instead of seriously negotiating our differences, we will have no option but to seek community backing for our stand"

Postponed

He said that as from today workers would resume their sit-in occupation of the General Motors plant

Today both General Motors and union representatives were in the Port Elizabeth Supreme Court to hear the court decide on a rule nisi provisionally granted to GM declaring the four-day strike to be illegal

However, when General Motors learnt that Naawu and other respondents intended to fight the case, they approached Naawu and agreed to postpone the case until November 11

"It makes no difference to us when the case is heard," said Mr Sauls, "the real fight is in the plant, not in the courts"

"Necessary"

Approached in court after the postponement was agreed to, Mr McIlwaine, confirmed that as from today GM would begin to individually quiz each worker on his role in the strike

"If, in any individual case, the worker is found not to have any valid reason for not working, and persists in striking illegally, he will be fired on the spot"

Mr McIlwaine said he agreed this was a "hardline" position to take, but

said it was necessary "for the future of the motor industry in the Eastern Cape"

Earlier, Mr Sauls conceded that in terms of industrial law the GM strike was illegal

"If GM was going to fire workers it could have done so on Wednesday, today's court case was nothing but a publicity stunt"

He said GM workers were "confused and worried" about their future

"First GM said they would stay, then they said they would leave. Workers are worried about their hard-earned benefits and pensions"

GM 'will begin firing strikers'

Eye lost
3/11/86

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Post Reporters

GENERAL MOTORS said today it would begin firing workers who persisted in striking.

Today, the major union at General Motors conceded in the Port Elizabeth Supreme Court that the strike, which started there last Wednesday, was unlawful.

Mr Frederick Sauls, national secretary of the National Automobile and Allied Workers Union (Naawu), one of the respondents in the application brought by GM in the PE Supreme Court last week, also admitted that the company had the right in law to dismiss strikers without further notice.

The hearing was postponed until next Tuesday.

GM's labour relations manager, Mr Rob McIlwaine, said in an interview today that workers found not to have a valid reason for striking and

persisting with the strike, will be fired on the spot.

Mr Sauls said that from today workers would resume their sit-in occupation of the GM plant.

Approached in the courtroom after the postponement was agreed to, Mr McIlwaine confirmed that from today GM would begin to quiz each worker individually.

"If any worker is found not to have any valid reason for not working and persists in striking illegally, he will be fired on the spot."

Mr McIlwaine said he agreed this was a "hard line" position to take, but said it was necessary "for the future of the motor industry in the Eastern Cape".

"The action will indicate to workers that their demands are unreasonable and that their strike is not in the best interests of GM, or PE or of the

workers themselves."

He said such action, if taken, would be "regrettable", but said the ball was now in the strikers' court.

If the situation worsened, the unions would be to blame, he said.

Mr Sauls indicated that the union and its members would not back down on their demands.

Earlier Mr Sauls admitted that in terms of industrial law the GM strike was illegal.

"If GM was going to fire workers it could have done so on Wednesday. Today's court case was nothing but a publicity stunt," he said.

Mr Sauls said that as early as last Thursday he had noticed a hardening of attitude during talks.

He said that GM workers were "confused and worried" about their

future.

Mr Sauls said if GM fired workers they would be creating an "abnormal" situation at the plant.

"Where will they get 2 000 to 3 000 skilled workers to replace the present ones?"

On Wednesday, Mr Justice Jenet granted an order calling upon Naawu, and the Motor Assemblers and Component Workers Union and other workers to show why

● It should not be declared that they were engaged in instigating, inciting or conducting an unlawful strike by virtue of the provisions of the labour relations act.

● It should not be declared that GMSA was entitled to dismiss any of the workers listed who persisted, with knowledge of the order, in conducting the unlawful strike after 7 15am today.

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JOHANNESBURG (ESAP) ...

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Strikers thrown in shower, says GM

By Sheryl Raine

The strike at General Motors plants in Port Elizabeth turned nasty this morning when striking workers who did not sleep on the premises last night were thrown into cold showers by more committed colleagues, a GM spokesman said

GM remained strikebound early today as more than 2 500 black workers continued to defy company ultimatums to return to work, said GM's industrial relations manager Mr Rob McIlwaine

The National Automobile and Allied Workers' Union (Naawu) could not be contacted at the time of going to press for comment on the strike or GM's new management which will take over the American multinational on January 1.

Mr McIlwaine said the company was evaluating the situation and its option to dismiss workers on an illegal strike. "We could have begun dismissing the strikers at 7 15 am yesterday in terms of a

Supreme Court order, but did not want to do anything precipitous which would be detrimental to the company or our employees," he said.

"We requested workers to return to work by 12 15 pm yesterday, but they did not. Last night a number of employees slept in the factories, but the majority did not stay overnight.

"Regrettably, this morning when the majority of workers arrived at the plant, a number of them, including a couple of foremen, were grabbed and thrown under cold showers for not having slept on the premises

"Indications at this stage are that workers are not going back to work and we will be evaluating the situation."

Sapa reports that Mr Fred Sauls, national secretary of Naawu, yesterday admitted that the GM strike was unlawful and that the company had the right to dismiss strikers without further notice. This was admitted by Mr Sauls, one of

the respondents in an application brought before the Port Elizabeth Supreme Court last week.

Mr Sauls said in terms of its constitution, Naawu was not entitled to declare a strike until and unless the provisions of the Labour Relations Act had been complied with and a ballot of members showed a majority in favour of the strike

GM called a press conference last night to reveal the "core group" of the new management buy-out team, which will be headed by Mr W Robert Price (60), an American national who formerly headed GM South African between 1971 and 1973

Other members of the new team announced last night are Mr Keith Butler-Wheelhouse, a director of the existing company, Mr George F Stegmann who is currently director of personnel and public affairs, and Mr Andre van Roooyen, presently director of strategic planning

The conference was called on the eve of the launch of the new Monza model.

Sit-in strikes at plants will continue, says union

GM's warning to work force

STRIKE-torn General Motors has warned it would begin firing its employees if they continue with their work stoppage.

But the National Automobile and Allied Workers Union (Naawu) indicated yesterday that union members would continue with their sit-in strike at General Motors plants.

General Motors labour relations manager, Mr Rob McIlwaine, told a *Sowetan* correspondent yesterday that workers found not to have a valid reason for not working will be fired "on the spot".

"If GM persists in taking a hardline attitude

BY LEN MASEKO

instead of sitting around the table and seriously negotiating our differences, we will have no choice but to seek community backing for our stand," said Naawu general secretary Mr Freddie Sauls

Meanwhile the Port

Elizabeth Supreme Court hearing to decide on a rule nisi provisionally granted to General Motors declaring the strike illegal, was yesterday postponed to November 11.

The case was postponed after Naawu and other respondents indicated that they would

fight the case. Other respondents include Motor Assemblies and Components Workers Union of SA

Negotiations between these parties failed to resolve the dispute last week

The 3 000 striking workers demand —

among other things — severance pay for each year of service with the American company, which has announced its intention to pull out of South Africa and sell its assets to local interests.

Details on the future of General Motors in South Africa were expected to be released at

a Press conference in Johannesburg last night in what one motor manufacturer described as "one of the industry's best-kept secrets this year"

GM executives returned from America at the weekend with details of the new licensing agreement.

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GM suspends strike ultimatum

Own Correspondent

PORT ELIZABETH — Management at General Motors yesterday gave striking workers until noon to return to work or face dismissal — but later suspended this ultimatum after an indication that workers proposed returning to work today

The ultimatum to more than 2 000 workers followed a Supreme Court hearing during which the majority union at GM, the National Automobile and Allied Workers' Union (Naawu), conceded that the strike was illegal and that the company was entitled to fire striking workers without further notice

The court hearing came as the "wildcat" strike entered its

number of workers had been given "gate passes" by the company to enable them to start work today, he said

Mr Kettledas said workers were willing to call off the strike if GM responded positively to their demands, which still stood. However, it was difficult to see how negotiations could be resumed while GM adopted a hard-line stance

The situation would be aggravated if GM resorted to firing workers instead of negotiating

Mr McIlwaine said all workers who failed to heed the warning to return to work risked being fired. Although a mass dismissal was not "on the cards", GM would have no option if workers continued striking en masse

fourth day yesterday, but following an agreement between the parties to postpone a final order on the strike, GM's labour relations manager, Mr Bob McIlwaine, said no "precipitative" action would be taken until this morning when the workers' response would be reviewed

Naawu claimed that a single production worker at GM's Aloes plant was dismissed yesterday for refusing to work.

The regional secretary of Naawu, Mr Les Kettledas, said last night that it was up to workers to decide whether to respond to GM's ultimatum and call off the strike

There was no question of workers being intimidated to continue the action and an unspecified

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GM workers clash

The Argus Correspondent

JOHANNESBURG. — The strike at the General Motors plants in Port Elizabeth took a new turn today when striking workers, who did not sleep on the premises last night, were held under cold showers by colleagues, a GM spokesman said.

GM remained strikebound today as over 2 500 black workers continued to defy ultimatums to return to work, said GM's industrial relations manager, Mr Rob McIlwaine.

Neither the National Automobile and Allied Workers Union (Naawu) nor GM's new management — which takes over the US multinational on January 1 — could be contacted for comment.

Mr McIlwaine said the company was evaluating its option to dismiss workers on an illegal strike.

"We could have dismissed strikers from 7.15am yesterday in terms of a Supreme Court order, but did not want to do anything precipitate to the detriment of the company or employees," he said.

"We asked workers to return by 12.15pm yesterday, but they did not. Last night a number of employees slept in the factories.

"Regrettably, this morning when most workers got to the plant, a number of them, including a few foremen, were grabbed and thrown under cold showers for not having slept on the premises.

"Indications at this stage are that workers are not going back to work," he said.

● American heads SA staff's GM takeover, Page 5.

Price hopes for quick solution

By RALPH JARVIS

THE head of the team negotiating the management buy-out of General Motors South African, Mr Bob Price, said last night industrial unrest at the GM plant was not the responsibility of the new company. The strike entered its fifth day today.

Speaking at the Johannesburg Press conference held to discuss details of the buy-out, Mr Price said he believed the issue would be settled "quickly and amicably" by the present company.

He could not say if industrial unrest in Port Elizabeth plants would result in a conflict of interest between the outgoing and incoming companies. Mr Bob White, managing director of GMSA, said it was unfortunate the unions saw the negotiations as an opportunity "to get something for nothing".

"The only issue on the table is that some feel all the workers at GMSA are entitled to a separation payment on the Friday when GM leaves, and that they start to work for the new company on the Monday with no change in their employment conditions."

"We've given them all the assurances we can — conditions of employment, pay, holiday, health, pension, and we've told them the new company will carry that over and that there will be no change."

Mr Kin Bentley writes that an expected return to work by employees sitting in at GM's two Port Elizabeth plants failed to materialise this morning, as the strike entered its fifth day.

Yesterday, the company's labour relations manager, Mr Bob McIlwaine, said management had warned 2 000 workers that unless they reported for work by 12 15pm, they would be in breach of contract.

Management was "evaluating the situation", he said.

Mr Freddie Sauls, national secretary of Naawu, said today workers were adamant at a meeting yesterday that they would "not be sidetracked by any court case or the threat to fire them".

He would request further negotiations with management today.

Meanwhile, about 20 GM strikers who had gone home overnight were thrown fully-clothed into cold showers today by men who had slept in the plant.

This was the first ugly turn the five-day-old strike had taken among workers who are demanding severance pay when GM hand over to local management and

tracked by any court case or the threat to fire them".

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Strike enters fifth day at GM

From Page 1

liquidisation of their pensions fund

Many standing in Kempston Road this morning seemed reluctant to enter the plant. A further meeting between union leaders and management was due to take place at 3pm today.

The meeting, at Naawu's request, was aimed at ensuring the lines of communication remained open so the negotiation of a settlement would remain possible.

Mr Sauls, who was not optimistic about the outcome, said he would not compromise worker demands. He would, however, convey alternatives offered by GM to workers.

Mr Sauls said GM had committed itself to liquidating all its debts. Many workers had lengthy service with GM during its 60 years in SA, and "feel GM is in debt to them".

When the new company took over the fear was workers might be retrenched under an anticipated "streamlining".

A further demand — that workers be represented on the board of directors — would be negotiated with the new company.



Diwali Queen crowned

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It's All Happening

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Good Looks

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Cold showers as GM strike goes on

PORT ELIZABETH — More than 20 General Motors strikers who had gone home overnight were thrown fully-clothed into cold showers yesterday by men who had slept at the plant.

It is believed two of the men were foremen

This was confirmed by workers interviewed outside the plant yesterday morning.

An expected return to work by employees failed to materialise yesterday as the strike entered its fifth day

The national secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddie Sauls, said workers were "adamant" at a meeting he held with them yesterday that they would "not be sidetracked by any court case or the threat to fire them"

Outlining the deadlock, he said the two fundamental demands which GM had not addressed were.

- That all workers be paid out one month's salary for every year they had worked for the company, and

- That the pension fund be liquidated and the monies distributed, allowing the workers to opt for a provident fund which the union advocates

Expanding on these demands, Mr Sauls said GM had committed itself to liquidating all its debts. He said many workers had had lengthy service with the company during its 60 years in SA and "feel GM is in debt to them"

A further demand that workers be represented on the Board of Directors would be negotiated with the new company, he said — Sapa

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5/11/86

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GM meeting ends abruptly

By KIN BENTLEY

A MEETING between 15 shop stewards and management at General Motors today ended abruptly after only a few minutes with talks deadlocked on strikers' demands

The strike entered its sixth day today.

Earlier today the strikers were waiting for senior management to respond to proposals made at a meeting between union representatives and GM yesterday, before deciding to either continue their strike or return to work

Mr Freddie Sauls,

● Turn to Page 3

Deadlock at GM plant

● From Page 1

national secretary of the National Automobile and Allied Workers' Union (Naawu), said the meeting, which started at about noon today, included Mr Bob Price, who heads the team negotiating GM's local takeover.

Mr Sauls said other members in the meeting were the managing director of GMSA, Mr Bob White, the other members of the takeover team — Mr Keith Butler-Wheelhouse, Mr George Stegmann and Mr Andre van Rooyen — and the labour relations manager, Mr Rob McIlwaine

He said the meeting was "a golden opportunity for Mr Price to clear the air on the company's future"

Mr Sauls said he would make another attempt to meet management this afternoon

No comment could be obtained from GM

Argus 5/11/86 (122) (172) (152)

GM studying new proposals

Argus Bureau

PORT ELIZABETH — New compromise proposals which emerged at talks between striking GM workers and management appear to have averted escalation of their six-day-old dispute

GM's labour relations manager, Mr Rob McIlwaine, said the company was considering the proposals and, pending a decision, none of the threat-

ened dismissals or a lock-out would take place

But union sources say the sit-in occupation of the GM plant by striking workers would continue until the dispute was resolved

The general secretary of the National Automobile and Allied Workers Union (Naawu), Mr Freddie Sauls, said the main proposal which could break the deadlock concerned payment of workers' pension benefits, which he called an "emotional issue".

The proposal is that the company's pension fund be submitted to actuaries to calculate the amount due to members from their own contributions, plus company contributions and any return on investments

When a figure for each worker was calculated, he or she would be told what it was and given the option of taking the money or transferring it to a provident fund to be established in consultation between GM and the unions.

Car firm pins hopes on new model

By HERMAN FOURIE
Motoring Editor

GENERAL MOTORS in South Africa is pinning its hopes for the future on the latest in its successful Kadett T-car series, the Opel Monza

Of all the passenger cars marketed by GM, the T-car range made up half the sales — in August 685 Kadetts were sold out of a total of 1 279, according to the latest National Association of Automobile Manufacturers of SA (Naamsa) figures

The announcement that GM was withdrawing its US interests from South Africa has not affected GMSA's planned launch of a new model to complete the T-car line-up, the Opel Monza

The Monza shares its mechanical features with the rest of the range of Opel hatchbacks, and is distinguished mainly by a new rear with a roomy boot

The Monza bears the same relationship to the T-cars as the VW Jetta does to the Golf

TWO SIZES

Initially the Monza will be available only in two engine sizes, a 1,6ℓ and a 1,8ℓ, with a fuel-injected 200km/h flagship using the same power plant as the GSi hatch

Next year, a more powerful model with a new 2ℓ engine will be available.

The launch of the Monza takes place against an increasingly gloomy prospect for the motor industry, with total cars sales this year expected to reach a 10-year low of 180 000 units

The most optimistic sales figures expected next year are 188 000, a mere 5,5 percent higher than this year

This static volume of sales means that manufacturers can only boost sales by increasing market share

Severance pay

A second proposal was that the question of severance pay be referred to GM headquarters in the United States, Mr Sauls said

After the meeting he said it was important that both sides had sat down together to reach an understanding of the issues

Mr McIlwaine confirmed that the talks had been cordial and said GM would respond to the proposals as soon as possible

He said he had appealed to the unions to end the sit-in.

A

BACK TO work at GM plants

Even Post

(scribble)

6/11/88

(152)

(scribble)

GENERAL MOTORS' plants in Port Elizabeth will reopen tomorrow for the first time since more than 2 000 men downed tools in a wildcat strike last Wednesday.

This statement was made by a GM spokesman this afternoon. Earlier today the general secretary of the National Automobile and Allied Workers' Union, Mr Freddie Sauls, had told the Evening Post he wanted the men to return to work tomorrow.

No workers observed the 10am deadline set by GM to state whether they wanted to resume work tomorrow.

But the GM spokesman said a "positive response" had been received from the union and the plants would reopen tomorrow. The company would release more details later today.

All told, it was a busy day for negotiators.

Both sides sat down to state their cases at a meeting of the Automobile Industrial Council at 11am today — a meeting requested by Naawu after GM had rejected demands last Thursday.

An hour earlier about 120 workers from GM's three plants assembled in Korsten to report overnight activities (when strikers occupying the plants were evicted by police and soldiers) and to await a report back from the Industrial Council meeting.

The council meeting, which was closed to the Press, was still in session this afternoon. If no agreement is reached, the dispute will go to arbitration or the Industrial Court. What the men are seeking is severance pay when GM hands over to local management, and pensions to be deposited in a provident fund.

Because union leaders were engaged in the meeting, no official response could be obtained to GM's decision to reopen the plants tomorrow.

The company has now lost 168 000 production man hours, mainly on its new Monza car, launched this week and on which rides so much of GM's fortunes for the immediate future.

Strikers at the GM plants said today that "hundreds" of police and soldiers turned out to evict them last night.

They went first to the main plant in Kempston Road just before 11pm and ordered the men to be out "in three minutes".

Nobody resisted or protested and the men filed out between ranks of police and soldiers. Some said they did not have time to pick up all their belongings.

At Alocs most of the men were asleep when the main lights were switched on and they were given three minutes to leave at about 2am.

Again there was no resistance and the men filed out between ranks of police.

Striking workers were locked out of the plants today.

Marion sent to for 25

JOHANNESBURG — There were tears in court today when treason trialist Marion Sparg, 28, was sentenced to an effective 25-year jail term.

Appearing in the Rand Supreme Court, Sparg was jailed for 20 years for treason, five years each on two counts of arson and three years for attempted arson.

The arson and attempted arson sentences are to run concurrently.

Sparg hugged and kissed her tearful parents and sisters as she was led to the cells after being sentenced.

Throughout the hearing she had mostly worn a black suit with a green shirt, but today she completed the yellow, green and gold of the ANC with a yellow ribbon.

At an earlier hearing, Sparg pleaded guilty to the charges, which related, among other things, to planting limpet mines at three police stations this year.

The mines exploded at the Cambridge Police Station in East London in February and at John

ink

Troitt sends message: No severance pay

Police tell strikers to leave GM plants

By Sheryl Raine

Police last night ordered hundreds of strikers at General Motors in Port Elizabeth to leave the plants they have been occupying for seven days, a union spokesman said.

In a midnight drama, workers who had earlier defied a company ultimatum to leave the premises by 3 45 pm, left peacefully

"The police used no force and the plant is now closed," said Mr Les Kettleidas, regional secretary of the National Automobile and Allied Workers Union (Naawu)

He said attempts to break the strike stalemate would continue when the industrial council for the motor industry met the parties in Port Elizabeth today

General Motors SA after its decision to sell the South African company

At a meeting yesterday, GM SA told Naawu and the Motor Assembly and Components Workers Union of SA (Macwusa) that severance payments demanded by the unions for employees were out of the question because no one was going to be retrenched

It said GM SA's financial withdrawal from South Africa had been structured in such a way as to do everything possible to preserve present jobs

Illegal strike

The company also told the unions

It would continue to do business in South Africa under a new company operating from its plant in Port Elizabeth

It would not continue negotiations until the present illegal strike ended

A request by the unions that employees be allowed to nominate two members to the board of the new company would be conveyed to the new owners

Mr Kettleidas expressed disappointment at the company's "hard-line" position, saying that on two occasions in recent days a settlement looked likely

He criticised the attitude of managing director Mr Bob White, saying his uncompromising stand was "inexplicable"

Mr White said that because of the escalation of "incidents of intimidation of, and assaults upon GM SA employees" wishing to return to work, he ordered strikers occupying the company cafeteria to leave by 3 45 pm yesterday The company later abandoned an attempt to enforce the eviction with a Supreme Court order

Shot men's bodies found

Crime Reporter

The bodies of two murdered men were found in separate places in Johannesburg yesterday, police said

The first body was found by a 16-year-old boy in a Kensington park on Marshall Street

The man had been shot in the head

Last night, a Mrs Maine found the body of a man shot in the back in Bath Road, Parkwood

He had been killed with a 45 calibre gun

500 strikers at GM evicted by police, SADF

ARBUS 6/11/86
The Argus Bureau

PORT ELIZABETH — Five hundred strikers at General Motors have been evicted with the help of police and soldiers

The general secretary of the National Automobile and Allied Workers' Union, (NAAWU), Mr Freddie Sauls, said "We have no idea if this is a lock-out or if the workers have been fired"

Police and soldiers entered the plant through a back gate last night and surrounded the canteen where the strikers were encamped

The workers filed out of the plant after being asked to do so by police. There were no incidents

Today General Motors security personnel were checking workers' employee numbers as they arrived. Many were prevented from entering

Mr Sauls said the company had broken an agreement to notify the union before any police action was taken

Talks later today

A meeting of workers is to be held later today to discuss the latest turn in the seven-day-old dispute and, coincidentally, the Industrial Court is sitting to hear the union's grievances

In a statement on the police action General Motors referred to the 500 expelled workers as having been "earlier dismissed".

The statement said the action had become necessary after violence and intimidation by the sit-in strikers had been directed at employees wanting to work

Mr Sauls said sit-in strikers had "disciplined" some workers who had arrived at the sit-in "under the influence of liquor".

Yesterday a meeting between management and union officials ended after only 15 minutes when General Motors rejected a key union demand outright and refused to discuss others until strikers returned to work

In a statement management said its American headquarters had advised that it had no contractual agreement to pay severance money when it pulled out of South Africa later this year — and would not do so

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EL's Naawu branch backs GM strikers

Dispatch Reporter

EAST LONDON — The East London branch of the National Automobile and Allied Workers Union (Naawu) has pledged "solidarity" with its Port Elizabeth members employed by General Motors.

"In a statement signed by the acting branch secretary, Mr M W Monqo, the local office of Naawu said its members were in "full support" of demands made by fellow union members employed at GM in Port Elizabeth

The demands included that GM's pension funds either be paid out to the workers or be placed into a jointly controlled provident fund, that

workers receive one month's severance pay for every year of service when the company pulls out and that workers have two representatives on the board of directors of the company in future

"We pledge solidarity with all efforts and actions taken by workers at GMSA. The intransigent attitude adopted by management towards these demands proves the total disregard of its employees and their families

"The action by GMSA to call the police to remove workers from the plant and also fire 500 workers involved in the sit-in is a grave miscarriage of justice," Naawu said

GM workers ignore bosses' ultimatum

THE striking 3 000 General Motors employees yesterday defied management's ultimatum to return to work — for the second time this week.

Mr Fred Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), told the *Sowetan* that the striking employees were resolute in their stand — to return to work only when management had acceded to their demands.

By late yesterday the *Sowetan* could not establish whether the company had taken any action against the employees for defying yesterday's deadline. General Motors' management was said to be in a meeting all day yesterday.

Mr Sauls said General Motors' employees had resolved at two meetings to ignore management's ultimatum to return to work. Workers are involved in a sit-in strike which, the unionist concedes, is illegal in terms of the Labour Relations Act.

Among other things, workers demand representation in the board of the new company which will

take over after the American company General Motors has pulled out of South Africa.

Mr Robert Price, head of the new company, told a Press conference in Johannesburg this week that "the question of labour representation in the board has not been ruled out". The new company will be operational from January 1 next year.

Theft incident

3/11/86
● More than 500 workers downed tools yesterday at South African Breweries' Wadeville plant, calling management to dismiss a supervisor alleged to have been involved in a theft incident.

Workers interviewed by the *Sowetan* said the company's employment conditions provided for immediate dismissal if any employee was involved in this type of act.

Management at the plant would not comment on the work stoppage.

FILE
CONFUSION OVER
strike at GM 152

CONTRADICTIONARY signals were being received yesterday afternoon from General Motors and the National Automobile and Allied Workers' Union (Naawu) over the future of the strike by 2 000 workers, which is now more than a week old.

GM yesterday put out a terse statement announcing that Naawu regional secretary Les Kettledas had called to say workers would be returning to work this morning.

However, Naawu general secretary Fred Sauls said later: "Nobody will be returning to work tomorrow."

He also said a motor industry industrial council meeting yesterday agreed that the dispute should be referred to arbitration. This "was supported by GM representatives at the meeting".

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LABOUR AND DISINVESTMENT
~~FINANCIAL~~
The crunch at GM

The industrial action sparked by GM's transfer of ownership to local management may only be the start of problems associated with "disinvestment" moves by foreign companies

While black trade union groupings formally support international economic pressure against SA in the form of sanctions and disinvestment, this week's events in Port Elizabeth indicate that the issues are far from clear cut. Indeed, on the available facts the action of the unions is contradictory. On the one hand, GM seems to have complied with their ostensible backing of sanctions; on the other, although their jobs were never in jeopardy as a result of the transfer, they are not happy with the mechanics of the buy-out. Perhaps they should have been consulted, although this is uncommon in world commercial practice, let alone SA.

Between 2 000 and 3 000 GM employees downed tools after the announcement that the US company would sell its South African assets to local buyers. The stoppage forced a shut-down at the Port Elizabeth plant and raised management-union tensions, which show no signs of easy resolution.

Initial fears among the workforce were that retrenchments and loss of benefits may follow the ownership transfer. "Tension and frustration is building up among workers resulting from the secret and mysterious dealings evident in this matter," said a statement issued by the National Automobile and Allied Workers Union (Naawu), which represents about 2 000 workers at the Port Elizabeth plant.

Despite assurances from GM that no jobs would be lost or that conditions of employment would not change after the takeover, workers resolved to sit in until their demands were met. These included that GM offer severance pay of one month a year worked, and that two union members be represented on the new company's board of directors. GM said it would not negotiate with workers while they were on strike or occupying the premises, then brought a court interdict calling on the union to show cause, by November 3, why the strike should not be declared unlawful and the company entitled to dismiss those on strike.

On Monday, Naawu filed a replying affidavit to the Supreme Court claiming it had incorrectly been cited as the respondent, as the union had not instigated or incited the strike. Both parties agreed to postpone the matter to November 11, and the issue of the

strike's legality or otherwise remains unresolved.

In the meantime, GMSA's newly announced MD Robert Price told a press conference in Johannesburg that worker demands such as the request for representation would be "more properly placed with the new company," which has not yet been formally launched. The demand for severance pay threatens to be more of a headache as it remains unclear how either the present or future GM management intends to deal with the issue.

Indications are that even if the immediate issues are resolved, the new company will not be in for an easy ride. One of the key directors in the GM buyout, Keith Butler-Wheelhouse, admits that the new company will not rule out vehicle sales to the South African security forces. This could prove to be a thorny issue if Naawu adopts the position advanced by another Cosatu affiliate, the Metal and Allied Workers Union (Mawu), which last year demanded of the Steel and Engineering Industries Federation that it cease supplies to the security forces. However, the question has not yet been discussed by the union, says Naawu general secretary Freddie Sauls.

As the *FM* went to press, the strike was still continuing, with no signs of early resolution. "We reported the results of the Supreme Court application to our members," said Sauls, "but they said they will not be side-tracked by the court proceedings or by the hardline attitude of management. We are now waiting for a response."

Earlier, GM's industrial relations manager Robert McIlwaine threatened the dismissal of workers persisting with the strike, although new MD Price has said no "precipitous" action will be taken.

"The threat of dismissal is real," acknowledges Sauls, "but the possibility of workers escalating action is also real. If it comes to that, we will seek community support so that there is no chance of scab labour. There is also the possibility of a boycott of GM products — then it will become nasty." According to Sauls, workers are sticking to their demands for severance pay, pension monies and worker representation on the new board.

The new GM owners may have more on their plate than they — literally — bargained for.

□ See *Business*

GENERAL MOTORS' dispute with the National Automobile and Allied Workers' Union (Naawu) is shaping as a major test case of the responsibilities of multinationals who disinvest from South Africa

The dispute — which on Wednesday night saw Security Forces called in by the company to evict workers occupying two plants — is making GM's exit from South Africa look increasingly messy

The slender hope that the dispute could be settled following Tuesday's talks between union officials and the company's industrial relations team was quashed after senior management apparently turned down the union's demands

Naawu is demanding that workers receive one month's separation pay for every year worked for the company, the right to decide whether or not to be paid out contributor, benefits such as pensions, and representation on the board of directors

GM says it is not prepared to discuss the matter with the union until the workers are back and that it has no obligation to make separation payments as workers are not going to be retrenched

Now the union is referring the dispute to the industrial council for the motor assembly industry in the Eastern Cape whereafter — if it is not resolved — the strike will be legalised

In the meantime there is no end in sight to the strike and Naawu general secretary Fred Sauls said yesterday that if "the problem is legalised it could drag on for a long time" — even though management has signalled its intention to restart production today

A further sign that the dispute was escalating was a statement from GM yesterday, suggesting that the workers who had been occupying the plants had been dismissed

The strike was sparked by the company's decision, after five years of losses and following the United

GM's neat exit gets messier and messier

States congress' vote for tough economic sanctions, to sell-out GM South Africa to a local management team

The union accused GM of not consulting with them on a matter affecting the job security of almost 3 000 members

From January 1 the new team — headed by an American, Bob Price — will take over General Motors' South African assets and franchising rights and could introduce major management changes

Sauls said that Price, who was managing director of GM SA in the Seventies, had a reasonable track record and that "we suspect he can't be any worse than Bob White" (the current managing director)

He added that any issue which affected their members would be up for negotiation with the new

GM had barely announced its decision to pull out of SA when it found itself tangled in a messy and embarrassing labour dispute PHILLIP VAN NIEKERK reports

management

But the central issue — whether a multinational selling out to a local company has any responsibility to its workers when it leaves — remains, and will be hard fought

Sauls said GM had been in South Africa for 60 years and had made handsome profits for at least 50 of those years "Companies exploit the situation, but when it is no longer good for them they pull out, leaving what they've exploited behind"

The Eastern Cape News

Agency reports that GM, backed by an army of riot police and SADF personnel, evicted 500 of the striking workers in a midnight operation on Wednesday night

The eviction came after an agreement between management and the unions on Monday to postpone a court hearing during which workers were to show cause why the strike should not be declared unlawful

But in a surprise move, the PE Supreme Court granted an order declaring the strike illegal late Thursday

Reporters outside the factory gates were told by union officials that management had announced that the workers were to vacate the factory at 10 30pm and that the Security Forces had been called in to enforce the court order

Five riot trucks, six police vans, ten

Security Police cars, one Casspir, two SADF buffels and over a hundred men carrying sjamboks and rifles, some with dogs, surrounded the factory at 11pm. Minutes later they were let into the factory by a GM security official

Above the sounds of barking dogs and shrill alarm bells, police using loudhailers ordered the workers to leave. No-one but management officials and the Security Forces were allowed into the plant

At 11 55pm three workers looking tired, dejected and angry with bedding and clothing walk out the front gates. They said their work cards had been taken from them "I presume I can regard myself as fired," a worker who declined to be named said

Hundreds of workers then began streaming out of the gates and crowded the streets. The workers held a series of meetings in groups with their respective shop stewards and it was announced that the workers should then leave and a meeting was called for Friday morning

A shop steward said white salaried workers had been inside the plant during the eviction, armed with guns in their hands and pockets. Some, he said, had their dogs with them

7/11/86 S.M.R. (152)

GM strikers deciding today whether to go back

The 2 500-plus black workers on strike at General Motors in Port Elizabeth were deciding at a meeting today whether to return to work, a union spokesman said

Regional secretary of the National Automobile and Allied Workers' Union (Naawu) Mr Les Kettledas said workers were angry over GM's decision to involve police and troops and evict 500

sleep-in strikers.

He added: "At today's meeting we will discuss police involvement and the supposed dismissal of the 500 workers"

GM industrial relations manager Mr Rob McIlwaine was unavailable.

Worker demands for severance pay and repayment of pension contributions have gone to arbitration.

ARGUS 7/11/86

NATIONAL/INTERNATIONAL

567 strikers fired, says General Motors

Argus Bureau

PORT ELIZABETH — General Motors management confirmed today that they had dismissed 567 striking workers who held a sit-in at the company's plant this week

The strikers were evicted at midnight on Wednesday by police and soldiers

General Motors said in a statement today that the workers were repeatedly warned to leave the premises or face dismissal and were finally told they were being sacked by a General Motors executive an hour before their removal

However, workers involved in the sit-in say police told them they were being fired as they left the factory

Gathered outside

The sackings were due to be discussed at a meeting of National Allied Automobile Workers' Union (Naawu) members today

Union officials were preparing for the meeting and could not be contacted for comment.

Early today groups of workers again gathered outside the factory's main gate, but few entered

Management said limited production did begin for a short time, only to stop as word of the union meeting spread

Some workers interviewed outside the plant today expressed solidarity with their sacked colleagues and said they would not return to work until they were rehired Others said they wanted return to work, but feared for their lives and property if they did

"Surely suffer"

"The strike has gone so far now that it is impossible for anyone to break rank because he will surely suffer if he does," said a worker

Meanwhile, two main points in the dispute, worker demands for severance pay and repayment of pension contributions, have been referred to arbitration after an industrial council hearing yesterday

Naawu and the Motor Assembly and Components Workers' Union of South Africa had established the terms of reference of arbitration and expected GM to respond by Monday

No date has yet been set for the arbitration hearing and no arbitrator has yet been appointed

(left); Minister of Finance Mr Barend du Plessis and
Cornelis Human (right). ● Photo

GM workers to get back on the lines on Monday

By Glenda Spiro and Janine Simon

More than 2 000 General Motors workers, including 567 who were sacked, have decided to return to work on Monday. Workers' demands for severance pay and repayment of pension contributions have gone to arbitration.

The GM action was one of five disputes this week:

● **Gencor:** About 5 500 mineworkers stopped work at Gencor's Kinross gold mine near Evander. They want a union representative (dismissed for disrupting a management-organised memorial service for the Kinross mine disaster victims) and three union leaders dismissed after underground work stoppages over bonuses two weeks ago, reinstated.

● **CNA:** About 1 000 CNA employees staged sit-in strikes and demonstrations in stores and warehouses countrywide. They want a R105-a-month increase and May 1 and June 16 as public holidays. CNA has offered R85 a month.

● **Putco:** The bus company has experienced disputes in Natal and Soweto. Services in Durban were cancelled yesterday after 200 drivers were fired for not collecting fares on October 24.

Soweto commuters have boycotted Putco since Monday over a 17,5 percent fare increase. Taxi and minibus services have been delayed at roadblocks.

● **Sappl:** About 1 600 workers went on strike at Sappl in Port Elizabeth and Springs on Sunday. Both had ended by yesterday and talks on wages and conditions will take place next week.

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7/11/86

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EAST LONDON 26141

GM says strike is over

PORT ELIZABETH — General Motors announced yesterday that production at its strike-bound plants would resume today, bringing to an end the seven-day wildcat strike by more than 2 000 workers

The GM statement followed after the regional secretary of Naawu, Mr Les Kettle-das, informed management of the workers' intention to resume work as from the early shift today. And in a statement issued at noon, the national secretary, Mr Freddie Sauls, was quoted as saying he wanted the strikers to return to work.

However, some doubt was later raised over the back-to-work prospects, when Mr Sauls said a decision would only be taken by workers at a mass meeting to be held at 11 am in Korsten. Mr Sauls said his earlier statement was misquoted.

In its announcement that the strike would end, GM said "it was pleased with the positive attitude being displayed by the majority of workers and trade unions".

Later yesterday afternoon, however, Mr Sauls said his understanding of the situation was that a final decision would only be taken after this morning's meeting, at which workers would also discuss "the attitude of GM".

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GM bars ^{ARGUS} strikers ^{10/11/66} from plant ¹⁵²

Argus Bureau

PORT ELIZABETH. — More than 1 000 striking General Motors workers arrived outside the main GM plant in Port Elizabeth today demanding to be allowed to hold a strike ballot inside the plant.

However, the huge steel gates of the plant remained firmly shut to them, while a small police contingent kept a close watch.

The workers lined Kempston Road for several hundred metres but remained quiet and there were no incidents. As the 6.40am deadline set at a union meeting on Friday for entry to the plant passed, workers began to drift away.

GM said at the weekend that it would not allow the plant to be reoccupied by the strikers but offered to negotiate demands, as well as the reinstatement of 567 workers who have already been fired, if the rest returned to work.

But the workers reiterated today that they would not negotiate from the workbench

Strikers Vote To Return To GM

22/1/52 DO

Dispatch Correspondent
PORT ELIZABETH — A
mass meeting of about
1 000 General Motors
workers yesterday
unanimously resolved to
return to the company's
Kempston Road plant
here early on Monday
morning to "start where
we ended off on Wed-
nesday"

(scribble)

(scribble)

The decision followed
confirmation by GM's
management that it had
sacked the 567 workers
who sustained a six-day
sit-in of the company's
plants until removed by
police on Wednesday
night

(scribble)

At yesterday's meet-
ing, workers threw their
identity badges onto the
stage — two carrier bags
were collected — pledg-
ing solidarity with the
sit-in strikers who were
obliged to hand in their
badges to GM security
personnel as they left
the plants on Wednes-
day night

152

After several hours
spent discussing Wed-
nesday's incidents,
workers at the meeting
in the Dorothy Jansen
Hall in Schauderville
adopted the resolution,
which was read out by
the national secretary of
the National Auto-
mobile and Allied Work-
ers' Union Mr Freddie
Sauls

They resolved that
workers from both
plants "go to the
Kempston Road plant on
Monday at 6 45 with no
badges and enter the
plant" Mr Sauls said
they would then start
where we ended off on
Wednesday"

The vote was the cul-
mination of a hectic
week at GM's about re-
solutions and in
connection with the launch of
the company's new
Monza car, on which its
future hinges

GM won't open on Monday

WIE Post
8/11/86

152

Weekend Post Reporter

GENERAL MOTORS will not open its plants at Kempston Road and Aloes on Monday — in order to safeguard the safety of employees who are willing to work.

This step was taken by the company after a unanimous decision by about 1 000 GM workers yesterday to return to the company's Kempston Road plant on Monday to start where we ended off on Wednesday

This was taken to mean a resumption of the sit in which ended when police ordered strikers to leave

The motor giant's management today announced it had reversed the decision it took on Thursday to open the two plants for full production after a wildcat strike began on Wednesday last week

The company — in the

midst of launching its new Monza car on which high hopes for the its future are based, and in the spotlight because of the buy-out by local management — said it believed the continuation of the strike was "senseless"

A management statement today said it had not received any communication from the National Automobile and Allied Workers Union (Naawu) and its only source of information was a report in today's EP Herald.

The GM decision to stay closed was made to protect employees willing to work from any acts of violence,

such as had already occurred, as well as to protect its property from possible damage

The statement said

"Our only reference (to the meeting yesterday) is the article written by Kin Bentley and published in the Eastern Province Herald today

"In the context of the article the resolution passed, and the remarks attributed to Mr F Sauls — the union's national secretary — convey, if correctly reported, a message to the effect that workers from both plants will go to the Kempston Road plant on Monday at 6 45am with no badges and

enter the plant, and that they would start where they ended off on Wednesday

"A number of interpretations are possible based on the limits of no direct communication from the union

From a purely labour relations point of view it is regrettable that the only logical interpretation we can draw from the contents of the article is that it is an indication to continue with the illegal strike

"It is regrettable in the sense that the company has attempted to address all

GM won't open its plants on Monday

WIE Post 8/11/86
152

From Page 1

the issues giving rise to the dispute in a responsible manner, including the provision of written assurances

"Further comment in this regard is *sub judice* in that the company and the trade union have agreed to refer the issues to arbitration for resolution.

"This was done after Naawu referred the dispute to the Industrial Council and the necessary resolution passed

Arbitration is but one of several options open to resolve disputes and by implication the parties to the dispute acknowledged to be in deadlock, undertake to abide by any ruling that may be given

If sound labour relations practices are observed, the issue is being addressed, but is now in the hands of others

"It is senseless in our opinion, to continue with the strike

"If on the other hand — and this is pure speculation on our part because we have not received any communication from the union, nor can we infer it from any reports we have read — the issue will be the dismissed workers, we have also addressed this in the absence of an approach

Mr Bob Mellwaine (GM's industrial relations manager) is accurately

reported in the same article referred to above as saying: "If we were or are approached in this regard, we would be willing to enter into discussions on the matter"

To indicate otherwise would also be contrary to sound labour relations practice as Naawu are fully aware

"Negotiations in good faith are willingly accepted by any company concerned with not only its wellbeing, but that of its employees as well

"Based on the interpretation we have drawn from the report in the Herald, we consider it necessary to take certain steps

It is incumbent upon the company to protect its employees working or willing to work, from any acts of violence, such as have already occurred, as well as to protect its property from possible damage

"We have taken this decision (not to open the plants) reluctantly, but under the circumstances we have no choice

"In our opinion the options for a speedy resolution to the current situation rest clearly with the union, if they sincerely wish to do so"

At their meeting yesterday, workers from both the Kempston Road and Aloes plants resolved to "go to the Kempston Road plant on Monday at 6 45 with no

badges and enter the plant"

Mr Sauls said they would then "start where we ended off on Wednesday"

The meeting pledged solidarity with the 311 strikers who were obliged to hand in their badges to GM security personnel as they left the Kempston Road and Aloes plants under police escort on Wednesday night.

Production at GM has ground to a virtual halt since last week.

Yesterday GM management confirmed that it had sacked 567 workers who staged a six-day sit-in at the company's plants until they were ordered to leave by police

Efforts today by Weekend Post to contact union officials were unsuccessful

From Page 1

w/b news 8/11/86

GM plant won't be open for work on Monday

PORT ELIZABETH — The management of General Motors has withdrawn the notification that the plant will be open for normal production on Monday.

The motor company said today it had not heard from the

National Automobile and Allied Workers' Union concerning resolutions passed at a mass meeting yesterday

The statement from GM said the plants at both the Kempston Road and Aloes complexes would be closed for normal production on Monday

In a statement, the company said it had "taken this decision reluctantly" but under the circumstances it had no choice

Unanimous

GM said "The options for a speedy resolution to the current situation rest clearly with the union"

Strikers had voted to try to return to the main plant on Monday

Almost 1 000 workers unanimously agreed that all strikers — including the 567 already sacked by GM — would gather at the company's Kempston Road plant on Monday

They said they would enter the plant, but would not begin work until they had held a meeting on the premises

No comment

Mr Bob McIlwaine, GM's industrial relations manager, when told of the outcome of yesterday's meeting, said he could not comment on any possible GM reaction.

There were scenes of near pandemonium at a meeting of workers at the Dorothy Jansen Hall in Schauder township when they began throwing their identity cards

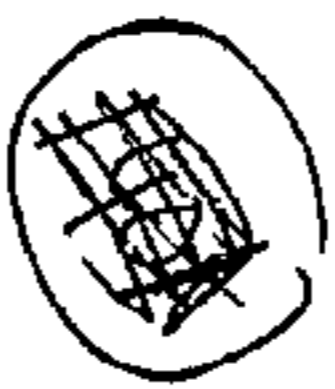
An elderly worker addressed the strikers about worker solidarity. Then he ripped off his identity card and hurled it to the floor. Within seconds the air was filled with hundreds of cards

GM Won't

Open its plants on Monday

Open Monday

W/C Post
8/11/86



Weekend Post Reporter

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From Page 1

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Turn to Page 2

Strikers at GM find gates closed

Hundreds of striking General Motors workers arrived at two factories in Port Elizabeth early today, but locked gates prevented them entering the plants to continue their sit-in strike, according to the company and the union.

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr Les Kettledas, said, "We are still on strike and regard this as an illegal lockout."

GM's industrial relations manager, Mr Rob McIlwaine said workers had been advised there would be no production today.

As the strike by at least 2 000 employees entered its thirteenth day today, moves were afoot to get the parties to arbitration as soon as possible.

The dispute, sparked by GM SA's decision to sell its operations to local buyers, centres on union demands for severance pay, pension fund payouts and a say in the board of the new company. Already GM has dismissed 567 workers for refusing to leave the plants last week.

Meanwhile, the launch of GM's new Monza range is almost certain to be frozen as a result of the strike.

Production of 60 Monza cars a day is being lost as a result of the strike and the company is now expected to suspend its launch, GM's Director of Technical Operations, Mr Keith Butler-Wheelhouse said.

9/11/86

EAST LONDON 26141

(152)

GM says strike is over

PORT ELIZABETH — General Motors announced yesterday that production at its strike-bound plants would resume today, bringing to an end the seven-day wildcat strike by more than 2 000 workers

The GM statement followed after the regional secretary of Naawu, Mr Les Kettle-das, informed management of the workers' intention to resume work as from the early shift today. And in a statement issued at noon, the national secretary, Mr Freddie Sauls, was quoted as saying he wanted the strikers to return to work

However, some doubt was later raised over the back-to-work prospects, when Mr Sauls said a decision would only be taken by workers at a mass meeting to be held at 11 am in Korsten. Mr Sauls said his earlier statement was misquoted

In its announcement that the strike would end, GM said "it was pleased with the positive attitude being displayed by the majority of workers and trade unions"

Later yesterday afternoon, however, Mr Sauls said his understanding of the situation was that a final decision would only be taken after this morning's meeting, at which workers would also discuss "the attitude of GM"

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PAGE 13

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Strike goes on as GM rejects new union proposals

CP Correspondent

THE strike at General Motors by about 2 000 workers, after the US company announced it was pulling out of SA, has apparently reached a stalemate.

The National Automobile and Allied Workers' Union said GM bosses "flatly rejected" revised demands by the union.

On Tuesday, Naawu and the Motor Assembly and Components Workers' Union asked that the issue of severance pay be referred to GM's Detroit headquarters

They also proposed that workers be given the choice of being paid out their pension fund money or having it transferred to a jointly-managed new provident fund. The unions also originally demanded worker representation on the new board of directors

GM said it was not prepared to negotiate until workers returned to work, said Naawu regional secretary Les Kettleidas

Bosses said that the "new" GM, will continue to do business in SA, operating from its PE plant.

And it believes it has no obligation to make any severance payments to workers who, they say, are not going to be retrenched.

At the plant about 2 000 workers were encamped around the assembly line awaiting agreement to their demands.

● The massive Congress of SA Trade Unions has announced support for the GM workers "in their battle to get the company to negotiate with them on their future and the future of the company"

"We wish to reiterate that workers are not prepared to bear the brunt of sanctions and disinvestment which is the direct result of apartheid."

● A sit-in by workers at Harvestime's PE vegetable processing plant has been broken up by police after bosses brought an urgent court application against the workers

SECRET
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GM strike hits new car launch

152 (circled) DD 10/1/78

Dispatch Correspondent

PORT ELIZABETH — Sixty Monza cars a day are being lost as a result of the current strike at General Motors, and the company is now expected to suspend its present launch.

This was confirmed yesterday by the director of technical operations, Mr Keith Butler Wheelhouse

With production at a standstill since October 29 — and no immediate prospects of an early resumption — there are growing fears that insufficient stocks will not be available to secure the best advantage from the launch

Traditionally, a launch provides maximum benefit for three months, after which sales tend to decline

The car was introduced to dealers last Monday and the public launch was set for next week

Mr Butler Wheelhouse said yesterday "I think what we will do is hold off the public launch until we have got the number of vehicles we want. We are not going to spend a lot of money if we don't have the cars

"We are unhappy with the supply position. From a distribution point of view it's going to be first come first served"

Asked what dealers could tell their customers, he said "This is one of the big problem areas — dealers can't give any

indication of a supply date. But we are not boxed in entirely, we still have a lot of room to manoeuvre"

The national secretary of the National Automobile and Allied Workers' Union Mr Freddie Sauls, when asked why the men struck at such a crucial time — possibly prejudicing Monza sales and some of their own jobs in the New Year — said

"That shows how critically the men viewed their situation — that they should take such a decision at such a crucial time

"We know if the Monza doesn't sell it's serious for GM, but the workers felt their situation had reached a point of crisis. They saw GM pulling out, and the Monza launch was coincidental. We are thinking in the long term"

Asked if he didn't think the men could be cutting their own throats, he said "To me it's clear I see the view of the workers that even with the launch of the Monza there is no certainty there will be no retrenchments"

Mr Sauls did indicate that if the pensions issue could be resolved

the men might agree to return to work while talks were held over severance pay

Mr Butler Wheelhouse said "I feel people like us — and other commercial concerns — are bearing the brunt of people trying to find ways of expressing themselves politically

Because some people don't have the political rights which perhaps they should have, this is about the only way they can express their political views"

Mr Sauls rejected this. There are sufficient avenues by which people can express their political feelings, he said

The current strike looks set to continue this morning when GM workers are expected to converge on the company's Kempston Road plant here at 6.45 despite an announcement by GM that both its plants would be closed today

Mr Sauls said yesterday while workers were aware that the gates at the plant would probably be locked in line with the GM stand taken on Saturday, the decision of the meeting stands — the people will go back

The South African Police duty officer for the Eastern Cape Major Jan Dowd said yesterday police would not be at the plant on their own initiative this morning but would take steps "if called in"



The mayor of East London, Mrs Elsabé Kemp, lays a wreath at the War Memorial during yesterday's Remembrance Sunday service. Report P2

Britain defies ceremony boycott

JOHANNESBURG — Britain yesterday defied a west European boycott of ceremonies honouring South Africans killed in both World Wars

Western diplomats said the initiative for the boycott — intended as a show of condemnation of South Africa's apartheid policy — came from West Germany and divided European Community embassies in Pretoria

"Our position is that we believe it is important to remember those who died in the two World Wars and that this should have nothing to do with the politics of today," a British Embassy spokesman said

Britain, the United States and the Republic of China were the only foreign countries represented at the annual wreath laying ceremony at the Johannesburg cenotaph, which was attended by the State President Mr P W Botha Ciskei and also laid wreaths

Some 9 000 South Africans were killed World War II, most of them while fighting German forces

President Botha for France last night open a museum commemorating South Africans killed in E... and in particular 1... posted dead or during an epic W...

zenith



BUSINESS DAY
12/11/86

New GM conflict looms

ALAN FINE

A NEW clash may be looming between General Motors management and the 2 000 striking workers today.

Workers decided at a mass meeting on Friday to return to company premises to "start where we ended off on Wednesday" — when more than 500 were evicted and subsequently dismissed

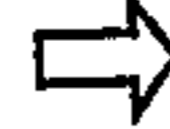
But GM has announced that the two strike-bound plants "will be closed for normal production" today, cancelling its decision to open the plants after reading Press reports of the meeting which it interpreted to mean that the strike would

continue.

National Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas confirmed this yesterday.

Kettledas told *Business Day* resumption of production depended on management coming forward with "anything positive" regarding demands related to severance pay and pension contributions

● To Page 2



contacted.
ther yesterday, and White could not be
McIlwaine declined to comment fur-
management.
tudes of MD Bob White and other top
been undercut by the "hardline" atti-
department had, throughout the strike,
"live" moves by GM's industrial relations
of this undertaking, saying any "post-
But Kettledas questioned the veracity
sions on the matter."
would be willing to enter into discus-

reached on the issue of the dismissals it
has also said if the company were app-
relations manager Robert McIlwaine
will be addressed today GM industrial
the arbitrator and his terms of reference
is believed details about the identity of
matter is to be referred to arbitration It
less" for the strike to continue, as the
The GM statement says it is "sense-
union to be an illegal lockout, he said
uses this would be considered by the
unable to gain access to company prem-
If, however, workers found themselves
the dismissal of the 500
when new management takes over, and

BUSINESS DAY
12/11/86

GM strike — new conflict looms

From Page 1

Production cut by 60 cars a day

GM strike hits Monza launch

GM Trade 10/11/86

Own Correspondent

PORT ELIZABETH — Sixty Monza cars a day are being lost as a result of the current strike at General Motors, and the company is now expected to suspend its present launch, according to director of technical operations Keith Butler-Wheelhouse

With production at a standstill since October 29 — and no immediate prospects of an early resumption — there are growing fears that insufficient stocks will be available to secure the best advantage from the launch

Traditionally, a launch provides maximum benefit for three months, after which sales tend to decline

The car was introduced to dealers last Monday and the public launch was set for next week

'Unhappy with supply'

Butler-Wheelhouse said yesterday "I think what we will do is hold off the public launch until we have got the number of vehicles we want. We are not going to spend a lot of money if we don't have the cars"

He declined to say what production figures GM had set to meet its needs, but said "I think it could be some time before we build up to the numbers we require"

"From a distribution point of view it's going to be first come first served"

Asked what dealers could tell their customers, he said "This is one of the big problem areas — dealers can't give any indication of a supply date. But we are not boxed in entirely, we still have a lot of room to manoeuvre"

Freddie Sauls, national secretary of the National Automobile and Allied Workers' Union, when asked why the men struck such a crucial time — possibly prejudicing Monza sales and some of their own jobs in the New

Year — said "That shows how critically the men viewed their situation, that they should take such a decision at such a crucial time."

"We know if the Monza doesn't sell it's serious for GM, but the workers felt their situation had reached a point of crisis. They saw GM pulling out and the Monza launch was coincidental. We are thinking in the long term"

Asked if he didn't think the men could be cutting their own throats, he said "To me it's clear I see the view of the workers that even with the launch of the Monza there is no certainty there will be no retrenchments"

On the importance of a success for GM in PE's present economic predicament, he said "Do you think it's not important for me? I am as concerned about that as anyone else"

Sauls did indicate that if the pensions issue could be resolved, the men might agree to return to work while talks were held over severance pay

'Some basis for agreement'

"The pensions issue is easy," he said "It should be no problem at all. If we could settle that one there would be some basis for agreement. The workers could see some progress being made"

Asked if they would return to work, he said "That is a possibility. It would have to be considered"

Butler-Wheelhouse said "I feel people like us — and other commercial concerns — are bearing the brunt of people trying to find ways of expressing themselves politically"

Sauls rejected this "There are sufficient avenues by which people can express their political feelings"

Mary's little Lambie fails to score for three months

LONDON — John Lambie, manager of the Scottish soccer club, Hamilton Academical, has been forced into a life of celibacy since his club arrived in the Premier Division, according to a British Press report.

Confident of his team's success among the big clubs, Lambie, 45, vowed to his wife, Mary, at the start of the season that the couple would not have sex until Hamilton won their first game.

Three months and 16 games later, Hamilton are still awaiting their first victory.

On Saturday Lambie came agonisingly close to success.

At home to defending champions and standings leaders, Glasgow Celtic, Hamilton took the lead with nine minutes to go.

But Celtic levelled from a penalty minutes later and, in the dying seconds, grabbed a second goal, to win 2-1 — Sapa-AP



A General Motors shop steward gives an interview to foreign and local newsmen outside the Kempston Road plant today, after workers had handed in another boxful of identity badges in solidarity with the 567 who had their badges removed by GM security personnel last Wednesday

Confusion as strike goes on

Post Reporters
THE workforce at General Motors wants to return to work, a GM spokesman said today, but this has been denied by union leaders.

Shop stewards representing striking workers had informed the management of this during discussions at the plant today. Mr George Stegmann, the company's industrial relations director, said early today.

However, Mr Les Kett, regional secretary of the National Auto-

mobile and Allied Workers' Union (Naawu), said at lunchtime, after a meeting with stewards who earlier met GM management, that the men never indicated they wanted to return to work.

"They were requested by management to come in as they wanted to know if the workers were going to come back to work or not."

However, Mr Stegmann stood by his earlier version on the meeting.

He said the stewards asked for the meeting and indicated clearly they wanted to return to work. We requested a signed undertaking to that request."

He said the stewards told management they were not in a position to inform the company officially, as they had to refer the matter to the union leadership.

Mr Stegmann said that, should such an undertaking come from the union, GM was prepared to enter into discussions on their return to work.

But the company was not prepared to discuss the reinstatement of the 567 sacked workers until the remaining workers had returned.

He said union demands on severance and pension pay had been referred to arbitration and the company was "willing to abide by that decision."

More than 1,000 GM workers who converged on the Kempston Road plant from dawn today, dispersed peacefully after being requested to do so by union officials at 9:45am.

The plant's gates were closed in keeping with a decision by the company over the weekend, and a small police contingent kept a low profile outside the gates.

Three shop stewards who went into the plant at 9am to meet management, were later joined inside by about 12 others.

At 9:30am the stewards came out and spoke to Mr Les Kettlehead, regional secretary of Naawu.

At his request, one of the stewards, using a police loudhailer, requested the workers to disperse and return to the plant tomorrow.

He said that, should the gates to the plant be locked tomorrow, the workers should meet at the Dorothy Jansen Hall in Korsten to decide what steps to take.

After they dispersed, the stewards went back into GM for further talks, after which they were scheduled to meet Naawu officials.

The strike at GM is resulting in a loss of up to 60 Monzas a day.

No decision has been taken on the postponement of GM's national advertising and promotional campaign for the new Monza.

GMSA's director of technical services, Mr Keith Butler-Wheelhouse, said today the campaign might be postponed because the company feared there would be insufficient stocks of the cars because of the strike.

Over Post 10/11/76

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<p>INSIDE</p> <p>Wessels will play in tour</p> <p>Page 20</p>	<p>MM prize winners</p> <p>Page 4</p>	<p>TV Show</p> <p>Page 12, 13</p>	<p>Food Living</p> <p>Page 9</p>	<p>Knitting</p> <p>Page 18</p>	<p>Sport</p> <p>Page 19, 20</p>
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CAPE TIMES
11/11/86

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490
62

Strikers want to end stoppage, GM told

PORT ELIZABETH. — Employees from two unions involved in a 12-day-old strike at General Motors plants in Port Elizabeth yesterday told GM management they wanted to end the stoppage but had to get union sanction first, a GM statement said.

However, a union official later said that he had no mandate from workers in this regard.

Early yesterday a joint deputation of shop stewards from the National Automobile and Allied Workers Union (Naawu) and Motor and Component Workers Union of South Africa requested a meeting with company management.

"Management complied with this request and at the meeting which followed, the shop stewards indicated that it was the wish of employees currently on strike to return to work," the GM statement said.

However, they were unable to give any undertakings in this regard saying that this would have to come from their union leadership.

After further discussion, and at the request of management, the shop stewards undertook to meet union leadership and to ask them to formally advise the company of their position so that discussions for a return to work could be entered into, GM said.

At a later meeting, attended by GM management, officials from both unions and shop stewards, it was evident that the parties differed as to the purpose of the meeting.

Mr Freddie Sauls, Naawu's general secretary, stated that he had no mandate from striking employees that it was their wish to return to work and consequently could not give any undertakings.

"He further indicated that the question of a return to work would be discussed at a meeting to be held in Korsten tomorrow," yesterday's GM statement said — Sapa

GM V - Start - Keep

Production Lines going

one pot 11/11/80
BR

Post Reporter

WOMEN and white-collar workers are manning the assembly line at General Motors, finishing jobs abandoned by the strikers.

"We will make vehicles, with or without the unions," Mr Bob White, GM's managing director, said today.

"The enthusiasm and desire to get the job done is now stronger than it has been for the last six months

"You can't imagine the enthusiasm. We have white-collar workers and women, people coming out of the service department and other departments, to get to work on the line.

"We have got people here who want to make a success out of this."

The public launch of the new Monza car, however, has been deferred — possibly until the end of January

The Dealer Council agreement on the

deferment of the launch has taken pressure off production, but after hearing of today's militant strike meeting, Mr White said he had no intention of closing the plants early for Christmas

"We are planning to work until December 17 and if I have anything to do with it we will work until that date," he said

Asked if there was any likelihood of part of the workforce being replaced by white workers, he said: "We have not looked into it yet, but it's an option.

"As far as I am concerned we are colour blind. If we have to go out and recruit we will take from where we can find."

He said "I think we

have tried to be as reasonable as we can, but at some time people have to stand up and be counted I still think the majority of our people want to work. They are allowing themselves to be intimidated by people who couldn't care less about their interests but

who would rather pursue a political aim than financial security."

He said the company would decide its next move after receiving a report back on today's strike meeting.

● "Meet demands or close plant," say workers — See story, Page 2



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ords

**DEMONSTRATE
SAVE FIRST DEPRE
ON THESE 19
LASERS AND ME**

Office staff in GM assembly line

PORT ELIZABETH — Women and white-collar employees are working the assembly line at General Motors, finishing jobs abandoned by strikers

The public launch of the new Monza car, however, has been deferred, possibly until the end of January. Altogether 1 200 units have been lost in the two weeks since production stopped

"We will make vehicles, with or without the unions," Mr Bob White, GM's managing director, said yesterday following a militant meeting at which workers voted to continue the two week strike at two factories

"The enthusiasm and desire to get the job done is now stronger than it has been for the last six months. We have white-collar workers and women, people out of the service and other departments working on the line

"We have got people here who want to make a success out of this"

The dealer council agreement on the deferment of the launch has taken pressure off production, but Mr White

said he had no intention of closing the plants early for Christmas

"We are planning to work until December 17," he said.

Asked if there was any likelihood of part of the work force being replaced by white workers, he said, "We have not looked into it yet, but it's an option. As far as I am concerned we are colour-blind"

Workers voted not to return to work until 567 colleagues sacked over the sit-in were reinstated. They also demanded return of their pension fund money and guarantees over pay, saying they distrusted the intentions of the local consortium due to take over early next year

□ Mr Bob Price, leader of the SA consortium, said earlier this month that the new company would not consider itself bound by the American Sullivan Code, which prescribes equality in employment, wages and benefits

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EVE POST 11/11/86
GM hearing postponed

Post Reporter **ISM** Assemblers and Component Workers' Union of South Africa and various employees to show why the strike should not be declared unlawful, and why the company should not have the right to dismiss striking workers

THE hearing on the legality of the General Motors strike was postponed in the Port Elizabeth Supreme Court today to November 18.

On October 29, a *rule nisi* was handed down by Mr Justice Jennett calling on the National Automobile and Allied Workers' Union and the Motor

Assemblers and Component Workers' Union of South Africa and various employees to show why the strike should not be declared unlawful, and why the company should not have the right to dismiss striking workers

A replying affidavit was filed on November 3 and the matter postponed to today

Car launch delayed as GM strike drags on

By Sheryl Raime

Launch of General Motors' new Monza car range has been postponed until January because of the strike by more than 2 000 black workers at two Port Elizabeth plants, says the company

The Monza has been frozen on production lines by 14 days of strike action. It had been scheduled for launch next week.

The strike over demands for severance pay and pension fund repayments continued today as a war of words raged between management and unions.

At a mass meeting yesterday, about 1 000 members of the National Automobile and Allied Workers Union

(Naawu) decided to continue the strike and challenged GM to meet their demands or close plants.

They also demanded reinstatement of 567 strikers sacked for refusing to leave the plants last week.

Striking workers have begun hinting at a boycott of GM products and Mr Freddie Sauls, national secretary of Naawu, said plans were afoot to prevent "scabs" taking GM workers' jobs.

No early end is in sight and any attempt at arbitration would be complicated by the fact that the union has addressed demands to the Detroit-based General Motors Corporation and not the local company which has taken over from the multinational GM's MD Mr Bob White yesterday vowed "We will

make vehicles with or without the unions."

He said women and white-collar workers had taken to the factory floors to get production going. They would not be closing early for Christmas, he added.

The company has lost potential production of 60 Monza cars a day since the strike began.

Although prepared to negotiate the reinstatement of dismissed workers, GM has insisted that talks await the end of the strike.

Management claimed strikers were being intimidated and deliberately misinformed about policy. GM today hit back by placing explanatory advertisements in Port Elizabeth newspapers.

GM workers meet today to decide on strike

More than 2 000 strikers at General Motors in Port Elizabeth will meet today to decide whether or not to end their 13-day-old strike, say union leaders.

Employees from two unions involved in the strike told GM yesterday they wanted to end the work-stoppage but had to get union sanction first, a statement from the firm said

GM plants remained closed today, said Mr Rob McIlwaine, the company's industrial relations manager. "We should know the outcome of the union meeting late this afternoon. In the meantime, plans are going ahead for an arbitration hearing and we are in the process of trying to agree with the union on an arbitrator"

152 (12) (12) (12) (12) STAR 11/11/86
GM said that after a meeting with shop stewards yesterday, and the undertaking that workers would report back to their unions, Mr Les Kettle-das, regional secretary of the National Automobile and Allied Workers' Union (Naawu), telephoned GM requesting an urgent meeting

A meeting was held with union officials at 2 pm yesterday and it was evident, GM said, both parties had a different understanding of the purpose of the meeting

Mr Freddie Sauls, Naawu's general secretary, said at the meeting that he had no mandate from employees on strike that it was their wish to return to work, and could consequently not give any undertakings, GM said

taste of Steels over crushed ice.
Or mix it crisp, cool and long
Fresh fruit juice Tonic
Lemonade. Almost anything

Zimbabwe
Vaal reporter

Meet our demands or close the plant, say striking GM workers

So. Post 11/11/86

By KIN BENTLEY
STRIKING General Motors workers said today GM should either meet their demands or close the plant.

A meeting in Korsten was attended by about 1 000 people.

The strike today entered its 10th working day.

Summing up the three-hour meeting in the Dorothy Jansen Hall, Mr Freddie Sauls, national secretary of the National Automotive and Allied Workers' Union (Naawu), said GM had two options

"It can either meet your (the workers') de-

mands, or it can close the plant — nothing more than that"

Mr Sauls said workers stood by their demands that they be paid severance pay and refunded their pension money. A third demand, that workers be represented on the new board of directors, would be "sidelined", he said

"On the issue of the 567 dismissed workers, it has been decided all will go back or no one," Mr Sauls said

Earlier, workers heard that management had indicated that some of the 567 would never be al-

lowed to return

He said it was also suggested workers should not go to the plant every day, but "wait for the company to give a date" (for them to return)

However, he warned "The problem about not going to the plant is, if you sit at home, scabs may go to the plant"

Mr Sauls said in the next few days activists would visit GM workers in the northern areas and speak to them about "gaining support to organise so that no one from your street goes to look for work at GM"

He said he had warned

GM long ago that "unless they meet the legitimate demands of the workers, workers would adopt a counter-productive strategy"

He said that if the management had any sense, they would climb down from their pedestals to listen to the legitimate demands of the people in SA

"If you believe the struggle and the demands are legitimate and justified, you have to say you will maintain a presence at GM and, irrespective of what Bob White says, force them to negotiate

with you and meet your demands," he said

Earlier, Mr Les Kettle-das, regional secretary of Naawu, said nothing constructive had come of a meeting with a management team yesterday

● The issue of one shop steward who apparently told management yesterday that workers were keen to go back also arose today. It was announced that the steward would have to defend the claim before the union's executive committee and, should he fail to do so satisfactorily, he would be fired from the union

Handwritten marks: a scribble, a circle containing '11/11/86', a circle containing '152', and other illegible scribbles.

11/11/76 PAUSD 152

GM strikers locked out

GENERAL Motors employees are to meet this morning to consider what further steps to take in their two-week-old strike over demands related to the sale of the company to local interests.

When workers tried to gain access to the two affected plants in Port Elizabeth yesterday they found the gates barred, National Automobile and Allied Workers' Union regional secretary Les Kettle-das said. They later returned home without incident, he said.

And, according to GM's George Steg-mann, management was approached

yesterday by Naawu and Motor Assem-bly and Components Workers' Union shop stewards, who said the men wanted to return to work. Stegmann says they were asked to go back to their union leadership and have them indicate offi-cially to management that this was what they wanted to do.

But Kettle-das denies that workers have expressed this wish.

Meanwhile Naawu says it is awaiting GM proposals on a nominee for an arbi-trator and his terms of reference.

Women, white-collar staff on assembly line

Argus Bureau

PORT ELIZABETH — Women and white-collar workers are manning the assembly line at strike-bound General Motors to produce a few new Monzas

As the strike entered its 11th day today, GM general manager Mr Bob White said "We will make vehicles with or without the unions"

Today the area around the main Port Elizabeth plant was deserted in contrast with the past two days when hundreds of strikers, locked out by GM, thronged the street in front of the gates

Open letter

GM have said that production is now only scheduled to fully resume on Monday

The company has also gone on the offensive against what it terms "misinformation" given to workers, with an advertising campaign in local papers

"An open letter" from the GM director of personnel and public affairs, Mr George Stegmann, confirms that service benefits and conditions of employment for GM employees will continue once the new South African management team takes over.

Mr Stegmann said the aim of the ads was to help "bring workers to see reason" and to allay their concerns about benefits raised by the supply of misinformation

He said the company was "going to have to come up with a final position very soon. We must take steps to protect the job security of employees wishing to work"

He said he had been told by such employees that they were scared to return to work because of intimidation

Meanwhile, Mr White said women and white-collar staff had shown "tremendous enthusiasm" to work on the production line

"We've got people here who want to make a success of this company"

However, in spite of the limited production of Monzas, it has been confirmed that the launch of the new vehicle will be postponed, possibly to January next year

Yesterday foreign television crews interviewed two whites who arrived at GM's main gate looking for work

They said they had been out of a job for almost two years and had come to GM because of the strike

Asked if there was a possibility of a substantial part of the shop-floor work force eventually being white, Mr Bob White said it was an option, but said he was "colour-blind" in respect of recruitment.

"I think we have been as reasonable as we can, but at some time people have to stand up and be counted

"I still think the majority of our people want to work, but are being intimidated by people who don't have their interests at heart and would rather pursue their own political aims"

Start

GM plans

to replace

sacked men

Eye Post
12/11/86



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Showing his work



Time students at the Port Elizabeth Technical on show to the public daily until Saturday, centre will offer full-time courses in addition extremely popular. Picture by Evert Smith

By KIN BENTLEY

GENERAL MOTORS intends recruiting staff tomorrow to replace the 567 men sacked last Wednesday — and will only consider rehiring fired workers if their striking colleagues return to work.

This decision was announced today — as the strike entered its 11th working day. It follows a union undertaking yesterday to launch a campaign in the townships to prevent people taking the jobs of striking workers.

GM today also described as "extortion" a union demand that workers be paid severance pay when GM pulls out and hands over to new management.

In an interview Mr George Stegmann, director of personnel and public affairs, said the union knew it was "unrealistic and unwarranted" for people to be paid severance pay if they weren't being retrenched.

Mr Stegmann, who is to form part of the management group which is to take over GM next year, added "We are reviewing our options. We need to see the reaction to today's newspaper advertisement appeal for a return

to work. Depending on the outcome we will assess our actions in order to get the resources required to continue production."

He said GM was "looking at resuming production on Monday", when workers would either return to work or the company would "look at hiring new employees."

"It is our intention to start recruiting employees to replace the 567 that have been dismissed, starting tomorrow with an advertisement."

"This does not preclude the possibility of rehiring dismissed employees should there be a return to work by the others currently on strike."

He said many such employees had been "caught up in a situation not through their own desire".

Mr Bob White, managing director of GM, ques-

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Eve Post 12/11/86

GM plans to replace axed workers

● From Page 1

tioned the union argument that workers had been exploited by GM during its 60 years in SA, pointing out that 40% of GM's employees had been with the company for more than 10 years and 10% for more than 25 years.

"If they felt exploited, why did they work here for that length of time?" he asked

Mr Les Kettledas, regional secretary of the National Automobile and Allied Workers' Union, re-

iterated today that the only way to resolve the impasse was for the company to "meet the actual demands" A further union meeting would be held on Friday, he said

Criticising Mr Sauls's statement yesterday in which he said GM should either meet union demands or close the plant, Mr Stegmann said Mr Sauls had "finally found the courage to say publicly what he said privately two weeks ago, and that is that he would like to see GM shut down"

He said Mr Sauls's ac-

tions "pose a question as to any real concern on his part for the interests of our employees or their families

"While GM has sympathy for the political aspirations of black people, it does not believe disinvestment and closure of its PE facility will do anything more than cause additional hardship"

Mr White said an undisclosed number of striking workers returned to the GM plants today, saying they were "not prepared to be intimidated" and were prepared to "face

the consequences" of their return to work

He said there was "nothing GM can do about it (intimidation) outside the workplace". He respected the courage of those "standing up to the intimidation".

Meanwhile, the Transvaal region of Naawu has issued a statement pledging its solidarity with striking workers at GM plants and threatened that "national action" by Naawu workers could follow It said Naawu had "exercised all possible attempts to have the issue resolved".



Mr ANDREAS BOSHOFF, left, and his brother, GERHARDUS, were told at the General Motors gate today that they would have to wait a week before applying for jobs at the strike-torn plant. They were photographed on Monday during the first vigil kept by wokers outside the Kempston Road plant. Both are former assembly line workers from Ford and have been unemployed since Ford left Port Elizabeth.

MD criticises union call

PORT ELIZABETH — A call to meet workers' demands or close the General Motors plant in Port Elizabeth was criticised by GM's managing director, Mr Bob White, yesterday

The organiser of the National Automobile and Allied Workers' Union, Mr Ronnie Sauls, "has finally found the courage to state publicly what he said in private two weeks ago, that he would like to see General Motors shut down," Mr White said in a statement

Mr Sauls' comments were published in a morning newspaper

"In whatever way he postures the union's demand for severance pay from General Motors Corporation, he knows it is an unrealistic and unwarranted demand that will not be met," Mr White said

General Motors intends recruiting staff today to replace the 567 men sacked last Wednesday — and will only consider rehiring fired workers if their striking

colleagues return to work.

This comes in the wake of a union undertaking on Tuesday to launch a campaign in the townships to prevent people taking the jobs of striking GM workers

The regional secretary of the National Automobile and Allied Workers' Union, Mr Les Kettledas, reiterated yesterday that the only way to resolve the impasse was for the company to "meet the actual demands" A further union meeting would be held tomorrow, he said

Mr White said an undisclosed number of striking workers returned to the GM plants yesterday

GM advertisements in the form of an open letter in local newspapers yesterday urged GMSA employees to return to work.

● The Transvaal region of the National Automobile and Allied Workers' Union issued a statement yesterday pledging its solidarity with striking workers at GM — Sapa

GM strikers' ultimatum

STRIKING General Motors' workers yesterday called on the company to meet their demands or close the plant.

At a meeting of about 1 000 workers held in Korsten, plans were also announced to prevent "scab" labour entering the plants to replace the strikers

The meeting was told of the creation of a system of 'street committees', organised by workers, to prevent recruitment in the townships

Strikers were also told that, if no success was achieved in having their demands met, it would be "up to the workers to decide if they want to see a GM product in the

townships"

The strike entered its 10th day yesterday.

Summing up the three-hour meeting, Mr Freddie Sauls, national secretary of the National Automobile and Allied Workers' Union, said GM had two options to "meet your (the workers') demands, or it can lose the plant — nothing more than that"

Mr Sauls said workers stood by their demands that they be paid severance pay and refunded their pension money. A third demand, that

workers be represented on management, would be "sidelined", he said

"On the issue of the 567 workers, it has been decided all will go back, including the 567, or no one" Earlier, workers heard that management had indicated some of the 567 would not be allowed to return

Warned

He said it was also suggested workers should not go to the plant every day, but "wait for the company to give a date" (for them

to return)

However, he warned. "The problem about not going to the plant is, if you sit at home, scabs may go to the plant"

It was important, he said, to ensure "that others who plan to take your jobs should be prevented from doing so. You must not think this is not a reality"

Mr Sauls said "We have started campaigning to ensure workers in the northern areas and other areas don't go and take your jobs at GM"

He said that in the next few days in the northern areas, "activists" would visit GM workers with whom they would speak about gaining their "support to organise so that no one from your street goes to look for work at GM"

Committee

"The task is that in every street we must establish a street committee, controlled by the workers, which will discuss what is the plight of the workers, including the unemployed."

"If we still don't succeed, we'll have to look at GM vehicles in our townships. It is up to the workers to decide if they want to see a GM product in the townships," he said

He said long ago he warned GM "unless they meet the legitimate demands of the workers, workers would adopt a strategy counter-productive to GM productivity"

"If GM management has any sense, they must climb down from their white pedestals, where

they sit like (members of) the privileged white class, and listen to the legitimate demands of the people in South Africa"

He also said it was a mistake to say to GM "Fire us", because "then your demands will be thrown out of the window"

Struggle

"If you believe the struggle and the demands are legitimate and justified, you have to say you will maintain a presence at GM and irrespective of what Bob White says, force them to negotiate with you and meet your demands" — Sapa

Striking GM workers reach decision

PORT ELIZABETH — Striking General Motors workers yesterday decided to return to GM plants early on Monday and demand to be reinstated — together with 567 workers already dismissed, workers said at a strike meeting yesterday

If the demand was met work could resume, speakers said, but if management failed to reinstate all the workers "the plants must close down"

At an emotion-charged meeting in Korsten, the fifth since last week, more than 1 000 strikers were assured of support from other motor company workers

Co-workers at other plants, they were told had decided to consider taking action in a show of solidarity with GM strikers, the vice-president of the National Automobile and Allied Workers' Union (Naawu) Mr P Go-

mmo, told the meeting

It was also announced that managements at other motor companies had been approached by Naawu, who appealed to them to consult with GM management in an effort to settle the dispute

GM management is to be approached by management from other motor companies tomorrow, the meeting was told

The strike entered its 15th working day yesterday — Sapa

GM workers are locked out

GENERAL Motors' management and shop stewards representing strikers were in discussion yesterday after more than 1 000 workers were locked out at the company's main plant in Port Elizabeth.

Watched closely by police, workers stood outside the factory for almost three hours before being asked to disperse by union officials.

The regional secretary of the National Automobile and Allied Workers Union (NAAWU), Mr Les Kettledas, told workers to assemble in front of the gates again at 6 45 this morning.

"If General Motors again locks out the workers we will have a meeting to consider what our response will be," he said.

However, talks between management and shop stewards would begin immediately in an effort to resolve the impasse, he said.

The strike, in its 10th working day, is over worker demands to be refunded their contributions and company contributions to the pension fund and any investment profit, severance pay on the date the United States company hands over to the new South African owners and a presence on the new board of directors.

General Motors have refused to reach agreement with the workers until they return to work.

It has been reported that the company is losing production of 60 Monzas a day and may have to postpone the launch of the new car scheduled for next week.

The success of the Monza is regarded as vital in the new management team's ability to turn around the fortunes of the company which is reported to have been losing money for five years — Sowetan Correspondent

Naawu may urge boycott of GM

13/11/11 5:00 PM
Production lines at General Motors in Port Elizabeth remained silent today but the company is pressing ahead with plans to replace 567 strikers dismissed last week, writes Sheryl Raine. 152

GM has been strike-bound since October 29 and there are no indications of a break in the deadlock between the company and the National Automobile and Allied Workers Union (Naawu).

Naawu has urged the community not to take jobs with GM and there is talk of a boycott of GM products.

Crunch day for escalating GM strike

TODAY is crunch day for the General Motors dispute, and for Port Elizabeth

Thousands of GM workers meet today to decide whether to end their two-week strike or to continue fighting an increasingly bitter and vicious battle.

If workers vote to continue to strike, the dispute is poised to galvanise the townships of Port Elizabeth, where the National Automobile and Allied Workers Union (Naawu) has already begun

At the same time, Naawu — the largest motor union in the country and an affiliate of the Congress of South African Trade Unions (Cosatu) — is ready to extend the dispute nationally into the rest of the industry

Tensions in the job-starved townships are likely to be exacerbated by management's decision to go ahead with hiring replacement labour. Following a newspaper advertise-

ment, hundreds of prospective workers queued up outside the gates of GM yesterday and, according to reports, were being processed by the company's personnel department

The advertisement also called on striking workers to return to work and Core Management — the company which has bought out GM-SA from its American owners — said conditions of service would remain unaltered when they took over in January.

GM has announced it is hiring 567 workers to replace those sacked last week after they were evicted from the company's premises by the Security Forces

Management's hardline attitude could either have the effect of antagonising workers, thus strengthening their resolve to fight, or convincing them that it is a battle they cannot win

Judging by the militancy of Tuesday's meeting — when workers voted to stay out — the former option

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SA WEEKLY MAIL

● TO PAGE 3



Picture Chris Qwazi

In solidarity with the 567 fired GM workers, striking colleagues hand their ID cards to shop stewards

is more likely at this stage
 However, there are some indications that workers might decide to go back and concentrate on alternative action to win their demands.

These demands — which include severance pay from General Motors, the right to withdraw money from their pension fund and the rehiring of the sacked 567 — were reiterated at Tuesday's meeting

Management has described the demands for severance pay as "extortion" and the demands for pension payouts as "unrealistic"

Crunch day for strike

● From PAGE 1 152

However, management's attitude has, in turn, been attributed to the fact that GM is leaving South Africa and thus no longer feels itself bound by the inhibiting pressure of the disinvestment campaign at home

Les Kettleidas, Naawu's regional secretary, said yesterday that over the years General Motors' workers had contributed to the development of the

company and the company had made profits of which workers had not received their fair share

"The pension issue is the easiest thing to resolve. Workers are not demanding one extra cent from the company," Kettleidas said

"They are asking that an actuary be brought in to determine and calculate how much money each person contributing to the fund is entitled to. From that information, the persons

should decide whether they want cash or whether they want to transfer the money to a provident fund for their retirement and old age"

Kettleidas said today's meeting would be the most important one yet in the dispute and was set to become the leading issue in the Port Elizabeth townships

"The workers' mood at Tuesday's meeting was very hardline. They were in no mood to compromise"

He said a support group for GM workers had already been set up in the townships

17 (600) 13/11/86

GM plant is still silent, plans to replace strikers

The Argus Correspondent

JOHANNESBURG. — Production lines at General Motors in Port Elizabeth remained silent again today, but a spokesman said the company was pressing ahead with plans to replace 567 strikers fired last week.

GM has been strike-bound since October 29 and there are no indications of a break in the deadlock between the company and the National Automobile and Allied Workers' Union (Naawu)

So far, 567 of the 2 500 strikers have been dismissed for defying company requests that workers end a sit-in and vacate the premises.

Job adverts

Mr Rob McIlwaine said there was no contact between GM and Naawu yesterday

He confirmed that advertisements had been placed in all Port Elizabeth papers today inviting applications for a wide variety of jobs

Asked whether he believed recession-hit whites would be applying for jobs traditionally held by blacks, he said "We will consider applications from anyone"

Meanwhile, considerable black community mobilisation is taking place in the area in support of the strikers who are demanding the company grant severance pay and pension fund payouts before finally selling out to South African buyers

Arbitration

A GM support group has been formed which includes worker, community, youth, sport, student and educational organisations Naawu has urged the community not to take jobs with GM

Although union demands for severance pay and pension fund payouts were referred to arbitration last week, the parties have still not agreed to the terms of reference. Naawu has accused GM of delaying proceedings by raising unnecessary difficulties

GM has expressed certain reservations about arbitration because the union has addressed its demands to the GM corporation in Detroit The jurisdiction of the arbitrator would be confined to South Africa

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LABOUR AND DISINVESTMENT

What the GM workers want

The strike at General Motors (GM), now well into its third week, is the first major industrial dispute sparked by disinvestment. It therefore highlights many of the difficulties the issue poses for the independent trade unions who have formally advocated economic sanctions.

The two key unions in the dispute, the National Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Components Workers Union of SA (Macwusa), are both members of the Congress of SA Trade Unions (Cosatu). Cosatu is a giant union federation which openly supports "all forms of international pressure on the South African government — including disinvestment or the threat of disinvestment."

Naawu has never been a particularly vocal supporter of sanctions, largely because multinationals such as GM, Volkswagen, and (until 1985) Ford were its best-organised factories. And as with many independent unions, sanctions have never been fully discussed at Naawu shop-floor level. Further, the disarray in worker organisations caused by the State of Emergency severely restricted debate on such important issues.

But tensions in the Cosatu position are built into the resolution itself: while supporting disinvestment, it also seeks to "ensure that the social wealth of SA remains the property of the people of SA for the benefit of all." Many workers interpret this as advocating greater worker control over all investment, foreign or South African.

Contribution

Notwithstanding recent unprofitable years at GM, workers know they contributed to the company's successful years in SA. They fear that assets they built up could be transferred out of the country overnight.

This bears on the issue of control over benefit payouts, especially to pension funds. Workers do not want their hard-earned contributions to disappear, either out of the country, or into the accounts of a new local company or group of unidentified owners.

Hence the major point demands for timely notification prior to any plans to disinvest. Naawu's lawyers insist that the strike would not have happened if GM had "advised and consulted its workers" prior to announcing the withdrawal.

Having lived through the crippling Ford closures of 1985, workers feared for job security despite management assurances about the future.

Port Elizabeth workers have been misled before, and the bungling and contradictory announcements prior to the GM withdrawal

built little trust. Workers no longer want assurances they demand some voice in momentous decisions affecting them.

In its opposition to sanctions GM has always portrayed itself as having the long-term interests of the workers at heart. In the present strike it is painfully learning that workers have their own ideas about their best interests, which must be listened to.

Last week 567 workers were dismissed when they refused to vacate the two GM plants following the breakdown of negotiations. GM then called the security forces to evict the workers. Last Friday the remainder of union members voted to continue the strike, now demanding the reinstatement of those dismissed.

On Monday the company locked the gates, and now the strike is deadlocked. Both sides have agreed to arbitration, but, as the *FM* went to press, there was no end to the strike in sight. ■

□ See *Leaders*

Massive response to GM job offers

PORT ELIZABETH — Switchboards at General Motors were jammed yesterday and a steady stream of workers lined up outside the gates of the plant in response to the advertising of jobs at the factory.

This follows GM's announcement on Wednesday that it intended to recruit staff to replace the 567 men sacked last week.

Mr Dennis Brislin, manager of an employment agency here, said the telephone had rung non-stop from early yesterday and prospective workers had already lined up outside the gates when they were opened at 7 05am.

The advertisement yesterday stated that GM (SA) had vacancies for "persons with experience in the motor industry"

Applicants were invited to fill vacancies in the following areas Spray painting, metal finishing, gas and arc welding, spot welding, press operating, assembly operations and material handling

The advertisement also stated that the core management representing the new owners of GM (SA) confirmed that current conditions of employment offered would remain unaltered when the handover took place in January

Union spokesmen could not be contacted for comment on the recruiting drive

The strike at the plant entered its 12th working day yesterday — Sapa

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Crucial talks later today at GM

By DENISE BOUTALL

CRUCIAL discussions on the dispute at General Motors, which brought production at the company's two Port Elizabeth plants to a halt on Wednesday, are expected to be held later today

In an interview the regional chairman of the National Automotive and Allied Workers Union, Mr Les Kettleidas, said he believed GM had a better understanding of the workers' demands after yesterday's talks

"We are now waiting for the company to come back to us. What happens then depends on their response. We then hope to have another meeting."

Naawu has about 2 000 members at GM's automotive and electromotive plants in PE and the Motor and Component Workers' Union of South Africa (Macwusa) about 400. Some members of the unions have occupied the automotive plant since they downed tools on Wednesday morning

The strike followed a meeting of Naawu membership on Tuesday. A statement released afterwards by the union spoke of members' "disgust" at the manner of GM's withdrawal from South Africa and the fact that the company had failed to consult Naawu on the issue

Late on Wednesday GM was granted a *rule nisi* calling on strikers to show by 9 30am on Monday, November 3, why the strike should not be declared unlawful and the company entitled to dismiss striking workers

Asked whether the union had formulated its response to the court order, Mr Kettleidas said Naawu had only received a copy of the order yesterday afternoon. "Our response will depend very much on GM's reaction to yesterday's discussions"

If necessary, talks could continue during the weekend, he said

Meanwhile, GM is going ahead with its plans to launch the new Monza to dealers throughout the country over a period of nearly three weeks starting on Tuesday

A Press conference scheduled for Monday afternoon in Johannesburg would also go ahead.

Details of the proposed takeover of GMSA by local directors would be disclosed then, GM's public affairs manager, Mr Mick Killeen, said today

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2/11/76
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GM strike may affect new car

By JEREMY McCABE

PORT ELIZABETH'S euphoria at not being totally abandoned by divesting motor giant General Motors has been soured by what some term "ill-timed" strike action involving thousands of GM workers.

The sudden strike at GM's two Port Elizabeth plants has threatened the successful launch of the embattled firm's long-awaited new Opel Monza model later this month, although management spokesmen have played down the effect the strike will have on the launch programme — set to start on Tuesday.

Power play

Sources within the company claim that the GM management has been incensed by the "bad timing" of the stoppage.

"We are trying to get the company back on its feet and are preparing to launch a new model, and then this happens," one highly-placed GM official said.

And, in theory, more than 2 000 workers face the prospect of dismissal next week if a settlement is not reached before Monday.

Labour relations "experts" consider a mass firing of workers highly unlikely, and referred to the threat as a "power play".

A Port Elizabeth judge granted GM a court order on Wednesday calling on striking employees to show cause why their strike should not be declared illegal.

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**FOR ANY OF
 PHONE AMPROS**

WIVA

**Workers
 sleep in**

**OVER GM
 pullout**

By MONO BABELA
 2/11/86 City Press
 152

MORE than 3 000 car workers last night spent a second night sleeping-in at General Motors' Port Elizabeth plant - in protest at GM bosses' failure to consult them on the company's withdrawal from South Africa

And their strike - also affecting work at GM's Kumpston Road and Alocs plants - is threatening to delay the launch of GM's new Monza car due out in November

Confrontation between GM workers and bosses erupted last week when the company announced it was pulling out of SA following President Ronald Reagan's reluctant decision to impose limited sanctions

The workers National Automobile and Allied Workers' Union immediately slammed the announcement, saying GM should have consulted the workers before deciding to sell out. The union also demanded that workers get two seats on the new board of GM when it takes over early next year

Workers downed tools on Wednesday, and slept in the factory overnight. GM responded by going to court where they were granted a court order on Wednesday to show cause why the current strike should not be deemed unlawful. Judge Jennet granted the order in the form of a ruling against Naawu the Metal and Allied Workers' Union and the Motor Assembly and Component Workers' Union of SA.

Naawu official Les Kettledas told City Press workers would continue with their stand until they got a response from management. GM managing director Bob White told City Press he would not negotiate with the union until the men had either resumed work or left the premises. If it prejudices the Monza launch we have just got to accept it.

He said GM received worker demands on Friday. We responded on Monday - they asked for a response prior to a mass meeting and we told them what our answers were.

"They came in later and told us they weren't prepared to work or leave the plant until I talked to the union. I told them they either had to work or leave."

Worker demands decided at a mass meeting last Friday are:

- A month's severance pay for every year worked
- The repayment of worker and company contributions to the group insurance and pension funds

**YOU
 CAN
 SEE
 DOUBLE
 - with
 Mainstay**

HIGHLANDS PARK will host the first ever Mainstay Cup semi-final double header - and there's every reason to believe that the 75 000 fans expected are in for something special. Orlando Pirates have an excellent chance of getting into the November 29 final. On the basis of their last two matches they should have the edge over Jomo Cosmos. But Cosmos are more than anxious to get into their first cup final since Jomo Sono bought Highlands Park in 1984. And the second game, between Swallows and Sundowns at 3.15pm, is equally appetising. See Back Page

THE EMERGENCY
 This newspaper has been produced under emergency regulations which amount to censorship. The restrictions effectively suppress information of public interest. No details of 'unrest' or security force action can be published without permission. However, within the limits of these restrictions, City Press will continue to make every effort to provide objective coverage.

w/b MKbus 11/11/86

(111) (111) (152)

Monday deadline for GM strike talks

Weekend Argus Bureau
PORT ELIZABETH — Striking workers and General Motors management meet this weekend for intensive talks before a Monday morning court deadline

If the two sides do not reach agreement over the weekend, the trade unions involved will have to appear in court on Monday morning to show cause why the strike should not be declared illegal

Both sides said that if the dispute was not resolved in this round of talks, they would have to defend positions in court allowing the strike to drag on

Late yesterday afternoon, GM management and officials of the two trade unions involved in the dispute, the Na-

tional Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Component Workers Union of South Africa (Macwusa), were closed in talks and could not be reached for comment

Monday is also the day scheduled for the dealers' launch of GM's new Monza, and GM will use the occasion to also announce the South African executives taking over the company when the US parent company pulls out next year

Production of the new Monza has been halted by the strike

The workers are on strike over disputes about severance pay and pension fund contributions in the light of the takeover of GM by a wholly South African company

Last of the GM strikers leave

(2)

Weekend Post Reporter
THE last sit-in workers at General Motors' Kempston Road plant moved out today.

While no official spokesman for either the company or the National Automotive and Allied Workers' Union (Naawu) was available for comment, a GM staff member said the workers had left this morning.

Mr Bob McIlwaine, the company's industrial relations manager, said yesterday that 500 workers were still on the premises.

In terms of a Supreme Court order granted to General Motors this week, workers who have been on strike have until 9.30am on Monday to show why their strike should not be declared illegal.

More than two weeks of speculation should end on Monday evening when GM is scheduled to announce in Johannesburg who will head the new-look company.

Top of the list on speculation are former Ford executive and current GM director Keith Butler-Wheelhouse, GM industrial relations director George Stegmann and strategic planning manager Andre van Rooyen.

(52) WIED 11/11/86

Bid to end GM strike

By Sheryl Rame

Talks between General Motors and union officials representing 2000 striking workers are scheduled to continue today in an effort to end the three-day-old strike over job security.

Mr Les Kettleas, regional secretary of the National Automobile and Allied Workers' Union (Naawu), said today workers were still on strike and occupying two Port Elizabeth plants

Yesterday's talks ended without agreement over Naawu demands that when the multinational withdraws from South Africa and sells out to local buyers, it should grant

- Severance pay of one month's salary for each year of completed service

- Repayment of worker and company contributions to benefit funds

- The union the right to appoint two directors to the board of the new company to represent worker interests

STAR 3/10/88

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GM strike

goes on ¹⁵² and so do talks

ALAN FINE, Sapa and Own Correspondent

THE strike by most of the workforce at General Motors in Port Elizabeth in support of demands connected with the company's withdrawal from SA continued yesterday.

And, for the second successive day, company and union representatives spent several hours in discussions, while hundreds of workers prepared to spend the night at the plant

According to GM industrial relations manager Robert McIlwaine, the National Automobile and Allied Workers' Union (Naawu) has "somewhat modified" its original demands

"There were, for instance, some variations that came up with regard to severance pay, and what was now required was only certain guarantees.

"With regard to the repayment of benefit contributions, it appeared that this would apply only to pension fund contributions," he said.

Management, he added, had responded to these proposals and Naawu had undertaken to convey its response to members

Naawu had earlier demanded one month's severance pay for each year employed, repayment of employee and company contributions to the pension and group life funds, and two representatives on the board of the company that is to take over GM's interests

GM has been granted a rule nisi against Naawu and other respondents, who have to show cause by 9.30am on Monday, November 3, why it should not be declared that they were instigating, inciting or conducting an unlawful strike.

3 000 GM employees go on strike

FRIDAY
30/10/56
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THE saga of the General Motors (GM) withdrawal from SA and its sale to as yet unnamed local interests took an unexpected twist yesterday when 3 000 workers downed tools in support of various demands related to the pull-out.

The strike followed the rejection by management of proposals submitted by the National Automobile and Allied Workers' Union (Naawu) on Friday.

The proposals included one month's severance pay per year worked, the repayment of employer and company contributions to the group life and pension funds, and the appointment by the union

ALAN FINE

of two representatives to the board of directors of the new company.

GM met Naawu and the Motor Assembly and Components Workers' Union of SA (Macwusa) late yesterday afternoon.

Naawu said workers were concerned at the lack of information regarding the pending sale.

GM industrial relations manager Robert McIlwaine replied yesterday that, following the initial withdrawal announcement and with delicate negotiations in progress, union shop stewards

were given as much information as the management group.

Workers had been assured there would be no change in their conditions of employment and that the new management would honour all obligations, including contracts with trade unions.

Therefore, said McIlwaine, there was no question of any severance arrangements.

● GM was yesterday granted a court order calling on its striking employees to show cause why their strike should not be declared unlawful.

Strikers stay put at GM

STRIKING General Motors workers continued to occupy the company's premises on Wednesday night and yesterday morning were adamant the stoppage would continue until demands were met — in spite of the court order against them.

Late on Wednesday in the Port Elizabeth Supreme Court, Mr Justice Jennett granted General Motors an order calling on striking workers to show cause why their strike should not be declared illegal.

The respondents are the National Automobile and Allied Workers' Union (Naawu), the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and various others — all employees of General Motors.

The return date is

SOWETAN Correspondent

9 30am on Monday when the respondents will have to show why the strike should not be declared illegal, entitling General Motors to dismiss striking workers.

Yesterday morning workers moved freely in and out of the plant and stood in groups discussing the situation.

They said that up to 2 000 workers stayed in the plant for various periods on Wednesday night.

General Motors spokesmen dispute this figure and say a maximum of 500 stayed be-

hind after closing on Wednesday.

A shop steward said that no animosity between the strikers and non-striking workers or management had surfaced "so far".

He said the company canteen stayed open on Wednesday night and supplied coffee to the strikers.

He and other workers were adamant that the strike would continue until their demands were met.

"We are worried about the future," a worker said.

All workers interviewed said they saw the imminent launch of the new Monza as one of their strongest weapons.

Sowetan
3/10/76
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Dispute

GM workers defiant — strike to continue

From KEN VERNON
 The Argus Bureau

PORT ELIZABETH — Striking General Motors workers were adamant today that the work stoppage would continue until demands were met — in spite of a court order against them.

They continue to occupy the company's premises

Late yesterday in the Port Elizabeth Supreme Court, Mr Justice Jennett granted General Motors an order calling on striking workers to show cause why their strike should not be declared illegal

Unions

The respondents are the National Automobile and Allied Workers' Union (Naawu), the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and various others — all employees of General Motors

The return date is Monday at 9 30am, when the respondents will have to show why the strike should not be declared illegal, thus entitling General Motors to dismiss striking workers

This morning workers moved freely in and out of the plant and stood in groups discussing the situation

They said that up to 2 000 workers stayed in the plant for various periods last night

Canteen

General Motors spokesmen dispute this figure and say a maximum of 500 stayed behind after closing yesterday

A shop steward said no animosity between the strikers and non-striking workers or management had surfaced "so far"

He said the company canteen stayed open last night and supplied coffee to the strikers

He and other workers were adamant that the strike would continue until their demands were met

"We are worried about the future," a worker said

General Motors have been losing money for five years and

we fear that after the new South African management takes over they might say they still can't make a profit and close the plant

"Then we might lose all the benefits we have worked for over the years

"I have been here for 15 years. That means a lot of money is due to me and I have to make sure it's safe," he said

"Weapon"

All workers interviewed said they saw the imminent launch of the new Monza range as one of their strongest weapons and discounted suggestions that the strike might lead to the South African takeover deal falling through

A spokesman for General Motors, Mr Mike Killeen, said the South African executives who would take over the company were due to be introduced to the country at a Press conference in Johannesburg on Monday

Black and white down tools together

IN a rare show of worker unity across racial lines, 3 000 black and white workers at Port Elizabeth's General Motors (GM) plant downed tools on Wednesday to protest management's handling of GM's withdrawal from South Africa

Management claimed the whites had only stopped work because they could not carry on alone. However, union officials said the whites had supported the demands of the striking black

workers as both felt insecure about their future in the new company

"They're all inside, black and white, and they're not coming out," a striking worker told the Weekly Mail

According to the National Automobile and Allied Workers' Union (Naawu), 2 000 workers refused to leave the plant's premises on Wednesday night and slept in

canteens and locker rooms Management said only 500 workers had remained in the factory

GM was granted an urgent court order on Wednesday, calling on its striking employees to show cause by Monday why the strike should not be declared unlawful

At the heart of the dispute lies worker dissatisfaction with the manner in which GM is selling its South African company to as yet

unnamed local buyers

The workers downed tools after receiving a written refusal from management to meet Naawu's proposals that two union representatives be appointed to the board of the new company, that workers receive one month's severance pay for each year employed by the company and that employer and company contributions to the life and pensions funds be repaid

30/10/86
WEEKLY MAIL REPORTER

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Court order as GM workers go on strike



Dispatch Correspondent
PORT ELIZABETH —
General Motors was
granted a court order
late yesterday calling on
its striking employees to
show cause why their
strike should not be de-
clared unlawful

GM's workers at both
the company's plants re-
ported for work at 7 am
yesterday and all
clocked in, but refused
to do any work

One of the demands of
the strikers is that work-
ers appoint two of the
directors of the board of
the new company taking
over from General Mo-
tors

Other demands in-
clude a severance pay-
ment of one month's
payment for each com-
pleted year's service
with the company to be
paid out on the date of
cessation of GM's busi-
ness in South Africa

The workers have re-
solved to go on a sit-in
strike until their de-
mands are met

Mr Justice Jennett
granted the order in the
form of a rule nisi in the
Port Elizabeth Supreme
Court against the Nat-

ional Automobile and
Allied Workers' Union
(Naawu), the Motor As-
semblers and Compo-
nent Workers' Union of
South Africa (Macwusa),
and various other re-
spondents — all em-
ployees at the com-
pany's two plants.

The order called on
the striking workers to
show cause by 9 30 am
on Monday November 3,
why it should not be de-
clared that they were
engaged in instigating,
inciting or conducting
an unlawful strike in
terms of the provisions
of Section 65 read with
Section 1(1) (X11) of the
Labour Relations Act
No 28 of 1956

It should not be de-
clared that the company
shall be entitled to dis-
miss any of the workers
engaged in the strike
who persist with the
knowledge of the order,
in conducting the strike
after 7.15 am on Monday,
November 3.

The order will be
served by affixing its
copies to the company's
notice boards at the
Kempston Road and
Aloes plants

Sowetan 29/10/86

'Give us a share'

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From Page 1

vice with a view to applying for a court interdict to declare the strike illegal

The assembly line of the new Monza car, due to be launched next month, has been stopped

General Motors recently announced its withdrawal from South Africa and the sale of its assets to local interest

Rejected

A Naawu spokesman, Mr G Barry said in a statement to the *Sowetan* that management had rejected the union's demands earlier, hence the decision by the 3 000 employees to down tools

"The workers are also demanding the latest rules of the pension fund, audited financial statement and actuarial report — a thing which the company rejected earlier, even though workers are legally entitled to such documents," Mr Barry said

Documents

The union has instructed its attorneys to obtain these documents from the Registrar of Pension Funds, the union official said. He stressed that workers had nothing against the formation of the new company, but were only concerned about "all the uncertainty"

GIVE

USA

SHARE

General Motors told

By LEN MASEKO

MORE than 3 000 General Motors employees went on a sit-in strike yesterday for a share of the spoils after the company's decision to pull out of South Africa.

The stoppage has brought production at Kempton Road and Aloes plants in Port Elizabeth to a halt

The striking General Motors employees have resolved to occupy the plants until their demands are met, according to the National Automobile and Allied Workers' Union (Naawu)

Workers demand that

- That General Motors, on the date of its pulling out, pay employees one month's severance pay for each year of service with the company,
- All pension contributions from both the employee and the company, to-

gether with returns on the investments of such funds, be paid to employees

- Two directors of the new company be appointed by union members at the company

Urgent talks

Naawu officials and General Motors management were due to meet for urgent talks late yesterday. Also invited to the talks were the Motor Assemblies and Components Workers' Union of SA and the SA Iron and Steel Union

Mr Bob White, the company's managing director, told Sapa that he was not going to be blackmailed and said the strike was illegal

The company was seeking legal ad-

To Page 2

Cape Times
15/11/86

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Workers demand jobs

PORT ELIZABETH. — Striking General Motors workers yesterday decided to return to GM plants early on Monday and demand to be reinstated — together with 567 workers already dismissed.

If the demand was met, work could resume, speakers said, but if management failed to reinstate all the workers "the plants must close down".

At an emotion-charged meeting in Korsten, the fifth such meeting since last week, the National Automobile and Allied Workers' Union (Naawu) assured more than 1 000 strikers of support from other motor company workers. Co-workers at other plants, they

were told, had decided to consider taking action in a show of solidarity with GM strikers.

It was also announced that managements at other motor companies — including Volkswagen — had been approached by Naawu shop stewards to consult with GM management in an effort to settle the dispute.

The strike entered its 15th working day yesterday in support of two major demands arising from the proposed sale by GM of its interests in SA to local management. The demands are for severance pay and an optional refund of pension fund contributions. GM has dismissed as "unreasonable" the demands by Naawu.

Moscow

DD 15/11/81 (152) (50) (52)

Strikers vote to defy GM restart

PORT ELIZABETH — Striking workers voted yesterday to defy an attempt by General Motors to restart production at its troubled car plant here

Over 2 000 workers have been on strike since October 29, complaining of secrecy over plans for the US company to sell its subsidiary to local management next year.

The company, striving

to produce a new model to revive its fortunes after five years of losses, said it was already recruiting new workers and hoped to get the production line moving on Monday

The personnel director, Mr George Stegmann, said many striking workers had contacted the company privately to say they were willing to come back — Sapa-RNS

Workers at

GM down tools



Post Reporters

THREE thousand workers, demanding a say in the General Motors handover, downed tools today, bringing production at the Kempston Road and Aloes plants to a halt.

The assembly line of the new Opel Monza, due to be launched next month, was stopped.

The company is taking legal advice on applying for a court interdict to declare the strike illegal.

The National Automobile and Allied Workers' Union has made various demands and said its men stopped work today to force the company to the negotiating table. Among other things,

the men are asking for two seats on the new board which takes over the company early next year.

Mr Bob White, the company's managing director, said he was not going to be blackmailed and would not negotiate with the union until the men had either resumed work or left the premises.

"If it prejudices the launch we have just got to accept it," he said.

"I would have thought that the principal concern of the union and the employees would be that they would like to continue to have jobs in Port Elizabeth.

"I suppose there is a certain element which feels GM has not provided them with enough."

Asked how long the company could endure the strike before the launch of the Monza was affected, he said: "If this

goes on for a few days it's going to affect the number of cars produced

"On November 23, we want to have them in the dealers' hands. By November 8 or 9 we would be distributing to the various parts of the country. Obviously if we are going to be shut down for days it's going to restrict the numbers we can supply."

Asked why the men had downed tools today, he said: "We had these demands in the form of a letter last Friday. We responded on Monday — they asked for a response prior to the mass meeting last night and we told them what our answers were."

"They came in today and told our people they weren't prepared to work or leave the plant until I sat down and talked to the union. I said I would not talk unless they either went back to work or left the plant."

At a Naawu meeting attended by about 2,000 workers in Schauderville last night, workers expressed "disgust" at the handling by GM of its withdrawal from SA and the sale of assets to local interests.

The Naawu official, who asked not to be identified, confirmed that one of the union's demands, submitted to GM after a meeting last Wednesday was that "Since the man-

agement of the new company is to be controlled by a new board of directors, two of the seats should be taken by our members employed in the company."

Another demand was for "severance pay as at the date of cessation of business by GMSA".

This demand arose because workers were being "left in the dark" about their future.

They also demanded that company and worker contributions paid into benefit funds be refunded to members.

A statement released by Naawu today said: "The union membership

152) See post 29/10/86



Turn to Page 5

3 000 at GM stop working

152
1/10
1/10

● From Page 1

rejects and expresses
disgust at the arrogance
displayed by GMSA con-
cerning its withdrawal
from SA

"At no stage has the
company indicated its
willingness to consult, ad-
vise or negotiate with
Naawu, which represents
the majority of its work
force

"At no stage did the
company indicate to the
union who the new owners
will be and on what terms
and conditions the new
company will be con-
structed

"Tension and frustra-
tion is building up among
workers resulting from

the secret and mysterious
dealings evident in this
matter

"Report-back meetings
to employees in the plant
initiated by GMSA at
which the managing di-
rector of the company
presided, have not re-
moved the fears or uncer-
tainty of employees

"In fact, as workers
reported, nothing has
been said which has not
already been made known
through Press reports."

The spokesman
stressed that the workers
had nothing against the
formation of the new
company and would sup-
port it, but were con-
cerned about "all the
uncertainty"

News in Brief

EP 152

CME Times 26/11/86

GM 'back to normal'

PORT ELIZABETH — Production in both General Motors factories here was back to normal yesterday and 2 200 workers were on the workshop floor, a GM spokesman said, adding that "many" of the 567 workers paid off because of the strike had been taken on again

GM strikers put brake on Monza production line

By Sheryl Raine

SMR

30/10/86 (152)

Hundreds of striking General Motors workers slept in the factories in Port Elizabeth last night and failed to report for the morning production shift today, according to union and company spokesmen.

The strike by as many as 2 500 workers centres on GM SA's decision to withdraw from the country and sell out to local buyers

Late yesterday the company obtained a Supreme Court order demanding the National Automobile and Allied Workers Union (Naawu), the Motor Assemblers and Component Workers Union (Macwusa) and individual employees on strike, show cause by 9 30 am on Monday why the strike should not be declared illegal and workers dismissed

The union is considering its legal options and plans to meet workers at the strike-hit plants to discuss the situation today, said union spokesman Mr Les

Kettledas

Yesterday white assembly line workers also refused to work, according to Naawu Mr Kettledas said about 2 000 black workers slept in the factories last night but the company put the figure at about 800

At 7 am today workers gathered at the factory but the morning shift failed to begin, the company and union confirmed

Production has ground to a halt on GM's new Monza car assembly line. The car is due to be launched next month

Mr Kettledas said workers were demanding a full separation pay deal, refunds from benefit funds and the right to choose two directors on the board of the new company.

Naawu members have condemned the "arrogance displayed by GM in its withdrawal from SA and the sale of assets to local interests." They have attacked the company for not telling workers of developments.

Eye Post *30/10/86* *(ISA)*

Motor workers won't budge on demands

Post Reporter

GENERAL MOTORS workers last night remained adamant in their demands for severance pay and for the refund of their pension contributions

They expressed this determination at a report back meeting with union officials

Mr Freddie Saul, general secretary of the National Automobile and Allied Workers' Union, said he had told workers of GM's guarantee that working conditions and benefits would be continued under the new management deal, but said the workers were still not satisfied

"For one thing, they are thinking that in the light of US sanctions, GM will not be able to inject any new money into South Africa to back up their assurances — and in a way you can't blame them"

Asked if he explained to the workers that the pension fund was protected from being touched by the new management, Mr Sauls said that explaining

pensions to SA workers was historically difficult, and pointed out that GM management were trustees for the pension fund

"This difficulty is compounded by the fact that the directors of the fund have refused to allow the union or workers access to an audited financial statement of the fund"

● Yesterday's court order, requiring GM's striking workers to explain why their strike should not be declared illegal, took the union by surprise

"We have not yet received a copy of the court order so we do not know exactly what its wording is or what we are obliged to do," Mr Saul said

"Until we do that, any negotiations with General Motors is very difficult. We have been taken totally by surprise"

He said the first priority for his union was now to analyse the implications of the court order and to gauge exactly what its ramifications were

Strike at GM enters its second day

By KIN BENTLEY

THE General Motors strike which has brought production of the new Monza model to a halt, entered its second day today after hundreds of workers spent the night at the company's Kempston Road and Aloes plants

Asked today if it was irresponsible for General Motors' men to strike on the eve of the Monza launch, Mr Les Kettleidas, Eastern Cape regional chairman of the National Automobile and Allied Workers Union (Naawu), said "The strike is not related to the launch of the Monza — that is of no consequence to us."

When asked if he was concerned about the strike affecting the Monza launch — upon which a good deal of GM's immediate prospects depend — he said "If that is the case then that is the case"

Mr Kettleidas said the announcement by GM of its intention to hand over to local management had precipitated the demands from the men

He said that if General Motors had "advised and consulted with its workers" about its withdrawal from South Africa before the pull-out announcement, yesterday's strike need not have happened

Naawu would be seeking to continue negotiations today, he said

He said he estimated about 2 000 workers spent the night in canteens and locker rooms

However, Mr Mike Killen, GM's public relations manager, said he believed this figure was exaggerated. He estimated the figure was about 500

Naawu claims to have 2 000 members at GM and the Motor and Component Workers' Union of South Africa (Macwusa) about 400

Late yesterday, GM was granted a rule nisi against Naawu, the Motor and Component Workers' Union of South Africa (Macwusa) and various other respondents (all employees at the plants) to show cause why their strike should not be de-

clared unlawful

The order called on the striking workers to show cause by 9 30am on Monday, November 3, why it should not be declared that they were engaged in instigating, inciting or conducting an unlawful strike and why it should not be declared that the company should be entitled to dismiss any of the workers engaged in the strike who persisted, with the knowledge of the order, in conducting the strike after 7 15am on Monday

In a supporting affidavit, Mr Robert McIlwaine, the company's industrial relations manager, said the managing director, Mr Bob White, had stressed to workers that the employment of all employees would be secure, whatever the new dispensation might be

Mr Kettleidas today denied claims that the pension fund was guaranteed, saying that the board of trustees of the fund, the GMSA retirement plan, was GMSA management

esp post
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GM Plans Revert to Full Output

98/11/16
ad

Dispatch
Correspondent

PORT ELIZABETH
— General Motors hopes to resume full production tomorrow, the director of personnel and public affairs, Mr George Stegmann, said yesterday.

According to management, most of GM's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a 9 am return to work deadline.

However, the extent of this return was contested at a meeting of workers held in Korsten yesterday.

In other incidents related to the strike which started exactly three weeks ago, judgment was reserved in the Port Elizabeth Supreme Court yesterday — the return date for an order granted GM, at which the workers and unions had to show reason why the strike should not be declared unlawful.

And, in the Industrial Court in Pretoria, an interim interdict in the form of a rule nisi, was issued yesterday calling on the National Automobile and Allied Workers' Union (Naawu) to show cause on December 3 why an order should not be made interdicting it and "its agents and servants" against inciting GM's employees or any of them from taking part in, or continuing the strike which presently exists.

The order also interdicted Naawu from "taking any steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant, or remaining in the applicant's employ."

Naawu will also have to show cause on the return date why it should not be ordered to pay the costs of the court proceedings, if unsuccessfully opposed.

In an interview yesterday, Mr Stegmann said about 1 500 (or 87 per cent) of the 1 800 production workers remaining after the firing of 567 two weeks ago, were at work yesterday. The total production workforce was about 2 300.

Of 300 new applications, he said, about 80 had already been taken on, with the rest still being processed. There was a resumption of production "in most areas" at the plant, he added.

At a mass meeting in Korsten yesterday, Miss G Barry, a Naawu organiser, told about 700 people that the union's information was that only 319 people in both plants had gone back to work, out of a total workforce of 3 000.

Speakers at yesterday's meeting reiterated their demands for the GM director, Mr Bob White, "to close the GM plants" or meet the workers' demands on severance pay and optional pension repayments.

GM hopes for full production from tomorrow

CAPE TIMES 19/11/86
Own Correspondent

PORT ELIZABETH — General Motors hopes to resume full production tomorrow, Mr George Stegmann, director of personnel and public affairs said yesterday

According to management, most of GM's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a 9am return-to-work deadline.

However, the extent of this return was contested at a meeting of workers held in Korsten yesterday where it was claimed only 319 of a total workforce of 3 000 had resumed work.

Another development in the strike which started exactly three weeks ago was the reservation of judgment in the Port Elizabeth Supreme Court yesterday — the return date for an order granted to GM at which the workers and unions had to show reason why the strike should not be declared unlawful

Interim interdict against Naawu

And, in the Industrial Court in Pretoria, an interim interdict in the form of a *rule nisi*, was issued yesterday calling on the National Automobile and Allied Workers' Union (Naawu) to show cause on December 3 why an order should not be made final interdicting it and "its agents and servants" against inciting GM's employees or dissuading any of them "from taking part in or continuing the strike which presently exists"

The order also interdicts Naawu from "taking any steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant or remaining in the applicant's employment"

In an interview yesterday, Mr Stegmann said the hiring of staff was progressing at such a rate that there was a "strong possibility" there would be a full complement by tomorrow

The majority of those fired two weeks ago would "probably" be rehired. About 200 workers were dismissed for failing to meet yesterday's 9am deadline to return to work or be fired

Police arrest GM strikers

From KEN VERNON
The Argus Bureau

PORT ELIZABETH — Police using dogs today charged at striking General Motors workers gathered in front of the factory's main gate and arrested an unknown number.

General Motors general manager Mr Bob White said the company would issue a statement later saying that any workers not reporting for work today would be considered to have dismissed themselves.

The police action followed a tension-filled morning in which picketing strikers confronted other workers trying to enter the plant

The mixed crowd of strikers, workers and work-seekers began gathering outside the plant before 6am.

By the time police charged at 7.20am, more than 500 people were strung along both sides of busy Kempston Road, mostly in front of General Motors' main gate.

Knots of strikers grabbed people and demanded to know what they were doing in the area.

Bags were searched and potential workers were pushed and shoved away.

(Turn to Page 3, Col 8)

AK 6/17/11/86 152

MEAT TRADE, EAST LONDON

Parties Employer Organisation: East London Meat Traders' Association
Trade Union: East London Meat Trade Union

Area Magisterial District of East London

Footnotes

1. Annual leave - Labourers are entitled to only 10 or 12 days annual leave.

2. Closed shop - The provisions of the closed shop agreement excludes labourers.

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Police arrest GM strikers

(Continued from Page 1)

On more than one occasion there were confrontations between workers and strikers

In an interview an hour after the police action, Mr White said the company was "very unhappy" that more of those outside the plant had not been more orderly.

"It was obvious that those grouped around the main gate were intent on intimidation and eventually we had to ask that they be removed"

TRICKLE

Asked if the company would consider workers not returning today as having fired themselves, Mr White agreed, and said a statement to that effect would be issued later

"We have gone as far as we can in allowing those who want to work to come back

"We had a trickle back last Wednesday, which increased on Thursday and Friday and we expect a lot more today"

Mr White said he foresaw that "we will still have disruptions, at least until the end of the year, but only outside the plant"

He said he hoped that workers who did not return today would eventually reapply and said the company would consider rehiring them

"POLITICS"

Commenting on what appeared to be a lack of communication between the company and striking union members, Mr White said it was not the company's fault

"We have never resisted talking at any time, but there is a core group within the union which wants General Motors closed, which believes in disinvestment so strongly members just don't want the company to operate

He reiterated his belief that "politics, not economics" was behind the strike

According to a decision taken on Friday, the workers gathered in front of the plant this morning to present their demands to Mr White personally.

In a statement at the weekend, Mr White indicated he was prepared to meet a delegation of worker representatives and "listen to what they have to say"

Just before 7am, Mr White did make a brief appearance inside the gates but was greeted by abuse and quickly retreated

Several times General Motors security personnel used a loud-hailer to ask the crowd to disperse, without success

Strikers' strangehold?

'I'll take any job they offer me'

Weekend Argus Bureau
PORT ELIZABETH. — "I've lost my house and my family and I have been forced to move back in with my mother. We survive on welfare and charity handouts. I'll take any job they offer me, I'll do anything."

These are the words of a man at the end of his tether, a formerly well-paid quality-control inspector with the Ford Motor Company in Port Elizabeth. He has been out of work since being retrenched by Ford in 1979.

He was one of the hundreds who scrambled over each other in an effort to attract the attention of GM personnel. They were hiring people to replace nearly

600 workers GM fired last week after calling in police to evict strikers from a sit-in at the plant.

On Thursday and yesterday more than 700 people — men and women, young and old, black and white and brown — stood side by side to compete for the jobs.

A middle-aged white man said he had been standing outside the plant since before 6am.

A middle-aged coloured man said he had been a seaman with Safmarine until he was retrenched five years ago. He and his family had survived because his wife had found work and he had done odd jobs.

"But next year the first of my two kids have to go to high school, and I don't know where the money will come from," he said.

"I'll do anything. I don't mind, but I have to get some work."

A knot of white youths stood apart from the scramble, seemingly bemused. They have been out of work since leaving school last year and this is not the first time they have stood outside factory gates.

One said "They usually take the older guys because they have some experience."

A slightly older black man said he had to get a job because his girlfriend was pregnant.

Race barriers were forgotten as all faced the barrier of despair, poverty and dependence that is the lot of the unemployed.

Half-an-hour later the black man came up, bounding with joy and brandishing a tiny yellow card that enabled him to report to the factory on Monday morning for an interview.

"Man, if I get a job no one will ever get me out of it," he sang.

Another man said he was a striking GM worker who was monitoring the situation. He was "disgusted" by the attitude of the "scabs who are taking the bread from our children's mouths."

PORT ELIZABETH. — History is repeating itself in this city where striking General Motors workers have placed a strangehold on the motor industry — the major economic life force of the city — in their fight for what they feel is a better deal.

Exactly 140 years ago, in November 1846, beach labourers in Port Elizabeth began the first strike in South African history.

To back their demands for more money they refused to load ships with the bales of wool which were then the lifeblood of the city.

In 1846 the beach labourers were successful in their demands for a sixpence a day rise because labour was scarce, because the world was crying out for South African wool and because the boom in wool prices meant that there was money to meet their demands.

In 1986, however, conditions are very different and it remains to be seen whether history will repeat itself in all aspects.

Severance pay

GM workers have been on strike for 17 days in support of demands for a refund of their pension contributions, as well as company contributions to the fund and investment profit.

They are also demanding severance pay from GM when the US-owned company hands over to new South African management, and seats on the board of the new company to be formed sometime this year.

So far GM has stood firm in resisting discussion of these demands while the workers are on strike.

Last week it sacked 567 workers at two plants in Port Elizabeth after calling in police and army contingents to expel them.

This week the company began a limited hiring campaign to replace those fired, and the response has been overwhelming, with up to 500 people at a time thronging the gates.

Drafted whites

It has also drafted white women and office staff to the shop floor to finish a number of Monza cars left on the production line when workers walked off the job.

General Motors workers repeat PE labour history

From KEN VERNON
Weekend Argus Bureau

The union response has been to turn to the community for help. It has begun organising street committees in black and coloured areas to identify scab labour and to try and prevent such labour from applying for jobs.

At a meeting, the general secretary of the National Automobile and Allied Workers Union, Mr Freddie Sauls, appealed to striking workers to give the committees their full support.

"If we do not succeed then we will have to look at GM products and it will be up to the workers to decide if they are willing to tolerate the presence of GM cars in their areas."

"GM have two options — they can meet our demands or they can close the plant," he said.

Proven wrong

Mr Sauls and other union officials and members at the time confidently predicted that not one black worker and very few coloured workers would apply for work from GM, a prediction that has been proven wrong.

In 1867 the beach labourers, supported by their boatmen colleagues, again struck for higher wages, but this time conditions had changed.

In the wake of the tragic mass cattle killing by the Xhosa tribes the same year, there had been an enormous influx of potential labourers to the city.

When these workers stepped in to take their place, the beach labourers tried to intimidate them, but this effort was stamped out by the authorities and the strike failed.

Instead of the seven shillings a day they had been asking for, wages were reduced from six shillings and sixpence to five shillings and sixpence.



Picture: KEN VERNON, Argus Bureau

RUSH FOR JOBS. Part of the crowd of more than 400 who scrambled for jobs at the General Motors plant in Port Elizabeth pass their unemployment cards through the fence to GM officials.

GM workers to meet on hiring

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14/11/85
BUSDAY

STRIKING General Motors employees will meet today to discuss the company's recruitment of new staff to replace the 567 workers dismissed for refusing to leave the plant last week

GM began recruiting yesterday National Automobile and Allied

ALAN FINE
and Sapa

Workers' Union (Naawu) regional secretary Les Kettledas said yesterday that the recruitments would cause a hardening of attitudes among strikers

"Management is just creating new issues around which workers can rally," he added

There were reports yesterday of a steady stream of workers lining up outside the gates of the GM plant in response to an advertisement offering temporary and permanent positions at the factory. By 10am, about 100 workers — mostly coloured — had passed through the gates. A spokesman said they would fill permanent positions and would start work on Monday

Nevertheless, said personnel director George Stegmann, "this does not preclude the possibility of rehiring dismissed employees should there be a return to work by the other employees currently out on strike".

He said many such employees had been "caught up in a situation not through their own desire"

Kettledas said the campaign to dissuade "scab labour" from applying for jobs would continue

Rescue act by Treasury

CHRIS CAIRNCROSS

A STATE-CONTROLLED timber and sawmilling company, Tweefontein Timber Company, has struck financial problems and is to be bailed out by an injection of capital from Treasury coffers

Draft legislation on the rescue has been published in Cape Town.

The troubled Sabie-based company — in which the State and the Hans Merensky Foundation are equal shareholders — is to have its share capital increased from R8,5m to R15m

This is to be split into 7,5-million (4,3-million) ordinary R1 shares taken up by the State and another 7,5-million R1 shares subscribed to by the foundation

UIF contributions to go up

14/11/85
BUSDAY

CONTRIBUTIONS to the Unemployment Insurance Fund (UIF) will be increased from January to bolster it against possible increased future unemployment and demand, Manpower Minister Pietie du Plessis said yesterday

Employer and employee contributions will be raised from 0,7% to 0,9% of workers' earnings

The earnings ceiling under which workers are eligible for benefits

GERALD REILLY

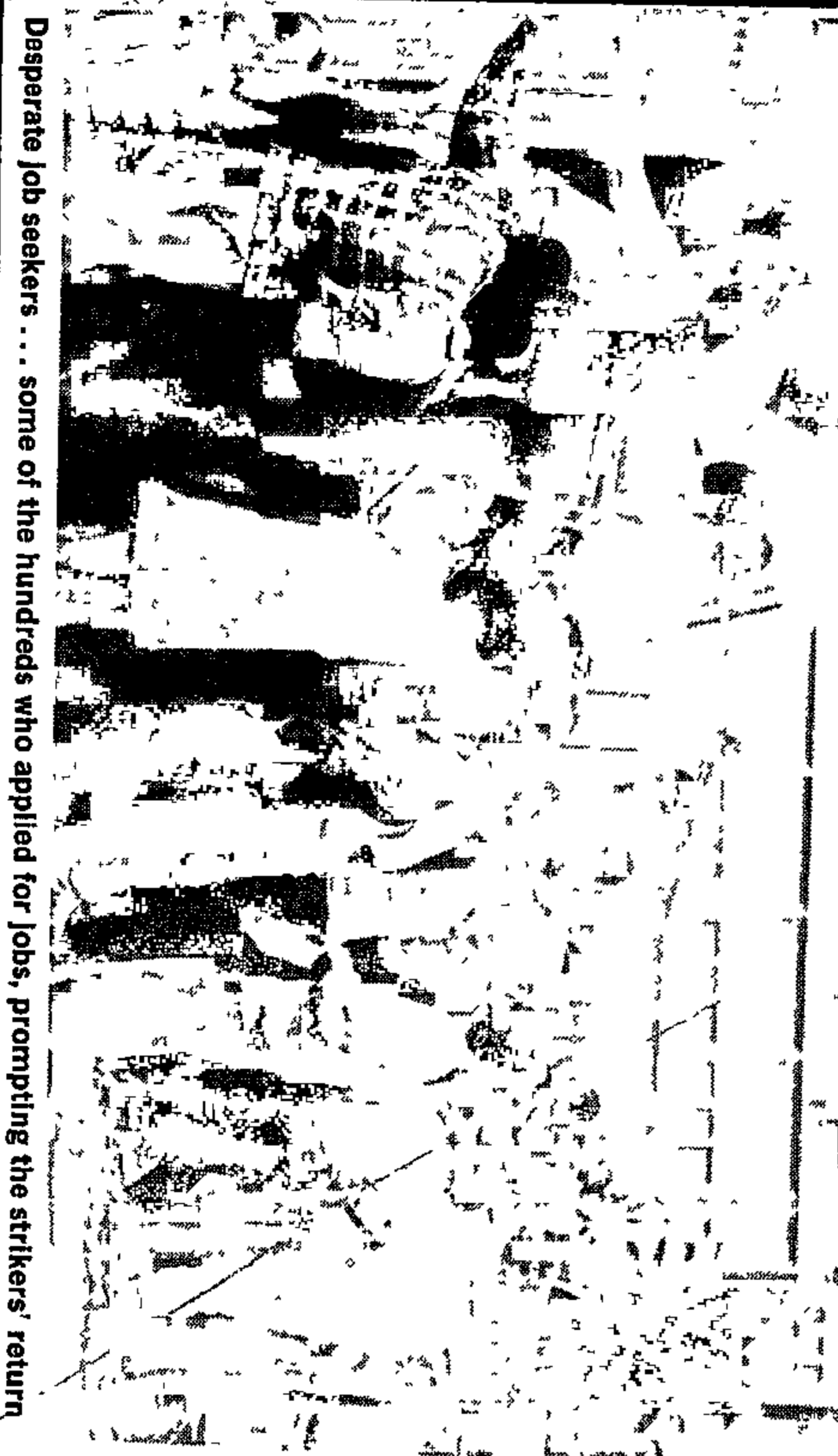
will also be raised from R26 000 to R30 000

Manpower Director-General Piet van der Merwe said that this, and the higher contributions, will bring in an additional R9m a month

He said the increase in UIF contributions was a modest one — a worker earning R100 a month would pay an extra 20c

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GM's wildcat strikers are ready to beat the 'scabs'



Desperate job seekers . . . some of the hundreds who applied for jobs, prompting the strikers' return

MILITANT strike leaders at embattled General Motors could suffer a humiliating setback tomorrow if there is the expected mass return to work.

Throughout the more than two weeks of a "wildcat" strike union leaders have insisted that workers would not return to work unless all their demands were met.

But now — in the face of a scramble by unemployed workers to take their vacant jobs — strikers are set to return to work provided they are all reinstated.

The GM strike — it has severely hampered production of GM's new Opel Monza model — is being closely watched as a case study of union response to the first real bite of the sanctions their leaders have either openly endorsed or refused to oppose.

Their crippling industrial action followed the announcement that GM would

Special report by JEREMY McCABE

be selling its South African subsidiary to a consortium of local businessmen in response to the US-imposed ban on future investment in South Africa.

Among the demands set by the National Automobile and Allied Workers' Union (Naawu) and the Motor Assembly and Component Workers' Union of SA (Macvusa), was a call for an optional refund of pension fund contributions and the granting of severance pay to workers.

Uncertain

Workers complained they were uncertain about their future following GM's sudden notice of withdrawal.

But now, faced with a stubborn stand by GM management, who have consistently refused to accede to the strikers' demands, and the arrival of hundreds of desperate job-seekers at the GM plant, the striking workers have decided to return to work early tomorrow.

It was decided that they and 567 sacked workers would ask to be reinstated immediately and, if this was done, production would return to normal.

If the mass reinstatement did not occur "the plants must close down", they agreed.

The 567 workers were fired last week when they refused to head several management ultimatums to vacate the GM premises, where they had staged a sit-in for several days.

Eventually they were forced to move by the police.

And at an emotional meeting the next day hundreds more workers handed in their GM identity badges in an act of solidarity with their dismissed colleagues.

Militants

The meeting was characterized by high profile appearances of several United Democratic Front-affiliated organisations like the Port Elizabeth Youth Congress and the Port Elizabeth Women's Organisation.

During the meeting, freedom songs were sung and there were cries of "Viva" and "Amandla" (power).

Militants among the strikers made repeated calls on unemployed people in the region not to apply for the jobs made vacant by the mass dismissal of the 567 workers. Those who did apply would

be regarded as "scabs", they said.

The unionists' appeals fell on deaf ears and hungry stomachs.

And GM management countered with claims that many strikers wanted to return to work but were being subjected to intimidation from the more militant factions.

The Eastern Cape has the highest level of unemployment in the country and there was no way many would allow this chance of work to pass them by — intimidation or not.

On Friday alone more than 400 desperate men created chaos when they clamoured around GM's Kempston Road plant wanting the dismissed men's jobs. Scores more had flocked to the plant earlier in the week.

This followed the launching of an extensive GM campaign in local newspapers advertising the vacant jobs and giving workers the facts behind the local takeover of GM.

Costly

The company confirmed yesterday they had already hired 150 workers from 700 men who applied towards the end of the week.

Another 550 applicants had been asked to return tomorrow when the company hoped to have a more accurate idea of its labour requirements.

The strike has proved very costly to GM, which now faces a backlog of some 1 250 vehicles — including Monzas.

MD Bob White said limited production had been made possible by women employees, while collar workers and those not on strike taking to the factory floor "with enthusiasm".

Workers want to meet GM's Bob White

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By BOB KERNOHAN
Business Editor

STRIKING General Motors workers are to demand a meeting with managing director Mr Bob White on Monday to reiterate the wide-ranging demands at the root of their 13-day strike.

The National Automobile and Allied Workers' Union (Naawu) regional secretary, Mr Les Kettleidas, said today a meeting yesterday had decided that members would meet at the Kempston Road plant on Monday and demand the appointment.

Then they would reiterate their demands for

- Severance pay when GM changes ownership
- A payout of pensions
- The reinstatement of 567 workers fired after a sit-in at the two PE plants

The implication is that the strike will continue

It is understood Mr White will be out of Port Elizabeth on Monday.

GM's personnel and public affairs director, Mr George Stegmann, said today the company had had no official contact from Naawu and, at this stage, the only information available to it came from Press reports.

As far as the company was concerned, Monday would be a normal working day

"We will take adequate steps to ensure the safety and protection of those who wish to work."

Mr Stegmann said the 190 people recently recruited would start at work on Monday.

The intensive recruit-

ment campaign through Press advertisements is continuing, with an advertisement for plant staff appearing in today's Weekend Post.

Another advertisement, published today in the form of an "open letter", urges strikers "to return to work to avoid forfeiting the wage and benefit package which the company now offers and will continue to do so under new ownership"

Reacting to the contents of pamphlets circulating and strongly criticising the stance of GM management, Mr Stegmann said some of the statements were "irrational and unrealistic".

The company has been accused in a pamphlet issued by "the GM Workers Support Group" of planning to take workers' money out of the country.

The unsigned pamphlet is headed "Solidarity with GM workers - their struggle is our struggle".

Referring to the strikers' demand for severance pay, it claims "For over 60 years, GM bosses have grown rich from profits made by the labour of workers. Many workers have sacrificed their whole lives making profits for the GM bosses

"Now the bosses want to take all the money the workers have made out of the country - this money must be used for the poor families of GM workers

"That is why GM workers make this demand - to help ease the poverty of our communities."

On pensions, they argue that "for many years the

● Turn to Page 2

Striking workers at GM want to put demands to White

15/11/86 WJE Post 152

● From Page 1

GM workers have been putting money in their pension fund There are millions of rands in this fund, but the GM bosses control this fund Now workers see the bosses are taking the wealth they have produced and leaving"

It says workers fear GM bosses will use their pension money to pay re-trenched workers

Mr Stegmann said in an interview today the company stood "to be judged by our record as an enlightened and progressive employer and by our track record as a responsible corporate citizen in Port Elizabeth and in South Africa for more than 60 years"

"The pension fund is a separate legal entity registered under the Pension Fund Act

"Consequently, an

employer cannot, under any circumstances, gain access to the funds in the plan for his own purposes

"Naawu is aware of the conditions covering the pension plan and it is for this reason that we have repeatedly indicated a willingness to discuss possible modifications and, as an alternative, a switch to a provident fund

"We fail to see why such discussions cannot take place under normal working conditions"

He described the union's stand as intriguing, as he believed Naawu had reached agreement in principle on establishing a provident fund as well as a pension fund after discussions with another motor company

Mr Stegmann said a provident fund paid out money in a lump sum on retirement, rather than paying out a smaller lump sum and then a regular

amount as in a pension fund

Referring to severance pay, he said "We believe the demand for this from either the GM Corporation (in America) or GMSA is irrational and unrealistic

"We find it difficult to understand the demand for the pay when no job losses are involved

"The core management of the new company have given a written assurance to union representatives that if, through force of business circumstances, it became necessary to re-trench employees, separation pay would be provided to employees affected by such action at the same level as provided by the company during 1985-86

These benefits provided by GM were more favourable than those negotiated and agreed to recently

● GM looks to black Africa; editorial comment

— Page 16

Police arrest 16 at GM gate

Even Post 17/11/86



RITA STRANGE, 18, is a South African model who enjoys hot summer days on the beach so she can get her tan in shape for her assignments.

By DAWN BARKHUIZEN

POLICE arrested 16 people outside the gates of GM today as a third of the company's labour force, who went on strike earlier this month, returned to work.

Those arrested were part of a crowd of about 200 who had gathered at the main gates, as new employees appointed late last week to replace 567 dismissed strikers, and a large number of other employees arrived at the plant.

Mr George Stegmann, director of personnel and public affairs at GM, said police made the arrests when warnings to disperse were ignored by the crowd.

Employees attempting to enter the plant were subject to strong intimidation, said Mr Bob White, managing director of GMSA.

According to an eyewitness, some were threatened with "necklaces" and others were told their homes would be burnt if they went to work.

Mr Stegmann said police were called to the scene by management to ensure the safety of people wishing to return to work and to protect between 170 and 180 new employees who were engaged last week.

He said that, although some members of the group which gathered at the gate were identified as General Motors employees, others were not.

More than a third of the 2 400 employees who have been on strike since October 29 were back at work today.

There was a steady trickle of workers back to the premises but he believed the numbers would swell once the group at the gates had been removed.

Stringent precautions were being taken to protect workers on the premises.

"Obviously we don't want our employees to be subjected to pressure. They have every right to

work and we are taking steps to ensure that right.

"We have approached community leaders for support, but, outside of the work situation, there is nothing we can do to protect them."

Mr Stegmann said 200 of the 567 workers dismissed last week had submitted applications for re-employment.

These were being considered.

GM management said

workers who had not returned to work by 9am tomorrow would be dismissed.

Meanwhile, the Port Elizabeth Youth Congress (Peyco) has called on Mr White to stop taking on "scab" labour and to address the demands of the strikers.

It accused Mr White of becoming a hardliner and "talking just like his president, Mr Ronald Reagan".

IN terms of emergency regulations the Evening Post is restricted in the information it may publish. All news that relates to unrest and the actions of members of the forces is supplied by the Bureau of Information, a Government department.

The effect of these restrictions is that the Evening Post and other newspapers are prevented from publishing information they believe to be in the public interest to the extent to which we may comment is also restricted in terms of the regulations.

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SANTAMBANK

Intimidators stop workers entering plant

GM strikers charged by police dogs

STAR
17/11/78
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Own Correspondent

PORT ELIZABETH — Police with dogs charged striking General Motors workers gathered in front of the factory's main gate this morning and arrested a number.

After the action, GM general manager Mr Bob White said the company would issue a statement later that any workers not reporting for work today would be considered as having dismissed themselves

The police action followed a tension-filled morning in which picketing strikers confronted other workers trying to enter the plant

The mixed crowd of strikers, workers and work-seekers began gathering outside the plant before 6 am

By the time of the police charge at 7 20 am, more than 500 people were strung along both sides of busy Kempston Road, mostly in front of GM's main gates

Knots of strikers grabbed anyone they thought might be a scab worker and demanded to know what they were doing in the area

Bags were searched and potential workers pushed and shoved away from the scene

More than once reporters saw confrontations between workers and strikers

In an interview an hour after the police action, Mr White said the company was "very unhappy" that more order had not been shown by those outside the plant

"It was obvious that those grouped round the main gate were intent on intimidation, and eventually we had to ask that they be removed"

Disruptions

Asked if strikers would be dismissed, Mr White then said a statement would be issued later today

"We have gone as far as we can in allowing those who want to work to come back

"We had a trickle come back on Wednesday, which increased on Thursday and Friday, and we expect a lot more today."

But he said he foresaw that "we will still have disruptions, at least till the end of the year, but only outside the plant"

Commenting on what appeared to be a total lack of communication between the company and strikers, Mr White said it was not GM's fault

"We have never resisted talking at any time, but there is a core group within the union who wants GM closed, an element who believe in disinvestment so strongly that they just don't want the company to operate"

Lowest

GM strikers stream back to work before deadline

ARKS 18/11/86 (82) (152) (172)

JOHANNESBURG — Between 50 and 60 percent of General Motors' striking workers met the 9am deadline today and returned to work, according to industrial relations manager Mr Bob McIlwaine

Mr McIlwaine had just returned from Pretoria where GM yesterday brought an urgent application before the industrial court "seeking certain relief."

He said judgment had been reserved but would be handed down as soon as the court had reached a decision

"At least 50 percent of the production workers in the vehicle assembly plant and more than 60 percent in the manufacturing plant returned to work this morning," Mr McIlwaine said

GM warned yesterday that workers who did not return by 9am today would be dismissed

The strike began on October 29 and followed the announcement that GM's

United States owners were selling the company to South African interests. Police were called on twice to intervene during the strike

Mr McIlwaine said exact figures for attendance would be available later. Between 40 and 80 of the workers were new employees and 200 more were still being processed

"We have also had at least 300 applications for re-employment by those dismissed and some of them are already working," he said

Mr McIlwaine said there were no longer any strikers near the plant and that GM was "fully operational in certain areas but has not resumed production overall"

Two weeks ago 567 striking workers were dismissed when they refused to leave GM premises. According to GM, between 1 300 and 1 400 workers were involved in the strike — Sapa

GM — unionists consider response

Sauls DM
18/11/86

ALAN FINE and Sapa

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GENERAL Motors shop stewards and National Automobile and Allied Workers' Union (Naawu) leaders were meeting last night to consider their response to GM's ultimatum that workers not back at work by 9am today would be dismissed.

The ultimatum followed a clash early yesterday morning between strikers and the police, and a management claim that a significant proportion of the strikers had returned to work.

Police, called in by GM, arrested 16 strikers among a group of 300 who had gathered outside GM's gates to block the entry of 170 newly-hired workers. GM personnel and public affairs director George Stegman said police stepped in and made the arrests when the crowd ignored warnings to disperse.

Meanwhile, Naawu general secretary Fred Sauls has contested Stegman's claim that more than a third of the 2 400 striking workers had returned to work.

The strike, which began on October 29, is over workers' complaints that they had not been consulted about plans by GM' US parent company to hand over its SA operations to local management next year.

1-DAY STRIKE at GWM car plant

DD 18/11/84
 (152)
 (152)

Dispatch Correspondent

PORT ELIZABETH — Today is "D-day" for hundreds of striking General Motors workers who face dismissal should they fail to return to work by a 9 am deadline.

The ultimatum was announced yesterday by GM's manager of hourly personnel, Mr Dennis Brislin, who said also that up to one third of the strikers had trickled back to work yesterday.

The ultimatum and the drift back to work came during another day of drama for GM, when for the second time since the strike began on October 29, police intervened, arresting 16 workers while dispersing a crowd outside General Motor's Kempston Road plant.

They are to be charged in court today. The police action came during a gathering of people outside GM's gates and allegations from management that workers wishing to return to work had been subjected to "strong intimidation".

Today is also the scheduled return date for a Port Elizabeth Supreme Court order granted to GM two weeks ago, at which the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers and Component Workers' Union of South Africa, have to give the court reasons why the strike should not be declared illegal.

Mr Brislin said yesterday the strike had involved between 1 300 and 1 400 workers — all on the production side — out of a total of 2 509 hourly-paid employees.

Of these, he said, about 33 per cent — about 500 — went back to work yesterday.

Two weeks ago, 567 were dismissed by GM when they failed to heed an order to leave the Kempston Road and Aloes plants and were eventually escorted off the premises by police.

Mr Brislin added that about 200 new employees had been selected over the past few days.

He said the applications for re-employment of some 200 of the 567 dismissed workers were still being considered.

He could not say whether striking workers, should they lose their jobs by failing to meet today's return-to-work deadline, would be allowed to apply for re-employment.

Today's ultimatum, he added, has nothing to do with the court order.

According to the director of personnel and public affairs at GM, Mr George Stegmann, the police arrested the workers yesterday when they were ordered to leave the plant at the Kempston Road plant.

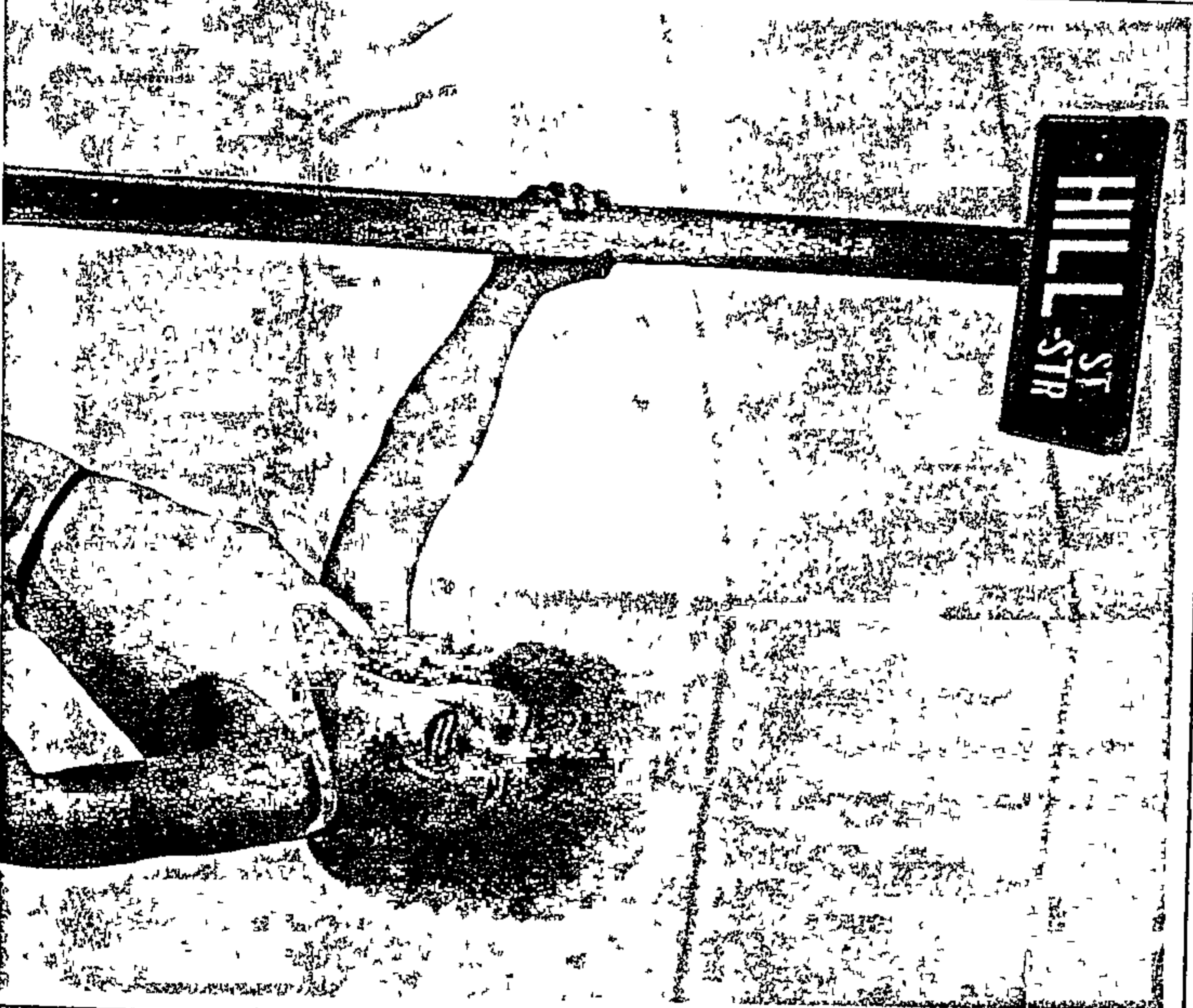
The national secretary of Naawu, Mr Freddie Sauls, said yesterday he was "not prepared to speak to the local press."

Lesotho killings mystery deepens

Dispatch Correspondent

CAPE TOWN — The mystery surrounding the assassination of two former Lesotho cabinet ministers and their wives at the weekend deepened yesterday amid assurances from Lesotho's Commissioner of Police, Major General James Dingizwayo, that "the perpetrators of this act will be brought to justice."

While the government of Major-General Justin Lekhanya hesitated to confirm the deaths of the former Foreign Minister, Mr Vincent Makhelhe, and his wife, Makhelhe, and the former Information and Broadcasting Minister, Mr Desmond Sixsise and his wife, Manapo, independent investigations revealed that the four are believed to have been taken to their deaths by men in mili-



Today last chance for GM strikers

Own Correspondent

PORT ELIZABETH — Today is "D-day" for hundreds of striking General Motors workers who face dismissal should they fail to return to work by a 9am deadline

The ultimatum was announced yesterday by GM's manager of hourly personnel, Mr Dennis Brislin, who said that up to one-third of the strikers had returned to work yesterday

The ultimatum and the drift back to work came during another day of drama for GM when for the second time since the strike began on October 29, police intervened, arresting 16 workers while dispersing a crowd outside GM's Kempston Road plant

They are to be charged in court today. One policeman was slightly injured

Intimidation

According to Mr George Stegmann, director of personnel and public affairs at GM, the police made the arrests when warnings to disperse were ignored by the crowd. Management called in the police to ensure the safety of people wishing to return to work and to protect new employees

Major Eddie Everson, the South African Police liaison officer for the Eastern Cape confirmed yesterday that the men were held in custody and would

appear in court today on charges of attending an illegal gathering and of neglecting to carry out an order issued by an officer of the security forces

Yesterday Mr Bob White, managing director of GM, said employees trying to enter the plant had been subjected to "strong intimidation"

Today is also the scheduled return date for a Port Elizabeth Supreme Court order granted to GM two weeks ago, at which the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers' and Component Workers' Union of South Africa have to give reasons why the strike should not be declared illegal

Mr Brislin said yesterday that at its height, the strike had involved only between 1300 and 1400 workers — all on the production side — out of a total of 2509 hourly-paid employees at GM

Of these, he said about 33 percent — "more or less 500" — went back to work yesterday

Two weeks ago 567 were dismissed by GM when they failed to heed an order to leave the Kempston Road and Aloes plants and were eventually escorted off the premises by police

Mr Freddie Sauls, national secretary of Naawu, said yesterday that he was "not prepared to speak to the local press"

Workers stream into GM plant to beat deadline

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S.M.
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Own Correspondent

PORT ELIZABETH — The 21-day-old strike at General Motors appeared to be collapsing today as strikers streamed back to work in the face of a "work or be fired" ultimatum from the company

GM's director of personnel and public affairs, Mr George Stegmann, said that while it was not possible to give an accurate tally of the numbers of returning workers, he confirmed that "large numbers have returned and others are continuing to stream in"

He said a 9 am deadline had been set for workers wishing to return. Anyone who did not return to the plant by 9 am would be considered as dismissed.

It was expected that normal production would resume some time today, he added

After police action yesterday, when picketing strikers were dispersed by police using quirts and dogs, and 16 strikers were arrested, only a small group of strikers monitored the factory gates today

Returning workers who had previously surrendered their General Motors ID badges had their names checked by General Motors security personnel at the gates and after their badges were returned to them they were allowed to enter the plant

There was also a growing group of more than 100 work-seekers queueing outside one of the gates

Police maintained a close watch and there were no incidents of intimidation such as occurred yesterday when workers wanting to enter the plant were manhandled and threatened.

Union sources were not available for comment this morning but it was believed they have called a meeting of strikers later this afternoon to discuss developments

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Massive return of workers

By DAWN BARKHUIZEN

PRODUCTION at General Motors got under way today with more than 85% of the total workforce in the plant. Large numbers of employees met the "back-to-work before 9am" deadline issued to strikers by management yesterday.

According to GM's director of personnel and public Affairs, Mr George Stegmann, 1 495 workers, including strikers, had clocked in by 10am today

Taking into account the dismissal of 566 strikers last week, this represented 85% of the total GM workforce, he said

About half the workers in the vehicle assembly plant had returned to work before 8am and 60% were back in the manufacturing plant.

Workers who had been out on strike and had now returned to work will not be penalised in any way, according to Mr Stegmann.

"No action will be taken against workers

who return to the company of their own volition," he said

At noon, it was estimated that about 104 employees had not been accounted for According to GM's industrial relations manager, Mr Robert McIlwaine, this figure did not include employees on sick or annual leave or on night shift.

Workers trickled back to the plant throughout the morning

Mr McIlwaine said of the total GM workforce of 2 281, only 1 800 had gone on strike Of these, 566 were fired last week but 70 of these had subsequently been re-employed

This morning, police

ordered a group of about 150 job seekers to disperse from outside the main gates of the Kempston Road plant The group gathered minutes before the 9am back-to-work deadline facing strikers expired

At least 300 people turned out to apply for jobs While some entered the plant for interviews, most of the aspirant employees were told to come back on Monday.

As large numbers of employees arrived at the plant, small pockets of strikers were milling around on the opposite side of the road There was little evidence of yesterday's disturbance where 16 people were ar-

rested

Mr McIlwaine returned from Pretoria today after GM yesterday brought an urgent application in the Industrial Court "seeking certain relief". He said judgment was reserved.

The strike began on October 29 and followed the announcement that GMSA's US parent company was selling out to South African interests

● The date for the Christmas closure of the plant, December 19, had not been altered, according to Mr Stegmann.

"But considering the man hours we have lost, we may have to review our production schedule."

● See Page 3.

Eye post 18/11/86

(Handwritten scribble)

(152)

GM dismisses 219 workers

9/11/86
152

GENERAL Motors (GM) has dismissed 219 workers who failed to respond to a management ultimatum to return to work yesterday.

However, most of the 2 000 people who had been on strike for nearly three weeks were back on the job.

National Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas said yesterday the strike "had effectively been broken by the company, assisted by the SAP".

He was referring to SAP intervention on Monday, when strikers gathered at GM's gates to block the entry of newly employed workers. The 16 people arrested during the incident have been released on bail.

Kettledas expressed regret the issues which precipitated the strike — demands for severance pay and the repayment of pension fund monies — had not

ALAN FINE

been resolved without State intervention

GM industrial relations manager Robert McIlwaine said the 219 dismissed workers were all employed at the Kempston Road plant

The numbers back at work also exclude most of the 566 dismissed for refusing to vacate the plant two weeks ago. McIlwaine said about 300 of them had applied for re-employment. About 20 had been taken back already, while the other applications were still being processed.

He said applications from the remainder of that group would still be considered and he thought most would be taken back.

The only exceptions would be those

● To Page 2



GM dismisses 219 workers over ultimatum

whom GM was satisfied were involved in "acts of intimidation or violence or who associated themselves with such acts" McIlwaine declined to say how many would be affected adding "We are still assessing evidence"

The matters in dispute are still to be referred to arbitration as soon as the union and the company have agreed on the identity of an arbitrator and his terms of reference.

And yesterday, the Industrial Court handed down an interim interdict restraining Naawu from inciting GM employees to strike and trying to prevent people from applying for employment with the company, or from remaining in the company's employment

● From Page 1

ARGUS 9/11/86

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CITY/NATIONAL

GM fires 200 workers over strike deadline

Argus Bureau

PORT ELIZABETH. — General Motors has dismissed 200 workers who failed to report for work before a deadline yesterday.

This brings to 767 the number of workers who have lost their jobs in the 22-day strike.

However, the company's director of personnel and public affairs, Mr. George Stegmann, said he expected most of these workers would eventually be rehired.

Limited production

Mr. Stegmann said 1,500 workers arrived at work before the deadline expired yesterday and limited production of vehicles had begun.

Striking workers plan to meet today to discuss the return to work of most of their colleagues and to decide whether to continue the strike.

Mr. Stegmann disclosed that more than 300 of the 567 workers sacked last week had applied to be rehired, and by midday yesterday 70 of them had been taken on and had returned to work.

Intimidation

"We expect eventually to take back most of those fired but will definitely not rehire anyone found to have been involved in intimidation or violence or to have associated themselves with such tactics."

He said the company was serious about its stand and had interviewed returning workers to identify those responsible for instigating the violence.

Mr. Stegmann said he had toured the plant and spoken to as many workers as possible and had come to the conclusion that the majority had not wanted to strike.

Manipulated

He said it was clear that militant elements manipulated the situation in a way that both the workers and the union lost.

"But I want to make it clear that GM's only aim is to re-establish a sound working relationship with the unions as quickly as possible so that everyone can get on with building a future for the company and its personnel."

There have been no winners here, everyone has been a loser," Mr. Stegmann said.



WORKERS RETURN: Limited production started at General Motors today as about 1,500 workers who had been on strike returned to the Port Elizabeth plant.

ALAN FINE

A FURTHER 78 General Motors employees were fired yesterday for failing to meet a management ultimatum to return to work, taking the total for the last two days to 297.

The company hoped to resume full production today, director of personnel and public affairs George Stegman has said.

GM industrial relations manager Robert McIlwaine said yesterday 28 nightshift workers at the Kempston Road plant and 50 at the Aloes plant were dismissed.

However, 200 of the 566 people dis-

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533
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GM fires another 78

BUSINESS DAY, T

missed two weeks ago for refusing to vacate company premises had now been re-employed.

Applications from another 150 were still being processed. GM has said that, in this group, workers who GM believed were involved in intimidation or violence would not be hired.

McIlwaine said no applicants had yet been rejected.

Meanwhile, National Union of

Automobile and Allied Workers' Union (Naawu) general secretary Fred Sauls said about 500 of the GM workers who were still out met yesterday and decided not to apply for re-employment, but to stand by their demands.

Sauls said they felt their colleagues who had returned to work had done so due to GM's Tuesday ultimatum and the threat of police action. They resolved to campaign for support among those who had returned.

GM plan to resume full production today

GENERAL MOTORS hopes to resume full production today, a company spokesman said yesterday.

GM's personnel director Mr Stegman said most of the company's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a return-to-work deadline

* National Automobile and Allied Workers Union (Naawu) general secretary Mr Freddie Sauls was not available for comment yesterday

Meanwhile the extent of the return-to-work was contested at a meeting of workers yesterday, Sapa reports

And, in the Industrial Court in Pretoria, an interim interdict was issued yesterday calling on Naawu to show cause by December 3 why an order should not be made interdicting it against inciting GM's employees or any of them "taking part in or continuing the strike which presently exists"

The order also interdicted Naawu from "taking steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant or remaining in the applicant's employment"

• The Rand Supreme Court case in which the Kagiso Town Council had been called upon to show cause why the council's striking police force should not be reinstated to the barracks, has been postponed to December 2

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Over 300 GM workers vote to continue strike

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PORT ELIZABETH More than 300 General Motors workers have voted at a meeting to continue striking despite the large-scale return to work by fellow workers.

"Now we will just have to sit back and see if GM can produce any cars," said Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union.

General Motors say they are producing cars. Industrial relations manager Mr Rob McIlwaine said the production target for today was 50 vehicles, rising to the normal 130 vehicles by next Monday.

Mr Sauls explained the implications of Tuesday's industrial court decision interdicting Naawu from inciting GM employees to take part in the strike.

He said the decision changed little as it did not interdict the Motor and Component Workers' Union of South Africa or the workers themselves from doing so. — Own Correspondent.

POLICE, TROOPS Stanby at GM

Don J. ... Dispatch Correspondent

PORT ELIZABETH — Police and defence force personnel briefly massed outside the gates to the General Motors plant in Kempston Road here last night as the wildcat strike ended its sixth day inconclusively.

At about 10 pm a large contingent of SA Police and SADF personnel arrived at the plant in about 15 vehicles.

Several disembarked and marched in ranks to a point outside the plant's main entrance. Within minutes, however, the detachment of security forces — armed with quirts and rifles — withdrew leaving the occupying strikers in the plant.

They then regrouped some 300 metres from the main gate and by 11.15 pm they were still there.

The display of force rolled over a drama marked by

● Claims by GM management of unspecified "violence and intimidation" directed by a core of sit-in strikers at employees wishing to return to work.

● The abrupt end to a management-union meeting at which GM responded to overnight proposals from Naawu (the National Automobile and Allied Workers' Union)

● A management ultimatum to sit-in strikers to vacate the premises by 3.45pm

● The last-minute

tors of a second court application to seek legal sanction to evict the strikers who had ignored the ultimatum

The day began with an undisclosed number of strikers continuing to occupy both the Kempston Road and Aloes plants of General Motors, as the strike continued and workers awaited a response from management to overnight proposals made by union representatives

The responses came at the noon meeting, which lasted only 15 minutes

According to a management statement issued later it was indicated to workers' representatives at the meeting that General Motors Corporation had no contractual obligation to pay one month's severance pay on its financial withdrawal — one of the key worker demands — since it had done "everything possible to preserve employment opportunities for current employees"

"The assets of GMSA, which provide the basis for employment remain intact, only the ownership is being sold"

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Court finds strike illegal



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Eye post
25/11/81

By CHRIS RENNIE
AN ORDER declaring that the Motor Assemblies and Component Workers' Union of SA (Macwusa) and about 600 workers were engaged in instigating, inciting, or conducting an unlawful strike, was granted by the PE Supreme Court today

This follows the finalisation of a *rule nisi* issued by Mr Justice Jones on October 29 after an urgent application by General Motors SA (Pty) Ltd

The rule sought against the National Automobile and Allied Workers Union (Naawu) — who opposed the application — was discharged with costs

Prayers seeking a declaratory order to the effect that strikers persisting in the unlawful strike after November 3 could be dismissed without notice, and asking for costs, were also discharged

Opposing the application, Naawu conceded the strike was unlawful but denied it had any part in it.

It submitted that, in seeking a declaratory order, GM was procedurally defective

Mr Justice Jones found he had a discretion as to whether he issued a declaratory order or not

Because such an order would have tangible advantages to GM and the strikers, there seemed to be compelling reasons to justify using that discretion

The present facts concerned a delicate situation in industrial relations where the future operations of a large motor manufacturer were uncertain, and where its

workforce was genuinely concerned about rights

The result was an unlawful strike by the entire body of workmen

There was a dispute of fact about Naawu's involvement in the strike, but it was clear Gemsa had reason to believe it was behind the strike

Some of the workers may have believed their actions were clothed with approval and authority

While GM considered it was entitled to terminate employment of strikers without notice, it was anxious to avoid drastic measures and to maintain harmonious relations with workers and their unions

It had sought the declaratory order as a full and fair warning to all of the consequences of their actions

However, GM had abandoned the course of settling the dispute of fact by taking the matter to trial, as it had become academic and could only relate to a question of costs

Mr Justice Jones accordingly found it highly undesirable to pronounce upon that issue

Naawu had conceded a common law right to dismiss strikers, but indicated such dismissal might constitute unfair labour practice within the meaning of the Labour Relations Act

As Gemsa intended conducting an enquiry into individual cases, it was unnecessary to incorporate the prayer in the final order

Mr R van Rooyen (instructed by Oosthuizen, Hazel and Wilmot) appeared for GM. Mr H J van der Linde (instructed by P C van Staden, Venter and Co) appeared for Naawu

Unless demands are met...

GM workers will continue strike

GENERAL MOTORS workers resolved at a mass meeting yesterday not to return to work until the company comes forward to negotiate over workers' demands on severance pay and pension fund contributions. And, they added, when they do eventually return, the 567 dismissed after refusing to vacate the plant last week must be included.

In a further blow to hopes for an end to the strike, National Union of Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas said yesterday it seemed that a dispute would arise concerning the terms of reference of the arbitrator.

Arbitration

He was referring to GM's statement that the strike was "senseless", because it had been agreed to refer the dispute to arbitration. Because of the possible secondary dispute, the question had not yet arisen, he said.

According to Kettledas, the meeting also approved of a campaign by

ALAN FINE and Sapa

the GM support group — formed last week — to "clarify the issues in dispute to members of the community." One effect of this would be to convince job-seekers not to take strikers' jobs

Townships

Sapa reports Naawu general-secretary Fred Sauls as saying "If we still don't succeed, we'll have to look at GM vehicles in our townships. It is up to the workers to decide if they want to see a GM product in the townships."

Meanwhile, women and white-collar workers were operating the assembly line, finishing jobs which had been abandoned by strikers, GM managing director Bob White said yesterday

"We will make vehicles with or without the unions. The enthusiasm and desire to get the job done is now stronger than it has been for the last six months," he said.

vindication of the strategy it adopted to deal with the strike sparked by GM Corporation's decision to sell off its local interests to local management. The strike was broken without GM conceding any of the strikers' demands.

For the National Automobile and Allied Workers' Union (Naawu), the dominant union at GM, and the smaller Motor Assembly and Component Workers' Union (Macwusa), it was a humiliating experience. Union leaders evidently miscalculated the degree of worker backing for the strike.

The battle between GM and Naawu will now continue in other forums. December 3 is the return date for an Industrial Court hearing on a temporary order GM won in the course of the strike. Among other things, it interdicts Naawu against inciting GM workers to strike. Naawu has to show cause why the order should not be made final.

The two sides are also due to thrash out their differences before an arbitrator in terms of an agreement they reached at the Industrial Council. Naawu has given notice that it intends applying to the Industrial Court for reinstatement of workers dismissed during the strike.

These processes will take time. Meanwhile, the issues raised by the strike continue to reverberate in industrial relations circles and beyond. Both Naawu and Macwusa are affiliates of the Congress of South African Trade Unions (Cosatu) which at its launch in December last year adopted a highly controversial resolution wholeheartedly supporting disinvestment. Macwusa has always been a highly politicised union, while Naawu generally preferred to concentrate on shopfloor issues. There is therefore some irony in the fact that Naawu — and not some of its other Cosatu stablemates — found itself on the spot over disinvestment.

A crucial question about Cosatu's position is whether its disinvestment policy is merely an expression of the political will of some of its leaders, or whether union members actually endorse its stance. According to Naawu PE branch secretary Gloria Barry, sanctions and disinvestment were being debated at grassroots level at the time that speculation about GM's future in SA first appeared in the press.

The demands Naawu submitted to the company gave effect, she says, to the Cosatu resolution. They embraced a severance payment of one month's salary for each completed year of service, pay-out of employee and company contributions to group life and pension funds, as well as returns on investment of such funds, and that two of the directors of the new company should be appointed by Naawu members.

In subsequent negotiations, Naawu dropped the demands relating to the group

life fund and board representation. GM says it indicated all along that it was open to discussion on the pension fund demands but not on severance pay, and that it was Naawu's refusal to budge on linkage between the two which bedevilled the talks.

According to Naawu, management agreed at a meeting on November 4 to refer the question of severance pay to GM in Detroit. But when the answer came the next day it, too, was negative. That was also the day when police were called in and 566 workers who had been sleeping in at the plant were peacefully evicted and dismissed.

From then on the strike went management's way, although the company must have taken heavy losses due to the delay in the launch of its new model, the Monza. When GM placed newspaper advertisements to recruit new workers, for example, the unions threatened to mobilise the community to prevent scabbing. But as the overwhelming response to GM's advertisements demonstrated, the unions underestimated workers' willingness to cling to their jobs.

Barry says the strike was not about workers objecting to disinvestment. "Workers were not saying to GM that it should not go; they were saying that if you leave you have a debt to settle with us," she says. GM director of personnel and public affairs George Stegmann disagrees. "Naawu exploited the situation in which the GM Corporation withdrew from SA and used the workers as pawns in a political power play." ■

FLM

GM STRIKE

Union disarray

In the face of a management ultimatum to return to work, and despite clashes between police and picketers, most workers at General Motors in Port Elizabeth returned to work last week, ending the strike that started on October 29.

It was a triumph for management and

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

This followed GM's announcement yesterday that it intended recruiting staff to replace the 567 men sacked last Wednesday.

The company's manager of hourly personnel, Mr Dennis Brislin, said the telephone had rung non-stop from early today and prospective workers had lined up outside the gates when they were opened at 7 05am.

By noon, about 140 workers — mostly coloured — had passed through the gates and were being processed by the personnel department.

Although applicants were still streaming in, he said it was impossible to process them all and the rest had been issued with application forms and told to return to the plant tomorrow.

Mr Brislin said the workers, who would be hired in permanent positions, would start work on Monday, but the extent to which production would be resumed would depend on whether the remaining workforce of about 1 800 strikers returned.

The Evening Post spoke to some of the workers waiting to be admitted to the plant.

Most were not willing to be interviewed or identified, but one said he was "desperate" as he had worked for only six weeks this year.

The advertisement today said GMSA had vacancies for "persons with experience in the motor industry, both in vehicle assembly and manufacturing operations".

Approached for comment, Mr Les Kettleas, regional secretary of Naawu, said the union was monitoring the situation and would respond at a meeting of workers in the Dorothy Jansen Hall in Korsten at 10am tomorrow.

"At the meeting we will review developments, including the placing of advertisements for work by the company."

On GM's threat that it would not consider rehiring dismissed workers involved in "intimidating or assaulting fellow workers", he said the union's position was that

it did not accept the dismissals.

"We will take steps to ensure the reinstatement of all dismissed workers."

Yesterday, GMSA placed advertisements in Port Elizabeth newspapers calling on striking workers to return to work.

The open letter came in the wake of a union undertaking on Tuesday to launch a campaign in the

townships to prevent people taking the jobs of striking GM workers.

Demands for severance pay and pension payouts had been referred to arbitration at Naawu's request.

Management, however, have described the demand for severance pay as "extortion" and demands for pension payouts as "unrealistic and unwarranted".

Hundreds apply for jobs at GM

By BARBARA ORPEN

SWITCHBOARDS at General Motors were jammed today and a steady stream of work-seekers arrived at the plant in response to an advertisement offering positions at the factory.

GM strikers' jobs could be on line today

By Sheryl Raine

More than 2 400 workers at General Motors in Port Elizabeth were still on strike this morning but could lose their jobs today if unions representing them lose a Supreme Court case against the company

National Automobile and Allied Workers' Union and GM spokesmen confirmed that the strike, which began on Wednesday and stopped production of the new Monza, was continuing.

Mr Les Kettleidas, regional secretary of Naawu, said workers would decide whether or not to go back to work after the outcome of a Supreme Court action this morning. The court last week ordered strikers back to work by 7 15 am today or show cause by 9 30 am why the strike should not be declared illegal and the workers liable to be fired.

The strike, over GM's decision to sell to local buyers, has resulted in union demands for full severance pay, repayment of workers' and company contributions to benefit funds and the right to appoint two directors to the new company board.

Mr Bob McIlwaine, GM's industrial relations manager, would not say whether GM intended to fire the strikers but said "A company does not go for a court order if it is not serious."

GUIDE TO WITHDRAWAL

Three unions have issued a guide for multinationals intending to withdraw from the country. The Metal and Allied Workers' Union, Naawu and the Motor Industry Combined Workers' Union want all multinationals to give timeous notice and provide full details to unions and workers to enable them to decide on their future.

Withdrawal terms should guarantee

- No retrenchment or redundancies
- Minimum severance pay of one month for every year of service
- No prejudice of benefits.
- Payment of full earnings for a year from the date of notification of withdrawal or sale
- The new management recognise and agree to negotiate with unions on any issues affecting workers, including issues arising from the withdrawal or sale.

Mr Jack Harned of GM's international public relations department in Detroit has refused to answer questions from The Star on the strike and job security. All questions would be dealt with in South Africa, he said, but added only concern for employees had kept the company in South Africa for so long.

Details of GM's future in South Africa are expected to be disclosed at a Press conference in Johannesburg today. Executives of the new local management team, believed to be headed by GM's director of technical operations Mr Keith Butler-Wheelhouse, returned from Detroit at the weekend with details of the new licence agreement.

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More than 250 000 miners stay away to mourn Kinross dead

Mercury Correspondent
JOHANNESBURG—At least 250 000 miners stayed away from work yesterday in support for the call by the National Union of Mineworkers (NUM) that October 1 be marked as a day of mourning for the 177 victims of the Kinross mine disaster. This is the largest stayaway ever in any single industry.

With claims that another 225 000 workers in other industries took various lesser forms of action, yesterday's events are likely to make the health and safety issue a major one on South Africa's industrial relations agenda.

Colliery

The NUM claimed that 325 000 members had observed the call. General secretary Cyril Ramaphosa said that memorial services had been held 'at virtually every mine where the union has a strong presence'.

According to figures supplied by the six big mining houses, 250 000 miners

stayed away from work yesterday. A Gencor spokesman reported that about 70% of the 97 000 workers on the company's gold mines, and 50% of the 14 000 colliery employees had 'availed themselves of the offer to take the day off'.

Peacefully

Anglo American said 150 000 out of 180 000 goldminers stayed away. There was also a 'substantial' stayaway at seven of Amcoal's 13 collieries. While exact figures were not available, this probably amounted to about 12 000 people. In addition, the NUM claimed that about 3 000 at De Beers' Kimberley and Finch diamond mines stayed away.

A JCI spokesman said about 10 000 workers at the Cooke section of the Randfontein Estates mine did not report for work. And 2 000 Rand Mines workers stayed away at Winterveld chrome mine and the Van Dyks Drift colliery.

Overall, the day seems to

have passed relatively peacefully. The Bureau for Information said it had received 'no reports of any serious incidents' related to the day of mourning.

Our Labour Reporter says workers at many factories in Natal heeded a call by Cosatu and stopped work at midday.

Several Indian-owned shops in the Grey Street complex also shut down between noon and 1 p.m. yesterday in response to a call by the Natal Indian Congress.

There were no stoppages at the Hlobane Colliery at Vryheid yesterday, but the mine's flags were flown at half-mast as a mark of respect, a spokesman for the mine told the Mercury last night.

Dairy Games

OCTOBER is dairy month and high schools throughout the country are taking part in Dairy Games — fun items which have been designed to promote fitness, fun and health.

600 000 observed stayaway, say unions

By Mike Siluma

About 600 000 workers in various sectors of the economy yesterday responded to the call for a day of mourning to honour the victims of the Kinross mine disaster, according to union leaders

Yesterday also saw the biggest miners' stayaway in South Africa's history

The National Union of Mineworkers (NUM) had called on mine workers to stay away from work for the whole day. It was supported by unions affiliated to the Congress of SA Trade Unions (Cosatu)

At a Press conference in Johannesburg yesterday, NUM and Cosatu leaders said about 600 000 workers had observed the day

NUM general secretary Mr Cyril Ramaphosa said that apart from the 325 000 mineworkers who took the entire day off, an estimated 275 000 organised by Cosatu affiliates on the Witwatersrand had taken part in stoppages of varying duration

Cosatu-affiliated unions in other industries commemorated the day in various ways — including lunch-time services

The Independent Labour Monitoring Group (LMG) said 250 000 to 275 000 mineworkers boycotted work in the largest mines strike ever. In the Free State alone, 127 000 workers did not report for duty, said the LMG

Flag at half-mast

The LMG estimates that the stayaway cost the mines at least R8 million in lost profits

A five-minute silence at midday was observed by those who reported for work at Gencor mines and head offices. Senior Gencor executives lowered the flag to half-mast at head office at noon

On Anglo American gold mines, absenteeism ranged from zero to 100 percent. A significant number of employees did not report for work at seven of Anglo's 13 collieries

A Gold Fields spokesman said that at Clydesdale coal mine near Witbank, which employs 350 workers, there was a total stayaway

The NUM claimed mine security at the Kloof and Vaal Reefs mines had tried to force workers to go underground. A Kloof spokesman denied this, saying it was mine security's duty to protect workers

Anglo American owners of Vaal Reefs said mine security dispersed a group of "intimidators" preventing workers from reporting for duty. Mr Ramaphosa rejected this. He said Vaal Reefs management had, in fact, apologised after security personnel fired teargas at workers

R1,7-m goes to Kinross families

By Sheryl Raine

More than R1,7 million has already been allocated for the dependants of 164 of the 177 men who died in the Kinross mine disaster, according to the Rand Mutual Assurance Company

More applications for benefits are being processed

Mr WD Molteno, Rand Mutual's general manager, said the money was on its way to black families

This initial payout comes from a death benefits scheme administered for black employees by Rand Mutual. The 164 families should receive an average of about R10 845

The money has been sent to the Kinross mine for distribution to various depots of the Employment Bureau of Africa, which will then distribute it to dependants

Mr Molteno said benefits for the remaining eight black workers and five white workers who died at Kinross would be processed as quickly as possible

Pretoria Bureau

Police yesterday "removed" 72 shouting, placard waving mine workers from the centre of Welkom

The workers, members of the National Union of Mineworkers (NUM), had joined the union call to stay away from work and mourn those killed in the

Welkom marchers 'removed'

Kinross mine disaster

A spokesman for Police Headquarters in Pretoria, Major Steve Venter, said the workers had moved into the town shouting and waving placards

He said the workers had not been arrested but rather re-

moved from the town

Earlier reports alleged that 150 miners were arrested after marching from the President Steyn mine to the union's offices

Thousands of mineworkers in the Free State and Western Transvaal observed the day of

mourning

According to NUM secretary, Mr Cyril Ramaphosa, more than 120 000 workers in the Free State (which has about 180 000) had not reported for work. Various political and other unions joined the stayaway

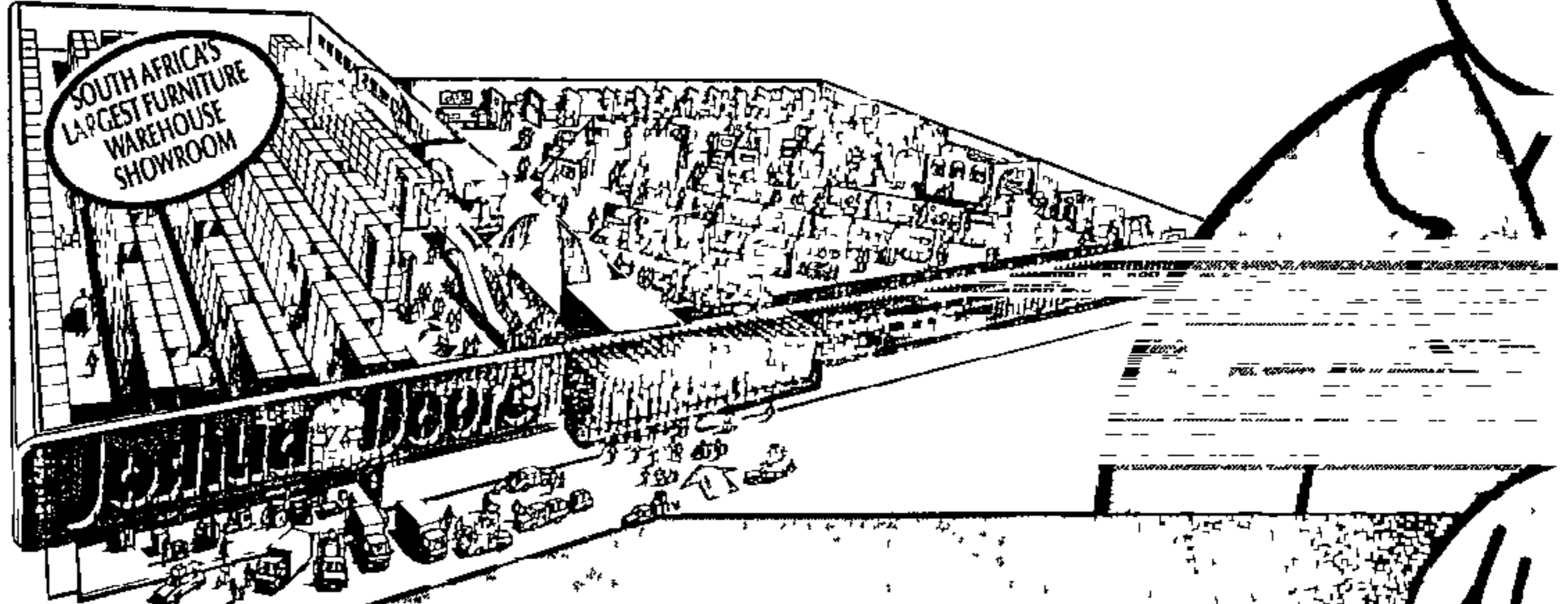


A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a coffin service in Johannesburg yesterday. The service included a number of worker slogans and songs. Picture by Alf

JUDGE FOR YOURSELF

"Walk into any Joshua Doore Store and see the difference. With better quality, bigger range and always the best possible value, I can give you exactly what you want — more than ever before. And this is only the beginning..."

AFTER ALL WHAT ARE UNCLES FOR?"



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250 000

miners

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stayaway

Cape Town 2/10/86

52

AT LEAST a quarter-of-a-million miners stayed away from work yesterday in a massive show of support for the call by the National Union of Mineworkers that October 1 be marked as a day of mourning for the 177 victims of the Kinross Mine disaster

This is the largest stayaway ever in any single industry and the independent Labour Monitoring Group (LMG) estimated the stayaway cost the mines at least R8-million

There are claims that another 225 000 workers in other industries — mainly in Congress of South African Trade Unions-organized factories — took various lesser forms of action.

The NUM claimed yesterday that 325 000 members had observed the call NUM general secretary Mr Cyril Ramaphosa said memorial services had been held "at virtually every mine where the union has a strong presence"

According to figures supplied by the six big mining houses, 250 000 miners stayed away from work. A Gencor spokesman reports that about 70 percent of the 97 000 workers on the company's gold mines and 50 percent of the 14 000 colliery employees "availed themselves of the offer to take the day off"

Several incidents were reported, mainly from the Transvaal. In some of these

● NUM press officer Mr Marcel Golding claimed that at the Kloof Gold Mine security men tried to force workers to go underground. A Kloof spokesman denied this.

Mr Ramaphosa said workers singing in the hostels at No 9 shaft at Vaal Reef were teargassed by mine security. "Some were injured but I'm not sure of the exact number."

Anglo American, owner of Vaal Reef, said mine security had dispersed a "group of intimidators" preventing workers from reporting for duty.

Mr Ramaphosa alleged that at Welkom, 152 workers were arrested while going to the NUM union office to attend a service.

A spokesman for the Police Public Relations Division confirmed there was a march involving about 150 workers. He said the march was "turned back", but could not confirm any arrests.

Mr Ramaphosa said one worker was seriously

To Page 2

From Page 1

Stayaway

injured during a service at Winkelhaak Mine when "Gencor mine management sent in the (mine) police who teargassed the workers".

Mr Harry Hill, spokesman for Gencor, said mine security used teargas to disperse an "illegal meeting" at Winkelhaak Mine after numerous requests had been made for the workers to disperse.

● In Cape Town, workers at between 30 and 40 Cosatu-organized factories are believed to have held work stoppages ranging from five minutes to an hour, although unions were last night still awaiting reports from their branches for accurate figures.

In the Cape Town docks, about 350 members of the Transport and General Workers' Union observed stoppages, while at Nampak Paper, about 70 workers stopped work from 12 45pm to 1 45pm.

At Nampak Recycling the hour-long stoppage was taken at 7 30am by all 144 workers at the factory, a spokesman for management confirmed.

● Memorial services were held at the universities of Cape Town and the Western Cape.

About 1 000 students attended a joint National Union of South African Students (Nusas) and Azanian Students' Organization (Azaso) lunchtime meeting in the Molly Blackburn Memorial Hall at UCT, while Dr Allan Boesak spoke at UWC.

High-school children from Athlone, Guguletu, Nyanga and Langa attended the memorial services at UCT and UWC at the invitation of the universities, and the UCT meeting was also addressed by Cosatu and United Democratic Front speakers.

● The University of the Witwatersrand officially observed a minute's silence at noon in sympathy with the mineworkers. Lecturers were asked by the university administration to interrupt their lectures for this purpose.

● In Port Elizabeth, a preliminary survey of Cosatu-organized workplaces showed that workers at almost 50 percent of them had observed the stoppage.

● In Natal, workers at most Cosatu-organized factories stopped work at midday, although no immediate figures were available as unions awaited reports from their branches.

In Durban last night, a large crowd attended a special prayer service for the Kinross disaster victims.

● About 35 senior Gencor management personnel held a short prayer service at lunchtime to mark the official day of mourning. Gencor's executive chairman, Mr Derek Keys, concluded: "God bless Africa, guard her children and her rulers and give her peace" — Staff Reporters, Own Correspondent, Sapa and UPI

CALC. Terms 1/10/86

Pepsi's Epping plant workers 'back at work'

182
145A
152

Labour Reporter

PEPSI-COLA workers, who were dispersed by sjambok-wielding police on Monday after gathering outside Pepsi's Epping plant during a labour dispute, have all returned to work, according to the South African Allied Workers' Union (Saawu).

The union, which has 90 members among the 150-plus workforce, said none of the workers appeared to have lost their jobs.

A Saawu spokesman said the union had tried to arrange a meeting with the company to discuss the dispute, but management had refused.

Repeated attempts yesterday to contact the managing director of Pepsi Africa, Mr Graeme Winn, were unsuc-

cessful

On Monday Mr Winn declined to comment on the matter

The circumstances surrounding the dispute and subsequent walk-out by workers are not yet clear.

According to the union, Mr Winn summoned drivers and delivery staff to a meeting on Monday.

Workers insisted that he address the entire staff. When he refused, the workers, including non-union members, downed tools and gathered outside the factory gates, said the union.

The union, which is currently involved in negotiating a recognition agreement with the company, said it would try to arrange a meeting again today.

CATF Times 22/10/86

Striking employees return

Labour Reporter

THE 161 Tiger Oats employees who downed tools on Friday following an assault, returned to work yesterday when management and the Food and Allied Workers' Union (Fawu) agreed to refer the dispute to arbitration, a management spokesman said

The workers went on strike to protest against management's refusal to

dismiss or suspend the foreman involved in the incident

The acting managing director of Tiger Oats, Mr Michael Paddick, said production at the plant was "back to normal" and his company and the union would now decide who to appoint as arbitrator in the matter

He expected arbitration to begin next week.

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Inflation may soar to new highs ¹⁵² ^{S.M.R.} ^{22/10/86} experts

Municipal Reporter

South Africa's September inflation rate soared to its second highest level in nearly 70 years, and experts have warned that it could go higher before the end of the year

The latest consumer price index stands at 19,7 percent, rising from this year's low of 16,9 percent in June, and only fractionally down from last January's 20,7 percent peak

Mr Jan Cronje, director of the South African Consumer Council, questioned whether inflation was not the real reason why the economy was not recovering

"It appears some politicians,

big businessmen and economists do not see the high inflation figures as an enemy. Instead they spend more time on less important problems," he said

It was clear that the consumer was being impoverished and simply could not cope on his salary any more

The Consumer Council was particularly concerned about the increase in the food price as this would hit the lower income group particularly hard, he said

A breakdown of the consumer price index showed a 22,3 percent increase in the food sector

Mr Rudolph Gouws of Rand Merchant Bank said the rise had been larger than expected and warned that "inflation will go up before it comes down, probably by the end of this year"

HIGHER FIGURE

He believed the October figure would be higher because it would reflect the impact of the more recent food price increases

But he said he was confident that the inflation rate would drop by year end because of several optimistic pointers

- Food price rises come in big spurts, and the rate of increase will not continue

- The value of the rand stopped falling after mid-year and the full beneficial impact is still to be felt

- Wages and salaries are rising at a much slower rate than inflation, which means the costs to industry and commerce are not going up as fast.

CAC TAB 18/10/86 (152)

Assault: Workers down tools

Labour Reporter

ONE-hundred-and-sixty-one workers at the Tiger Oats factory in Maitland downed tools yesterday to protest against management's refusal to dismiss or suspend a foreman who assaulted a worker.

The Food and Allied Workers' Union (Fawu), which has majority representation at the plant, said that in terms of the law, and its recognition agreement with management, assault was an offence for which a person could be summarily dismissed.

The acting managing director of Tiger Oats, Mr Michael Paddick, said

yesterday that the stoppage was against the terms of the company's agreement with Fawu Management had held "a full disciplinary inquiry into the incident and did not consider the offence to be of sufficient gravity to warrant dismissal"

Fawu said workers were prepared to return to work if the foreman was suspended pending an investigation.

The union and management held talks yesterday to try to resolve the matter, but no agreement was reached.

The union will report back to its members on Monday.

MEMBERS of the SA Medical and Dental Council have asked their executive committee to review an Act stating that medical practitioners involved in strikes or go-slow actions should automatically be struck off the roll.

During the SAMDC's 130th meeting in Pretoria this week, members said that when the Medical, Dental and Supplementary Health Service Professions Amendment Act was passed, the implications of coercion and intimidation in strikes could not have been predicted.

The Act provides that medical practitioners convicted of instigating, inciting or taking part in strikes or go-slow actions should automatically be struck off the roll.

One member said that, as the law

17/10/86
BUS DAY

Repeal law on striking medics plea

stood, a doctor would automatically be struck off the roll irrespective of his own moral culpability.

Several members agreed that the council should urge that "its right to exercise its own discretion be restored in matters regarding registered SAMDC persons who had been convicted of a strike or go-slow strike". — Sapa.

17/10/86
BUS DAY

Incentive schemes to be started

INCENTIVE schemes to improve the productivity of regional industries in SA and the TBVC countries are to be introduced, Trade and Industry Minister Dawie de Villiers said in Pretoria yesterday.

This, he said, was aimed at ensuring viability. The SA-TBVC governments participating in the incentive scheme realised the need for creating permanent employment opportunities.

It was therefore imperative that industries established in terms of the

17/10/86
BUS DAY

GERALD REILLY

scheme should be competitive, even before short-term incentives were taken into account

Regional industrial development authorities would subsidise 50% of the cost of productivity investigations undertaken by qualified productivity consultants.

A list of approved consultants would be compiled by the SA Centralisation Board in conjunction with regional authorities.

Union to challenge strikes restriction

WEEKLY MAIL REPORTERS,
Durban

THE Food and Allied Workers Union (Fawu) is to challenge the State of Emergency regulations on strikes and boycotts in the Pietermaritzburg Supreme Court next month. Fawu's action is a spinoff of their bid to have 166 dismissed Clover dairy workers reinstated.

An interim interdict was granted to Clover by the Pietermaritzburg Supreme Court on September 3, prohibiting the union from organising a boycott or publishing anything harmful to the dairy's reputation. The union has until November 26 to respond.

According to the Emergency regulations it is subversive to call or join an illegal strike or promote a boycott. Fawu's interpretation of the regulation was that calling for a product boycott following an industrial dispute was not a subversive statement. This is a "reasonable man's" view, their lawyer said, "but no one is sure of what the state's view is."

Much union activity has been paralysed by the vagueness of the Emergency regulation governing industrial action. Union leaders are uncertain about the difference between legitimate and subversive industrial action. Fawu contacted the police last

month for the police position on product boycotts as potentially subversive activity. Lack of police response led Fawu to seek clarification from the courts.

Although it is unlikely the regulation will be scrapped, it is likely the state will be forced to present a clearer definition of subversive industrial action under the State of Emergency, Fawu's lawyer, Chris Albertyn said.

Meanwhile community groups countrywide are promoting a national boycott of Clover dairy products following Fawu's four-month struggle to have the 166 Clover workers reinstated.

The dismissed workers were protesting the firing of a popular union organiser in the Pietermaritzburg Clover factory.

Support committees were formed in response to last month's interim interdict. The committees have called on consumers to stop buying Clover,

National Co-operative Dairy and Elite products until the workers are re-employed.

A Fawu representative said the support committees' action was a direct response to Clover's heavy-handed labour approach. Fawu did not at any stage threaten the company with boycott action and management had only themselves to blame for losses incurred, she said. According to the representative, the community action was a ripple effect outside the control of the union.

After negotiations to reinstate the 166 workers failed, Fawu organised a legal strike involving 1 500 Clover workers throughout Natal. After four days of what Clover called "a disruption of their normal services", management offered to renew negotiations. On the workers return, the union says management abruptly cancelled the meetings. Responding to the allegation on Wednesday, Clover denied cancelling any subsequent meetings.

During the legal strike, two Port

Shepstone Clover plant workers, Tobias Mbele and Reginald Cele, were detained under Emergency regulations. The union alleges they were pointed out by management to security police. Clover responded by saying the company cannot be accountable for police actions in pursuance of their responsibilities.

A few days later a Clover worker in Queensborough was also detained. A lawyer acting for the three said they were still in detention.

Congress of South African Trade Unions (Cosatu) representative René Roux said the three workers were neither shop stewards nor politically active.

In the light of the developments since the dismissal of the 166 workers, Fawu is bringing 20 charges of unfair labour practice against Clover before the Natal Industrial Court.

According to a Fawu representative, this decision led to the collapse or renewed negotiations over the fate of the 166 dismissed workers this week. Clover management reportedly told union officials they were not prepared to negotiate following Fawu's decision to take 20 cases to the industrial court.

The union labelled Clover's behaviour as "utter nonsense", as the disputes are separate from negotiations over the 166 workers.

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Volume 2, Number 41 FRIDAY OCTOBER 17 to THURSDAY OCTOBER 23, 1986

THE PAPER FOR A CHANGING SOUTH AFRICA

Mines face strike threat

By SEFAKO NYAKA

WAGE talks between the Chamber of Mines and the National Union of Mineworkers deadlocked at mediation level yesterday, opening the way for a legal strike

In the past two years wage talks between the two parties have reached deadlock resulting in limited strike action, but this year's deadlock might lead to an all-out confrontation

According to sources close to the National Union of Mineworkers, their members are in an extremely militant mood and judging by the present political climate in the country — the State of Emergency, detentions, the closure of black schools — the forthcoming strike could involve other sectors in sympathy strikes

Hours after the negotiating team returned from the abortive mediation meeting, workers

SOME of the Mozambican mineworkers affected by last month's order to suspend recruitment have been reprieved

About 750 Mozambican mineworkers who were affected by last month's government order to suspend the recruitment of Mozambican workers will now be permitted to enter South Africa, as a result of negotiations between the Chamber of Mines and the government.

were preparing strike ballot papers

On Monday NUM will conduct ballots on all Chamber-affiliated gold and coal mines, a union representative said

This was announced yesterday by the president of the Chamber of Mines, Peter Gush, addressing a function at the East Rand Premier Mines in Boksburg

No further details were available

Gush said Mozambicans had been a source of labour on the gold mines and Mozambique depended heavily on their income. It was a matter of great regret when relations between the mining industry and Mozambique were threatened.

A mediator was appointed after the Conciliation Board failed to resolve a dispute between the two parties over wages and working conditions

THE CHILDREN
OF VIOLENCE
Are township kids becoming
a second 'Khmer Rouge'?

PAGE 14

SHOCK EQUINUS
BARE-LEGS PIN-UP

Horrifying visage of man
behind the larnished halo

PAGE 26

152 weeks
17/10/86

NUM had declared disputes with 29 gold mines and 18 coal mines affiliated to the Chamber

Initially the union demanded a 30 percent increase across the board, against the Chamber's offer of between 15 and 20 percent

At a mediation meeting last Friday the union dropped its demand to 26 percent and the Chamber agreed to increase its offer by one percent

At yesterday's meeting the Chamber demanded that the union drop its "income security" demand and "it would consider increasing wages", a NUM representative said

Income security, according to the NUM representative, means that if a worker is transferred to a lower job category because of

● TO PAGE 3

Mine strike ballot next week

injury, he should be paid his original wages for six months

NUM's other demands included job security, a shorter working fortnight, a paid holiday on May 1 and improvements to fringe benefits such as leave, vacation pay, death benefits and maternity leave

The talks between the Chamber and the NUM hit a snag when they began in May. At the first meeting the Chamber set a number of preconditions to the talks, most of which were rejected by NUM

These included that NUM accept a schedule indicating the mines it represents, that talks for gold and coal mines be separated, if necessary, that outstanding matters of the 1985 wage negotiations not be allowed to affect this year's talks, that any settlement reached be regarded as full and final, that no cost-related changes in conditions of employment be implemented before July 1, and that NUM accept various exemptions, sought by the Chamber, from the

●From PAGE 152

Basic Conditions of Employment Act. Last month a Chamber representative said "On July 1 the Chamber implemented the wage offers after an agreement with the union. However they later came back and told us that after after consulting with their members they were now rejecting the Chamber's offer"

A new round of talks was started and several issues were resolved leaving wages and income security as the only unresolved issues

When the parties failed to reach an agreement on these issues, the matter was taken to the Conciliation Board

When the Conciliation Board failed, a mediator was then appointed

Confirming the deadlock of yesterday's negotiations, the Chamber's industrial relations advisor, Johan Liebenberg, said the Chamber regretted that its mediation attempts had foundered

"At the mediation sessions an additional three percent was offered

to surface gold mine employees and underground colliery employees

"An additional four percent was offered to underground gold mine employees, both effective from October 1, 1986"

Liebenberg confirmed that at the final stages of mediation only two issues remained

"On the question of wages both the Chamber and NUM indicated that they remain negotiable, but both parties were inflexible on the income security issue," he said

The Chamber had already offered to increase paid mine accident leave from 42 to 56 days per annum, cumulative to 112 days, and was not prepared to improve this offer further, Liebenberg added

He said NUM, on the other hand, was not prepared to negotiate further on wages if the Chamber's proposals did not include an improvement on the issue of income security offer

The Num said it would issue a statement later today

Argus 16/10/86

(152)

METROPOLITAN

Employers, unions want decision on May Day

By DICK USHER, Labour Reporter

GOVERNMENT foot-dragging on the emotive May Day holiday issue is causing increasing concern among employers who want to avoid disruptions to business and the community.

They can see only increasing pressure from labour for an official May Day holiday and predict that this year's mass stayaways — forcing a *de facto* holiday — will be repeated next year. They have accused the Government of being "stiff-necked".

One employer said "They claim to be willing to negotiate with representative organisations on issues of common concern.

"Who is more representative than trade unions and employer bodies, and what greater issue of concern is there than maintaining industrial peace?"

Major employer bodies — the Steel and Engineering Industries Federation (Seifsa), the Federated Chamber of Industries (FCI) and the Associated Chambers of Commerce (Assocom) — all voiced concern about the lack of Government action.

Mr R Mason, the president of Seifsa, said in his address to this week's Seifsa annual meeting "In view of the importance and disruptive nature of the issue it is regretted that the Government has not yet addressed this problem."

The FCI was "certainly concerned" about the lack of active response to contacts with the Government on the May Day question, said Mr Bokkie Botha, vice-chairman of the organisation's manpower committee.

And Assocom is to debate a motion at its conference next week that "urges the Government to convene as a matter of urgency a commission of inquiry into public holidays with a view to establishing appropriate public holidays for 1987".

2.5-m stayaway

Although many employers and unions have agreements giving some form of recognition to the day, employers have called this informal situation "a recipe for disaster" in the absence of a clear commitment from the Government.

"There is strong pressure from unions for a May Day holiday. The issue has aroused intense emotions — when you have some firms trying to coerce employees to work, others giving the day off, some people going to work and many others staying away, the possibilities for tension and conflict are immense," said one employer.

May Day this year was marked by a stayaway of about 2.5-million workers and pupils at a cost of millions of rands to industry and commerce.

A spokesman for the Western Cape region of the Congress of South African Trade Unions (Cosatu) — a leader in the call for a May Day holiday — said it had become a mass issue about who determined what should be public holidays.

"To a large extent a momentum has been created by previous stayaways so that May Day has become accepted as a public holiday by organised workers," he said.

"But Government delays are forcing it to become a political issue which the employers would rather have avoided. Under circumstances where workers are denied democratic rights they are demanding that their lives and struggles be formally recognised."

Cape Times
15/10/86 Cape

Bossie Clarke's workers arrested

Labour Reporter

POLICE arrested 21 workers at the Bossie Clarke fodder factory in Klipheuwel yesterday morning when workers challenged management over 18 "retrenchments" at the plant

According to the Food and Allied Workers' Union (FAWU), which represents all 30 workers at the plant, management summarily paid off 18 workers on Monday without following the correct procedures for retrenchment or negotiating with the union

"All the workers turned up at the factory the following day, but management locked the gates and only let six in"

"When the others refused to leave, they opened the gates and then called the police who arrested 21 workers for trespassing," a union spokeswoman said

Mr Clarke, who once played rugby for Western Province and is a former captain of the WP Cricket Club, declined to comment yesterday

Police, however, confirmed that 21 workers had been arrested. They were released after being given written warnings to appear in the Malmesbury Magistrate's Court today.

It is not yet clear whether all the arrested workers have been dismissed, but the union says management gave police the pay-packets of all workers charged

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tions. at a luncheon

East Rand workers show solidarity

CWIU members stage demos

WEDNESDAY 12/9/86 (52)

DEMONSTRATIONS and work stoppages called by the Chemical Workers' Industrial Union (CWIU) took place yesterday at several factories on the East Rand — in solidarity with the Dunlop strikers, whose dispute is in its fifth week

Workers at Boksburg-based Reef Chemicals stopped work for three hours in an industrial action that was marked by various degrees of militancy at other factories in the area

A CWIU official was unable to comment on the response to the action. She said "It's still too early to tell"

A strike ballot is expected to be taken by 3 400 CWIU members at Sasol 2 and Sasol 3 at Secunda some time next week after the union's rejection on Wednesday of management's final offer of a R95 a month increase

A Sasol spokesman declined to comment on the possible strike action. He said "We are anxious to avoid any disruptions and hope the matter will be resolved amicably"

The outcome of yesterday's Conciliation Board talks with Sasol management appeared to make little headway in resolving another pay dispute involving 5 500 CWIU members at Secunda Col-

HAMISH McINDOE

lieries A CWIU spokesman said talks had not "officially deadlocked" and expected fresh negotiations to begin in about 10 days time

□ The Commercial Catering and Allied Workers' Union accepted on Wednesday Foschini's offer for an R85 a month across-the-board increase for all permanent black staff. Part-time staff will receive two-thirds of that amount

Foschini management is expected to respond shortly to the union's demand for May Day and June 16 to be declared public holidays

□ Paper, Wood and Allied Workers' Union general secretary Jeremy Baskin said more than 80 workers at Springs-based Amalgamated Plastic Industries returned to work yesterday after a three-day sit-in at the plant

He said workers suspended their strike after management agreed to withdraw retrenchment notices and resume negotiations with the union

□ About 95% of the day-shift employees at the Beatrix gold mine — on strike since Monday — returned to work yesterday after a 50% turnout for the night shift on Wednesday, a Gencor spokesman said yesterday

Handwritten scribbles and a signature-like mark.

152
15/10/86
Business Day Reporter

Strike ballot at De Beers

YESTERDAY saw two new developments in the wage dispute between the National Union of Mineworkers (NUM) and De Beers, with the appointment of a conciliation board (CB) and the completion of a strike ballot among union members at four De Beers divisions.

The strike ballot was called when the Manpower Minister failed to appoint a CB within the statutory 30-day period which expired on October 1. Arrangements have now been

made for a CB meeting between the two later this week. The ballots — among 4 475 NUM members at the Namaqualand, Finsch and Kimberley mines and the Geology division — were still being counted at the time of going to press.

De Beers has offered increases ranging from 15% to 17,5% in response to the union's 24% demand. The minimum wage at De Beers is R340 a month

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10/10/86
DD

Q'town sit-in over

Dispatch Reporter

QUEENSTOWN — A 12-day sit-in by about 50 production workers at a bakery here is over. According to the owners, bread deliveries in the area were back to normal yesterday.

Agreement to return to work was reached at an hour-long meeting between representatives of Tiger Bakeries, owner of the Albany Bakery in Queenstown, and the Food and Allied Workers' Union (Fawu) on Wednesday evening.

The original cause of the stoppage, a pay dispute, was resolved in negotiations earlier this week, the regional chairman of Fawu, Mr Elliot Ndusulwana, said.

But employees refused to go back to work following allegations of threats and counter-threats involving the bakery manager, Mr Alan Warren, and an unnamed shop steward.

A spokesman at Tiger's headquarters in Johannesburg said yesterday that this dispute would now go to arbitration with the company's agreement. In the meantime the bakery was operating normally.

(S)

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Work stops over pay dispute

152
Eye
port
9/10/86

By JIMMY MATYU

PRODUCTION at five Pilkington Shatterprufe and Pilkington Plate Glass plants throughout South Africa has been halted by a work stoppage since Tuesday over a wage dispute.

Mr Chris Murray, managing director of Pilkington Shatterprufe in Port Elizabeth, said today that workers normally received an annual increase on October 1. When this did not happen this year, they decided to stage a sit-in.

Mr Murray said negotiations with the workers' union, the Chemical Workers Union (CWU), have been going on in Johannesburg for five days.

"There have been proposals and counter-proposals to reach an agreement and at this stage our latest offer is being considered by the union," he said.

Mr Murray said workers were now waiting to hear from their union which had to consult them before coming back to management with a reply.

LEGALISING PICKETS WOULD LOWER VIOLENCE, SAYS NEW STUDY

WEEKLY MAIL 9/10/76

THE legalisation of industrial picketing could play a significant role in lowering the level of violent conflict in South Africa.

By CLAIRE PICKARD-CAMBRIDGE

They describe a picket as a non-violent device to bring moral pressure to bear on strike breakers. This is to dissuade union members from striking, so that labour can be kept at work.

Picketing has been infrequent here mainly because the authorities have awesome legal powers which can be used against pickets. Such gatherings can be suppressed by the Internal Security Act, the Riotous Assemblies Act, the Trespass Act and Municipal by-laws.

The authors say picketing and intimidation are often confused in this country. Because there are no specific provisions for picketing, what might be seen as a real picket in the United States and Britain is seen as intimidation by South African authorities.

In many countries the law sets out the organisation of pickets, the relationship between pickets and essential supplies and services, the role of police and limits the number of pickets.

The authors' interviews with a representative sample of labour and management in the PWV area, revealed much confusion about picketing. Opinion in management ranks ranged from outright rejection to full acceptance.

Some said industrial relations needed more time to mature. They felt the divided nature of South African society could cause pickets to escalate into violence.

Other managements felt picketing should be permitted, provided conditions were laid down to provide for a peaceful picket which did not interfere with anyone else's freedom. Picketing, rather than intimidation and consumer boycotts, was preferred for communicating with a target population.

More cautious unions felt picketing should be allowed, but strictly outside the workplace and the institutionalisation of picketing would form part of the democratic process.

Napier and McBride suggest certain preconditions be met to ensure the viability of picketing in South Africa. Necessary amendments would have to be made to accommodate picketing in the Labour Relations Act, and incongruencies between this Act and other restrictive laws removed.

They say the Act should define picketing and specify the levels (such as industrial council or plant level) at which picketing rules may be negotiated. Certain parties should be empowered to impose sanctions for non-compliance with rules.

For picketing to become a viable device during a strike, there must be acceptance by all parties for picketing.

"The industrial environment has become a battleground for both industrial conflict and greater societal conflict. By recognising the right of the workforce to freedom of expression through the ordinary picket, this could surely play a significant role in lowering the level of violent conflict prevalent in South Africa today," the authors say.

But and other Western countries picketing remains outlawed here, despite recommendations for its acceptance by the Wiehahn Commission and the National Manpower Commission.

Napier and McBride say South Africans tend to ignore the fact that intimidatory tactics are being used for the same purposes as the picket — to induce co-operation among striking workers. Picketing, as a peaceful measure, could achieve the same effect.

Abkins strikers return to work

ABOUT 180 members of the Metal and Allied Workers' Union (Mawu) employed by Abkins Steel in Germiston returned to work yesterday after a two-day strike and sit-in. The 180 comprise the firm's entire black workforce.

The strike centred on a dispute over whether separate recognition agreements should be negotiated for the company's three subsidiary

companies. The return to work occurred after talks between Abkins and the union, but it seems the dispute was not actually resolved.

A Mawu spokesman said yesterday that by demanding three separate agreements the company was attempting to "divide the workers". The union would continue pushing for a single agreement, he said.

ALAN FINE

BWDA

Sowetan
8/10/78

200 Mawu members 'sleep in'

By LEN MASEKO

ABOUT 200 Metal and Allied Workers Union members are on a "sleep-in" strike at Germiston's Abkin's Steel in demand for recognition of the union.

A Mawu spokesman told the *Sowetan* that the stoppage, which began on Monday, was sparked off by management's delay in granting the union formal recognition. Recognition talks started early this year, he said.

Abkin's management was said to be in a meeting all day yesterday.

• The Media Workers Association of SA (Mwasa) has warned that it might declare a formal dispute with the South African Broadcasting Corporation (SABC) over recently announced retrenchments.

Mwasa regional chairman Mr Sam Mabe accused SABC management of announcing retrenchments and selecting workers to be retrenched "without allowing Mwasa a say in the matter".

Mr Mabe said SABC told the union early last month that 55 workers would be retrenched in December because TV2 and TV3 were operating on losses of R60-million a year.

SABC labour adviser, Mr I Tate, was said to be away on leave when the *Sowetan* contacted his office yesterday.

Dismissed

• Several Transport and Allied Workers Union (Tawu) members have been dismissed by Bophuthatswana Transport Holdings, reports ALI-NAH DUBE.

This is seen by the union as a campaign to "bash" it.

A spokesman for BTH declined to confirm or deny the allegations against the company.

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Whatever the figure, the biggest boycott

By PHILLIP VAN NIEKERK

ON Wednesday South Africa's black miners made history. According to the National Union of Mineworkers (NUM) about 325 000 miners responded to their call for a day of mourning for the 177 miners who died in the Kinross disaster two weeks ago. Management put the figure at 250 000.

Either way, it was — by far — the biggest-ever stayaway in the mining industry, the biggest-ever stayaway in any one industry, and the most impressive response to a safety issue by the South African union movement.

It was a clear articulation of the feelings of black miners towards the dangers of the mines where hundreds of workers die and thousands are injured every year.

The stayaway went ahead in spite of the fact that the mining houses, with the exception of Gencor, opposed the day of mourning and proposed a five minute silence instead.

Anglo American, in particular, blew it. They wasted an opportunity to co-operate with the NUM and its own workers, forcing black miners to take the day off without permission and creating an unnecessary conflict.

On the other hand, several hundred thousand members of Congress of South African Trade Unions (Cosatu) affiliates engaged in unprecedented solidarity action, arranging various stoppages, memorial meetings and demonstrations.

The Metal and Allied Workers' Union, for instance, said that 56 of its 60 organised factories took some form of action, while members of the Chemical Workers' Industrial Union at Sasol held a three-hour memorial meeting on Wednesday morning.

The stayaway was a barometer of the NUM's ability to mobilise its huge membership of more than 300 000, which has mushroomed in the brief four years of the union's existence. It proved that it is not simply a paper membership.

The sheer size of the stayaway poses an interesting contrast with the 1983 half-hour stoppage after the Hloboane disaster — the NUM's first industrial action — which was supported by about 30 000 workers.

Wednesday's stayaway was organised in less than two weeks and the NUM claimed virtually their entire membership responded to the call.

The question that has to be asked is whether the NUM could mobilise as much support as it was able to on Wednesday for action around other pressing issues such as the current wage talks with the Chamber of Mines, the sanctions question and broader political action.

The NUM's central committee is to debate policy on sanctions this weekend, while the deadlocked annual pay talks are about to enter mediation, a last attempt to find a negotiated solution and prevent a strike in the industry.

NUM general secretary Cyril Ramaphosa told a press conference on Wednesday that the stayaway was a "demonstration" of what workers

would be prepared to do on an issue which "affects them as closely as safety and political rights."

"I think that this stayaway just speaks for itself," he said. "Management should take heed that the NUM is prepared to take up any issue be it wages, political issues, be it safety, and it could mobilise workers around any issue, virtually."

Asked about the debate on sanctions, Ramaphosa said "I would hesitate to even suggest what the decision of our central committee would be."

Pressed further, he said the NUM would debate the possibility of cutting gold production, thus restricting the country's ability to weather sanctions.

He said they would also be discussing the "whole question of sanctions and how the workers and the union should respond, not only to sanctions affecting coal but to sanctions affecting gold."

The NUM's support for sanctions has met with considerable scepticism inside the industry, where management does not believe the NUM will be able to mobilise workers over an issue which would mean sacrificing jobs.

Job security ranks alongside wages and safety as an issue close to the hearts of black miners.

Indeed the NUM has so far been unable to mobilise substantial support for non-workplace issues. Both the May Day and June 16 stayaways

received negligible support among black miners, who ignored calls by the NUM.

This indicates at the very least that the kind of issue the NUM chooses to mobilise around is crucial to the success of the action.

Which is why the government's off-repeated threat to repatriate foreign miners in retaliation against sanctions could be the site of political action for the NUM.

The warnings — uttered by the government as part of a political game of sanctions one-upmanship — have threatened the job security of thousands of miners.

Meanwhile, as a barometer, Wednesday's stayaway revealed that the heart of the NUM's support remains at Anglo American's Free State gold fields.

According to management, the only Anglo gold miners who did not go out were three shafts at Vaal Reef, one at Western Deep Levels and one at President Steyn.

Support for the stayaway was extremely high at Gencor gold mines, as was to be expected.

Other key areas of union support were the collieries centred at the militant town of Witbank, Tubotse Ferrochrome and the chrome mines in the north-eastern Transvaal, centred on the strong union township of Eerste Geluk, and the Cape diamond fields.

The most notable exceptions were the mines in the Gold Fields Group, which has superseded Gencor as the toughest nut in the industry, the collieries of Natal, and Rand Mines' Blyvooruitzicht, the home of Cosatu president and NUM vice-president Elijah Barayi.

Probe into church report on strikes

Religion Reporter

AR643
7/10/86 (152)

A REPORT which strongly favours the right to boycott or strike and backs disinvestment has been referred by the Ned Geref Sendingkerk for further study by experts

The report was compiled by an ad hoc commission into implications of church action in combating racism.

The Sendingkerk's synod yesterday accepted a recommendation by the commission that its report be referred to experts within and outside the church to weigh up the practical implications of the report and of the Confession of Belhar

The results will then be referred through the general synodical commission to the church for study.

"GREAT IGNORANCE"

Meanwhile, the church is to ask for observer status on the World Council of Churches (WCC) and wants to be kept closely informed of its activities in order to dispel "great ignorance" in the church.

The church's synod yesterday also decided to retain its membership of the Reformed Ecumenical Synod (RES) and the Federal Council of the Ned Geref family.

There was no discussion on recommendations on the church's relationships with the WCC or RES, but a recommendation that membership of the Federal Council be discontinued brought lively debate before it was overturned

The synod decided to request the RES to adopt the Confession of Belhar so that all member churches could subscribe to it

The Confession — which enshrines the church's condemnation of apartheid as heretical in its official doctrine — has been adopted by the Sendingkerk as a fourth confession

Ciskei strikers go back

BISHO — Workers at Pick 'n Pay here who downed tools on Monday morning after an employee had been dismissed returned to work yesterday after their dispute had been resolved with management, the workers said yesterday.

The supermarket chain's general manager for the Eastern Cape, Mr Terry Carroll, was not available for comment yesterday

The workers said their strike followed the dismissal of a shelf packer, who was a member of their works' committee

He had been dismissed for an alleged refusal to obey a lawful instruction and insubordination

The employee was found guilty by a disciplinary inquiry and was sacked

He now had three days to appeal if he wanted

By LEN MASEKO

Escom workers stay away

ABOUT 150 black Escom workers stayed away from work at the parastatal's Vaal Triangle branch in protest against management's plans to retrench "redundant employees".

The stayaway was sparked off by workers' fears that, if retrenched, they may lose their homes in an Escom-funded housing scheme in Zone 10, Sebokeng.

Most of the Escom employees who stayed away from work are members of the Orange-Vaal General Workers' Union, whose officials were due to meet management late yesterday.

Escom management recently announced that they would retrench a number of workers from next month. Last Friday, management and

12 trade unions representing Escom employees reached an agreement on "the criteria for identifying redundancies and the process to be followed to identify redundant jobs".

The Orange Vaal Workers' Union general secretary Mr Philip Masia told the *Sowetan* that his union was opposed to the retrenchments because black employees would not only lose their jobs but their Escom-sponsored homes as well.

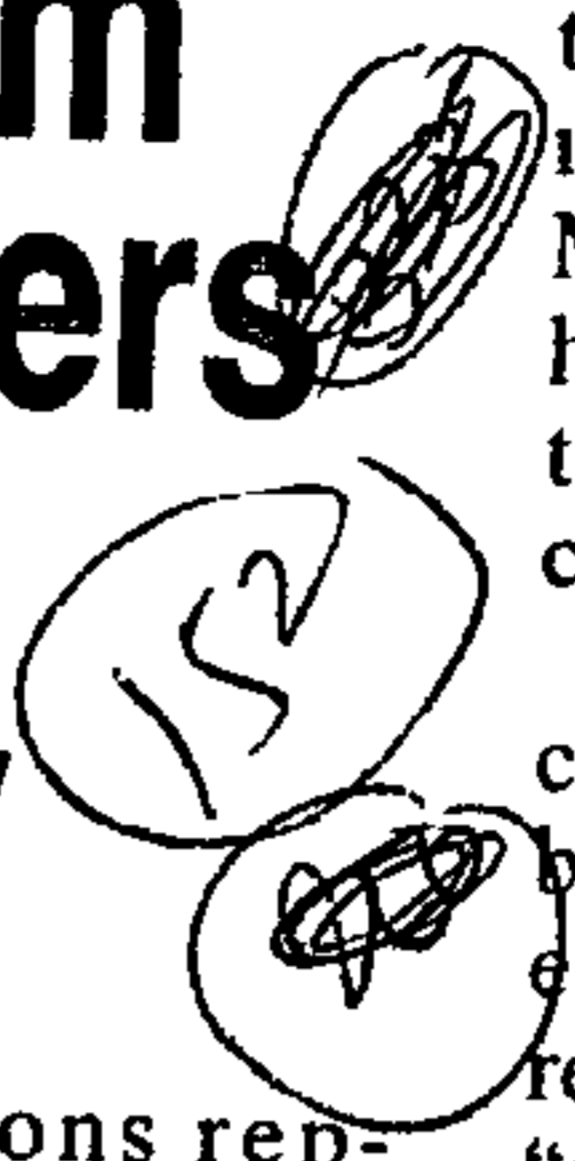
"If Escom is cutting

down on its operations, this should not be done in the cost of jobs," said Mr Masia, whose union has no formal recognition agreement with Escom.

Escom management confirmed the stayaway by some of its employees yesterday, but said reasons for this action "are not clear on this stage as no formal approach has been made to Escom".

Therefore it was not possible to confirm allegations linking the stayaway to the recently announced retrenchment programme, an Escom spokesman said.

"Negotiations with the 12 recognised unions are still continuing and it is not possible at this stage to say how many employees in the Vaal Triangle will be affected," the spokesman said.



7/10/86
Escom men return

WEDNESDAY

ALAN FINE

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ABOUT 150 Escom employees in the Southern Transvaal are due to return to work this morning after a stoppage yesterday. Their return comes after talks between Escom management and representatives of the Orange-Vaal General Workers' Union.

An Escom spokesman says the stoppage — which affected the Lethabo and Kragbron power stations — was a result of uncertainty over Escom's recently announced retrenchment programme.

Workers living in Escom-owned houses apparently feared they would lose their accommodation should they be retrenched.

Management has given an undertaking houses will not have to be vacated immediately after retrenchment

~~410~~
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2/10/86

Dismissal sparks stoppage

BISHO — Workers at Pick 'n Pay here stopped work yesterday after an employee was dismissed.

The supermarket chain's general manager for the Eastern Cape, Mr Terry Carroll, confirmed that an internal dispute had taken place but denied that a strike was in progress.

The contention between the workers and management was whether the dismissal was justifiable or had been carried out correctly.

Management had held talks with the workers, he said.

When a Daily Dispatch reporter visited the scene only three tills were operating.

Many would-be shoppers queued outside the closed doors as security guards allowed only two people to enter at a time.

Comment could not be obtained from the workers, who were at the back of the shop — DDR

Significant drop in incidents of unrest

Pretoria Bureau

There was a marked drop in the number of unrest-related deaths last month compared with the earlier stages of the state of emergency, the Bureau for Information said yesterday.

While 161 people died in June this year, only 28 deaths occurred in September. This figure is the lowest monthly total since February 1985. The current state of emergency was declared on June 12.

Dr Kobus Neethling, director of the bureau's research unit, said that although unrest was quietening, the revolutionary climate had not yet abated and was still intense in some places.

He gave a breakdown of the various unrest-related incidents which had occurred since the start of the state of emergency.

● Unrest incidents. 38,2 percent stone-throwing, 18,4 percent petrol bomb attacks, 15,5 percent arson attacks, 5,1 percent robberies; 6,7 percent other incidents

● Deaths black agitators responsible for 68,4 percent, security forces responsible for 24,4 percent, and other unidentified individuals or organisations responsible for 7,2 percent

● Injured or wounded black agitators 59,7 percent, security forces 33,4 percent, and other 6,8 percent. The number of people injured per month dropped by 417 between March and September this year

● Attacks on security forces 180 attacks on security forces during the first week of the emergency and 32 in the 16th week — 64 percent of these attacks were stonethrowing, 23,1 petrol bombings, 8,3 shootings, 1,7 arson, 2,9 other.

Stayaway at Escom over home loss fears

By Mike Siluma

Scores of Escom workers who stayed away yesterday in protest over impending retrenchments returned to work today after talks between their representatives and management

The Orange Vaal General Workers' Union (OVGWU) said that about 300 Escom employees in Sebokeng stayed away from work, demanding assurances that workers made redundant would not lose their homes. The houses were a condition of employment, and workers fear that they and their families will be thrown out if they are retrenched.

Escom said the retrenchments are necessitated by a cut-back in operations because of the economic downturn. At this stage it is not possible to say how many people will be made redundant.

OVGWU spokesman Mr Philip Masia said workers were not prepared to pay for alleged mismanagement at Escom with their jobs.

An Escom spokesman said about 150 workers who stayed away had agreed to return to work after management had given an undertaking that retrenched workers will not have to vacate their houses immediately.

Full details about redundancies will be made available later this week.

● About 200 striking members of the Metal and Allied Workers' Union (Mawu) slept in at Abkins Steel in Germiston to back a demand for the recognition of the union, a spokesman said.

He claimed that management had called in "scab" labour and permitted white employees to come to work armed.

The white employees were being abusive to the strikers, the spokesman claimed.

Heart baby is ailing after op

The Star Bureau

NEW YORK — The South African heart operation baby, Christopher Waters, has been re-admitted to Philadelphia Children's Hospital suffering from a bacteria infection.

Just over two months after his life-saving surgery in the United States to correct hypoplastic left heart syndrome, Christopher is still ailing.

Surgery has successfully corrected the congenital heart defect, and he

George fired at youths

Hitch in suburbs' refuse removal

Dispatch Reporter
EAST LONDON — The collection of refuse was disrupted in several suburbs this week but was resumed yesterday

The cultural affairs and environment portfolio leader, Mr Patrick Kay, confirmed that there had been staff problems which would be sorted out

"Non-collection was due to a staff grievance. These occur in most organisations. We have had a stayaway and other staff have been slotting in temporarily", Mr Kay said

Earlier, the director of cultural and environment services, Mr A D

Janse, declined to comment beyond saying that the matter was "private".

Mr Kay said this comment had been intended to divert publicity from a "delicate" situation

"We acknowledge that the public have a right to be informed as they are being inconvenienced, but would like to avoid undue publicity," he said

Mr Janse confirmed that refuse collections had been resumed yesterday and that the unit should be in full operation by Monday

The refuse unit would also be working today, Mr Janse said

152 (circled) ~~2003~~ (circled)

4/10/86

152 DD 2/10/86

Mass stayaway on SA mines

Dispatch Correspondent JOHANNESBURG — At least a quarter of a million miners stayed away from work yesterday in a show of support for the call by the National Union of Mineworkers (NUM) that October 1 be marked as a day of mourning for the 177 victims of the Kinross disaster.

It was the largest stayaway in any single South African industry and, with claims that another 225 000 workers in other industries took various lesser forms of action, yesterday's events are likely to make the health and safety issue a major one on South Africa's industrial relations agenda.

The NUM said 325 000 members observed the call. Its general secretary, Mr Cyril Ramaphosa, said memorial services were held "at virtually every mine where the union has a strong presence".

According to figures supplied by the six largest mining houses, 250 000 miners stayed away from work yesterday.

A Gencor spokesman reported approximately 70 per cent of the 97 000 workers on the com-

pany's gold mines and 50 per cent of the 14 000 colliery employees "availed themselves of the offer to take the day off".

Anglo American said 150 000 out of its 180 000 gold miners stayed away.

There was also a "substantial" stayaway at seven of Amcoal's 13 collieries.

Mining industry employees who reported for work yesterday observed five minutes si-

lence from noon, in terms of an arrangement made with the Chamber of Mines.

The mines said the day passed relatively peacefully. However, Mr Ramaphosa said there were several incidents.

In Welkom, 150 people were arrested while on their way to a meeting and eight unionists were arrested at a memorial service in Witbank. Workers at the Winkelhaak mine and at Vaal

Reefs were teargassed, he said.

The Bureau for Information said it received "no reports of any serious incidents" related to the day of mourning.

In other industrial sectors, a survey by the Labour Monitoring Group showed 41 per cent of workers in 49 firms where the Congress of SA Trade Unions was organised had engaged in some kind of action.

(K2) DD 2110186

Workers on strike at Q'town bakery

Dispatch Reporter

EAST LONDON — All workers in the production section of Albany Bakery in Queenstown have been on a sit-in strike since Monday, a spokesman for the the Food and Allied Workers' Union, Mr Mxolisi Nduzulwana, said yesterday

In a telex message from Tiger Bakeries Ltd, who own the Albany Bakery, the regional director of the Cape region, Mr P. B. Gannon, confirmed the work stoppage — and said management was attempting to resolve the matter by using negotiating procedures.

Mr Nduzulwana said workers had been underpaid by six hours every week for seven weeks in succession. The workers, through their floor shop stewards, complained to management and demanded that the situation be remedied.

Management agreed in principle to a meeting on September 26.

He said because of the agreement, workers on that day had demanded they be paid all the money due to them — before they started work.

Mr Nduzulwana said a management official told workers they would receive no money, and that if they did not want to work, they should leave immediately. Workers had decided to leave en masse.

He said when the workers returned to the bakery the following day they found the gates locked. Mr Nduzulwana said that on September 30 the workers then managed to get into the premises — and sat down.

He said the company's management then called a meeting between himself and the plant's union committee members. Mr Nduzulwana said negotiations then broke down.

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2/10/86

The Star Thurs

Pretoria Bureau

Police yesterday "removed" 72 shouting, placard-waving mine-workers from the centre of Welkom.

The workers, members of the National Union of Mineworkers (NUM), had joined the union call to stay away from work and mourn those killed in the

Welkom marchers 'removed'

Kinross mine disaster.

A spokesman for Police Headquarters in Pretoria, Major Steve Venter, said the workers had moved into the town shouting and waving placards

He said the workers had not been arrested but rather "re-

moved" from the town

Earlier reports alleged that 150 miners were arrested after marching from the President Stein mine to the union's offices

Thousands of mineworkers in the Free State and Western Transvaal observed the day of

mourning

According to NUM general secretary, Mr Cyril Ramaphosa more than 120 000 workers in the Free State (which employs about 180 000) had not reported for work. Various student bodies, political organisations and other unions joined NUM in the stayaway



A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a commemoration service in Johannesburg yesterday. The service included a number of worker slogans and songs. ● Picture by Alf Kumalo.

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PICK 'n PAY, JOHN BAILY ST, KLIPFONTEIN TEL 70108 NELSPRUIT CNR LOUIS TRICHARDT & PAUL KRUGER STS TEL 52441/2/3

Mawu members buried

CP Correspondent

CITY PRESS

21/12/86

1401A

THE FOUR people who were murdered in Mpophomeni a fortnight ago were buried in a marathon emergency-style funeral this week.

The four bodies were released one by one from Edendale about 30km away, and the four funerals took place one after the other.

In all the services took eight hours, starting at 10am and finishing at 6pm. They were conducted by Archbishop Denis Hurley and the local Catholic parish priest Father Larry FA Karufmann.

Restrictions issued under the emergency regulations meant that the funerals could not be held jointly, had to be indoors and could not be held on a public

holiday or over a weekend.

The four dead included two senior members of the Metal and Allied Workers' Union, Phineas Sibiya and Simon Ngubane, and the daughter of a Mawu unionist, Flora Mnikathi.

The three were abducted by armed men, allegedly linked to Inkatha, and driven to a lonely spot. Their charred bodies were found some hours later in a burnt-out car.

The fourth person, Alpheus Nkabinde, died when people occupying the township hall allegedly marched through the area, attacking people and houses. Nkabinde died on the way to hospital.

Police have confirmed several arrests in connection with the four deaths.

NUM seeks strike ballot

1401A
2/11/88
CITY PRESS

FOUR National Union of Mine Workers members brought an urgent application before the Rand Supreme Court this week to sanction a strike ballot.

Jacob Zonwabele, Nicholas Mbewu, Steven Rapopo and Cornelius Mahintsho, all of Kloof Mines, asked Judge McArthur to sanction a strike ballot intended for today.

According to papers in court, Num seeks to get a mandate from miners by the proposed ballot to declare a lawful strike over a wage dispute at present on appeal before the Industrial Court.

The miners say the ballot was denied to them by mine officials and as a last

resort they brought an urgent application to the Rand Supreme Court.

R Zulman, counsel for Kloof mines, argued that there was no urgency in the application brought by the miners.

He said:

- The miners would suffer no irreparable damage even if the case was postponed to a later date.

- Though NUM is recognised at other Gold Field mines, it was not recognised at Kloof mines.

"NUM general secre-

tary Cyril Ran states in papers before court that his union recognised at mines.

"I therefore see son for an urgent tion before this Zulman said.

"Members interested taking part in a frustrated because wanted May 1 and to be recognised public holidays," argued.

He said Num was recognised at Kloof because it did not have big enough membership there.

On November year, the union won Industrial Court case at the mine, but the mine had an appeal which is heard early next year.

"Kloof has a statutory right to appeal to the Appeal Board and the ballot cannot be held on December 19," Zulman said.

"The mine wants the appeal to be heard before there can be a ballot."

Zulman further argued that the miners and union were "trying to get a virtue out of a necessity."

He said there was nothing that could suggest the application was urgent.

Because it was a right of the miners to hold a ballot, it did not make the application urgent, he said.

AN OPEN LETTER

ON 20 October, 1986, General Motors Corporation announced it was selling its financial interest in General Motors South African (Pty) Ltd to a group headed by local GMSA executives.

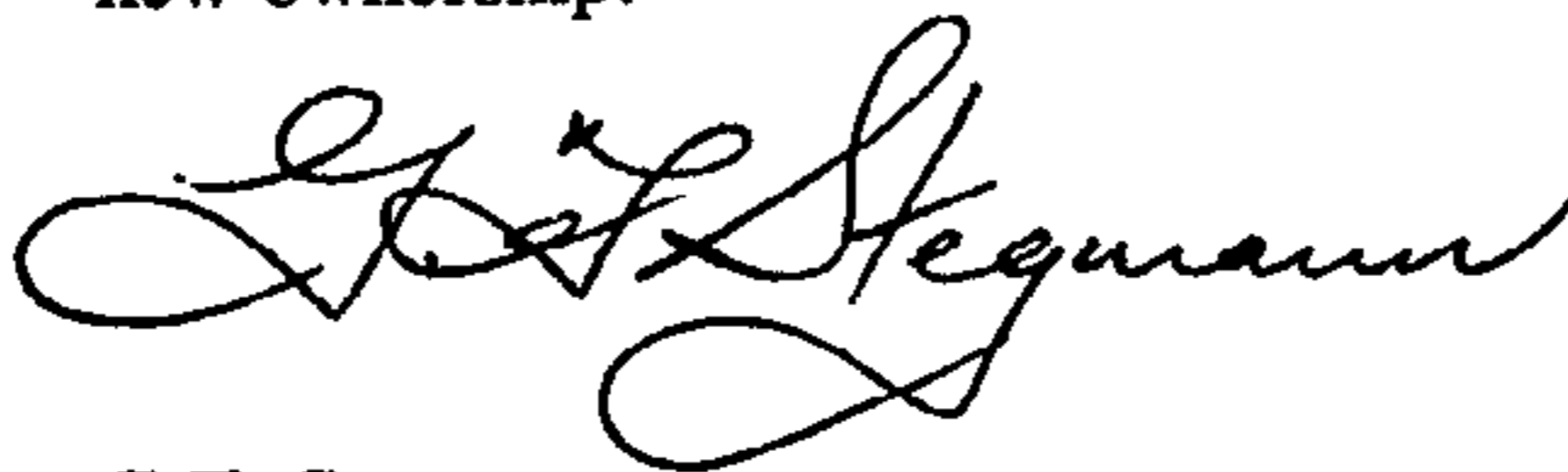
Since that date, GMSA management has gone to great lengths to assure dealers, suppliers, employees and the Port Elizabeth community at large, that the new owners intend operating the company as at present — manufacturing and assembling Opel and Isuzu products for distribution in South Africa.

Unfortunately, some of the GMSA workforce embarked on a strike commencing 29th October, 1986, which the National Automobile and Allied Workers Union has acknowledged is illegal.

The core management group representing the new owners, has confirmed to the present GMSA workforce that the following Conditions of Employment will remain unaltered when the ownership change occurs:

- Current Rates of Pay and Overtime Rates**
- Current Grade Structure**
- Current Leave provisions**
- Current Gratuity**
- Current Service Attendance Allowances**
- Current Paid Public Holidays**
- Current Severance Pay provisions**
- All other current conditions of employment and benefit plan coverages not specifically mentioned above.**

GMSA employees currently on strike are urged to return to work to avoid forfeiting the wage and benefit package which the company now offers, and will continue to do so under new ownership.



G.F. Stegmann
Director of Personnel and Public Affairs

11 November, 1986



Southern Life sees inflation hold sway this year and next

152
STAR
23/10/86

Finance Staff

Following the recent one percentage point rise in the Consumer Price Index to 19.7 percent, most economists are fairly sceptical about a drop in the inflation rate by the end of the year

Indeed, Southern Life in its October *Economic Comment* believes "that a year-end rate of 16 percent is as much as we can hope for" and that inflation will be high next year too

It says that the likelihood of inflation averaging below 18 percent in 1986 is now remote, after the fall of the rand against major foreign currencies starting in August last year

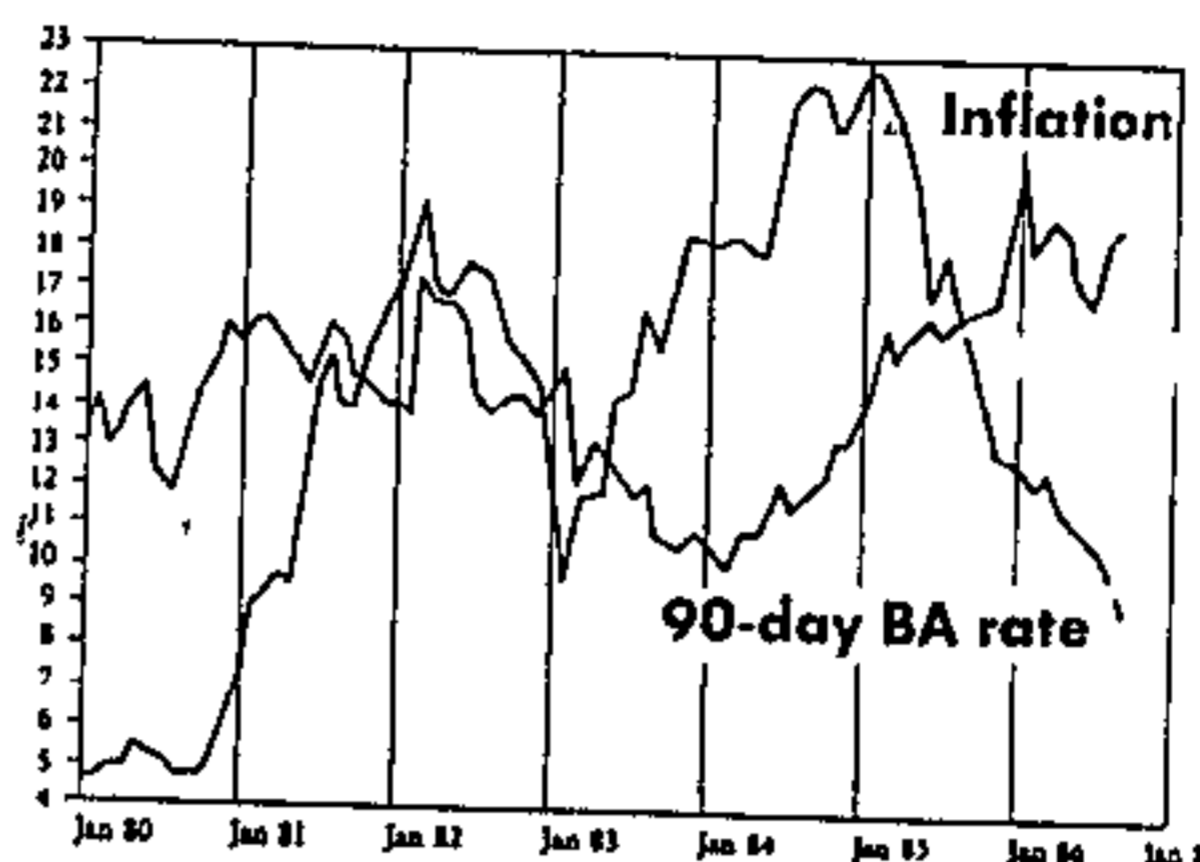
By late 1985, Southern says, a trade-weighted basket of currencies was some 65 percent more expensive than a year earlier and the producer price index (PPI) of imported goods correspondingly rose at a record rate in January 1986

"The weakness of the trade-weighted rand between May and July prevented the PPI from falling as far as it otherwise would have, and had an adverse effect on the CPI in July and August"

Looking further ahead, Southern Life sees inflation moving even higher by the end of 1987

Based on the assumption that the firmer gold price implies a stronger economic recovery, Southern believes companies, which in the recent depression saw margins squeezed to almost zero rates, will raise their profit margins substantially

"In addition, salary and wage increases will be anything but moderate



in 1987, especially in the mining industry and the public sector."

"A firmer gold price also implies a firmer rand and to the extent that the rand strengthens, inflation can be reduced," says Southern Life

They add, however, that the Reserve Bank could restrict the rand's upward momentum, to keep South Africa's exports competitive in a hostile trading environment

"This has always been the case in South Africa, although the Bank's own advisers are aware of the inflationary bias that an asymmetrical response of the rand to changes in the gold price has imparted to the economy"

Short-term interest rates are also likely to move downward, as the low money supply growth makes a tighter monetary policy unnecessary in the near future

As credit demand is expected to firm in the beginning of 1987, the downward movement of interest rates will be halted and the gap between them and the inflation rate will be significantly lowered

(152)
we put 2/10/86

Striking workers hold mass meeting

A MASS MEETING of 450 striking Harvestime workers was held in the Dorothy Jansen Hall in Korsten today.

The branch secretary of the Food and Allied Workers Union, Mr Lucky Dendile, said 21 workers arrested at the factory late yesterday afternoon, appeared in court today

and were all released on their own recognisances

He said 50 workers had been injured in the scuffle that ensued when police arrested 22 workers at the factory at Perseverance yesterday afternoon.

One of the workers had been admitted to hospital.

Mr Dindile said matters to be discussed at the

mass meeting included the original issue of dispute — wages — and the injuries suffered by workers yesterday.

He said a meeting with management had been scheduled for this afternoon.

The workers wanted to negotiate directly with management, but it appeared that management wanted to hire a mediator to deal with the issue.

● Yesterday was the third day of the wage strike.

EVE PAB
27/10/86

35 000 miners strike on Reef

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike last night and today, according to the National Union of Mineworkers (Num)

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand.

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company

Num's Press officer, Mr Marcel Golding, said the strike centred on Gold Fields' refusal to increase their wage offer during negotiations last week

During talks with the union last week, the Chamber of Mines proposed increases of 19,5 to 23,5% as well as improved income security for workers transferred to lower grade jobs due to injury at work

The union still has to officially accept this final offer — Sapa

Rhodes fees

SMK
up 18.5 pc
2/10/86
Education Reporter

Rhodes University will increase its tuition and residence fees by about 18,5 percent in 1987, a university spokesman said at the weekend

A first year Bachelor of Arts, Bachelor of Commerce, Bachelor of Journalism and Bachelor of Social Science student will pay R1 940 for tuition. First year Bachelor of Science, Bachelor of Music and Bachelor of Pharmacy students will pay R2 140.

Students at the East London campus will pay R400 for each course. Last year it was R355.

Fees for postgraduate degrees and diplomas and occasional students vary according to the course of study

GOLD Fields (GFSA) was last night considering a call by the National Union of Mineworkers (NUM) for a top-level meeting to discuss ways of resolving the wage dispute which has precipitated a strike involving at least 25 000 black miners.

More than 80% of the black workforce at Gold Fields' Kloof, Doornfontein and Deelkraal mines went on strike on Sunday night and yesterday over the refusal to match the 19,5% to 23,5% wage increases offered by other mining houses last week

Formal agreement with Anglo American, JCI, Gencor and Rand Mines' gold division was reached last night.

Gold Fields, with Rand Mines collieries, withdrew from the negotiations

GFSA ^{28/10/86} weighs up ⁽¹⁵²⁾ NUM ^{18:50 PM} peace offer

ALAN FINE

when the employer offer reached the 15% to 20% level in July

However, the company says it implemented a wage adjustment in August, designed to eliminate certain anomalies in its wage curve

These increases, Gold Fields claims, mean that its wages are "on aggregate in much the same ballpark as those of other mining groups".

It says the strike is illegal because the union has not conducted strike ballots

OVER 35 000 UN STRIKE AT MINES

BETWEEN 35 000 and 40 000 workers at three mines in the Goldfields group have been on strike since Sunday night, a spokesman for the National Union of Mineworkers said yesterday.

A spokesman for Goldfields confirmed that most workers at the Kloof Mine in Westonaria and the Deelkraal and Doornfontein mines in Carletonville failed to report for work on Sunday night.

"This morning an almost total stayaway was reported for these mines," he said.

"In the course of Sunday night there was unrest arising from intimidation by strike supporters on a number of group mines, necessitating protective action by the mine's security personnel," the JCI spokesman said.

"At Doornfontein the boot shop and a store-

room were set alight and the municipal fire brigade assisted in putting out the fire "

"At Doornfontein a local union office bearer intimated that the stoppage was in connection with the wage dispute," the spokesman said

NUM spokesman, Mr Marcel Golding, said

the strikes were connected to "Goldfields refusal to increase their wage offer during wage negotiations last week "

He said workers had also attempted to strike at Goldfields' East Driefontein mine in Carletonville and Libanon and Venterspost mines in Westonaria but were

prevented from doing so by a 'heavy mine security presence

During talks last week the Chamber of Mines and NUM resolved a dispute in the mining industry's annual wage talks by agreeing to income security for workers transferred to lower grade jobs due to injury

at work and wage increases of up to 23,5 percent

The Goldfields group and Rand Mines stayed out of the agreement. According to Mr Golding they declined to increase the 20 percent wage hike implemented on their gold mines in July this year — Sapa

Sowetan 28/10/86

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DD 28/10/86 (213)

35 000 in ⁽¹⁵²⁾ pay strike, says miners' union

Riots and arrests reported

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike on Sunday night and yesterday, according to the National Union of Mineworkers (NUM).

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand.

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Mines on strike are Deelkraal, Doornfontein and Kloof gold mines, according to the company and the union.

Gold Fields estimated those involved in the work stoppage at 30 000

The NUM's press officer, Mr Marcel Golding, put the figure at between 35 000 and 40 000.

He said the strike centred on Gold Fields' refusal to increase their wage offer during negotiations last week

During talks with the union last week, the Chamber of Mines proposed increases of 19,5 to 23,5 per cent as well as improved income security for workers transferred to lower grade jobs due to injury at work. The union has yet to officially accept this final offer.

Gold Fields and Rand Mines collieries stayed out of the latest offer, sticking to increases of between 15 and 20 per cent. Rand Mines have so far reported no labour unrest

Mr Golding said eight workers had been arrested and there had been "considerable mine security action" during the strike.

A Western Transvaal police spokes-

man denied allegations from the NUM that the SAP had intervened at the Doornfontein mine on Sunday. Mine security officials arrested an alleged intimidator and fired eight plastic bullets, he said

He also denied any SAP involvement at the East Driefontein mine on Sunday, but said mine security had arrested an alleged "intimidator" and fired teargas and plastic bullets

Seven workers were treated for stabwounds after disturbances, he added

Mr Golding said those arrested at various mines included the union's regional chairman of Westonia, Mr Justice Tshukulu, a shaft steward from Kloof, Mr M Mpule, three workers from Driefontein, Mr J Mhezulu, Mr C Mbiza and a man called De Villiers

The SAP spokesman said West Driefontein security officials arrested 10 workers for alleged intimidation on Sunday, but later released them. Five plastic bullets were fired by mine security but there was no SAP involvement, he said

A Gold Fields spokesman said "At Doornfontein there was a skirmish at the boot shop which was set alight together with a storeroom. The fire was quite extensive and the local fire brigade had to be called in to extinguish the blaze"

Police confirmed a boot and mattress store was set alight at the mine on Sunday

"There was rioting at Doornfontein and East Driefontein. At Doornfontein, mine security personnel had to use teargas and rubber bullets to disperse a mob," the Gold Fields spokesman said — Sapa

~~(200)~~
N/M 29/1/86

Warehouse (52) workers picket for wage rise

Labour Reporter

EMPLOYEES at the CNA warehouse in Durban staged a picket demonstration on the premises in Jaco Place at lunch time yesterday in support of their demand for a 'living wage'

Mr Important Mkhize, branch organiser of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the workers were demanding a pay rise of R105 a month across the board

Originally they requested a rise of R200 a month but decided to compromise by reducing it by nearly half. He said the company offered R85 a month which the workers rejected outright and described as 'sheer peanuts'

'Workers have vowed to stand by their demand of R105. They also requested that the minimum wages be increased to R500 a month. CNA workers throughout the country are holding strike ballots

Failed

'If the majority decide on strike action in support of their demands there is a possibility that they could go on strike in a matter of days,' he added

A CNA spokesman said the union and shop stewards from CNA Limited had rejected a final wage increase offer by the company of R85 a month across-the-board

The spokesman said that the union had stated that a Conciliation Board established at the union's request to help solve the dispute had failed, although CNA disagreed and were willing to negotiate further

The union was now conducting a ballot among its members about taking industrial action.

The CNA spokesman said the company had reminded employees considering industrial action that they would not be paid for the days on which they failed to report for work.

NUM mulls over strike

ALAN FINE

THE National Union of Mineworkers (NUM) was last night considering the future of the strike of up to 30 000 workers at three Gold Fields mines after the company said it would not negotiate until strikers returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal". However, after receiving a 3am telex from the NUM yesterday, it agreed to a noon meeting.

But an expected follow-up meeting later in the afternoon failed to materialise. NUM spokesman Marcel Golding said Gold Fields had told the union it would "refuse to negotiate further unless the workers return to work".

As the strike entered its third day, Golding said local union leadership was discussing with its members at Kloof, Deelkraal and Doornfontein gold mines the company's "intransigent attitude".

At yesterday's meeting, the NUM put forward a number of demands it had earlier agreed with other chamber members. Gold Fields has said a wage adjustment implemented in August has already made its pay levels similar to those on other chamber mines.

It said: "It is true we have indicated we are not prepared to discuss the substantive issues in the face of an unlawful strike. However, we have made clear our willingness to discuss a resolution of the situation and these discussions are still underway."

CNA wage strike possible

29/10/16
SMA
152
About 1000 workers at CNA
countrywide are considering
whether or not to strike after
the collapse of wage talks this
week

The Commercial, Catering
and Allied Workers' Union
(Ccaawusa) rejected a final wage
offer by CNA of an R85 a month
across-the-board increase, the
company said yesterday.

The union said it was sticking
to demands for a R105 a month
increase.

Negotiations between the par-
ties began in mid-May. At that
time the union demanded a
R200-a-month across-the-board
increase to become effective on
August 1. The union also de-
manded that May 1 and June 16
be paid public holidays.

CNA says the union declared
a dispute in July, refused to take
part in mediation, and applied
for the conciliation board which
was granted at the end of Sep-
tember and met without success
on October 8.

the falls

Southdown

then he talks it, too '00 in his bit for the party

Gold mines strike talks stalemate

Mercury Correspondent

JOHANNESBURG—The National Union of Mineworkers was last night considering the future of the strike involving up to 30 000 workers at three Gold Fields mines after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal" However, after receiving a 3 a m telex from the NUM yesterday, it agreed to a midday meeting

But an expected follow-up meeting later in the afternoon failed to materialise Instead, according to union spokesman Marcel Golding, Gold Fields told the union it would 'refuse to negotiate further unless the workers return to work'

As the strike entered its third day, Mr Golding said local union leadership was discussing with its members at Kloof, Deelkraal and Doornfontein gold mines the company's 'intransigent attitude'

At yesterday's meeting the NUM put forward demands for an improved

wage offer, an income security deal similar to one it had agreed on earlier with other Chamber of Mines members, and the resolution of grievances over the wage payment cycle

Gold Fields has said a wage adjustment implemented in August has already made its pay levels similar to those on other (chamber mines

Fears for man missing after night at casino

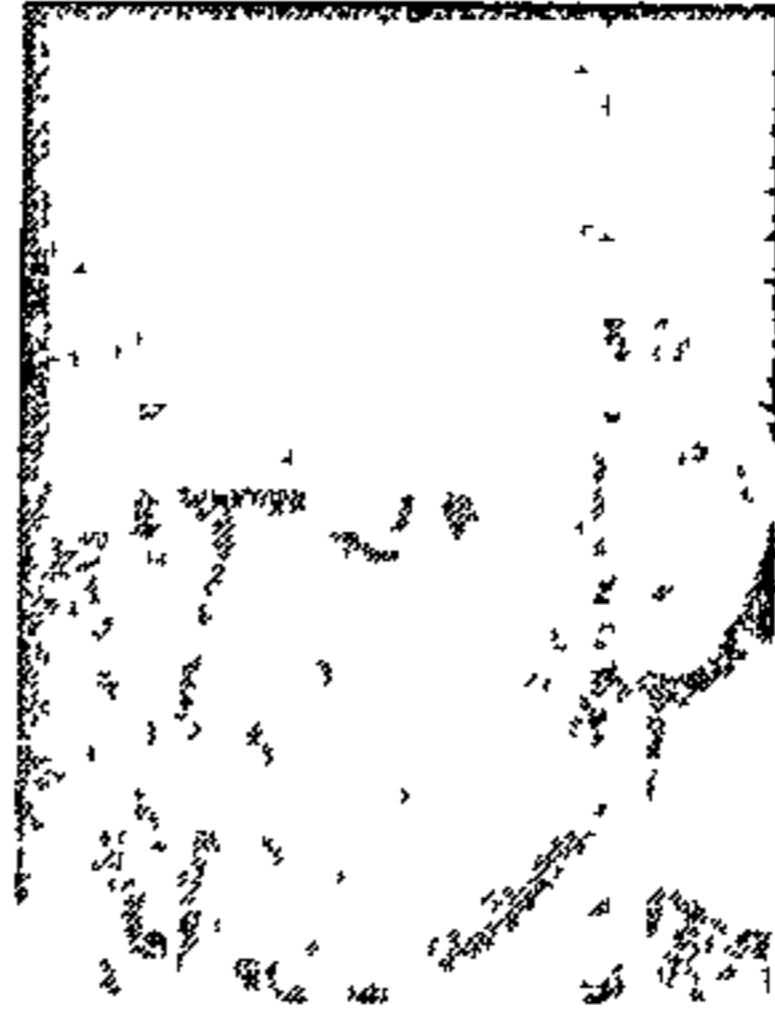
Mercury Reporter

A PHOENIX man who went to the Wild Coast casino on Saturday has not been seen since his friend left him at the resort early on Sunday

Police and relatives of Mr Vis Naidoo, 38, a father of three, fear the man might have met with harm as all attempts to trace him have failed

His 32-year-old wife Jane expected him back on Saturday night Apart from a pair of shorts and T-shirt, the only clothes he took with him were those he was wearing, topped by a double-breasted cream tuxedo

He was due back on Monday at LTA Construction where he works as a diesel



Mr Vis Naidoo

that when he wanted to come back to Durban he could not find his friend and spent several hours searching for him before he

Rai
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NO FRILLS PRICES

17/11/86 29/11/86

Strike over dues for electrical union ends

~~150~~ 152
Labour Reporter

A SHORT work stoppage by electrical workers at the new Groote Schuur Hospital site was settled when management agreed to resume stop-order collection of union dues.

The workers, all members of the Electrical and Allied Workers Trade Union (EAWTU), stopped work yesterday morning after contractors Brand Engineering told the union it would stop deducting subscriptions from the wages of all employees other than master electricians, artisans and installation operators.

A union spokesman said about 150 workers were involved, but Mr P von Hase, general manager of the contractors, said that figure was too high.

DD 31/10/26 (152)

Supermarket strike ends as fired worker gets job back

Dispatch Reporter
EAST LONDON — A strike at the Checkers supermarket branches in Amalinda, Nahoon and Mdantsane ended yesterday when a shop steward who had been sacked was reinstated and a charge of theft against him was withdrawn, workers said

Workers at the three branches are reported to have staged a sit-in strike when the Amalinda branch shop steward, Mr Sydney Nyamza, was fired on Monday and reported to the police for alleged theft

Workers said the regional manager of Checkers, Mr Royce Alcock, was called to the Amalinda branch yester-

day After negotiations with worker representatives, management had agreed to reinstate Mr Nyamza and withdraw the theft charge.

On Saturday Mr Nyamza had been given six loaves of bread and some rolls as a meal for workers The date stamps had indicated they were old

Mr Nyamza had made a note on the incident

On Monday he was called to the manager's office where he was questioned, dismissed and reported to the police for theft, the workers said Police had arrived and he was taken to the Cambridge police station

take place in ... weekend.

There will be obedience sections in addition to breed judging on both

Train service

Christmas break in longest ever union dispute

WEEKLY MAIL REPORTER
MORE than 900 workers dismissed in May last year from the British-owned multinational BTR-Sarmcol, and members of their families, have crowded into the Lay Ecumenical Centre in Edendale every weekday this month to listen to lawyers argue over their dismissal

The lawyers represent the Metal and Allied Workers Union (Mawu) and the company. The hearing, the biggest and longest in industrial court history, adjourns today until January 12

Mawu has called for a court order requiring BTR-Sarmcol to reinstate the workers, on the grounds that the mass dismissal was an unfair labour practice and that the company acted in bad faith

They have also called for an order requiring the company to conclude a recognition agreement with the union

Although oral evidence was expected to end today, the presiding judge, Justice Pierre Louw, has been forced to set aside two weeks in January because not all the evidence has yet been put before the adjudicating panel

Louw has undertaken to deliver an oral judgement as soon as a decision has been reached

The company has argued that the dismissed employees — almost the entire work force of the Howick rubber plant — resorted to "unnecessary, unjustifiable, unlawful and disorderly strike action" on May 2, 1985, while the company was negotiating in good faith over the conclusion of a recognition agreement

This week, Keith McCall, SC, representing Sarmcol, said the draft recognition agreement presented by the company to the union shortly before the strike was well within the norms of existing agreements. It was acceptable to the company, the union and employees, he said

But "the union would not sign it. They were totally unresponsive. They unwittingly rejected it," he said, "putting forward amendments which they scribbled on a piece of paper during the meeting with the attitude 'take it like that or we will strike' "

McCall said the company was looking at the union's proposals when the strike broke out

He said the company had continued negotiating against a background of damaging industrial action taken against the company, resulting in the loss of vast sums of money. Sarmcol had moved from a position of a high profit rate to a situation in which the company was actually incurring huge losses

Geoff Shreiner, former Mawu branch secretary, said Mawu's repeated industrial action was "a reaction to management's intransigence"

He disputed McCall's "good faith"

Geoff Schreiner at the hearing disputes over 'good faith'

claim and said negotiation over the recognition agreement had reached a deadlock

In papers before the court, Mawu's lawyers have described management-union strife from the outset of disputes in 1973. According to Mawu, the company invoked the aid of the SA Police in preventing the union from signing up workers outside its gates, it was "instrumental" in getting an organiser arrested, it stopped subsidised food from being sold to its employees, it declared to its employees that the union was illegal; it promoted in-house liaising committees to frustrate the union, and it victimised union members

The papers also indicate that the union has sought company recognition since 1974, the year it enrolled a majority of the company's Howick plant employees as members

In 1983, the Industrial Court ruled that the company had to conclude a recognition agreement with the union. Negotiations have been proceeding since then

The dismissal of 950 workers from Sarmcol last year has plunged the township of Mphophomeni into crisis, a social scientist told the court this week

According to Eric John Radford of the University of Natal, the workers' contract with the company had not been terminated psychologically

Three-quarters of them had been with the company for longer than 15 years. Most of those dismissed were older, married men who had spent most of their working lives at Sarmcol. "Holding positions with greater responsibility and authority, they were more stable than the rest of the community and, up until May 1985, had formed the backbone of the Mphophomeni township," he said

For the majority of the striking workers, he said the employer-employee relationship was still perceived to be intact, they regarded their job loss as "a temporary problem in an ongoing relationship". Thus three-quarters had not been looking for work

But unemployment had lowered their status and forced their families into poverty. Economic and psychological problems had created serious stress, and social networks to handle these problems were "grossly inadequate". "The reported increase in criminal behaviour and violence are both symptoms of a community crisis," he said

NUM interdict plea dismissed

An urgent application brought by four members of the National Union of Mineworkers (NUM) against Kloof Gold Mine was dismissed with costs in the Rand Supreme Court yesterday.

Mr Justice N M MacArthur found that the application — which asked the court to interdict the mine management from preventing a strike ballot from taking place at the mine — was not urgent.

There is nothing to prevent the application from being heard at a later date as an ordinary application.

The application was brought by Mr Jacob Zonwabele, Mr Nicholas Mbewu, Mr Stephen Rapopo and Mr Cornelius Mahinstho, employees of the Goldfields

mine. Mr R L Selvan SC, counsel for the men, said the miners wanted to hold a strike ballot today and feared the mine's security staff would prevent them by force.

He said the matter was urgent because the miners were "in a state of discontent" and the ballot was a safety valve for this dissatisfaction.

Mr R Zulman SC, for the mine, said an appeal against a decision of the Industrial Court was pending. This would decide whether the miners could have a strike ballot or not.

He said he could not see what difference it would make if the strike ballot was taken now or next year.

MINE LABOUR

Cliffhanger at Kloof

Members of the National Union of Mineworkers (NUM) this week turned to the Supreme Court in a bid to force Gold Fields of SA (GfSA) to grant them the right to conduct strike ballots on the group's gold mines

The union's action follows the decision of four GfSA mines to appeal against an Industrial Court judgment handed down on November 24, which ordered them to grant NUM balloting facilities. The lodging of the appeal effectively suspended the Industrial Court's order.

Underlying the court actions are two issues which are matters of dispute between NUM and GfSA. The first is the dispute which the NUM declared against the Chamber of Mines in June in the course of its annual wage negotiations. In late October, NUM settled this dispute with Anglo American, JCI, Rand Mines and Gencor, leaving GfSA as the odd man out. On October 27, about 30 000 workers at GfSA's Kloof, Deelkraal and Doornfontein mines embarked on wildcat strike action.

The strikes lasted for three to four days. When NUM and GfSA subsequently met on November 3 to discuss wages, the union learnt for the first time that the mining house had granted a general wage increase to its workers during August. NUM objected, charging that by unilaterally raising wages, GfSA was attempting to undermine its role as the collective bargaining agent of its members. This was the origin of the second dispute.

On November 12, NUM asked GfSA to grant it facilities to conduct strike ballots for both disputes at seven gold mines. GfSA replied that it was prepared to accede to the demand at its Deelkraal, Libanon and West Driefontein mines (where NUM was recognised for the purposes of the 1986 wage negotiations), but not at the remaining four mines where NUM has members but is not recognised.

The union's response was to approach the Industrial Court with an urgent application. It asked the court to direct the Kloof, Venterspost, Doornfontein and East Driefontein mines to, among other things, grant its officials and office-bearers access to mine property for the purpose of arranging and conducting strike ballots. In ruling against the mines, the Industrial Court said "It can hardly be said that (their) attitude could be described to be laudable, particularly when considered against the background of sound labour relations which usually demand a more reasonable, realistic and moderate approach."

Notwithstanding the suspension of the In-

dustrial Court's order because of the appeal, NUM earlier this month asked the four mines for access to conduct ballots. In doing so, the union stressed that the ballots would be held outside working hours, would not interfere with normal mine operations and that it was not asking for any assistance. Rather, it was seeking an assurance that the mines would not interfere in the balloting process. The mines responded saying that they interpreted the NUM request to mean that they were being asked to comply with the Industrial Court order and that they were not prepared to do so because of the appeal.

On December 4 the NUM, never known to take rejection lying down, responded by informing Kloof mine that its members there intended holding a strike ballot on December 10 in the privacy of their hostels. Central to NUM's assertion were the conditions laid down in the employment contracts issued by The Employment Bureau of Africa (TEBA), in terms of which mines undertake to provide accommodation for their employees. The union contended that this meant hostel dwellers should have full use of hostel facilities, including the right to hold a ballot, and asked Kloof for an assurance that they would not be prevented from doing so. Kloof refused, stating that in its view, neither NUM nor its members have the right to conduct a ballot.

This week's Supreme Court application, made on behalf of five NUM members employed at Kloof who want to stage a ballot on Friday, is in a real sense a test of what kind of control mine managements are able to exercise over migrant workers in their individual capacities. But the court's finding will go a long way towards determining the overall course of NUM's dispute with GfSA. ■

Two schools of reform

IT'S been an exciting week on the local front of the sanctions-cum-disinvestment battlefield

On the one hand, General Motors (GM) summoned those champions of reform, the SA Police, to help it break a strike by its black workers and, on the other hand, BP South Africa (BPSA) announced a R100-million programme to encourage non-racial reform

Truly, we live in interesting times

From a credibility point of view, BP have gained a lot more mileage from their strategy than have GM.

Not only have GM publicly acknowledged that they do indeed intend to supply the South African military and police with vehicles, but the new MD has publicly stated that "We will make vehicles with or without the unions"

These two statements would have brought cold comfort to GM's black employees who, on the one hand, feared that many of them would lose their jobs following the transfer of ownership to local management (this is basically what the strike was all about), but on the other hand must be feeling very uneasy about building vehicles which, in many cases, could end up being used against them in their own townships

Commentators have not been slow to exploit these contradictions, arguing that because black unions have not publicly condemned the overseas sanctions campaign, they now have no right to complain when withdrawal by a foreign company threatens the jobs of their members

There is some truth in this argument. Certainly many unions do not seem to have thought properly through the implications of a sanctions campaign

They have hoped that sanctions would weaken management, but have not examined deeply enough the many possibilities that exist for management to turn the situation to its own advantage (over the short-term at least), weakening the unions in the process.

The unions thought sanctions would weaken managements.

If anything, the case of General Motors shows that it has strengthened the employers' hands, argues
DUNCAN INNES

GM, on the other hand, have clearly given this matter some thought

But where much comment has been at best highly mischievous is in its persistent reference to the GM case as an example of what happens when a foreign company withdraws from South Africa

As I argued some weeks ago, GM have not withdrawn from South Africa; they have simply changed the form of their involvement here

This is surely borne out by the fact that not only are they trying to capture a share of the police and military market here, but they are also launching a brand new model

And while the new MD, American citizen Bob Price, who was MD of GMSA between 1971 and 1974, insists that at the age of 60 and after 36 years with GM he has now left the company to take over the new South African concern, called Nuco, there is room for some scepticism

This scepticism was enhanced by GM's recent announcement that it was closing down 11 of its American plants as well

Does this mean it is withdrawing from America too? Or is it simply rationalising its worldwide interests of which South Africa forms a part?

BPSA, on the other hand, has taken an initiative of a very different kind

BPSA are opposed to sanctions and disinvestment, believing instead, in the words of their chairman, Ian Sims, that "Forthright involvement of international companies such as BPSA in the South African economy and in the South African community continues to offer the better alternative to disinvestment, sanctions and other such negative measures" Unlike many other companies which simply say these things, BPSA is prepared to put its money where its

mouth is — to the tune of R100-million

It has specified how the money will hopefully be used first, to finance the development of District Six and some surrounding land as an area open to all races, and, second, to subsidise existing state schools which wish to go private so as to open their doors to children of all races

Laudable though these goals might be — the first aims at undermining the Group Areas Act, the second at undermining racial segregation in schools — it is doubtful whether they will, as much press comment suggests, bring down apartheid

Referring to the District Six project, the Minister of Constitutional Development, Chris Heunis, said "The Group Areas Act, which regulates occupation, does not provide for such a concept.

"It only provides that multiracial occupation within a specific area can be arranged by way of permits"

In other words, the BPSA initiative is likely at best to lead to the creation of a small permit-controlled non-racial enclave within the confines of the existing Group Areas Act, rather than the abolition of the Act

The same is true of the second project, relating to integrated schools

The Minister of National Education, FW de Klerk, has made it clear that some racially integrated schools will be tolerated "There is an alternative for people who feel strongly about integrated education

"And if entrepreneurs, or any members of our community, feel very strongly about doing something in this regard, they can channel their energies, their funds, their support to make this alternative available"

Clearly, De Klerk does not regard the integration of a few schools as a fundamental challenge to the existence of apartheid education

What is surely needed, as the children in the townships are demanding, is the abolition of apartheid in education and not the

●To PAGE 12

THE ECONOMY

GM's iron hand vs BP's velvet glove

creation of a few integrated schools within a sea of apartheid

It might be argued that this criticism is unfair, since on their own BP cannot be expected to bring down apartheid. After all, isn't it better to start somewhere, however small, rather than not to start at all?

The recently released BP social report for 1986 is full of statements like "BP believes", "we believe" and "we are of the opinion that" various proposals are in the best interests of reform in South Africa.

For instance, regarding the District Six project, chairman Ian Sims writes "We start from the fact that existing steps to abandon apartheid are too slow for many people but too fast for others

"By exercising a regional or local option we can see a way forward." In the next paragraph we find the following: "A project like this depends ultimately on the wishes of the people of the actual area who will be involved. They will be consulted and will participate in the decisions and direction of the project."

This statement could have come from the mouth of our very own State President. It suffers from exactly the same inadequacies as do the government's own statements on reform.

First we whites, whether from BP or from the government, tell you what we think you blacks need and allocate some funds towards implementation. Then we whites invite you blacks to consult with us and participate in implementing our decisions (which are, of course, in your own best interests).

Perhaps I am wrong. Perhaps BPSA have consulted widely among the black community before announcing their grand scheme.

●From PAGE 11

If so, they do not mention it in their report.

Certainly, their report does provide statements of support from a very limited range of academics and black and white business leaders.

There is also a statement of support from Chief Mangosuthu Buthelezi.

But not a word from, nor mention of, anyone from the United Democratic Front or Black Consciousness groupings, nor from any trade unionist other than Kobus Jooste of the South African Agricultural Union.

While it is interesting to know that the rector of the Rand Afrikaanse Universiteit and South Africa's first Indian ambassador abroad support BPSA's social programme, the absence of any statement of support from most of the organisations with mass followings throws serious doubt on the credibility of BPSA's programme.

In its social report, BPSA refers to what it regards as "structural changes of fundamental significance to the political, social and economic framework of South Africa which have been introduced by government".

While some of these changes, such as the government's legal recognition of trade unions, can be regarded as "structurally" significant, many are clearly not so.

For instance, BP sees it as "structurally" significant that the government "has committed itself to the principle of equal education as a goal", while at the same time noting that this same government is "continuing its commitment to racially separate state schools". If that is an example of a structural change,



New GM MD Bob Price

then I'm a toasted cheese and tomato sandwich.

Again, it is "structurally" significant that the State President has committed himself to "setting a universal franchise within a geographically united South Africa as a goal", though he has made it equally clear that "it will not take place within a unitary system" and that "protection of minority (group) rights is a priority".

And best of all, it is "structurally" significant that "forced removals of blacks for ideological reasons" will end, though forced relocations do continue "to incorporate areas into 'homelands' and for health reasons".

Statements such as these suggest that BP is incredibly, if not dangerously, naive.

Such naivety in turn suggests that the government will have little trouble in co-opting BP's recently announced initiative for social change.

CASE STUDY: THE STRIKERS WHO TURNED ACTORS

152

By MOIRA LEVY, Cape Town

THE township "mama" in *The Long March*, workshopped and performed by striking BTR-Sarmcol workers, has the audience reeling with laughter

Played by Simon Ngubane, the "mama" — with her high falsetto laments and swaggering walk — has everyone in stitches, including the real-life township "mamas"

At the same time, you can see on the faces in the audience that hearts are breaking for her. There are understanding murmurs when she responds to news of the impending strike with "As the women, we fear"

The community of Mpophomeni, a small township near Howick in Natal, faced reeling poverty and mass starvation last year when the entire 1 000-strong workforce of the BTR-

Sarmcol plant was dismissed after a legal strike to demand trade union recognition from the giant British multinational

But after 19 months of what is turning out to be one of the longest-running strikes in recent South African history, the women have come to realise that "our fears were proved in vain"

For the Sarmcol workers did not sit back and give up when they lost their jobs, says Piet Mkhize, the group's cultural promoter, at the start of the play

"We organised ourselves. We formed co-operatives to buy food for our families." They opened health clinics for the township

And that was just the start

Today the Sarmcol workers run a factory that designs and produces T-shirt logos. It is the first

African-owned and run co-operative business enterprise in the area. Profits are divided equally among the workers, "and there are no bosses".

It was a gamble, but it paid off. Today the Sarmcol co-operative employs all 1 000 dismissed workers. "And even if we go back to work, the community says, the co-operative must continue. It will provide jobs for the unemployed in the townships," says Mkhize.

It began with *The Long March*. "Our main aim was to buy food for our families," says Mkhize, "and for the striking workers who were hungry and unemployed." The cultural group of striking workers followed that up with concerts, poetry readings, choir music recitals, dance productions

WEEKLY MAIL 2/11/86

"We decided to do something to raise funds for ourselves," the players said. And their initiative has turned into something much bigger than a fundraising drive

The Long March has become a living documentary of just one event in the South African struggle against injustice and oppression

It is a story about the resistance of ordinary people in the workplace and in the community. It is about the struggle, not only for the right to union recognition, but also for the right to work and eat and provide for one's families

And every person or institution that obstructs that right comes in for some gentle but scathing ribbing. White storekeepers, bosses and local government officials are depicted by the workers/players wearing shiny white plastic

noses, tied on with string

Margaret Thatcher, also played by Ngubane, complete with elephantine mask and wig, wheedles her way out of the growing international dispute over the events at BTR-Sarmcol. International negotiations by high-powered businessmen are hurriedly conducted over brightly coloured toy telephones

Small-scale local businessmen who, we are told, lost R8-million as a result of the consumer boycott launched in support of the strike, struggle in vain to get local government to respond to their deepening plight

The workers' play has toured the country. "We want to show South Africans what is going on with the Sarmcol workers," Mkhize says

There are plans to take the play to Britain next

year, he says. But first the players need more training and practice, and some scenes that would not be understood by an overseas audience must be changed

And then there are the new scenes that will be added to the play as the strike unfolds. Mkhize plans to add something about recent township funerals of unrest victims. The play's latest ending still awaits the outcome of a current court hearing on the battle for union rights

The Long March has turned out to be longer than any of the players could have expected. It has become an ongoing chronicle of the day-to-day struggle of the Sarmcol workers

Using mime, dance and song, the players' blend of humour and political oratory has become a statement on their fight to determine their lives.

900 stop work at sweet factory

By JIMMY MATYU

152
NINE hundred hourly-paid workers held a two-hour work stoppage at the two Cadbury's plants in Harrower Road and Holland Park, Port Elizabeth, today over a wage dispute

3/12/66
The company's general manager, Mr J R Perrott, confirmed the stoppage and said negotiations were continuing.

A spokesman for the committee of workers said workers were demanding an increase of R1 an hour across the board from January but the company's management offered them 40c from January and another 20c from July

The spokesman said if there was improvement in the economic situation of the country, the July offer would be increased

He said their union, Food and Allied Workers' Union, and their workers' committee held talks with management. The workers were now demanding 60c from January.

The spokesman said a deadlock was reached in the negotiations and a dispute was declared

1986

Somefar
4/17/86

CNA strike over

THE month-old wage dispute which resulted in a strike by 600 CNA workers has been resolved. (S)

These workers, all members of the Commercial Catering and Allied Workers' Union of SA (Ccausa), are due to return to work this morning.

A statement released by CNA this week said Ccausa had finally agreed to the company offer of R85-a-month increase backdated to August 1. This offer will raise an average wage at CNA to over R500 a month, and minimum wage level to R400.

The wage agreement is subject to union members refraining from taking part in any form of industrial action relating to the present wage dispute once they have returned to work, the statement read.

tax heading. The closing price for the mi-
rand yesterday was \$0,2363

strike
TUESDAY
152

Grootvlei strike brought to end

ALAN FINE

THE strike by at least 5 000 miners at the Gencor-owned Grootvlei gold mine, near Springs, was resolved yesterday in talks between management and the National Union of Mineworkers (NUM).

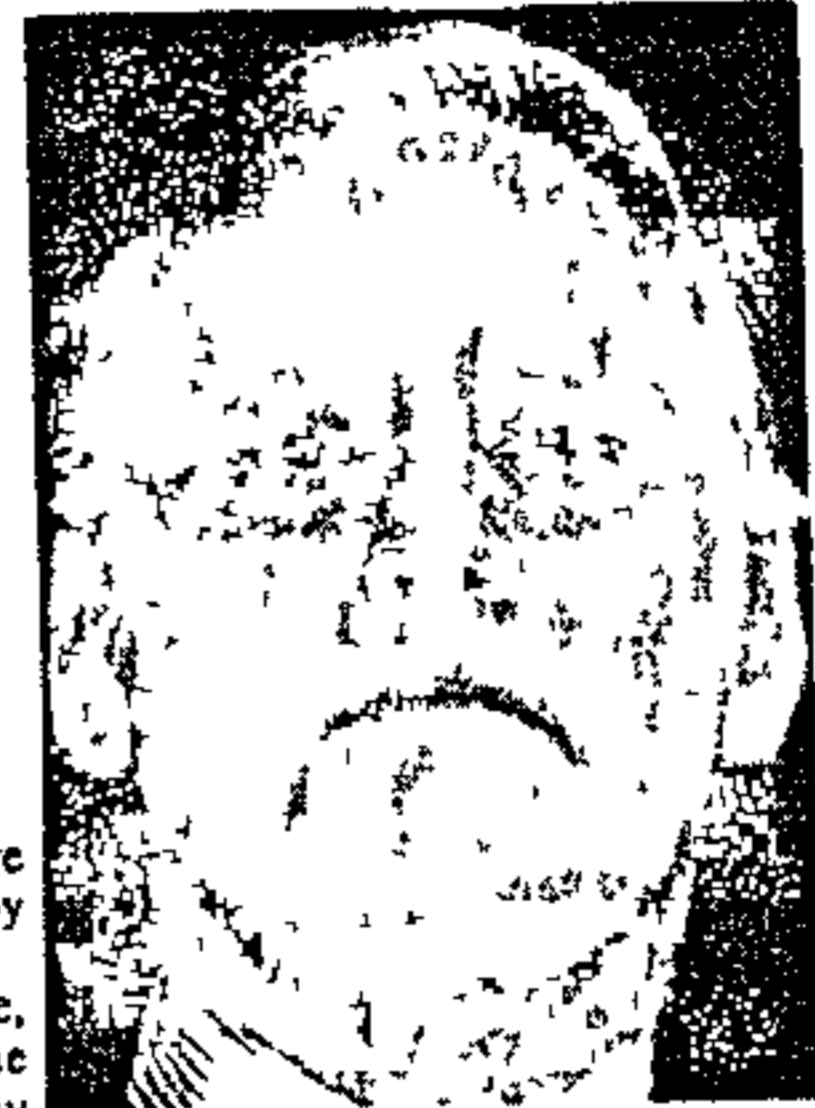
The strike erupted in the wake of the fatal police shooting of a miner on the border of mine property after a union meeting on Wednesday night. Another eight were injured.

Gencor's gold and uranium division CEO Bruce Evans said last night: "The night shift are at work. We expect the day-shift to return tomorrow. While the miners will receive no pay for their day of strike, management conceded that no disciplinary action will be taken against the miners."

11. 5/12/86

CONFIDENCE IN THE BOARDROOMS, COCKINESS IN THE STREETS ... THE GM STRIKE STALEMATE GOES ON

The painful reality under the bravado



GM SA's Bob Price

FIVE hundred General Motors workers packed a Port Elizabeth church hall last month and held a rousing song-song, with vernacular lyrics about their boss. Bob White is running away," they chanted, a few of them stamping out the rhythm of the townships' war dance, the tol tol. He is frightened of Umkhonto we Sizwe (the guerrilla army of the African National Congress). We sent him to America to get our money, and now he is running away."

Barely 800 metres away, in GM's sprawling plant, the union's bravado rang thin. Despite the autoworkers' political strength in the radical townships, GM has still managed to execute the perfect act of disinvestment, over the heads of their union leaders, by announcing the sale of their South African operation to its local managers.

The deal virtually assures GM greater profits from South Africa, opens the possibility of new trade with the South African government and military forces, and, according to the recent issue of *Automotive News* published in Detroit, possibly earns for GM tens of millions of dollars in income tax deductions.

If the General Motors strikers are still convinced that management has been pushed into a corner, they are mistaken. The company appears to have blithely sidestepped the union pressure. VIVIANNE WALT reports from Port Elizabeth

from South Africa. Its leaders are furious at having been ignored by GM's negotiators.

The three week strike was a failure, with the company rejecting the union's demands for severance pay and pension refunds from the disinvestors.

Of the 867 strikers fired by the company, only 338 have regained their jobs and 320 new recruits have been hired. This means a reduction of 220 union jobs.

"GM has cut its losses at the workers' expense," says Naawu general secretary Fred Sauls. "They

can only kid certain people. They say they are selling out to South Africans, but these are all the same guys."

The company has halved its workforce during the past five years and further retrenchments seem inevitable. In that event, Sauls says,

"we will fight for our jobs".

Outgoing chief executive Bob White

rejects the union's demands. He says that the withdrawal was a shrewd move. "We can diminish the political pressure while minimising the cost of going forward."

GM's South African operation employed 3 000 people last year and sold 35 000 vehicles. By the time the withdrawal was announced it was struggling to maintain its 10 percent of the market, and debts had mounted to at least R100 million.

"We had no alternative," says White. "We were flirting with technical bankruptcy. We had all the grief of being here with none of the profits."

The new GM South Africa management is a solidly loyal, GM-trained team. The new chief executive elect, Robert Price, has run GM operations for 35 years.

GM South Africa's technical director, Keith Butler-Wheelhouse, is the new managing director, and strategic director André van Rooyen, as well as personnel director George Stegmann, will keep their jobs in the new team.

The withdrawal deal means GM South Africa will take over GM's local manufacturing and assembly plants, and make and distribute GM vehicles under a five-year renewable franchise agreement.

GM has the right to review certain South African management decisions without having a share in the company. In return, GM South Africa gets a cash injection which makes it financially the cleanest motor company in the country.

At the time of the withdrawal announcement GM raced through a payment of \$25 million (about R63 million) to its South African creditors.

The new company will be able to market its products more aggressively to the SA government without fear of transgressing the new US anti-apartheid law.

Government agencies represent one of the only growth areas in a market which is already severely overtraded. Although White explains that US products cannot be sold to the South African government, he says the company has been working on re-sourcing components from elsewhere.

Under the new arrangement, GM can claim dividends via its non South African subsidiaries, from its vehicle trade with the SA government. At the moment the bulk of parts for GM South Africa's vehicles comes from Opel, a wholly owned GM subsidiary in Germany and Isuzu in Japan, in which GM has a 33 percent stake.

Automotive News claims that GM stands to gain tens of millions of dollars in US tax deductions, by declaring its heavy losses in South Africa before the new US tax law comes into effect next month.

The Internal Revenue Service would, says the journal, pay GM 46 cents for every dollar lost over the years in South Africa.

The jobless: The strikers, the scared, the sacked

The people on the streets MBEULELO LINDA talks to some of those who have lost their jobs

FOR 16 years Lucas Bere built cars on the factory floor of the General Motors plant in Port Elizabeth.

In an office above the factory sat a company director who helped decide how to market those cars.

Today, both are out of work.

Bere is on strike, with little chance of being re-employed. And the executive was among 100 salaried staff, from executive level downwards, who were retrenched on Monday.

The retrenchments were part of rationalisation aimed at floating the South African-owned company.

Most of the 100 axed salaried employees were employed in maintaining links with the American head office in Detroit, according to company sources. This followed GM USA's pull-out and hand-over to local managers seven weeks ago.

I interviewed Bere in his Kwazakale township home. He has done much of the renovating himself: the wooden ceiling, the red stoep.

Above the excited squeals and shouts coming from the kitchen, where his three toddlers, aged two, four and six, were playing *umizisa* — hide and seek — Lucas said the family would be living on the salary of his wife, Nomzamo. A nurse at Livingstone hospital she earns R600pm.

He remained positive about the workers' action which had cost him his R120 weekly wage at the Kempston road plant.

"I still believe we did the right thing to strike — especially just before the launch of the Monza," he said.

He clings to the belief that he and over 400 others will get their jobs back one day despite management statements to the contrary.

"I'm not too worried. In fact I'm pretty confident I'll be back at work in two weeks," he said.

A member of the detentions hit Motor Assembly and Components Workers Union, (Macwusa) he expressed bitterness towards the leading union in the strike, the National Automobile and Allied Workers Union (Naawu) because "they admitted in court that our strike is illegal."

Bere was surprisingly conciliatory towards 228 mainly coloured workers, part of a group of 367 workers at the heart of the strike, who went back to work. (Over 100



Two of the striking GM workers — Lucas Bere (l) Busta Mditseye. 'I won't desert the strikers'. Picture: Mbeulelo Linda

workers joined the strike after the 567 were fired, bringing the present figure to 450.)

"I feel sorry for the *mywagi* (back stabbers) because now they can be fired at any time. And it is not like it used to be. All the shop stewards are out on strike.

"I have heard that workers are not allowed to stand in groups because the supervisors are constantly on the look-out for what they say are conspiracies."

He was sceptical about the new workers' ability to maintain standards set by the strikers. "When GM management changed its output figures from 150 to 50 cars per day it was proof to us that standards could not be maintained because the new workers were inexperienced."

His colleague Buster Mditseye, 28, has worked for GM for seven years and is also supporting the strike.

"I've got a family of six to support," he said, "but that's not pushing me to desert the other strikers."

Mditseye's sister, who now supports the family on her wage as a domestic worker, said "There are no good weekends for me anymore. I am waiting for the better days."

Another black GM worker enjoyed "the better days" — but only briefly. Returning to the factory shortly after the strike began, he has now rejoined the strikers.

He had been unemployed for four years before getting a job at GM. He has four children to feed, and no money to spare for the house — with

peeling paint, broken furniture in the yard are two shacks built out of wooden GM car boxes.

"Being unemployed is very frustrating," he said. "I am the only breadwinner. I support three families, my wife and two kids, my sister's two children, and my parents, who live in the Ciskei."

His sister's children came to stay after their father was retrenched when Ford closed down in Port Elizabeth last year.

"There are two others I support who are unemployed. They live in those shacks behind the house."

He said he had no alternative but to go back to work. When GM began to employ outsiders, he said, "I was sure we would never get our jobs back."

Now he is back on strike "because of community pressure. Some of us had our homes petrol-bombed."

"I couldn't oppose the pressure. I don't want to be seen as a collaborator because I do support the strikers' demands."

Unlike Bere, he does not believe the strikers will be reinstated. He has learned from a failed strike at a nearby factory, Industex, where the entire workforce was replaced after a strike.

Shock and uncertainty are the major reactions of salaried staff retrenched this week.

A secretary who served a departmental head said she had been told not to return the next day when she was about to leave for home. "I feel what has been done has been done," she says.

"GM was good to us all these years," said the wife of a retrenched executive. "It doesn't help to say anything about them now."

An executive was trying to be fair. "Some aspects make me bitter, but not the company itself," he said. "In three



ESSENTIAL BOOKS FOR BIRDWATCHERS EVERYWHERE

BY PETER STEYN



Birds of prey of Southern Africa

their identification and life histories. R45 hc



a Delight of Owls

African Owls observed

DAVID PHILIP, PUBLISHER

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Mr Paulos Mjeje holds up empty cartridges and a container found after the mine shooting.
Picture: Herbert Mabuza.

Gencor mine strike ends with 5 000 back at work

The 5 000 striking mineworkers at Gencor's Grootvlei gold mine near Springs have returned to work. They went on strike yesterday after a union member had been shot dead.

Mr Bruce Evans, chief executive officer of Gencor's gold and uranium division, said the night and day shifts had reported for duty after talks with worker representatives and the National Union of Mineworkers (NUM)

The strike was sparked by an incident involving the police at the mine on Wednesday night

Police said a miner threw a bottle at a policeman Gencor said there was

a disturbance involving between 100 and 200 mineworkers which spilled over into neighbouring areas, prompting residents to call the police. NUM said the police action was unprovoked

Mr Evans said: "The workers were under the impression the mine had been involved in the action. Union and worker representatives accepted that the stayaway was incorrect and agreed to persuade them to return to work."

Mr Evans said the strikers would not be paid for the day but management had conceded that no disciplinary action would be taken against them

Antarctic Treaty

All treaty decisions are taken by consensus

The UN has debated Antarctica annually since 1983, mainly at the initiative of various developing countries, who say the entire international community should have a voice in decisions about the region and its possible mineral resources. — Sapa-Reuter.

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Fired strikers to take action

SOWETAN 5/12/86

MORE than 50 SA Druggists workers, fired after a strike three months ago, are to take the company to the Industrial Court. (152) (129)

A spokesman for the SA Black Municipal and Allied Workers Union said the dismissals would be contested at

an Industrial Court hearing scheduled to take place on January 14.

These SA Druggists workers were fired on September 17 after they went on strike in protest against the introduction of a nightshift system at the company's Elandsfontein plant

Supreme Court granted the NUM against claims for damages arising out of the May Day strike has been removed. Moreover, the union has to bear the legal costs for both the Supreme and Appeal Court cases.

A paid May Day holiday for mineworkers has been a feature of the NUM's demands for some years now. Earlier this year, after its annual conference, the union announced that its members would not work on May 1. The chamber attempted to thwart a strike by, among other things, applying to the Supreme Court for an order declaring the strike illegal.

But the application failed when Mr Justice A Vermooten, finding that the dispute was an outstanding issue from last year's negotiations, ruled that "the right to strike lawfully, once acquired, does not become stale." The judge did, however, grant the chamber the right to appeal. And appeal it did.

The Appellate Division's finding is based on a number of points. A key one concerns the fact that on February 26, the NUM sent the chamber a letter containing an ultimatum that if mine employers had not conceded to its demand for a May Day holiday by February 28, the union would regard itself as being in dispute. This, the Appeal Court held, removed the NUM's right to claim that the dispute was a hangover from last year's negotiations.

"In addressing the ultimatum to the chamber the union performed an unequivocal act indicating that, in relation to the possibility of calling a strike on the May Day issue, the union had deliberately elected not to rely on the events of 1985," Appeal Court Judge A J Hoexter ruled.

The Appeal Court also indicated that it did not agree with the Supreme Court, that unions which obtain the right to strike, can defer the actual strike indefinitely. "That approach when viewed from the angle of labour relations seems to entail curious and distinctly pernicious consequences," Judge Hoexter said.

He also rejected arguments on behalf of the union that it had won the right to strike on May Day because the Minister of Manpower, Pietie du Plessis, had not appointed the conciliation board within 30 days of the NUM's application. He found that the union had jumped the gun in the dispute by applying to the minister to appoint a conciliation board on February 27 — before the chamber had a chance to reply to its ultimatum. "Having put the chamber on terms, the union had to abide by those terms. Instead, it flouted them," the judge said.

He also rejected argument on behalf of the

union that because the NUM's conciliation board application contained an allegation that a dispute existed, the union had met its legal requirements and that it was not required to show that the allegation was correct. "The Court is here concerned with substance rather than form. . . If it is manifest . . . that no dispute in fact exists, there is not in law a valid application (for a conciliation board) That is the position here" — Court hearings on a May Day holiday may well be over, but the issue lives on. In terms of an agreement struck between the chamber and the NUM this year, the chamber has requested government to appoint a commission of inquiry to look into the question. If government does not appoint a commission, or if the commission does not make recommendations by February 1 next year, the chamber has undertaken to negotiate the issue with the union.

The way things are going, it looks as if it will be left to the two sides to thrash out the issue for once and for all.

FIN MAIL 5/12/86

MAY DAY STRIKE

Illegal after all

Mine employers who had to sit back powerless on May 1 when members of the National Union of Mineworkers (NUM) struck with the blessing of the Supreme Court, had their moment last week when the Appellate Division overturned the ruling.

The judgment cannot, of course, change history. But it must give the Chamber of Mines some comfort. For the protection the

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Court postpones policemen's case

CITYPRESS 7/12/86
By MARTIN NISOELENCOE

THE case of 100 Kagiso municipality workers who went on strike and were kicked out of their hostel rooms, was this week postponed in the Rand Supreme Court to February 12 next year.

This follows an urgent application to the court by the SA Black Municipal and Allied Workers' Union, asking that the policemen be returned to their barracks.

The Kagiso town council did not oppose the application that the policemen return to their hostel rooms.

Later, after the policemen's union took the case to court, an order was granted that they go back to their hostel rooms.

The case was to be heard this week but lawyers for the Kagiso council and Sabmawu agree that the case should be postponed to next year.

At the time when the 100 policemen were on strike, they were forced to sleep in the veld as they had nowhere to sleep. The majority of them are migrant workers.

They were determined to continue the strike until their demands were met by the Kagiso town council.

This was made clear at the annual congress of their union held in Roodepoort recently, when they vowed never to go back to work until their demands were met.

The policemen demand, among other things, a pay rise from R250 to R500, overtime pay and better working conditions.

Miners back at work after 20 die in fight

JOHANNESBURG — Both shafts at the Vaal Reefs gold mine near Orkney in the Western Transvaal were operating normally today after last week's faction fighting.

Twenty people were killed and 72 injured before the fighting was quelled.

A spokesman for the Anglo American-administered mine said today workers belonging to rival factions at the mine's No 1 and No 2 hostels handed in their weapons to mine security yesterday.

This followed talks between mine management and representatives of residents involved in the fighting.

The spokesman said about 500 employees had voluntarily resigned and management had provided them "with all the necessary assistance in returning to their homes".

Management and the National Union of Mineworkers (NUM) are conducting investigations in to the cause of the clashes but no details have yet been released.

Last month 13 miners were killed at Vaal Reefs in faction fighting at the mine's No 1 shaft, triggered by an attempt to enforce a shebeen boycott.

An Anglo American official said the latest fight appeared to be linked to the shebeen boycott — Sapa

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Ewe Post

8/12/86

...reports. *CAT Times (150) (152)*

May Day holiday *10/12/86*

TEXTILE manufacturers in the Western Cape have agreed to grant workers a paid holiday on May Day and have increased the minimum wage in the industry by 21 percent. This comes after negotiations with the Textile Workers' Industrial Union of South Africa. The Cape Province Textile Manufacturers' Association also agreed to reduce work hours from 46 to 45 hours a week.

STOPPAGES OVER 'QUIT' ORDER

SOWE IFAV 10/12/86

152

THOUSANDS of Chemical Workers Industrial Union members were involved in work stoppages in at least 10 East Rand companies yesterday, protesting against the impending deportation of a senior union official.

By LEN MASEKO

CWIU branch secretary Mrs Chris Bonner is facing possible deportation to Britain, but police had not served her with the order by yesterday morning.

Mrs Bonner's husband Philip, an asso-

ciate professor at the University of the Witwatersrand, was served with a deportation order on Monday this week.

At least 10 companies on the East Rand were hit by work stoppages yesterday as CWIU members protested against the impending deportation of the unionist.

Among companies hit by stoppages were Cheeseborough Ponds, Ciba Geigy, Reckitt Household Products and Mobil Oil, a union spokesman said.

The CWIU members have also called on the Minister of Law and Order to release union organiser Mr Vusi Mavuso, detained about four months ago.

Demands

"Employers in the chemical industry have also been approached by shop stewards at factories with these demands," the CWIU spokesman said.

"This continued detention of union officials and members cannot fail to adversely affect industrial relations in this country," he added.

The union is to seek an urgent meeting with its mother body, Congress of SA Trade Unions, to discuss the possibility of "national action".

• It is believed two CWIU members were among those detained in Tembisa in the early hours yesterday, the union said in a statement yesterday.

Potwa strike over

12/12/66
SWEETMAN

THE first strike by members of the Post Office and Telecommunication Workers' Association has been resolved.

This follows the reinstatement of twenty-nine Potwa members, dismissed after partici-

pating in a work stoppage in East London recently

The 29 workers downed tools in protest against the dismissal of three Potwa shop stewards

Dismissed store workers reinstated

EAST LONDON — All dismissed workers from Mdantsane and Amalinda Checkers stores had been reinstated with no loss of benefits, according to a statement issued yesterday by the interim area chairman

of Cosatu, Mr M Tom

He said Cosatu appreciated the efforts of the community in the dispute, and said it was a victory for the workers and the community

This follows the dismissal of about 116 workers from Mdantsane and Amalinda stores early in November

Workers at the Mdantsane store went on strike over a change in shifts, and fellow union members at the Nahoon and Oxford Street stores staged sit-in strikes in sympathy with their dismissed colleagues

Checkers' regional manager here, Mr R Alcock, was not available for comment yesterday

— DDR

Workers' strike halts brewery

Pretoria Correspondent

Production ground to a halt at South African Breweries' Rosslyn plant yesterday as about 350 workers participated in a sit-in strike.

The strike started after the dismissal of a security guard on the grounds of "gross negligence" — related to the theft of R15 000 worth of beer in August.

- His colleagues are demanding his unconditional reinstatement.

Negotiations between SAB management and the Food and Allied Workers Union are taking place.

SAB maintains the strike is illegal and contravenes the recognition agreement.

CEMBER 1, 1986 — 3

^{DD}
11/28
Sympathy strikers (152)
go back
to work

JOHANNESBURG —
About 130 workers at the
Bedfordview and Steele-
dale plants operated by
Gallo (Africa) Ltd, who
have been on a three-
week sympathy strike
with 600 striking CNA
workers, have agreed to
resume work today,
Gallo said in a state-
ment

The strikers in both
companies are members
of the Commercial, Cat-
ering and Allied Work-
ers' Union — Sapa

US diplomats visiting Namibia

Back to work at Gallo

11/2/86
STAR
152
About 130 workers at two Gallo plants who went on strike in sympathy with 600 strikers at CNA, have agreed to return to work today, said the company.

Gallo said the 130 workers from Gallo Bedfordview and Steeldale were members of the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and had been on strike for three weeks.

"On Friday, Gallo management held a meeting with shop stewards at which a return-to-work agreement was signed."

No Gallo employee who took part in the strike would be dismissed. Employees would be reinstated in their previous jobs and there would be no victimisation, the company said. Seasonal workers would also be reinstated.

The union could not be reached for comment.

Harold

Dr Rupert said in a let-

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W/E NEWS
1/12/86

How union sees 'non-issue' strike

LABOUR
AFFAIRS
DICK
USHER



A SHORT strike by electrical workers on the new Groote Schuur hospital site this week raised a series of issues

Immediate cause of the strike was a decision by Brand Engineering to stop collecting labourers' subscriptions for the Electrical and Allied Workers' Trade Union (EAWTU). By lunchtime this decision had been reversed and people were back at work.

After the strike Mr P von Hase, general manager of Brand, said it was a "non-issue" which had been amicably settled and he saw no point in going into the long history behind it.

The union sees it differently.

A letter from another company, announcing their withdrawal of stop order facilities, said they were acting "as instructed by the Electrical Contractors' Association" (ECA).

EAWTU interprets the situation as an attempt to undermine it, arguing that if all employers, or a significant proportion, withdrew the labourers' stop order facility — which is not provided for in the industrial council agreement — the union's resources would be strained to the limit simply to collect dues from scores of sites scattered around greater Cape Town.

Mr Samuel Isaacs, chairman of ECA, Cape Town, said that at the association's general meeting in September members had voiced a lot of dissatisfaction with EAWTU's attitude.

"After discussion it was decided to

send a letter to members drawing their attention to the fact that it was not their responsibility to collect union subscriptions," said Mr Isaacs.

Southern region's secretary of EAWTU, Mr Brian Williams, said collection of union subscriptions from artisans was covered by the industrial council agreement and not affected by the contractors' decision and it was significant that the action was strongly supported by artisans, including white union members.

"The state of the economy is also contributing. Slowly white workers are coming to realise that they are trapped within reactionary structures which do not represent their true interests as workers," he said.

"The recession crystallises the class position of white workers who no longer occupy a privileged position because of their colour."

Picket lines

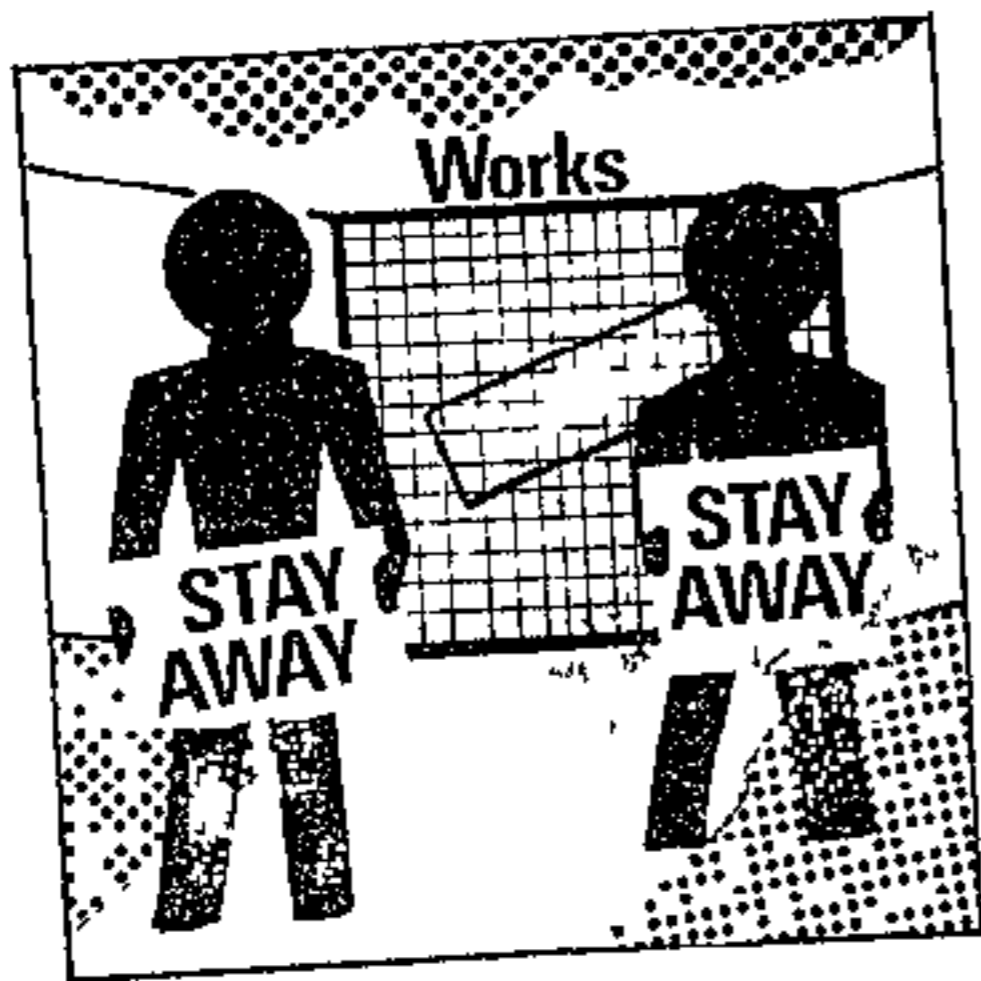
Another element of the strike was the setting up of picket lines on site, a tendency which appears to be spreading.

During a recent strike at Jungle Oats workers also picketed inside the factory grounds stopping traffic.

Picketing is prohibited under South African labour legislation, a controversial provision which some analysts feel increases the possibility of violence during industrial action.

It has also led to the tactic, as used during the General Motors strike in Port Elizabeth this week, of factory occupations by workers.

'Stayaway figures' show lack of solidarity



Nearly one-third of urban black men polled in the survey claimed they ignored work stayaway calls

An equal number said they "often" heeded the stayaways and 17 percent said they "sometimes" did so. More than one in five chose not to comment.

Of those who heeded stayaway calls, 59 percent did so willingly and one in three said they did so with reluctance. The rest declined to talk about their attitudes.

Mr Henry Barenblatt, joint

112/18
132
SIR

head of the survey unit, said the results indicated a lack of solidarity among urban blacks when it came to obeying stayaway calls.

"Remove the element of intimidation", he said, "and stayaway figures may reflect a different picture, with the exception of younger men who indicated a more militant attitude."

"It is clear, too, that while employees may have been sympathetic towards enforced stayaways there could be an emerging trend of hardening attitudes."

Most militant, according to the survey analysts, appeared to be men aged between 18 and 24 (67 percent), those aged 50 or older (60 percent), those who earned R800 a month or more (62 percent), and, specifically, most workers in the PWV area (62 percent).

Db 1/12/86 (152) (HBA)

Court: strike illegal

JOHANNESBURG — In a judgment handed down in Bloemfontein on Friday the Appeal Court declared the National Union of Mineworkers' (NUM) May Day strike this year to have been illegal

The court.

- Indicated that a union would lose its right to strike lawfully if it did not call the strike within a reasonable time

- Ruled that a union could not merely allege that a dispute existed in order to place itself in a position to strike lawfully in terms of the Labour Relations Act

In order for a strike to be lawful a union must be able to show that a bona fide or genuine dispute existed

- Effectively removed the protection granted to the NUM against potential civil claims for damages arising out of the strike action which took place on some mines on May 1

- Ordered the NUM to pay the Chamber of Mines' legal costs in both the Transvaal Supreme Court and the Appeal Court

The judgment represents a significant development in South African labour law — Sapa

1/12/86

'No place for amateurs' in industrial relations'

By Claire Robertson

In the first three-quarters of 1986, 858 000 working days were lost because of strikes, according to the director-general of manpower, Dr PJ van der Merwe

This was an increase of more than 30 percent over the similar period last year when 649 000 "man-days" were lost

Dr van der Merwe told a conference on Human Resources Management held in Sandton that the number of workers involved in strikes showed "a similar increase", with 237 000 for the first nine months of 1986 compared with 229 000 in the similar period last year.

"I must stress that experience in many countries, including South Africa, has proved that it is impossible to legislate industrial peace," he said

"Responsible and sound relationships between labour and management develop only from extensive experience in dealing with one another with a minimum of outside intervention."

Amateurs had no place in today's industrial relations, he said.

"No longer can industrial relations issues, as a rule, be handled satisfactorily by untrained management representatives or by union leaders without adequate training.

"In fact, no one can do a competent job these days for either an employer or a union unless he is up to date with the legal framework and with collective bargaining and negotiating techniques and strategies."

A recent report on the training and development of managers by the National Manpower Commission and the National Training Board concluded that one of the major causes of poor productivity in South Africa was the lack of management training, he said.

Nurses stop work in pay protest

152
3/12/86

Mercury Reporter

SENIOR spokesmen for the privately-run Shifa Hospital in Durban yesterday declined to comment on allegations by the hospital's nursing and domestic staff about low wages and poor working conditions.

Dr Farouk Motala, a director of the hospital, which is owned by a group of Indian doctors, told the Mercury it was 'hospital policy not to discuss anything with the Press over the telephone'

The superintendent, Dr Solly Motala, could not be reached for comment yesterday

The nursing and domestic staff at the hospital in Sydenham stopped work for two hours on Friday in protest against what they claim to be low wages and poor working conditions

They submitted a petition to the superintendent on Monday requesting urgent consideration of their grievances

Lost linen

The nurses claimed they did not receive their annual increment in July this year although, when 15 of their colleagues were retrenched earlier this year, it was said that the staff cut was made so that enough money would be saved for the pay rise

The nurses also claimed that they had missed out on the September/October pay rise which all nurses in State hospitals received

They alleged they were forced to pay R5 every month for lost linen, regardless of whether they were responsible for the loss or not

'If we don't pay we are confronted by the matron,' said one member of the nursing staff

'We are expected to pay for any treatment we receive at the hospital, although one of the conditions of employment is that we receive free hospitalisation,' they said

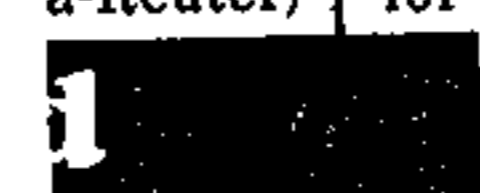
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Govt pays R33 800 to Raditsela family

The family of Mr Andries Raditsela, a senior shop steward who died just days after being detained by police on the East Rand, had been paid R33 800 by the Minister of Law and Order, said a union statement today.

The Chemical Workers Industrial Union (CWIU) said Mr Raditsela left a wife and baby.

He was detained at 9 am on May 4 last year. At lunchtime his parents saw him at the Tsakane Administration Board offices. He could not stand.

While in police custody he was admitted to hospital with head injuries. He died on May 6 in the Baragwanath Hospital. An inquest into his death is currently under way in the Johannesburg Magistrate's Court.

The CWIU assisted the Raditsela family in bringing a legal action against the Minister of Law and Order.

In an out-of-court settlement, the Minister agreed to pay the family R33 800.

● See Page 4M

600 CNA strikers to return to work

By Sheryl Raine

A month-long strike involving 600 CNA workers has ended after nine hours of talks between the company and union officials, CNA said.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa) has agreed to get workers in the Transvaal and Natal to return to work tomorrow.

Ccawusa accepted an R85-a-month increase, back-dated to August 1, which will give workers an average wage of more than R500 a month. The minimum wage is now R400 a month.

CNA has also agreed to grant one day's paid leave for either May 1 or June 16.

Workers who took part in the current wage strike will not be victimised and will qualify for their normal Christmas bonus, CNA says. Hardship cases arising from the strike will be considered and in some cases salary advances granted.



Matla workers attend hearings

ALAN FINE

ABOUT 300 of the 2 000 employees locked out of Gencor's Matla colliery on Wednesday after a work stoppage reported to management for individual disciplinary hearings yesterday, Gencor coal division CEO Graham Thompson said.

He added: "The hearings are still in progress and a meeting is currently taking place between mine management and officials of the National Union of Mineworkers."

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Strike poll delayed as mines fight court order

By Mike Simma

Plans by the National Union of Mineworkers (NUM) to hold strike ballots from today at seven Gold Fields mines have been delayed after yesterday's decision by the company to appeal to the Supreme Court about balloting on four of the mines.

On Monday the Industrial Court ordered Gold Fields to grant the NUM ballot facilities on all seven mines. The company had insisted that ballots could not be held at four mines — Kloof, East Driefontien, Doornfontien and Venterspost — as these were not officially part of the dispute.

It had granted permission for balloting at Libanon, West Driefontien and Deelkraal.

A Gold Fields spokesman today said the appeal was being made on the grounds that the Industrial Court had no jurisdiction to make Monday's order and that the union had not established a clear legal right of access to the four mines.

SURPRISE

An NUM spokesman expressed "surprise" that the company was not willing to accept a decision of the Industrial Court.

The NUM decided on a strike ballot after rejecting a Gold Fields wage offer, details of which the company declined to disclose to the Press.

The company says its offer compared favourably with that from other mining houses which was accepted by the union last month — a statement contested by the union.

The NUM agreement with other mining companies included wage rises of between 19,5 and 23,5 percent for surface and underground employees.

Nampak employees threaten all-night sit-in

By CLARE HARPER

WORKERS at the Nampak Paper factory in Bellville began a wildcat strike yesterday morning and while management refused to meet the union "under duress" workers threatened to hold an all-night sit-in at the factory

A spokesman from the Paper and Allied Workers Union said about 100 workers downed tools at the shift change at 7am before a wage-negotiating meeting between management and the union

The workers struck, without the knowledge of shop stewards, over dissatisfaction with the time allocated for wage discussions with the union

The general manager of Nam-

pak Paper Ltd, Mr D Sabbatini, said yesterday that the strike pre-empted a wage-negotiating meeting due to take place at 9am

"As a result of the stoppage the wage negotiation meeting has been postponed as management feel negotiations cannot proceed under duress. The company will reconvene the meeting as soon as circumstances allow"

However, a union official said that management refused to meet the union to discuss resolving the strike until the strikers returned to work.

At 2pm yesterday workers mandated the union to inform management that if they were not prepared to meet the union "they were not prepared to move"

300 locked-out miners report to management

JOHANNESBURG — About 300 of 2 000 employees locked out of Gencor's Matla colliery reported to management for "individual disciplinary hearings" yesterday, Gencor said.

The move follows a lockout on Tuesday when the 2 000 workers went on what Gencor says was an illegal strike

A statement by the chief executive officer of Gencor's coal division, Mr Graham Thompson, said the 2 000 initially indicated they

wanted a "mass hearing."

No worker who had been "absent without permission" on Tuesday had been allowed to return to work yet, Mr Thompson's statement said

"The hearings are still in progress.

" A meeting is currently taking place between mine management and officials of the head and regional offices of the National Union of Mineworkers," the statement said, adding that the situation at

the mine was calm


The strike at Matla was one of a series which hit two other Gencor mines on Tuesday

Workers were protesting against the "unsatisfactory" relationship between the NUM and management of Gencor's Kinross gold mine, a union spokesman has said

Workers at the other two mines, Bracken and Winkelhaak, returned to work on Wednesday, but those at Matla were prevented from doing so — Sapa

00 28/11/84

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News in Brief *CME Times 29/11/86*

Nampak strike ends *(12:52) (15:20)*

WORKERS at the Nampak Paper factory in Bellville who began a wildcat strike on Thursday, returned to work yesterday morning after management had agreed to meet the union. According to a spokeswoman for the Paper and Allied Workers' Union, about 100 workers representing two shifts had decided to return to work yesterday morning and await the outcome of talks the union held with management yesterday.

Swiss recalls Bonn envoy

29/10/85

Six Alexandra men cleared of intimidating workers

Six Alexandra men were acquitted by a Johannesburg magistrate yesterday of a charge of intimidation.

Mr Stanley Mncube (28), address given as Eighth Avenue, Mr Victor Ntzipande (25), address given as Fourth Avenue, Mr Tony Lekganyane (32), address given as Third Avenue, Mr Richard Moyale (26), address given as Eleventh Avenue, Mr Moses Nongensi (23), address given as Eighteenth Avenue, and Mr Paul Kekana (33), address given as Sixteenth Avenue, had pleaded not guilty.

The charge sheet alleged they tried to force five workers to strike at Control Chemicals, Kew, Johannesburg, between May 2 and August 22

Charges withdrawn

20/11/86
CITY PRESS 152

By MARTIN NTSOELNGOE

CHARGES of trespassing were withdrawn against 350 JG Strijdom Hospital workers in the Johannesburg magistrate's court this week.

The trespass charges came after workers downed tools and staged a sleep-in at the hospital over low wages and other related grievances

About 200 other hospital workers attended the hearing after they had clocked in for duty at the hospital.

Earlier Rand Supreme Court Judge WW Vermooten ordered that the workers leave the hospital premises immediately.

The application for the court order was made by hospital superintendent Dr Antoinette van der Merwe.

Vermooten also ordered that

- The striking workers should not interfere or intimidate workers who are not on strike
- Should not enter or remain on the hospital premises without written permission from Van der Merwe and that the officer commanding the mobile unit of the SAP be allowed to remove strikers from the hospital premises

The strike of the hospital workers has been on for more than two weeks.

The workers' grievances include racial discrimination and unequal pay

They also allege that they were being followed to the toilets by supervisors and that some of them were still regarded as temporary workers although they had worked there for about 15 years

The hospital has been hard-hit by the strike surgeons, doctors, nurses and clerical staff have had to take turns to clean up the wards and serve meals

Conditions have become so serious that even people from old-age homes have volunteered to help

About 200 workers who were not fired, but who have gathered in solidarity with the strike action, have been given a two weeks' ultimatum to come back to work or be fired.

Workers allege police attack

SOME of about 500 workers recently dismissed from the J G Strijdom Hospital were injured outside the hospital yesterday after being allegedly baton-charged and sjambokked.

This was claimed by a SA Black Municipal and Allied Workers Union (Sabmawu) spokesman, who said at least four of the workers were also arrested.

A Bureau for Information spokesman said he knew nothing of the incident and according to his records, nothing had happened outside the hospital.

The Sabmawu spokesman said the incident occurred at about midday while workers were outside the hospital.

26/11/76
102
SIPHO NGCIBO
They had been there since being dismissed about two weeks ago, in order to prevent the hospital authorities from employing new staff.

The spokesman added some of the workers were still missing.

The alleged charge on the J G Strijdom workers was the second in less than two weeks.

In addition, more than 200 workers were arrested after they staged a sit-in strike within the hospital premises. They are on bail and are due to appear in court today.

Hotel workers fired after strike

By MATHATHA TSEDU

TWENTY-THREE workers at the Great North Road Hotel in Pietersburg were dismissed on Monday following a work stoppage, a spokesman for the Black General Workers Union (Blagu) said yesterday.

The union national organiser, Mr Phosakuwa Mashele, said the workers were demanding the recognition of Blagu by management. The hotel's manager, Mr Steve Rudd, has not been available for comment since Monday.

Twenty-four workers, including union members, are still working, Mr Mashele said. Those on strike include the chef, waiters, wine stewards, barmen, cleaners, bedmakers and scullery workers. The strike has seriously affected the hotel's service.

Mr Mashele said the work stoppage resulted from "management's arrogance. The workers signed a petition which called for the recognition of the union but the manager refused to accept it. He has refused to even speak to us".



26/11/88



SOWETAN



2/11/88

Ccawusa strike still on

MEDIATION efforts between CNA Limited and the Commercial, Catering and Allied Workers' Union in Johannesburg remained deadlocked yesterday, a CNA spokesman said on Monday.

The company issued a statement saying talks had failed to resolve the wage dispute between the parties

Almost 600 union members have been on strike at various outlets in the past three weeks

The union is demanding a R105 a month increase for its members. CNA has told the union its final offer is an increase of R85 a month

— SAPA/RN

CHIEF Times 20/11/80
Strike by 500 hospital workers continues *152*

JOHANNESBURG — The strike by about 500 workers at J G Strijdom Hospital continued yesterday, a hospital source said.

The hospital itself will not comment on the strike and referred Sapa to a Pretoria government health spokesman whose office said he would be out the entire day.

The workers, members of the South African Black Municipal and Allied Workers' Union, are demanding pay increases and better working conditions.

On Monday, workers gathered outside J G Strijdom to chant and sing songs. A Supreme Court order prohibits the strikers from entering or remaining in the hospital without written official permission — Sapa

PKCair's 28/11/81

**2-day strike
at PG Glass
factory ends**

Labour Reporter

PRODUCTION resumed at the PG Glass plant in Epping today when workers ended their two-day strike.

Negotiations between management and the Chemical Workers Industrial Union, representing the striking workers, will continue

Union spokesmen and Mr Bert Peters, managing director of PG Glass, coastal, said it had been agreed to reopen negotiations, which deadlocked last Friday on wages, if employees went back to work

The union demands that the R2,36 an hour minimum for weekly paid workers be increased to about R3,50 Management's "final" offer was a 25-cent increase in January and a 15-cent increase in June

An offer to monthly paid employees was also rejected

Union spokesmen said the company had postponed negotiations in Durban and Port Elizabeth this week to concentrate on settling the Cape dispute

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Pay dispute not solved

THE strike by about 500 workers at Johannesburg's J G Strijdom Hospital continued yesterday, a hospital source said.

The hospital itself will not comment on the strike and referred inquiries to a Pretoria government health spokesman whose office said he would be out the entire day.

The workers, all members of the South African Black Municipal and Allied Workers' Union, are demanding

pay increases and better working conditions.

On Monday workers gathered outside J G Strijdom to chant and sing songs. A Supreme Court order prohibits the strikers from entering or remaining in the hospital without written official permission.

Tasks usually carried out by the workers — kitchen duties, dish washing and unloading food supplies and the like — are being carried out by other staff members.

26/11/86

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Cape Times 26/11/86

'Confrontation at Reef hospital

152

JOHANNESBURG — Several workers recently dismissed from the J G Strijdom Hospital were injured outside the hospital yesterday after police allegedly baton-charged and sjambokked them.

This is the claim of a spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu), who said at least four of the workers were arrested.

However a spokesman for the Bureau for Information said he knew nothing of the incident and that according to his records, nothing had happened outside the hospital.

The hospital itself will not comment on the strike and referred Sapa to a government health spokesman whose office said he would be out for the day.

The Sabmawu spokesman claimed trouble broke out about 12 noon as some 500 ex-employees staged a sit-in outside the hospital.

He added that some workers were reported missing after the "confrontation".

"We are very worried about their whereabouts as the situation was so chaotic there," he said.

The alleged charge was the second reported incident in less than two weeks.

A similar incident occurred shortly after the workers went on strike demanding better working conditions and the scrapping of racial discrimination at the hospital. — Sapa

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2 Cape Times, Wednesday, November 26

Gold Fields to fight strike-ballot ruling

Own Correspondent

JOHANNESBURG — Gold Fields is to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make strike-balloting facilities available to the National Union of Mineworkers (NUM) at four mines

The ballot is to assess workers' views on the company's refusal to increase wages above its August adjustments

Gold Fields argues that the NUM is not recognized at the mines and is thus not party to the wage dispute which exists at the company's three other gold mines

Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein where the NUM is recognized

● Strikes hit two Gencor gold mines and one colliery in the Eastern Transvaal yesterday

The Bracken and Winkelhaak gold mines were only partly affected

A company spokesman said "severe intimidation" made it necessary "for management to use teargas to disperse those preventing the rest of the shift from going to work" Five people were arrested

At the Matla colliery no black workers arrived for work.

Mr Graham Thompson, CEO of Gencor's coal division, said employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine" which has seen several strikes recently

According to Bruce Evans, CEO of Gencor's gold and uranium division, one of the workers injured during an incident at Kinross on Sunday died in hospital yesterday

Gencor has described the incident as a fight between employees, while the NUM claims that workers returning from a union meeting were attacked by mine security guards

152.00 (125) 27/11/60 27/11/60

Union: workers were sjambokked

Dispatch Correspondent
JOHANNESBURG — A spokesman for the South African Black Municipal and Allied Workers' Union (Sabmawu) has claimed that some of 500 workers recently dismissed from the J G Strijdom Hospital were injured outside the hospital

man said the trouble took place while workers were sitting outside the hospital. This they have been doing since they were dismissed about two weeks ago, in order to prevent the hospital authorities from employing new staff.

It is alleged that they were baton-charged and sjamboked.

The Sabmawu spokesman also claimed that at least four of the workers were arrested.

A spokesman for the Bureau for Information said, however, that he knew nothing of the incident and according to his records nothing had happened outside the hospital.

The Sabmawu spokes-

Reasons for mine strikes

THE work stoppages at three Gencor mines on Monday night and Tuesday were apparently an attempt by workers to pressure management to reinstate a union leader dismissed from the Kinross mine, a National Union of Mineworkers (NUM) spokesman said.

And while the 1000 strikers at the Bracken and Winkelhaak gold mines returned to work yesterday as planned, the 2000 miners employed at the Matla colliery found themselves locked out.

Gencor coal division CEO Graham Thompson said management had decided to hold an individual disciplinary hearing for each participant in the stoppage because of the workers' failure to follow agreed-upon grievance procedures.

He also said the mine had sent a telex to the NUM stating the workers' actions were not in accordance with agreed procedures.

Deadlock in CNA dispute

DOUGETAN

(scribble)

ALMOST 600 Commercial, Catering and Allied Workers Union members were still on a wage strike yesterday and the deadlock situation remained unchanged, a CNA spokesman, Mr Martin Falon, said yesterday.

2-7/11/88

Earlier this week the company issued a statement saying talks had failed to resolve the wage dispute between the parties

152

The union members have been on strike at various outlets in Johannesburg, Pretoria and Durban for the past three weeks.

(scribble)

The union is demanding a R105 a month increase for its members

CNA has told the union its final offer is an increase of R85 a month

— Sapa

CAT-Tony 27/11/86 (R2) (13)
End of PG Glass strike

A TWO-DAY strike at the Epping PG Glass plant ended yesterday when workers and management agreed that negotiations would be re-opened if the strikers returned to work. About 200 employees, all members of the Chemical Workers' Industrial Union — an affiliate of the Congress of South African Trade Unions (Cosatu), decided on Monday to down tools after wage negotiations ended in deadlock last Friday.

25/11/88
152
Matla workers
attend hearings

ALAN FINE

ABOUT 300 of the 2 000 employees locked out of Gencor's Matla colliery on Wednesday after a work stoppage reported to management for individual disciplinary hearings yesterday, Gencor coal division CEO Graham Thompson said.

He added: "The hearings are still in progress and a meeting is currently taking place between mine management and officials of the National Union of Mineworkers."

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152 (AP) BUS. DAY 28/11/86

Mediation fails to end CNA strike

MEDIATION yesterday failed to resolve the four-week-old wage strike involving the CNA and the Commercial, Catering and Allied Workers' Union (Ccawusa)

The company and the union met Paul Pretorius of Independent Mediation Services of SA yesterday. However, a CNA spokesman said there was no movement on either side and there were no plans for fur-

ALAN FINE

ther attempts at mediation

Just under 600 CNA employees from stores and warehouses on the Rand, Pretoria and Durban are striking in support of a R105 across-the-board monthly increase. The company is offering R85.

Ccawusa were not available for comment

Pullout could cost dearly

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100 more join hospital stoppage

JOHANNESBURG —
One hundred more workers at the J G Strijdom Hospital downed tools yesterday in solidarity with their arrested colleagues who appeared in a special court in the cells below the Magistrate's Court here

The 356 workers were arrested on Tuesday for breaching a court order evicting them from the hospital

The 356 are provisionally charged with trespassing and contempt of court

The case was postponed until Wednesday. The 40 men and 316 women were released on warning.

A spokesman for the Black Municipal and Allied Workers' Union said yesterday "The more than 100 workers are demanding that charges of contempt of court and trespassing against their colleagues be withdrawn and that their grievances be met"

The medical superintendent, Dr Antoinette van der Merwe, said the hospital was operating normally yesterday. She said some of the workers who had not been fired, reported for work.

... a mobile, five-star hotel, with lounges and sleeping accommodation

KwaNdebele boycott

SIYABUSHWA. — Most civil servants in KwaNdebele were still boycotting work yesterday, an administrative spokesman said. The stayaway, which started on Monday, was apparently prompted by the detention of two members of the Ndebele royal family — which opposes independence for the region — and nine others. The two members of the royal family detained were named as Prince James and Prince Andries Mahlangu.

152 JG Strijdom workers in court

More than 300 sacked JG Strijdom Hospital workers appeared before a Johannesburg magistrate yesterday on charges of trespassing, the SA Municipal Workers' Union said. A union spokesman said the case had been postponed to November 26.

Yesterday 240 members of the General and Allied Workers' Union (Gawu) appeared in the Germiston Magistrate's Court after being arrested earlier in the day while on strike at the Rietfontein Hospital near Edenvale, according to the workers' lawyer. He said an additional 238, held while striking at Security Systems, were released on R50 bail each after appearing in the Roodepoort Magistrate's Court on Tuesday.

the municipality

Earlier this year 150 Lawaakamp shacks were bulldozed while the occupants were at work. When 217 municipal workers went on strike in protest they were fired, and rehired only after a political storm that went as high as parliament.

George Town Clerk Carel du Plessis said at the time the shacks were "illegal." Du Plessis was quoted earlier this year as saying the move to Sandkraal was necessary because residents of Lawaakamp were "disorderly" and were "interfering" with residents in neighbouring coloured townships.

In the eviction notice sent to residents, Du Plessis thanked them for co-operating "fantastically" and said it was "a pleasure" for the municipality to "help" them.

This week Du Plessis told the *FM* that the move was going "very smoothly" and people were relocating in Sandkraal "of their own free will."

He says the move is necessary because of the unhygienic and disorderly conditions at Lawaakamp, which was never formerly laid out as a township.

He denies there is widespread resistance to the move.

"I walk freely in Lawaakamp almost daily and talk to many of the people. None of them has ever told me they are opposed to the move," he says.

Du Plessis says conditions at Sandkraal are far better than in Lawaakamp. Resistance to the move is being "stirred up" by white political parties.

But the Black Sash and SPP say that in order to "encourage" the community's "voluntary" removal, service fees in Lawaakamp were raised from R13,50 a month to R25 a month in June. "Services" are essentially a few taps which service the area, and irregular refuse and night-soil removal.

At Sandkraal, each plot will eventually have a tap and a toilet. Stormwater drains and high-mast lighting will be provided. Service fees will be R21 a month.

In parliament in April, deputy Constitutional Development and Planning Minister Piet Badenhorst said various community facilities would be provided in Sandkraal, including a hall, a creche, sports fields and a clubhouse, a clinic and a school. There would also be stormwater drains, tarred roads, electricity and sewage connections.

Black Sash and SPP workers say virtually nothing has yet been provided. An SPP representative in Cape Town, Laurine Platsky, says the apparent reason for the removal is to force the community behind the barrier of a new national road which lies between George and Sandkraal. The more formal layout of plots at Sandkraal will also allow better control by the authorities.

Although Lawaakamp is essentially an unplanned slum, hardly any additional facilities have been provided at Sandkraal, and Platsky believes conditions will be just as bad — if not worse. No formal housing is being provided except for residents who can afford the materials and labour cost for a

R9 000 timber cabin provided by the authorities.

Platsky says research in Lawaakamp shows that residents do not see why they should move from one squatter camp to another. They say they would not mind moving to Sandkraal if brick houses are provided — as was apparently promised years ago by Piet Koornhof.

A Progressive Federal Party MP, Jan van Eck, who has been monitoring the Lawaakamp removal, says if the George municipality goes ahead with the evictions the whole area could "explode."

BLACK MUNICIPALITIES

Cops out

Ordinarily black law enforcement officers, or "blackjacks" as they are called by township folk, are seen as the enforcement arm of local authorities in the townships.

But in recent months local authorities in some areas have been asking what can be done to control their controllers. Enlisted mainly from the homelands, the blackjacks have revolted against their employers in several townships — particularly on the Reef.

For example, the entire force of 100 blackjacks at Kagiso on the West Rand has been joined by 45 hostel labourers and clerks in a strike for better pay. The blackjacks are demanding, among other things, that their earnings be raised from R250 a month to R500. They struck early last week before being joined by the labourers and clerks in a show of solidarity.

Blackjacks and their employer are also at stand-off in Katlehong. At least 115 Katlehong law enforcement officers have been detained following a recent strike over pay. Although most of the nearly 300 people involved have returned to work, the basis of the dispute has not been resolved, according to Philip Dhlamini, general secretary of the SA Black Municipal and Allied Workers' Union (Sabmawu).

The strikes are illegal in terms of SA's labour laws, but Dhlamini says that because the Katlehong Council brought police into the matter, "the door to negotiations has been shut as far as we are concerned. This is our policy in all cases where management brings in the police. We see such a move as shifting a labour matter from its rightful place, so precluding further negotiation. We're now planning to go directly to the Supreme Court for redress."

Previous blackjack strikes, involving almost 1 000 men this year, have occurred in Soweto, Thokoza, Tembisa, Potchefstroom and elsewhere.

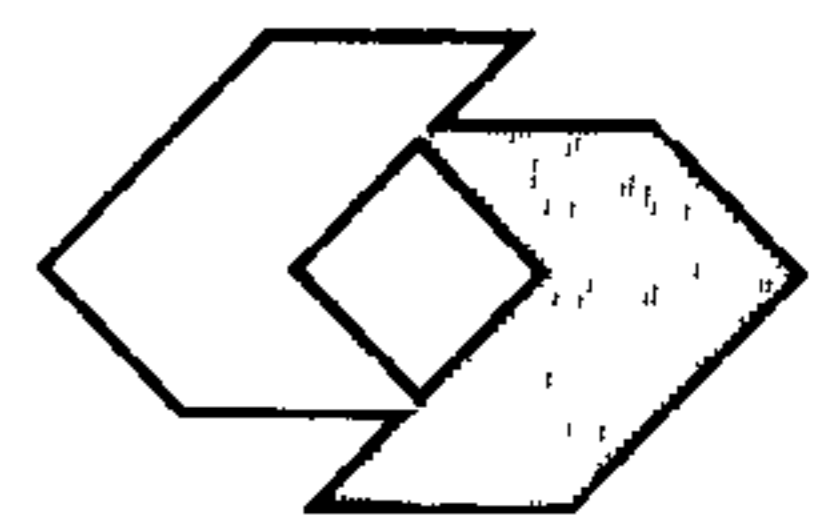
In Tembisa about 300 police and general workers struck for 11 weeks between May and August this year. Some of them were detained, but in the end the matter was resolved and the strikers were not only allowed to continue in their jobs but were also

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Checkers Vouchers

21/11/85

152

paid for the entire period, including the days they spent in detention

The Soweto strike involved 400 police during the month of May. They were said to have dismissed themselves by refusing to work. However, the problem was subsequently settled out of court and the men reinstated when Sabmawu applied to the Rand Supreme Court for an order.

Dhlamini claims Sabmawu's membership

stood at 20 000 last December, but had risen by May this year to 35 000. "We already control 90% of black and white municipal workers on the Reef alone and another 90% of the workforce in the health sector," he says.

Low salaries paid by the local authorities, it seems, makes it easy for Sabmawu to recruit members. "Already we are creating a membership-recruiting structure that ex-

tends to rural communities. We not only familiarise those communities with the fact of our existence, but also with our interest in making sure their people are paid a living wage if brought in to work by these urban municipalities," Dhlamini explains.

Part of the problem, as he sees it, is that the local authorities want to use the black-jacks to "bludgeon black political opponents of the system of apartheid."

W/CMG 22/11/86

Consult
the
workers'

LABOUR
AFFAIRS
DICK
USHER



NOT consulting workers on matters of importance to them can be an expensive mistake

Production appears to be back on track at General Motors following the lengthy, bitter, costly and possibly needless strike, but it would seem that the GM executives who hustled through their particular form of disinvestment deal had not learnt one major lesson from the recent years of advancement in industrial relations — the need to consult workers on major changes in their circumstances

Numerous Industrial Court judgments have established it as necessary for companies — if they are not to be hit with an unfair labour practice action — to consult workers and their representatives on changes in their conditions of employment

But when it came to turning GM's assets over to new management it seems the company did not see consultation as necessary

Somehow, handing the company over to a group of unidentified local managers would seem to be as much a material change in employment conditions as retrenchments are.

As lawyers for the National Automobile and Allied Workers' Union (Naawu) said, the strike need not have happened if GM had "advised and consulted its workers" prior to announcing the withdrawal.

Given the contradictory statements before the withdrawal was announced and the crippling Ford closures of 1985, it is not surprising that workers in the depressed Port Elizabeth area have some suspicion about management.

They are also suspicious about what might happen to employment practices when, in the words of the *Financial Mail*, the company is no longer "hamstrung by the rules of foreign employment codes"

And, having contributed to GM's profitability through the rosy years in South Africa, workers do not want to see assets they built up disappear overnight

Meanwhile, the costs of the strike are still being computed

GM had to postpone what are said to be expensively lavish plans for the launch of its new Monza, scheduled for early this month, because it would not have had enough cars to meet anticipated demand

And what effect the postponement will have on the success of the model remains to be seen

23/11/80 SUMMITES

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By JEREMY McCABE
A SOARING Eastern Cape unemployment rate played a major role in ending the three-week-long strike at General Motors' Port Elizabeth plants.

And the decisive breaking of the strike this week was seen as a definite slap in the face of pro-disinvestment lobbyists and militant unionists.

The strike by more than 2 000 GM workers eventually broke down dramatically because their unions' bargaining power was far more limited than they had expected—largely because of the potentially disastrous unemployment position in the struggling region.

GM management remained unmoved in the face of a list of demands arising from worker dissatisfaction about the manner in which the company had gone about ridding itself of its South African subsidiary.

The workers were aggrieved that they had never been consulted about GM's disinvestment move and sale of their local operation to a South African business consortium.
They complained that they felt their future was uncertain in the new company.

SLAP IN THE FACE FOR UNION MILITANTS AS DROVES OF JOBLESS SCUTTLE GM STRIKE

Among the demands made by the National Automobile and Allied Workers' Union (Naawu) and the Motor Assembly and Component Workers' Union of SA (Macvusa) were an optional refund of pension fund contributions and the granting of severance pay.

But GM could afford to resist worker pressure even though production suffered severely — if the motor giant's striking workforce no longer wanted to work, there were plenty of desperate, unemployed people who would

do anything for a job. And the unemployed arrived in their droves ignoring thinly veiled threats by striking militants that "scabs" would be dealt with.

Mr Dennis Bristin, manager of hourly personnel at GM, said his department had received more than 900 job applications since the start of the strike.

Many of these were from former Ford employees (who lost their jobs when most of the Ford company's activities were curtailed in PE)

and skilled motor industry labourers.

He said many unskilled workers had indicated that they would do "anything" just so long as they had work.

"The task of selecting the lucky few from the hundreds of hopefuls was not a pleasant one," Mr Bristin said.

Several recounted heart-rending stories about why they needed work.

One woman "begged to be allowed to sweep, clean or wash floors", saying her husband had been without work for 18 months and their little children were starving.

Another application had come from an entire unemployed family of four. "Fortunately, GM was able to hire the father and one of the sons," Mr Bristin said.

And yet another desperate applicant had even refused police orders to move away from the GM plant gates.

"He was so desperate that neither police orders nor fear of intimidation could move him."

In the face of this mass turnout for jobs, many striking workers suddenly realised just how precious those jobs were.

But the angry unions have contested the re-employment figures provided by management.

At a fiery Naawu meeting held this week, the union's national secretary, Mr Freddie Sauls, said the union believed that 800 of its members were continuing with the strike.

He said during the meeting that a union delegation would meet Mr Bob White, GM's managing director, and advise him that striking workers "were not accepting their dismissal".

Several workers who had abandoned the strike action and who were present at the meeting were evicted amid shouts of "backstabbers and sellouts".

Changing of guards?

TWO hundred and twenty five workers are applying to the Rand Supreme Court to have their rooms at the CMR hostel restored after they were evicted because of a stayaway from Security Systems where they were employed as security guards, *Sapa* reports

A spokesman for the General and Allied Workers' Union that represents the workers, S Poloto, told *Sapa* the workers - mainly migrants from Venda - were dismissed on Monday after failing to report for duty on that day

They were protesting over the retrenchment of 38 of their co-workers last Friday

Meanwhile, Martin Nisoelengoe reports that the workers are in the mean-

time holed up at the Methodist Church in Coronationville.

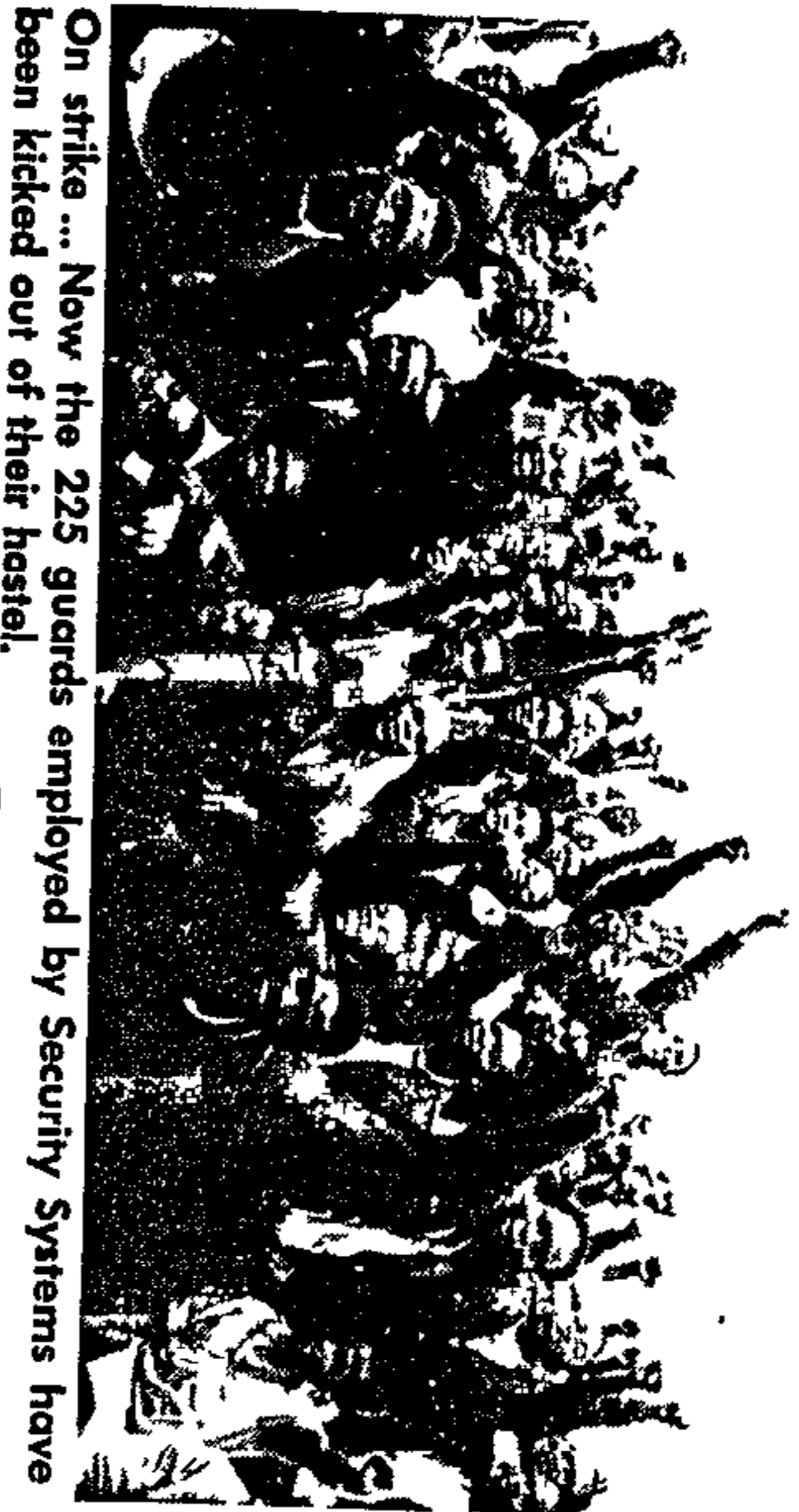
When *City Press* visited the church this week, some of the men were washing their clothes

A spokesman for Gawu said they had information that management was recruiting new workers

He added that management had taken steps against the workers because they have joined the union which management refuses to recognise

The workers refused to return to work after management refused to listen to the shop stewards. The workers were all thrown out of their hostel

The spokesman said they may take supreme court action to have the workers restored to the hostels



On strike ... Now the 225 guards employed by Security Systems have been kicked out of their hostel.

500 still on strike at hospital

By JOSHUA RABOROKO

ABOUT 500 workers at the J G Strijdom Hospital yesterday entered the seventh day of a strike. Their demands include pay increases and better working conditions.

The workers, all members of the SA Black Municipal and Allied Workers Union (Sabmawu), sang and chanted outside the hospital premises.

In terms of a Supreme Court order, they cannot enter or remain in the hospital without written permission from the authorities.

The workers' strike has left the hospital in a crisis.

Between their normal duties doctors and other staff members have to load vegetables into the refrigerators, wash dishes, clean floors and do other jobs.

The strikers have vowed not to return to work until their demands are met.

However, hospital authorities maintain that workers have withheld themselves, by downing tools.



SOME of the striking workers outside the J G Strijdom Hospital yesterday.

CME Times 25/11/80

Glass factory staff strike, demonstrate

152 Staff Reporter

ABOUT 200 employees of three sections at PG Glass in Epping went on strike and held a placard demonstration yesterday over wage demands

The strikers, members of the Chemical Workers' Industrial Union, said they had been negotiating with the company for three weeks but had reached deadlock last Friday

The managing director of PG Glass Coastal, Mr Bert Peters, said the company and the union had been negotiating for five days over 20 different demands.

While agreement was reached on some demands a deadlock developed on Friday and both sides were still "far apart"

Administrative staff have demanded a 40 percent across-the-board increase. However, a day has been set aside next week to continue negotiations, Mr Peters said

25/11/86

The

**Talks
fail to
end strike**

JOHANNESBURG—Mediation between CNA Ltd and the Commercial, Catering and Allied Workers' Union in Johannesburg yesterday failed to resolve the wage dispute between the parties, a statement from CNA said.

Almost 600 Ccawusa members have been on strike at Johannesburg, Pretoria and Durban outlets for the past three weeks.

The union is demanding a R105 a month increase for its members. CNA has told the union that its final offer is an increase of R85 a month.

The strike situation at the outlets affected remained unchanged yesterday, the statement said — (Sapa)

NUM plans pay strike ballot for tomorrow

25/11/80

STRIKE

152

The National Union of Mineworkers (NUM) says it hopes to hold wage strike ballots for thousands of its members at seven Gold Fields mines from tomorrow.

The Industrial Court yesterday ordered Gold Fields to reverse its decision to refuse ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities were Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontien

Gold Fields had given balloting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

An NUM spokesman said Gold Fields had been ordered to permit the union facilities to meet and discuss issues which formed the subject of the strike ballot.

The NUM decided on a strike ballot at Gold Fields after rejecting a company offer, details of which the company has declined to discuss with the Press, saying only that it compared favourably with what other mining houses had offered the union.

Strikes at 3 mines

Dispatch Correspondent
JOHANNESBURG

Two Gencor gold mines and one colliery in the Eastern Transvaal were hit by strike action yesterday. The reasons for the stoppages are not clear.

The Bracken and Winkelhaak gold mines were only partially affected. According to the chief executive officer of Gencor's gold and uranium division, Mr Bruce Evans, 120 of the 400 night shift em-

ployees at Winkelhaak did not report for work on Monday, and 240 of the 6 000 day shift workers were absent yesterday.

At Bracken, 26 of the 105 night shift employees were absent, and 627 of the 3 300 day-shift.

He said that due to "severe intimidation it was necessary for management to use teargas to disperse the intimidators who were preventing the rest of the shift from going to work." Five people were arrested.

At the Matla colliery, the entire 2 000-strong workforce failed to turn up yesterday.

The head of Gencor's coal division, Mr Graham Thompson, said that employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine."

Kinross miners staged a work stoppage recently over the dismissal of the union's regional chairman, Mr Eric Vala.

Gencor hit by strikes

TWO Eastern Transvaal Gencor gold mines and one colliery were hit by strike action yesterday. The reasons for the stoppages are not clear, but they follow a pattern of unrest at the company's mines in the area in recent weeks.

The Bracken and Winkelhaak gold mines were only partially affected. Gencor's gold and uranium division CEO Bruce Evans said 120 of the 400 night-shift employees at Winkelhaak did not report for work on Monday, and 240 of the 6 000 day-shift workers were absent yesterday. At Bracken, 26 of the 105 night-shift employees were absent, and 627 of the 3 300 day-shift workers.

Evans said management had not been given reasons for the stoppages and had

26/11/84 (152) (270)
SUNDAY
ALAN FINE

been unable to contact National Union of Mineworkers (NUM) officials.

At the Matla colliery, the entire 2 000-strong black workforce failed to turn up for work yesterday. Gencor's coal division CEO Graham Thompson said employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine".

Evans said one of the workers injured during an incident at Kinross on Sunday died in hospital yesterday.

A NUM spokesman said last night the union was investigating the cause of the strike.

NUM gets facilities

ALAN FINE

THE Gold Fields Group yesterday agreed to provide strike-balloting facilities to the National Union of Mineworkers (NUM) at three gold mines which, it said, were party to the ongoing wage dispute between the two.

Gold Fields has however refused to do so at four other mines.

The NUM announced on Wednesday it planned to canvass the views of members on Gold Fields' refusal to offer wage increases beyond those already applying

A company statement said the managements of Deelkraal, Libanon and West Driefontein were prepared to provide ballot boxes and suitable venues for polling, and to release certain union members to man the stations

The NUM has, however, also asked for similar facilities at East Driefontein, Venterspost, Doornfontein and Kloof. In May, at the beginning of this year's wage talks between the NUM and the Chamber of Mines, some of the union's recognition claims were disputed. The matter was then shelved, as it would only become material in the event of strike balloting.

The NUM could not be reached for comment.

Injured truck driver saved from possible necklacing at hands of striking colleagues

Vereeniging Bureau

A group of office workers rescued a 29-year-old truck driver from a possible "necklace" death after he was attacked by about 250 fellow drivers on strike at Cargo Carriers' Vanderbijlpark depot.

A police spokesman said Mr Gawie Rossouw, a non-striker, was surrounded and pelted with stones and repeatedly prodded with the sharp end of an umbrella on Monday morning. One of the strikers walked towards him with a tyre in his hands.

Then several office workers at the depot charged through the crowd and dragged the seriously injured Mr Rossouw to safety.

Mr Rossouw, the father of a nine-year-old son, was admitted to Vanderbijlpark Hospital with multiple injuries, including a fractured skull and jawbone.

Speaking from his hospital bed yesterday, a visibly shocked Mr Rossouw said the nightmare experience began shortly after he arrived at the depot to fill his truck's fuel tank.

CROWD OF MEN

"I was still busy filling the tank when I saw a large crowd of men walking towards me. One of them told me that I would not drive. The next instant I spotted another man walking towards me with a tyre in his hands."

"When I realised that the approaching crowd probably had intentions of giving me the necklace treatment, I got such a fright that I started to walk away. Just then I saw one of my bosses, who informed me that it was okay to drive my truck."

Mr Rossouw said he climbed into his truck and was surrounded by the men and forced to get out.

"I don't remember much about what happened afterwards apart from the fact that I was flung to the ground, pelted with stones and prodded with the sharp end of an umbrella."

A spokesman for Cargo Carriers confirmed the incident, and said the approximately 300 strikers resumed duty at the depot yesterday after lengthy discussions with their trade union.

A police spokesman also confirmed the incident and said a case of attempted murder was being investigated by Vanderbijlpark detectives.



Mr Gawie Rossouw

Transport strike ends

By Mike Siluma

About 800 workers ended a one-day strike yesterday at 12 depots of Cargo Carriers in the Transvaal and Free State, the Transport and General Workers' Union (TGWU) said.

The workers downed tools on Monday in protest at the dismissal about a week ago of colleagues at the company's Durban depot.

TGWU general secretary Miss Jane Barrett said Free State and Transvaal members returned to work after obtaining a guarantee for the re-employment of the Durban workers.

The pay dispute between the Commercial, Catering and Allied Workers' Union and the CNA is to be heard at mediation level by the end of the week, the union reported yesterday.

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Court evicts 324 hospital strikers (152)

THE Rand Supreme Court has ordered 324 striking workers evicted from Johannesburg's J G Strijdom Hospital.

Granting an *ex parte* application by the Transvaal Administrator, Mr Justice Vermooten also ordered the workers to refrain from intimidating any other hospital employees, and to refrain from re-entering the premises without permission.

J G Strijdom superintendent Antoinette van der Merwe said in her founding

LIAM EGAN and
SIPHO NGCOBO
affidavit the workers had gone on strike unlawfully on Monday as a result of listed grievances.

From an addendum to her affidavit it appeared the workers included among their grievances excessive working hours, unequal remuneration, racial ex-

● To Page 2

Hospital strike 'may spread'

exploitation, discriminatory practices and victimisation

It also appeared from Van der Merwe's affidavit that the strike had begun after the workers had refused to negotiate with designated works committees over their grievances, following an earlier refusal by the hospital to recognise the SA Municipal and Allied Workers' Union

Meanwhile, more than 250 of about 500 of the hospital's workers who went on strike on Monday have been fired

The workers' dismissal was announced yesterday by Dr Hennie van Wyk, Director of Hospital Services.

Van Wyk said the workers had "dismissed themselves" by failing to honour an ultimatum to return to work by 9am

yesterday after downing tools and sleeping at the hospital on Monday

However, at the time of going to press it was still not clear whether the late shift would also not honour the ultimatum

Those dismissed include black non-nursing staff, mainly kitchen workers, porters, cleaners, X-Ray darkroom assistants, ward assistants and college staff

A spokesman for the South African Black Municipal and Allied Workers' Union (Sabmawu) told Van Wyk the union would take immediate action and warned the strikes could spread to other hospitals.

← ● From Page 1

RIGHT ROYAL ROW

Sowetan
19/11/86

Mass stay-away over princes

THOUSANDS of Kwa-Ndebele civil servants have been boycotting work since Monday in protest against the continued detention of the two Mahlangu princes and nine other residents.

Reliable sources in the homeland told the *Sowetan* yesterday that the mass stayaway followed a call for the unconditional release of all detained citizens.

The call, they said, was made at the weekend in pamphlets distributed by unknown persons who also urged employees at all government departments not to go to work until the release of Prince James Mahlangu and Prince Andries Mahlangu.

Some of the people who work in Pretoria said the meeting which was held on Sunday resolved that those

By ALINAH DUBE

employed outside the homeland, as well as medical personnel, be exempted from the boycott.

Schools are also not affected, they said.

A spokesman for the Department of Internal Affairs confirmed the stay-away but refused to discuss the matter further.

Detained

Detained with the two princes are Mr Fanie Molapo, a deputy sheriff and the only messenger of the court in KwaNdebele, Mr Joe Morgan, a public relations officer for Witbank Black Aces Football Club; Mr Joe Aphané, a Siyabuswa businessman, Mr Abram Skosana, a Kameeldrift village councillor and businessman, Mr Jabu Mahlangu, a manager of businesses owned

To Page 2

Royal row

From Page 1

by both Prince James Mahlangu and Mr Cornelius Mahlangu; Mr Harold Skosana, a clerk at the circuit office, a teacher, Mr Aaron Mahlangu; Mr Charles Skosana, a member of the ruling tribal council; and businessman Mr Lucas Mthimunye.

Advert 19/11/86

Hospital quiet after 324 removed

JOHANNESBURG — The situation at Johannesburg's J G Strydom Hospital, where a number of striking workers were arrested yesterday for defying a court order not to enter the premises, was quiet today, the hospital's medical superintendent said

Dr Antoinette van der Merwe said today the hospital was operating normally and some of the workers — who had not been fired — reported for work today

Yesterday, police arrested a number of workers who were allegedly on the hospital premises following the granting of a court order evicting 324 workers from the hospital and not allowing them on its premises without permission

A spokesman for the Bureau for Information in Pretoria today confirmed that people had been arrested but could not give a figure

Members of the the South African Black Municipal Workers' Union stopped work on Monday after raising their grievances with hospital authorities more than once in less than a month, the secretary, Mr Philip Dlamini, said

The workers' grievances included alleged racial discrimination, unequal remuneration and the failure of authorities to issue pay slips — Sapa

SOWETO 19/11/86



MORE than 300 striking workers at the J G Strijdom Hospital in Johannesburg were yesterday ordered by a Rand Supreme Court judge to vacate the hospital premises with immediate effect.

The order was made by Mr Justice W R Vermooten after the hospital superintendent, Dr Antoinette van der Merwe, had made an application concerning the work-stoppage which started on November 17.

The judge also ordered that

- The striking workers should not intimidate or interfere with other workers,
- Should not enter or remain on the hospital premises without written permission from the superintendent; and
- That the official in command of the Mobile Unit of the South African Police in Johannesburg be allowed to remove them from the premises

In terms of the order, the workers are to show cause by December 2 why these measures should not be taken against them

1976. BUS DAY

Editor dismisses attack on paper

THELMA TUCH

NEW NATION editor Zwelakhe Sisulu yesterday rejected President F. W. Botha's accusation that the publication was "dangerous".

Such accusations were without foundation and must be viewed within the context of government's continuing onslaught against the independent news media, he said.

Sisulu said the growth and popularity of the newspaper was proof that it represented a large and growing section of South Africans calling for fundamental change.

On Monday night Botha referred to the *New Nation* as a dangerous publication unworthy of the Catholic Church.

1976. BUS DAY

NUM asks for order

ALAN FINE

THE National Union of Mineworkers (NUM) will ask the Industrial Court today to order the Gold Fields group to afford the union strike balloting facilities at four of its gold mines.

Last week, Gold Fields agreed to provide balloting facilities to the NUM at Deelkraal, West Driefontein and Libanon. The NUM has attained recognition at the three mines.

However, the company refused to include East Driefontein, Doornfontein, Venterspost and Kloof in the arrangement.

Police remove 300 workers from hospital

Police removed about 300 dismissed workers from the JG Strijdom Hospital in Johannesburg last night after the granting of a Supreme Court order barring them from hospital premises

The urgent application for the order was brought by the Administrator of the Transvaal, Mr Willem Cruywagen

The workers stopped work on Monday over grievances about pay and working conditions. The deadline to resume was yesterday morning.

A spokesman for the Bureau for Information said the workers had been evicted by police after failing to heed the interdict. As far as he knew there had been no arrests.

Yesterday the director of Hospital Services, Dr van Wyk, said the workers had dismissed themselves by failing to heed the deadline to return to work.

Star reporters were asked to leave the premises.

● As the wage strike by 200 Rietfontein Hospital workers continued for the second day yesterday, the General and Allied Workers' Union (Gawu) called on hospital authorities to negotiate with it.

The union rejected the authorities' policy of negotiating with staff associations, saying most of the workers belonged to the union, not the association.

Workers save driver from mob

The Argus Correspondent

JOHANNESBURG — Office workers rescued a seriously injured 29-year-old lorry driver from a mob of about 250 strikers at Cargo Carriers' Vanderbijlpark depot

A police spokesman said Mr Gawie Rossouw was surrounded and pelted with stones and prodded with the sharp end of an umbrella on Monday morning. One of the strikers walked towards him with a tyre in his hands

Several office workers, including operations manager Mr Fanie Henning, charged through the crowd and dragged Mr Rossouw to safety

Mr Rossouw, father of a nine-year-old son, was admitted to Vanderbijlpark Hospital with multiple injuries including a fractured skull and jawbone

TYRE IN HIS HANDS

Speaking from his hospital bed yesterday, Mr Rossouw said the nightmare experience began shortly after he arrived at the depot to fill his lorry's fuel tank

He said, "I was still filling the tank when I saw a large crowd of men walking towards me. One of them told me that I would not drive. The next instant, I spotted another man walking towards me with a tyre in his hands.

"When I realised that the approaching crowd probably had intentions of giving me the necklace treatment, I got such

EMERGENCY UPDATE

a fright that I started to walk away. Just then I saw one of my bosses who told me it was okay to drive my truck."

Mr Rossouw said he climbed into the lorry but was forced to get out

"I don't remember much after that apart from the fact that I was flung to the ground, pelted with stones and prodded with the sharp end of an umbrella."

A police spokesman in Krugersdorp said a case of attempted murder was being investigated

● The strike has ended



Mr Gawie Rossouw in hospital.

Police arrest more than 300 strikers

Cape Times 19/11/86

Own Correspondent

152

JOHANNESBURG — Police arrested more than 300 striking black workers last night at Johannesburg's J G Strijdom Hospital

The police acted after a ruling earlier in the evening by a Rand Supreme Court that 324 striking employees be evicted from the hospital premises

Policemen began herding the workers, mostly black women dressed in hospital uniforms, into police vans at 8 30pm

Sources at the hospital said a few of the workers had to be forcibly carried away but the arrests were made without incident.

A spokesman for the Bureau of Information said the police were forced to take action after the workers had breached the court order

Tensions ran high at the black recreational compound earlier in the evening as police blocked off the area and denied press access to the hospital

A Business Day reporter who tried to view the situation from a nearby hospital hostel was arrested and detained for an hour

Hospital officials refused comment last night but said a statement would be released today by the director of Hospital Services, Dr Hendrik van Wyk.

An ex parte application by the Transvaal Administrator before the Rand Supreme Court last night succeeded in evicting 324 striking employees of Johannesburg's J G Strijdom from the premises

20/11/86 BUSIDAY 152

100 more down tools

AN ADDITIONAL 100 workers at the J G Strijdom Hospital downed tools yesterday in solidarity with their colleagues who were arrested on hospital premises for breaching a court order evicting them, the Black Municipal and Allied Workers Union (Sabmawu) said yesterday.

A Sabmawu spokesman said "The more than 100 workers are also demanding that charges of contempt of court and trespassing against their colleagues be withdrawn and that

SIPHO NGCOBO

their grievances be met"

Hospital superintendent Dr Antoinette van der Merwe said the hospital was operating normally and some of the workers — those not fired, — reported for work yesterday

The 324 strikers arrested on Tuesday have been released and are due to appear again on November 26

The workers, all members of Sabmawu, stopped work on Monday;

20/1/86

Necklace-bid man home

BUSINESS

A TRUCK driver who narrowly escaped being necklaced by about 150 striking colleagues at Cargo Carriers on Monday was discharged yesterday from the Vanderbijlpark Hospital.

Gawie Roussouw, 29, was admitted to hospital with a broken jaw and a fractured skull

Roussouw left for his home in Wolmaranstad yesterday.

About 150 Cargo Carriers truck drivers in Vanderbijlpark — striking in protest against the dismissal of workers at the Durban branch — had

THELMA TUCH

attacked Roussouw.

They stoned him and prodded him with an umbrella while he was trying to fill his truck with fuel, a police spokesman said yesterday

But 14 Cargo Carriers office workers came to his rescue as one of the attackers was approaching him with a tyre.

A docket of attempted murder has been opened

Civil servant strike

KwaNdebele plays the waiting game

152
SOWETAN
20/11/86

THE KwaNdebele government will not act on the thousands of striking public servants until after the funeral of the homeland's Chief Minister, Mr S S Skosana, on Saturday.

This was announced yesterday by Mr F K Mahlangu, Minister of Internal Affairs. He said it was difficult for his government to attend Mr Skosana's death and resolve the strike simultaneously.

"We are presently faced with a predicament. We feel nothing should be done about the stayaway while preparations for the funeral are on. Maybe a decision will be taken some-

time next week," said Mr Mahlangu. Mr Skosana will be buried in Klipplaatdrift at 8 am.

Government employees in KwaNdebele are boycotting work following a call for an unconditional release of Prince James Mahlangu, Prince Andries Mahlangu and nine other citizens. The stayaway started on Monday and is still continuing.

A call for the release of the detained people was made in a pamphlet which reads "in solidarity with those detained, we urge all civil servants to stay away from working for this puppet government until all detainees are released."

of guarantors of the use pupils, by the constitution

Cape Times 20/11/80 152

'Necklace' escapee discharged

Own Correspondent

JOHANNESBURG — A truck driver who narrowly escaped being necklaced this week while under attack by about 150 striking colleagues at Cargo Carriers was discharged yesterday from Vanderbijl Park Hospital

Mr Gawie Roussouw, 29, was admitted to the hospital on Monday with a broken jaw and a fractured skull after the incident

About 150 Cargo Carriers truck drivers in Vanderbijl Park — on strike in protest against the dismissal of workers at the Durban

branch — attacked Mr Roussouw, who was not striking

They stoned him and prodded him with an umbrella while he was trying to fill his truck with fuel, a police spokesman said yesterday

However, 14 Cargo Carriers office workers came to his rescue as one of the attackers was approaching him with a tyre

The police spokesman said a docket of attempted murder had been opened and that police were investigating

Mr Roussouw yesterday re-

turned to his home in Wolmaransstad in the Western Transvaal

□ In Pretoria, according to Sapa, the Bureau for Information reported "only a few isolated unrest-related incidents" yesterday. The bureau said stonethrowing and petrol-bomb attacks on buses and private dwellings in only four police districts had been reported

"Although damage was considerable, only three black men were slightly injured in one of the attacks on a bus. No deaths were reported"

DD 17/11/86

Union ⁽¹⁵²⁾ suspends ⁽²⁰⁾ strike ^(15/11/86)

JOHANNESBURG —
The Commercial, Catering and Allied Workers Union of South Africa has suspended an OK Bazaars nationwide strike for the matter to go before a conciliation board

Workers struck after a wage talk deadlock between the union and OK Bazaars

"The company refused to review wages as required by clause 5 of the existing wage agreement," Ccawusa spokesman Mr Vivi Masina said in a statement released at the weekend

"We condemn OK, whose profits have increased this year, for paying its workers starvation wages, dismissing workers for petty reasons and for taking advantage of the state of emergency"

OK could not be contacted for comment at the weekend — Sapa

COUNCIL COPS GRANTED ORDER

Striking force can now return to the barracks

ABOUT 100 striking Kagiso Council policemen evicted from council-owned barracks last Thursday have been granted a provisional Supreme Court order allowing them to return to the place.

This follows an urgent application lodged in the Rand Supreme Court by the SA Black Municipal and Allied Workers Union (Sabmawu) at the

weekend, seeking the policemen's reinstatement to the barracks

The Kagiso Town Council did not oppose the application

The case will be heard again tomorrow when the council will be called upon to show cause why the policemen should not re-occupy the barracks and why it should not pay the costs of the application

A spokesman for Sabmawu said the

100 policemen were forced to sleep in the veld after they were evicted by police from the Kagiso barracks

Meanwhile the Kagiso policemen resolved at Sabmawu's annual congress held in Roodepoort at the weekend to continue with their wage strike

The council police demand — among other things — a pay rise from R250 to R500, overtime pay and better working conditions

Sabmawu general secretary Mr Philip Dlamini said the striking police were dismissed by the council last Thursday. More council workers, from other departments, have joined the strike in support of the policemen's demands

The strike enters its sixth day today.



SABMAWU members get into the spirit of the occasion at the union's conference at the weekend.

18/11/80 (152)
Work stops

JOHANNESBURG. —
The black staff of J. G. Strydom Hospital here stopped work yesterday, the South African Black Municipal Workers' Union (Sabmawu) said. Sabmawu's secretary, Mr Philip Dlamini, said the employees stopped work after expressing their grievances to hospital authorities "more than once in less than a month". — Sapa

Workers claim racist treatment

Hospital staff downs tools and sleeps in

BUSDAY
18/11/86
132
[scribble]

JOHANNESBURG's J G Strijdom Hospital was hit by a strike yesterday when 500 workers downed tools and staged a sleep-in at the hospital over a number of grievances, including "racial discrimination".

The workers, comprising security guards, cleaners, X-Ray darkroom assistants, ward assistants, kitchen and college staff — all members of the SA Black Municipal and Allied Workers Union (Sabmawu) — went on strike at 6am.

An official of the superintendent's office at the hospital referred all inquiries to the Directorate of Hospital Services in Pretoria.

Dr H van Wyk, Director of Hospital Services, said he was busy in a meeting and could not say anything.

The labour problem at the J G Strijdom dates back to September 25, when a senior hospital official, P W Venter, told a workers' committee that the hospital services "do not recognise or negotiate with an outside union" but only with a local grievance committee consisting of the hospital employees

SIPHO NGCOBO

On October 21, the committee presented a list of grievances to management.

Among the grievances were:

- Long working hours without overtime pay;
- Racial discrimination regarding telephone calls — only whites had access to telephones;
- Black employees were followed to the toilets and shouted at,
- Some blacks were not allowed tea time and were told it was only for whites;
- Workers worked in water without boots or any form of protection against diseases,
- workers were injured on duty and were not entitled to workman's compensation and causes of accidents were not investigated,
- Remuneration was unequal and bore no relation to service period or duties performed;
- Some employees received their salaries without pay-slips;

Meanwhile, about 200 workers at Rietfontein Tuberculosis Hospital have also gone on strike.

Militant atmosphere at meeting

Even Post
14/11/86

(scribbles)
15

Post Reporter

THERE was a militant atmosphere at a meeting today of more than 1 000 striking General Motors workers called to discuss the firm's decision to recruit replacements for the 567 men fired last week

The Evening Post was asked to leave the meeting after a claim that the local Press was biased in its coverage

And, as more than 400 jobless people clamoured for work outside the gates of the idle plant in Kempston Road today, a warning was issued that industrial action may extended to other areas

The chairman of the Uitenhage area committee of the National Union of Automobile and Allied Workers Union, Mr Hennington Vena, said his branch had decided to consider active "support of GM workers" if talks to resolve the strike had not begun by Tuesday

It was also decided that shop stewards would "approach their respective managements to ask GM to start negotiations with the union involved to address the demands submitted by GM workers"

In Korsten strikers were told that GM management had been "phoning people at their homes and begging them to come back to work"

Thereafter, a Xhosa song attacked Mr Bob White, MD of GM. A toy-

toy was danced.

One shop steward reported that he had seen people "like ants" outside GM today

Meanwhile, an estimated 400 new job-seekers clamoured for work at General Motors today, following the 200 applications made yesterday

Mr Dennis Brislin, manager of hourly personnel at GM, said the pace of applications picked up sharply today

Some 40 new employees were taken on yesterday and a further 160 applications were being processed

When the Evening Post visited GM today it found about 150 people still handing in particulars to four GM officials through the factory fence

One man with quality control experience said he was retrenched by another company about a year ago. Asked if he was wary of union pressure on people not to take the jobs of fired striking workers, he said: "If my stomach's empty, why be scared?"

Two young white men said they had been out of work for about four months after losing their jobs with a shipping firm. Although they had no motor industry experience, they had gone to technical schools. However, they said GM seemed to be considering only people with experience

We learnt from strike, says Bara chief

By Sara Martin

A year after the strike at Baragwanath Hospital by 1 800 student nurses and daily paid workers, hospital authorities report all is back to normal

Chief Superintendent Dr Chris van den Heever said "We hope to take the most positive features of the 1985 labour unrest and to use these as building bricks for a brighter future for the hospital"

When the workers went on strike, their most serious complaint was that they had last received an wage increase in 1983. They also cited bad working conditions, bad food, a curfew for student nurses and unfair dismissals

The authorities dismissed the workers and patients were left without adequate care until the army was called in to provide a skeleton service

The police arrested about 740 auxiliary workers. The workers applied to the Supreme Court for reinstatement. The court found two student nurses had been unlawfully dismissed and suggested a mechanism should exist for the student nurses to air their grievances

The hospital then reinstated all 940 dismissed nurses and about 800 daily paid workers

Appeal of fired workers set for Monday

15/11/86
15
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Dispatch Reporter

EAST LONDON — Workers at Checkers stores in Mdantsane and Amalinda, who were dismissed earlier this month, have appealed against their dismissal

Their appeal will be heard by management on Monday

This follows the dismissal of approximately 116 workers from Mdantsane and Amalinda stores earlier this month

Workers at the Mdantsane store went on strike over a change in shifts and fellow union members at the Nahoon and Oxford Street stores staged sit-in strikes in sympathy with their dismissed colleagues

A spokesman for the management at the Oxford Street branch said yesterday that his workers were still staging a sit-in.

He said that the store was running normally apart from a few minor hitches

The spokesman added that casual workers had been employed at his branch in Oxford Street since last Thursday

Comment could not be obtained yesterday from either the regional manager's office or from the supermarket chain's head office in Johannesburg

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Battle to keep job cost man dearly

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By DICK USHER
Labour Reporter

THE lengthy fight through two courts to save his job has finally been lost by truck driver Mr Vincent Mrali.

Claiming that his dismissal in March was unfair, he applied to the Industrial Court for relief

In October he was granted a status quo order temporarily reinstating him in his job pending the appointment of a conciliation board

Attorneys involved in the case were told this week that the Minister of Manpower, Mr Pietie du Plessis, had turned down the application for a board

Not appointed

If a board had been appointed it would have attempted to settle the matter

If it failed, the case would have gone back to the Industrial Court for final decision

That avenue is now closed and the court's status quo order falls away 14 days after the Minister's decision, which is dated November 1.

Mr Mrali's fight for his job started when he was dismissed by Town Talk Furnishers, part of the Ellerine Holdings group.

He applied to the Industrial Court for relief, but at a hearing on September 26 was refused permission to be represented by an attorney

This was taken to the Supreme Court which set aside the decision, ruled that the Industrial Court had the discretion to allow representation even if another party objected, and returned the matter to the Industrial Court.

Mr Raphael Rosenfeld, regional manager for Ellerine Holdings had no comment on whether, in view of the Minister's decision, Mr Mrali would be retained.

C. Pres 16/11/86

Check the sit-in - just up the street

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CP Correspondent

TWO Checkers stores have closed and two others are experiencing a sit-in after 12 workers were fired at the company's Mdantsane branch.

The dispute at Mdantsane was sparked by a change in shifts which workers refused to accept, saying they demanded transport allowances for working the late shifts.

The workers organised a picket protest over the issue, but were dismissed for disrupting the store - which is partly owned by the Ciskei government.

A Commercial, Catering

and Allied Worker's Union spokesman said a resolution had been passed by the shop stewards' council on November 6 demanding the workers be reinstated within seven days.

Colleagues in four other Checkers stores in the region decided to stop working in solidarity. But when workers in the Amalinda branch protested, they were also fired.

In another three Checkers stores, workers sat in. At the King William's Town branch they have since returned to work, but the sit-in continues at the other two stores.

NS
~~11~~
~~12~~
~~13~~

SOWETAN, Wednesday, November 12, 1986

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Cops still detained

The 115 Katlehong Town Council policemen who were arrested two weeks ago following a strike and a march throughout the township, are still in detention.

The men were arrested on October 30 when they and about 200 of their colleagues went on strike de-

By MZIKAYISE EDOM

manding higher wages. The 115 policemen are being held under emergency regula-

tions. The East Rand Urban Councils Association will meet today in Vosloorus, Boksburg, to discuss the demands of the

Katlehong council policemen and the detention of the 115 policemen. The Katlehong policemen are demanding an increase in

salary to about R400 a month. Some of them are earning as little as R200 a month. During the march on October 30, the policemen stoned passing

cars and barricaded streets with burning tyres. According to the Bureau for Information post office vehicles were also stoned that day.

Mr Phillip Dlamini, a spokesman for the South African Black Municipal Allied Workers Union (SABMAWU), which represents the policemen, said his union was planning to meet the Katlehong council to resolve the matter. Most of the held council policemen and women were recruited from the homelands

13/11/11 BUS DAY

NUM plans taking strike ballots

THE National Union of Mineworkers (NUM) plans to begin conducting strike ballots at seven Gold Fields mines and Rand Mines' Douglas colliery complex this week, as soon as the companies agree to a request for balloting facilities.

The move follows the union's rejection of a Chamber of Mines offer on its members' behalf yesterday. A Rand Mines spokesman says the request has already been granted, while Gold Fields was considering its response yesterday.

The two groups have offered to implement an agreement on income security

152

for incapacitated workers already agreed with other chamber mines, but have refused to revise their wage rates.

Gold Fields says that, following an adjustment in August, its rates are similar to those on other mines. The NUM contests this. Rand Mines says it implemented lower percentage increases because its basic wages are already the highest in the industry for 95% of its workers.

An NUM spokesman yesterday predicted workers would choose to strike.

2 000 ~~STC~~ workers strike

MORE than 2 000 Standard Telephone Cables workers are involved in a work stoppage over wage demands at the company's Boksburg plant.

The workers began their stoppage on Monday, after talks between

their representatives and management reached a stalemate last week. They were evicted the following day after STC management obtained a court interdict keeping them out of the company's premises.

The striking workers belong to the Electrical and Allied Trades Union of SA (Eatusa), Metal and Allied Workers Union (Mawu) and Engineering and Allied Workers Union.

An Eatusa spokesman told the *Sowetan* yester-

day management had not responded to all demands, which included maternity benefits. Instead management had agreed to a minimum wage rate of R3 per hour and offered a categorised service bonus.

13/11/86
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SOWETAN

NUM asks for strike ballots

5000-13/11/86 By Mike Siluma *(52)* *(1/2)*
The National Union of Mineworkers, which has rejected wage offers by Gold Fields and Rand Mines's coal division, was today awaiting a reply to its request for strike ballot facilities at eight mines belonging to the two mining houses.

The dispute arises because the two organisations pulled out of wage negotiations which ended in agreement last month with other Chamber of Mines affiliates.



SOME of the 40 Kagiso Town Council labourers who downed tools yesterday.

More council men join strike

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Sowetan
13/1/81

MORE Kagiso Town Council employees downed tools yesterday in solidarity with colleagues who went on strike on Monday.

Five clerks and 40 labourers in the local men's hostel joined the close to 100 council police who went on strike on Monday after making several demands

They are all members of the South African Black Municipal and Allied Worker's Union (Sabmawu)

The policemen made the following

By **MANDLA NDLAZI**

demands,

- A pay rise from R250 pm to R500 a month;
- Payment for overtime;
- Compensation for injury while on duty,
- More policemen;
- Improvement of their barracks,
- More uniforms, and
- Better working relations with the community

The state we're in

This week Reserve Bank Governor Gerhard de Kock, as usual, gives the opening address at the *FM* Investment Conference. His subject: Financial Sanctions and the South African Economy. This discussion with Assistant Editor Michael Coulson takes a much broader conspectus of the state of the economy.

FM: To what extent can we still claim that political factors are responsible for the steady downgrading of growth forecasts for this year, or are there basic economic weaknesses?

De Kock: Economics and politics are now so closely intertwined that it's impossible to separate them. Take disinvestment: it's partly political, but it's true that some foreign firms weren't making high enough profits to justify expansion here. That in turn reflected general lack of confidence and uncertainty.

A lot of economic indicators have turned positive, but businessmen don't have a clear enough vision of the medium term to invest in new plant and equipment on any large scale. Instead, many investors are buying shares on the stock exchange to protect themselves against the erosion of their capital. And they've done well in the past few years, even in real terms.

In the third quarter we grew at an annual rate of about 3%, but we'll only show 1% growth for the year overall. We should get 3% growth next year — which is what I was originally hoping for this year!

Surely, until we get a revival of domestic fixed investment even the little recovery we have seen will not be sustained?

Absolutely. There can be no real growth until real fixed investment picks up. We had

a period like this after Sharpeville in the early Sixties. I remember the *FM* had an editorial in George Palmer's days called "The reluctant boom." That was exactly what it was. But then suddenly, two or three years later, real fixed investment jumped by nearly 20% a year, two years running as confidence returned.

I don't see that happening again for the moment, because people still don't have enough confidence. It's wrong to think that no entrepreneur ever invests in new plant until he's used up all existing surplus capacity, successful entrepreneurs have always been ones who've anticipated upswings. But for that you need some confidence.

Do you consider the high level of government spending a positive factor?

Yes, in the present abnormal circumstances. You know my view that in the longer term we must curb government spending as a percentage of total domestic spending, and in 1983-1984 excessive government spending



Governor De Kock (right) speaks to the *FM*'s Michael Coulson

of buying in anticipation of sanctions, but clearly there has been restocking. Interestingly, in the third quarter government consumption spending declined in real terms. **Given the present gold price and exchange rate, what are you now projecting for the BoP for this year and into 1987?**

At the moment we're thinking in terms of a R5 billion-R6 billion current account surplus for this year. While it's very early to talk about next year, we think it will be of similar proportions if gold stays above \$400 and the oil price stays low.

How much of that will go in debt repayments?

In terms of the existing debt arrangements, repayments up to the middle of next year are not substantial. We've just made the last of four repayments of the IMF loan for 1986, of about \$100m, and there'll be four more next year, starting in February. This loan was denominated in SDRs, so the dollar amount fluctuates, but they will be similar.

Outside the net the amounts are not excessive in relation to the current account surplus. So a lot depends on the new arrangements with the creditor banks, in the second quarter of next year. At the moment we're more comfortably placed than at any time in the past few years. We've just released our October reserve figures, which show an increase of well over R2 billion since April. We've even been able to unwind some of the gold swaps. We have adequate dollars for the first time in a long while.

But won't the rand basically remain a weak currency?

We now have enough dollars to intervene more actively in the market and support the rand if we want. We were right in the past not to waste our dollar reserves in trying to maintain an artificial value for the rand, because we didn't have the resources. I'm glad to say that the IMF supports that view. But now it's a different story. touch wood!

We've repaid debt, the current account is still in surplus, and the gold price has gone up, so we can exert a greater influence on the exchange rate. We allowed the rand to move up from its low of US37c to US43c-45c, as well as against the D-Mark and the yen. We could have allowed it to go up even more, maybe to 50c, but we decided we would rather manage the float to ensure a gradual appreciation and at the same time replenish our reserves. We've also started to get complaints from manufacturers and exporters that the rand was moving up too rapidly. We would like to see the rand strong to curb inflation, but if the priority is growth and job creation — which means manufacturing investment — we don't want the rand to move up too sharply.

Isn't the argument that the weakness of the rand was a major cause of our high inflation rate wearing a little thin now the rand has recovered so much?

We've underestimated the time lags. We got it right when the rand fell so much in the second half of last year, and we expected inflation to peak in the first few months of 1986. When the inflation rate fell below 13% annualised in the second quarter and the rand stopped depreciating, we thought, excellent, this is good news. So we were very disappointed when the inflation rate shot up again in the third quarter. We've been trying very hard to get to the bottom of this. Obviously we don't have either demand or wage-push inflation, we still tend to think it's largely the delayed effects of depreciation. The impact on motor car prices, for instance, came late. But there were also other factors. **What about administered prices and food prices — which are falling in most of the world?**

There are special factors, like the drought. And administered prices are also affected by the rand depreciation.

Has the dual exchange rate policy proved a

was a major cause of our problems. But at the moment, as private consumption isn't rising rapidly and private investment is falling, it's just as well that the government is buying goods and services.

Wouldn't it be even better if government spending was devoted to capital and infrastructure items?

Certainly. This is a Keynesian approach, but I still believe in it, though the danger is that in practice, as we all know, governments find it very difficult to stop spending when an economy picks up again and is threatened with overheating.

In the third quarter we saw a 20% increase in GDE, but only 2%-3% in GDP. What are the implications of this?

Those quarterly figures can be misleading. GDE really just recovered after a sharp decline in the second quarter. But it does include a swing from inventory decumulation to accumulation. I don't know how long this will last, and there was also an element

flop?

I wouldn't say that, though it's very difficult to administer a dual exchange rate when the one is a 53% discount to the other! But that doesn't mean that the answer is to abolish exchange controls on non-residents. It would be highly inflationary, for one thing.

I have no affection for exchange controls, but in the present circumstances if you had only one exchange rate, with non-residents seeking to take capital out rather than bring it in, the rand would fall. This would be stimulatory, but the inflationary cost would be too high. Incidentally, we have tighter exchange controls now than ever before in our history.

Finally, monetary targeting. The British are about to scrap it as a policy, largely because M3 is such an imperfect measure. With monetary growth so far below the bottom of the target range, has it not become an exercise in futility here too?

We had the benefit of the British experience. I spent some time in the Bank of England and it was because of their and the US experience that we recommended low-profile monetarism. We made it very clear that our target is a rough guide which will not be taken all that seriously, but we did see some merit in having guideline targets and I still believe they serve a purpose. When month after month we saw money growth falling below the bottom range, that was one of the reasons we saw fit to reduce Bank rate progressively.

By about February, when we get the December figures, we will set the new targets for 1987. It's too early to be sure, but my guess is we'll set them slightly lower than the 1986 range of 16%-20%. The true test will come when the economy moves up so rapidly that money supply tends to overshoot. But we're a long way from that!

FACE TO FACE

14/1/86

WEEKLY MAIL

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Gold Fields 'no' to NUM strike ballot

By SEFAKO NYAKA

GOLD FIELDS yesterday rejected a request from the National Union of Mineworkers for strike ballot facilities at four of its mines.

According to NUM representative Marcel Golding, strike ballot facilities were refused at the Kloof, Doornfontein, Venterspos and East Driefontein mines.

Facilities were granted at the West Driefontein, Deelkraal and Libanon mines.

The NUM requested strike ballot facilities after it rejected a Chamber of Mines statement that wage levels at Gold Fields mines involved "compared favourably with, and in some cases exceeded, those at mining houses with which the union reached agreement last month".

Gold Fields pulled out of talks when the NUM indicated that an agreement on the income security proposal would not stop the union from pushing ahead with further wage negotiations.

A four-day strike by Gold Fields miners followed. When it was called off, the union and Gold Fields agreed on the income security proposal, but Gold Fields refused to negotiate further on wages.

"It is clear that Gold Fields is trying to prevent the union from exercising its statutory right and this act is clearly seen as part of an attempt to undermine the union," Golding said.

Gold Fields could not be reached for comment late last night.

Strike ends as grooms accept offer

Cape Times 11/11/86
Labour Reporter

THE grooms' strike at Cape Town's main racing stables has ended with the grooms accepting a R14-a-week increase from the racehorse trainers who employ them.

The strike, which began on Friday, was unprecedented in the history of the South African racing industry where most stable-hands earn the statutory minimum wage of R50,50 set in 1984.

It forced trainers at the Milnerton and Phillipi stables, and at Terrance Millard's stables in Blouberg, to groom and feed their own horses, muck out stables and use white volunteers to assist them at Saturday's race meeting at Kenilworth.

The grooms, who originally asked for a 200 per cent increase, dropped their demand to R90 a week on Friday before going on strike in response to a final offer of R64,50 minus R4,50 for food and accommodation.

According to sources at the Cape Town Turf Club, the trainers held a lengthy meeting with the grooms on Sunday during which the grooms agreed to accept the final offer which amounts to a 28 per cent wage increase.

One trainer, Mr Mark Watters, said he felt the increase was "fair after such short notice".

"In the future we will look at the wages again," he said. No grooms had been fired.

The chairman of the Owner Trainers Association, Mr Jack Goldblatt, confirmed that a settlement had been reached.

Workers strike 152
as new man hired

CAPE TOWN — Most workers at the Sasko flour mill in Rondebosch are on strike because a driver was hired in preference to retrenched workers

SABC Radio news quoted a Sasko spokesman as saying the firm had hired the man because no retrenched worker was qualified

The Food and Allied Workers' Union said management had failed to consult it — Sapa

500 strikers ordered to leave PE factory

Handwritten notes: EVE POST 11/11/76 (152)

ABOUT 500 striking workers at the Harvestime factory in Port Elizabeth were today ordered to leave the company's premises in Perseverance

The order, handed down by Mr Justice de Klerk, made final a *rule nisi* granted on October 22 following an urgent application by the company

Workers at the factory went on strike on October 7 after a deadlock in the company's annual wage talks with the Food and Allied Workers Union

In terms of today's order all the respondents have to remove themselves from the premises except in order to work

The order restrains them from

- Preventing any person from gaining access to or leaving the premises

- Interfering with the movement of vehicles and people to and from and on the premises

- Interfering with Harvestime's business and operations at the fac-

tory or anywhere else

- Damaging the company's factory, buildings, goods or vehicles

- "Preventing employees from doing their duty or intimidating or unlawfully seeking to influence them, assaulting or threatening to damage employees' property, inciting, encouraging or trying to influence anyone to do any of the above"

Harvestime was represented by Mr P van Rooyen, instructed by Pagden's. The respondents were not represented

Blackjacks down tools

By JOSHUA RABOROKO

MORE than 100 Kagiso Town Council policemen yesterday downed tools after making several demands.

The workers, all members of the South African Black Municipal and Allied Workers' union (Sabmawu) said they presented a list of their demands to management which "had turned a deaf ear" to their demands.

They demand

- A pay rise from R250 pm to R500 a month;
- Payment for overtime;
- Compensation for injury while on duty;
- More policemen;
- Improvement of their barracks;
- More uniforms; and
- Better working relations with the community.

Mr van Rensburg, Kagiso's town clerk, yesterday said he did not want to talk to the Press because the *Sowetan* did not make an appointment with him. He threatened to assault the *Sowetan's* photographer Len Khumalo who was asked to take his picture.

"Ek sal jou bliksem!", he told Kumalo when he tried taking a picture.

Mr van Rensburg later ordered a white blackjack to expel the *Sowetan* team from the council's premises.

A Sabmawu shop steward said that they were dissatisfied with the council's "intransigent attitude" towards them.

500 Mawu workers on strike

By ALINAH DUBE

MORE than 500 members of the Metal and Allied Workers' Union employed at the African Telephone Cable company in Brits went on strike yesterday over demands for better pay.

According to Mr Joseph Horegang, a shop steward, workers downed tools after their meeting with management had ended in a deadlock.

Mr Horegang said management was refusing to meet Mawu's 66 cents across the board hourly increase and had offered only 9c. Workers were presently earning an average R3,07 an hour.

"Workers refused to resume their work today and have also decided to sleep on the company premises overnight. We find the management's offer unfair and unacceptable," he said.

Mr J J Nel, chairman of the company's negotiating team, said he would not comment as he was still assessing the situation at the plant. He confirmed the work stoppage.

Meanwhile about 300 workers at the Standard Telephone Cables (STC) in Boksburg, on the East Rand, yesterday went on strike, demanding higher wages.

The workers, mostly members of the Metal and Allied Workers' Union (Mawu), are demanding a minimum of R3 an hour for all black employees at the company.

According to workers at the company some of them are presently earning about R1 per hour.

The company has refused to comment on the matter.

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Swe Jan

ALAN FINE

ABOUT 8 000 workers employed by three companies have returned to work after spending up to four days on strike.

Gencor said at the weekend the situation at the Kinross gold mine was "returning to normal" after a two-day stoppage by 6 000 miners over the dismissal of National Union of Mineworkers regional secretary Eric Vala.

The firm said about 70% of the mine's day shift reported for work on Saturday. Talks on Vala's dismissal were continuing.

At Sappi plants in Springs and Port Elizabeth, 1 600 workers returned to work on Friday after a four-day strike involving the Paper, Wood and Allied Workers' Union, over the question of plant versus company level bargaining.

SA Breweries' Rosslyn plant also resumed production on Friday after 350 workers — who had struck over an alleged unfair dismissal — returned to work.

Strikes:

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APR 65 10/11/86

70 millworkers in stoppage over hiring of driver

Labour Reporter

ABOUT 70 workers at the Sasko mill in Rondebosch stopped work today in a dispute over a rehiring clause in the retrenchment procedure

Mr Tom Duff, manpower manager for Sasko's milling division, said the dispute, over the hiring of a new driver, started about a week ago

The company had an agreement with the Food and Allied Workers Union that workers retrenched in the past 12 months would be considered for jobs before new staff were employed

Nobody suitable for the driving post was among those retrenched in the past year, he said

A union organiser said the dispute had started last week and also involved the question of payment for the work stoppage

Workers were aggrieved because the company had not consulted the union committee at the factory before hiring the driver

He said "Management did not apply the principle of consultation There was a short stoppage on Monday last week The driver left the factory on Tuesday and workers went back to work.

"The driver returned on Wednesday and work stopped again In our view management has broken the agreement on consultation with the union and should pay workers for the time they were out "

Mr Duff said production and deliveries were continuing

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DD 10/11/86 (2P)

Kinross quiet but tense — Gencor

JOHANNESBURG — The Kinross mine, where about 6 000 workers have been on strike to demand the reinstatement of a dismissed shaft steward, was "quiet but tense" yesterday, a spokesman for Gencor, Mr Harry Hill, said (152)

Mr Hill said 70 per cent of the workforce had gone to work at the mine's number two shaft while the number one shaft had its normal weekend off

Both shafts were routinely closed on a Sunday and it would become clear today whether the strike was still on, he said

Mr Hill denied allegations by the National Union of Mineworkers that mine security had surrounded the compound area and forced workers to go underground yesterday — Sapa

SOUTH AFRICA'S inflation rate is now about five times higher than the average of its main trading partners. It is also well above the range of 10% to 16% of the past 12 years, and there is a general perception of much worse to come.

The acceleration in July, August and September (to an annualised rate of nearly 24%) surprised most analysts as well as the policy-makers, as most factors had pointed to a continuation of the downtrend that had commenced in February.

Among these are the fact that the rate of increase in remuneration has been much lower than the rate of inflation, there has been a leveling out, and then a rise in the rand's effective exchange rate; inflation abroad is low; domestic demand has been slack; the demand for bank credit is weak, and the growth of the money supply consequently very slow; the budget deficit is being financed relatively conservatively; and dwelling prices and rentals, as well as mortgage bond rates and other borrowing costs, have been declining.

The rapid re-escalation of prices in the face of these disinflationary forces confirms that the inflation process is far more complex, and more difficult to turn around, than has been appreciated.

There are, however, increasing and understandable public calls for the authorities to "do something" to keep prices from rising. In turn, some government officials have recently again taken to exhorting consumers, workers and businessmen to fight price rises, be more modest in wage demands, be less greedy, and so on.

These exhortations — however convincingly put across — will have no or little effect.

Consumers have cut back on luxuries and are buying necessities at today's prices because they know everything will be more expensive tomorrow. Having already suffered a major decline in real living standards, wage and salary earners can do nothing but negotiate for as much as they can get.

Commerce and industry are passing on cost increases (where demand conditions allow this), since they are in a profit and cash squeeze.

The impression, nonetheless, again seems to be gaining ground that, if these calls on the different parties could be formalised in a kind of "social contract," they could be persuaded to act in unison in a way that would halt inflation.

In 1975, in spite of the failure of similar "ventures" elsewhere, an Anti-Inflation Manifesto was implemented in SA, but this also was unsuccessful and had to be abandoned.



□ GOUWS ... "in uncharted waters"

Policies to hold inflation in check

RUDOLF GOUWS

152
Budget
10/11/86

At present, South African society is even more divided than 10 years ago, with suspicious groups vying for larger portions of a shrinking economic pie. The chances of reaching general agreement about matters so close to the bone are very slim.

This being so, arguments are again being raised that prices and wages should be frozen by decree, even if only for a short time, while basic causes are being addressed.

Apart from raising the spectre of long queues, shortages, black markets, a larger bureaucracy and so on, this would be an inappropriate policy to follow for a country facing sanctions and major economic dislocations.

SA must now, more than ever, try to make the most of scarce resources, and relative prices (which today have really come to mean *different rates of price increase* for different goods, services and skills) must be allowed to reflect relative scarcities.

The general price level may be

artificially constrained with some short-term success, but the costs to the economy at large in terms of lost flexibility and efficiency will be very great indeed.

It is certainly true that the South African economy has an inflationary bias which, to my mind, stems mainly from social and political factors and rigidities caused by economic and political regulations.

These must obviously be addressed — but this should be done regardless of the prevailing inflation rate, as, for instance, Reserve Bank Governor Gerhard Dr de Kock has often pointed out.

The causes of the inflationary bias will not go away if we hide their consequences by means of artificial ceilings on prices and wages.

What, then, should be done?

Somebody once said that "a platitude is merely a truth repeat-

ed until people get tired of hearing it!" And so it is with most prescriptions for the handling of SA's inflation problem.

A decade of double digit annual increases in prices had already institutionalised the inflation process when the extraordinary depreciation of the rand from September 1983 gave inflation an enormous further boost.

Now, with the "standstill" in the repayment of SA's foreign debt and the immediate prospect of a continued large current account surplus, the exchange rate should more or less hold its present level well into 1987.

But longer-term, if we are to escape the inflation that has befallen almost all other countries with foreign debt problems, it is crucial that we avoid a repetition of the kind of fiscal and monetary policies — and the political shocks and upheavals — that led to the exchange rate behaviour of the last three years.

The rate of increase in government spending would simply have

to be checked, as would the size of the budget deficit.

Strict monetarists hold that, as long as the deficit is not financed with bank credit, other aspects of government's finances cannot contribute to inflation as such.

However, there is no denying that, for instance, the rising tax levels accompanying the sharp rise in government spending have become an integral part of the economy's inflationary bias.

The doubling over five years in the ratio of personal taxes to personal disposable income has correlated closely with the fall in the ratio of personal savings and increased borrowing by consumers who were trying to protect their living standards.

Given the generally accommodative monetary policy stance, these credit demands translated into creation of new money, which, in turn, translated to rapidly rising prices.

The monetary authorities should continue to construct monetary policy in such a way that control is maintained over the growth of the money supply.

But because the money supply (as a so-called intermediate policy variable) is subject to many distorting forces, the monetary authorities should (and, I am sure, will) be watching a wide variety of other factors, such as the pace of economic activity, the state of government's finances, the balance of payments, as well as inflation.

When, on balance, these factors start pushing market interest rates up, the general interest rate structure should be allowed to rise. The responsibility for avoiding another 25% prime rate lies more with fiscal authorities and the politicians than with the Reserve Bank.

The risks of very much higher inflation are great. The economy is in uncharted waters. The economic and political impact of sanctions, the economic policy response to sanctions, and the response of consumers, businessmen and investors, are all open questions.

Inflation is only one of many variables that can react in a virtually indeterminate way to the interplay of all these factors.

Sticking to the policies outlined here will give the authorities the only chance of avoiding a continuing underlying escalation of inflation.

I am more confident than most that, in very trying conditions, they will endeavour to do so and that we are not facing still higher inflation in 1987.

□ RUDOLF GOUWS is group economist at Rand Merchant Bank.

Eye Post
Still at

Paper mill workers strike over pay talks

(52)
(10/10)

WORKERS at two Sappi paper mills — 400 in Port Elizabeth and 1 200 at Springs — are on strike in protest against the company's insistence on annual wage negotiations at plant level

Employees at Sappi in PE stopped work today over the company's refusal to negotiate increases jointly for all its plants, the general secretary of the workers' union, Mr Jeremy Baskin, said — Sapa

May Day a
paid holiday
at city firm

Labour Reporter

THE National Union of Textile Workers and Finitex have signed the first agreement in the local textile trade which gives workers a paid holiday on May Day

The union, an affiliate of the Congress of South African Trade Unions, said the agreement also granted a 20c-an-hour increase to all weekly paid staff with effect from July 1

A Christmas bonus of two weeks' basic wages, on a pro rata basis for completed months of service for the year, is guaranteed to all workers

"The May Day clause in particular is a big step forward in worker demands for the right to celebrate international labour day," a union spokesman said.

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Sappi strike — talks still on

TALKS between Sappi and the Paper, Wood and Allied Workers' Union were continuing yesterday in an attempt to reach agreement on a deadlocked wage issue, Sappi said.

It was reported that negotiations between Sappi management and the union had reached deadlock over the strike of 1 600 workers at two Sappi plants.

Workers at the Enstra plant in Springs and the Adamas Mill in

Port Elizabeth struck on Wednesday and the day before in protest against the company's demand on annual wage negotiations at plant level.

The general manager of Enstra Mill, Mr Colin Kerr, and the general manager of Adamas Mill, Mr Don Fourie, said the union had suggested to Sappi group management a few weeks ago it would prefer to bargain on a centralised basis. — Sapa.

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Sweeta

7/11/86

(S)

FINANCIAL MAIL

CAPITAL MARKET

Bank helps calm nerves

While sentiment improves — “inflationary fears are being pushed into the background,” explains a dealer — and rates drop there is growing concern in both the public and private sectors about the wild swings in rates, particularly long rates (the curve tracing the long-rate trend since June looks like a V) This has caused debate about what the Reserve Bank should be doing, as well as speculation about what it has been doing

The Bank, says Senior Deputy Governor Japie Jacobs, has been a net buyer of stock in the long end over the past fortnight “to assist the market in reducing the extreme volatility of late This is in everyone’s interest”

He adds, significantly, that the Bank also intervened as “rates were out of line” and that constant contact has been maintained with Escom “They are large operators”

Such open-market operations have certainly helped reduce volatility and caused rates to come down — the long RSA 13% 2005 is back below 16% and again (correctly) trading below long Sats stock (it is bizarre that Sats stock should ever have traded at a discount to RSA, by definition the most secure of all stocks). “We have managed to stabilise a jittery market and sentiment has improved,” says Jacobs, adding that no other measures are being considered

More importantly, could this signal a new desire and policy to have greater influence on the capital market, especially as SA desperately needs long-term investment for which funds have to be generated locally?

(The Bank’s activities are largely confined to the shorter money market — as indeed they should be if the Bank is to fulfil its role as custodian of monetary policy It has far greater “control” over short-term interest rates Through acting in the short end, the Bank has indirect influence over long rates)

Jacobs says not “There is no new strategy We have never regarded our role as mere sellers, but have tried to create a more active and stable market and operate as buyers and sellers In the recent down phase, for instance, we were heavy sellers

“This is not to deny that at times we have left the long end of the market to jobbers, nor is it to preclude movement in rates, but only to smooth extreme fluctuations which easily occur as the market is periodically very narrow and can move on small volume It is this that we are trying to counter”

Since April the Bank has bought R1,1 billion stock on Treasury’s behalf Most is in the medium-term area (R600m) and only R122m in long stock (excluding the latest round of purchases, the amount of which is still confidential — but most were in the third quarter).

Another factor accounting for improving sentiment is growing liquidity in the shorter money market (see *Money Market*) “The gap between long and short stocks is again starting to play a role,” says a dealer Dealers also report heavy demand for call options, but little supply Prices have not changed much over the past month

Indicative of better sentiment is the keen interest in Escom’s issue Applications for Escom’s loans 160 (11% 2009 at 16,1%) and 166 (11% 1993 at 14,3%) totalled R115m The distribution is surprising, as Escom itself expected most interest in the shorter area Instead, R63,8m went to loan 160 and R51,7m to loan 166

Senbank, leading merchant bank, reckons this “reflects renewed investor interest in the primary market” After the quiet, nervous patch, this will be welcomed by borrowers who missed the opportunity of raising funds when rates were down

The cash allotted was increased from R100m to R115,5m This enabled Escom to accommodate all applicants (14 institutions and three individuals)

THROGMORTON STREET

Critics swamped

A tidal wave of equity trading volume in a rising market has swamped critics of London’s Big Bang From an unremarkable average of £600m in the first two computer-plagued days of the revolution, the value of

equity turnover soared to £1,5 billion on day five, a new record and only the ninth time it has topped £1 billion

With the *Financial Times*-SE 100 share index climbing four percentage points in the process, the revolution moved into top gear this week Computer software problems continued, but on a diminishing scale as downtime fell from 56 minutes to 5 minutes

The main hangover, however, was 28 000 unmatched bargains worth some £500m Unfamiliarity and clumsy fingers were the chief culprits Dealers entered wrong codes or mismatched times of trades, so the computer rejected them This saw the level of matched bargains drop from its normal average of 93% to 60% at the worst, but it was heading back to par as the *FM* went to press.

The real casualty has been the trading floor of the Stock Exchange tower on Throgmorton Street As soon as the computer overload hitches died down (*FM* October 31) the exodus of traders started Warburg Securities pulled 52 of its 70-strong dealer force back to the screens and telephones of its office and others followed

“It’s a morgue,” lamented one trader “There’s no gossip, no rumours, no feel You can’t wink at somebody down a telephone.” Suggestions that the floor be turned into a restaurant were rife But in the new era of sandwich and Perrier desk-top lunches, city eating and watering holes are losing business — and praying that it is only temporary.

No complaints are being heard from investing institutions Their commission costs have virtually halved to under 0,2% and in at least one case disappeared Stockbroker L Messel is providing one multi-billion group of fund managers with free service and relying on its market-making spread for revenue

Stock Exchange chairman Sir Nicholas Goodison says commissions on small bargains “do not seem to have risen,” but it is hard to be certain given the wide range of competing services

Nobody appears to be charging the old fixed rates for bargains, starting at 1,65% on the first £7 000, 0,55% on the next £8 000 and ultimately 0,125% from £2m

But it pays to shop around Some firms are offering no-frills telephone services — taking orders from clients holding “sharecards,” but offering no advice Even this can be costly minimum dealing charges range from £5-£12,50 a deal, with commissions of 1,25%-1,5% up to £7 000, and 0,45%-0,5% to £20 000-£25 000

Possibly the simplest and most competitive rate in trades over £1 000 is the Kleinwort Grieveson “sharecall” a flat 1% with a minimum of £12 and an absolute maximum

RAND'S PRICE

Nov 4 1986	R1 equals	One foreign unit equals (R)
SDR	0,368	2,718
	0 361	2 773
ECU	0,433	2,309
	0 457	2 186
UK £	0,307	3,255
	0 266	3 757
US \$	0 438	2 294
	0 384	2 604
Canada \$	0,604	1,656
	0 526	1 901
Switzerland Fr	0,744	1,344
	0 818	1 222
France Fr	2,921	0,342
	3 020	0 331
Germany DM	0,894	1,119
	0 996	1 004
Japan Yen	71,000	0,014
	79 750	0 013
Italy Lire	617,750	0,002
	673 000	0 001
Zimbabwe \$	0,738	1,355
	0 644	1 553
Austria Schil	6 275	0,159
	7 025	0 142
Holland Guilder	1,011	0,989
	1 123	0 890
US \$ value of SDR	1 077	1,186
US \$ value of ECU	0 851	1,008
Financial Rand		
Cost in US \$	0 240	0,208
Discount (%)	37 500	52,294

Year ago figures in light print
Average of the Telegraphic Transfer buying and selling rates used by the banking sector for the day for amounts up to R20 000 depending on foreign currency involved
The above rates are for guidance purposes only

of £100 — offering institutional-style charges from £50 000 and above

Even so, the minima will still seem high to the millions of new shareholders hoping to snag the £6 billion British Gas privatisation. Some 16m householders are being offered the right to take up a minimum 100 shares (probably at 150p each) on an initial payment of £50

The alternative is to deal with the new "share shops" which are springing up. But these deal on a net basis with spreads which widen to 5% or more on small bargains ■

MONEY MARKET

Getting liquid

After the October month-end market shortage turned into a virtual non-event, rates have fallen sharply across the board

The month-end window shortage was a mere R71m on October 31 (it peaked at R283m on Thursday). With the Corporation for Public Deposits (CPD)'s R800m on deposit with discount houses, the effective month-end shortage was R871m. This is in stark contrast to last October, when the effective shortage was R2.1 billion

By Monday, the window shortage had dropped to R15m, while CPD deposits had declined to R600m, reviving doubts of whether the shortage will persist

With such liquidity, the three-month bankers' acceptance (BA) rate tumbled 25 points from last week's 9.65% (shedding five points on Thursday and 10 points on both Friday and Monday). Call dropped some 50 points to under 10%

Dealers report most activity in the five-

FOREX RELAXATION

Austria has liberalised its exchange controls from November 1. A series of measures makes it easier for borrowers to raise foreign currency loans for trade with, and investment in Austria. Tourists from Austria are also able to take more money abroad

The National Bank has effectively lifted all restrictions on what Austrians can spend abroad for tourism. The limit of currency that can be changed without the National Bank being informed is raised to Sch50 000 from Sch26 000. The amount Austrians can take abroad in notes is raised from Sch15 000 to Sch50 000

The measures meet suggestions by the Organisation for Economic Co-operation & Development, which has criticised restrictions in Austria's financial system. Austria has been protective of its hard currency policy, and the National Bank has been opposed to the creation of a Euro-Schilling, which could be prey to speculation.

month to 12-month area. Since the month-end, 12-month and six-month rates have dipped 50 points to 10.5% and 10% respectively

The Treasury bill (TB) rate firmed one point to 9.18% — a more reasonable level after being way out of line with other asset rates such as the BA (at one time as much as 48 points, the gap is now 22 points). With liquidity becoming apparent by Monday, the Land Bank rate dropped to 9.21% from the previous week's 9.37%

"The attitude was very much a rush to get assets before they fell," says a dealer

There was more interest in the tenders — the TB attracted R101m (R77m) for R40m offered, while Monday's Land Bank drew a much larger R212m (R65m) for R40m on offer — again reflecting demand for assets. There was no need for the Bank to intervene, as was alleged in the two previous tenders ■

NUTS

Year of the crunch

However else it is remembered, 1986 might just merit a mention in the history books as the year of the Great Nut Crunch

On world markets, peanuts have almost trebled in value over the past 12 months and almonds have more than doubled, as a result of severely reduced crops in the US, the largest producer. Hazelnuts leapt in response to fears of damage to the key Turkish crop as a result of the Chernobyl nuclear accident, although prices are now back where they were before

Pecans and cashews are firm. Even the Brazil nut, in the doldrums for much of the past two years, has sprung to life as a result of speculative buying in New York

Although there have been shortages of certain varieties before — notably the peanut scare of 1980 — traders cannot recall a previous occasion when the prices of so many nuts have risen at the same time

The rise in world market prices is bound to feed through to the shops, affecting not only nuts, but also items such as marzipan. Traders insist, however, that any increase in retail prices will be smaller and slower than bulk ones, and probably not have a significant effect on the all-important Christmas market. Many nut roasters, salters and confectionery makers saw trouble coming and took out adequate cover by buying forward

Almonds have been steadily rising in price since it became clear that the Californian crop, which in normal years accounts for well over half the world total, had been cut by 50% this year. A large proportion of the state's almond blossoms were washed off the trees in February before the bees could perform their vital pollination work. Nor is there much chance of the shortfall being made up from Spain, the second largest producer, which has had a slightly reduced crop this year

This is a blow to an industry which has

worked hard to boost demand over the last five years, especially in Japan. In West Germany, the biggest European market, consumers are reported to be preparing to shift to the almond's deadly rival, the hazelnut.

Chernobyl has meant that hazelnuts have not been without problems, however. Turkey's authorities imposed a temporary ban on exports from some areas, though this has since been lifted

As for peanuts, prices rocketed as a result of drought during the planting season earlier this year in the south-east US. The crop is estimated at 1.7m farmer stock short tons (a measure including dirt and debris) compared with last year's 2m

Exports, which normally account for 40% of the world market for edible peanuts, will probably be less than half normal levels, because the US gives priority to its home market. Traders will have to fill the gap by buying more from erratic suppliers like China and Argentina

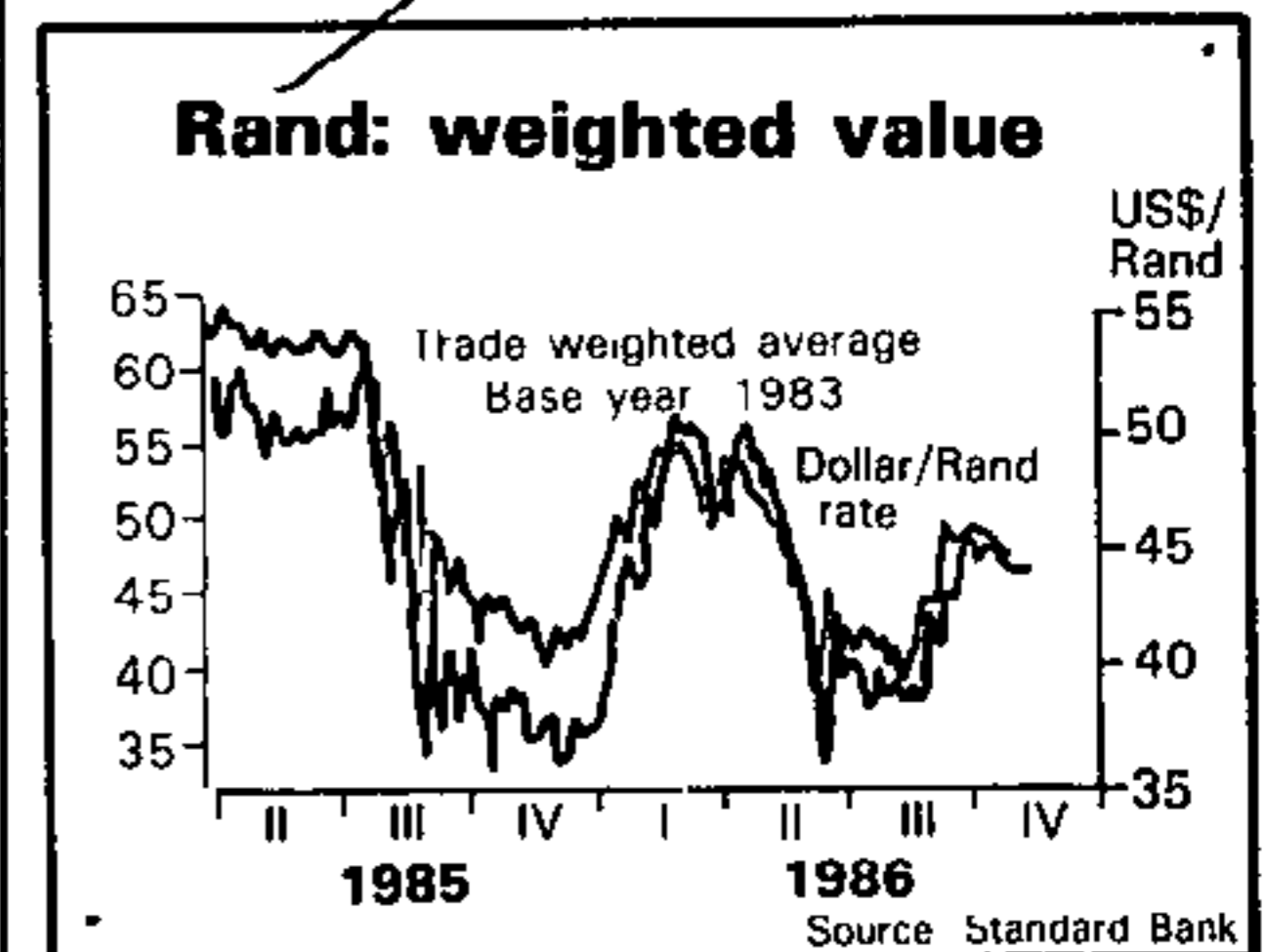
The more upmarket pecan has also suffered from inclement weather in the US. The crop is expected to be about 14% down, and prices have risen by about 10%. Cashew nut prices are being buoyed up by uncertainty over crop figures

Pity the walnut. Prices have risen slightly in sympathy with other nuts, but supplies are abundant, and there is little sign of a general switch to walnuts ■

FOREIGN EXCHANGE

Downward drift

A firm dollar and weakening gold price have pushed the rand lower against the dollar, but it has firmed since last Monday against major non-dollar currencies — from DM0,888 to DM0,915 and 70.28 yen to 71.6 yen, while £1 is R3.24 compared to R3.23. At press time on Tuesday, the rand was



US43.8c and has now traded below US44c since October 23 (barring a brief high of US44c last Wednesday)

Dealers report that month-end pressure was not significant. The Reserve Bank itself says the currency is not under pressure, trade is still "fairly easy and comfortable"

Barclays reports light trading "with Bank intervention aggressive in relation to the volume of trading. Similarly, Citibank says



Trainer Mr Mark Watters in the unaccustomed role of stable-hand, examining the legs of his crack three-year-old Aquanaut

Picture: OBED ZILWA

Cape Times 8/11/86 293 152

Trainers clean stables as grooms go on strike

By HILARY VENABLES
Labour Reporter

ALL the grooms at the Milnerton Turf Club stables went on strike yesterday afternoon to protest against their employers' refusal to meet their demand for a R90 weekly wage

Trainers, who were forced to muck out stables and groom, feed and water about 400 horses themselves yesterday, said the strike would not affect

today's race-meeting at Kenilworth. Every horse being transported to the races normally requires a handler to travel with it.

"We'll go in the trucks ourselves if we have to. We'll get them there somehow," said trainer Mr Peter Kanne-meyer, who has five horses running today

To Page 2



Striking grooms at the Milnerton stable yard.



From Page 1

Grooms on strike

"Nobody's indispensable. I assure you I'm not panicking"

Mr Mark Watters said the trainers had made the grooms a "very good offer".

If his stable-hands failed to return to work he would "make other arrangements", he said.

The 250 grooms, most of whom are paid R46 a week plus accommodation and some food, originally demanded a 200 percent wage increase

The race-horse trainers who employ them have offered R60 a week, but the grooms said yesterday they would not go back to work until their final demand had been met.

The grooms, who were gathered in the stable-yard, said they had asked for a big increase because they could no longer afford to send money to feed and clothe their children in the Transkei, or to supplement the meals which the trainers provided

"They said they could not afford R150, so we said we would take R100. They said they could not afford that, so we went down to R90. But we want R90 and we will not go back until they give it to us," one man said

The grooms said their work was hard and dangerous, they worked long hours and felt they deserved to be paid better



5 500 stop work at Kinross mine

DD8/11/86

152

JOHANNESBURG — About 5 500 mineworkers are on a work stoppage at Gencor's Kinross gold mine near Evander, the company said yesterday.

A spokesman said workers had not reported for duty on Thursday night and yesterday morning.

The National Union of Mineworkers' (NUM) Eastern Transvaal organiser, Mr Tshidiso Muthupi, said the workers had stopped work after management had made it clear it would not accede to their demands.

The demands included the reinstatement of the union's regional chairman, Mr Eric Vala, who was fired for his alleged role during the disruption of a management-organised memorial service in September for the Kinross mine disaster victims, the mine said.

Management also objected to Mr Vala's participation in a commemoration service for the late Mozambican Presi-

dent, Mr Samora Machel.

Workers also demanded the reinstatement of three union leaders dismissed after underground work stoppages over production bonuses two weeks ago.

The Gencor spokesman said the stoppage happened despite requests for the union to follow established grievance procedures.

Intimidation had taken place. Three people had been injured and mine security had to intervene, he said.

However, a union spokesman claimed mine security had fired rubber bullets at the workers.

Both parties were to meet late yesterday.

Meanwhile, over 1 000 workers ended a sit-in strike at Sappi's Enstra paper mill in Springs yesterday after the Rand Supreme Court ordered them to leave the plant.

The order was served on the Paper, Wood and Allied Workers' Union

yesterday morning as the strike, by workers demanding that Sappi hold wage negotiations at national rather than plant level, entered its fourth day, a Sappi press statement said.

The workers' demands clashed with an agreement between Enstra mill and the union in September, the statement said.

Employees making similar demands at Sappi's Adams Mill in Port Elizabeth returned to work yesterday morning — Sapa

Beatle's son fined for theft

LONDON — The 19-year-old son of former Beatle Ringo Starr was fined £125 yesterday when he admitted stealing a car stereo after a drinking session.

Unemployed Jason Starkey was found crouched on the floor of a van near his London home. A stereo tape deck was found nearby — Sapa-RNS

Cost

about bodies

Fifty check out

ABOUT 50 Checkers workers went on strike this week in sympathy with the workers who were dismissed from the Mdantsane Checkers Supermarket last Saturday.

Negotiations in the dispute are handled by the SA Allied Workers' Union.

A spokesman for the workers in King Williams Town, Godfrey Ntywabi, said management could not meet workers' demands for the reinstatement of the dismissed Mdantsane workers.

Ntywabi said Border regional manager Royce Alcock was at the King William's Town store when a sit-in was staged in the canteen and said he would speak to the workers.

Ntywabi said when they came to the store on Tuesday morning they found their belongings and clock cards had been taken by management.

copyless
SAPA 9/11/78

Strike hits two Sappi mills

152
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A TOTAL of 1 600 workers at two Sappi paper mills in Port Elizabeth and Springs are on strike in protest against the company's insistence on annual wage negotiations at plant level

Four hundred workers at Sappi in PE downed tools over Sappi's refusal to negotiate annual wage increases jointly for all its plants, Paper, Wood and Allied Workers' Union general secretary Jeremy Baskin said from PE

A strike began on Tuesday morning at the Sappi Mills in Springs, involving 1,200 workers. Workers at Sappi plants in the eastern Transvaal and Mandini, Natal, were still deciding what action to take

Negotiations were underway to try to reach a settlement with the company, Baskin said - Sapa

Sapa

9/11/76 SUN DIES
It's still racing
as grooms strike

By ELSABE WESSELS

A STRIKE by grooms forced racehorse owners and trainers to roll up their sleeves to prepare their runners for yesterday's meeting at Kenilworth, Cape Town.

A wage dispute between hundreds of "underpaid" stablehands and Cape owners took a dramatic turn yesterday when scores of grooms failed to turn up for the second successive day.

Nevertheless, racing at Kenilworth went ahead as usual, according to Mr Vaughan Norton, general manager of the SA Turf Club

Helpers

Stand-in grooms recruited from family, friends, amateur racers and schoolchildren were tending to the horses. Trainers were forced to muck out stables and groom, feed and water the 100 horses taking part in yesterday's events

Hundreds of helpers from

the Cape's horsey set had to lend a hand in looking after more than 600 horses at the Turf Club's training centres at Philippi and Milnerton.

Top trainer Mr Burt Abercombe said he thought the grooms' demands "partly legitimate"

Strike action was called on Friday afternoon after the grooms — who earn a "below-the-breadline wage of R46 a week" — demanded a wage increase to R150 a week.

Trainers offered R64 a week. This was turned down by the grooms, who are now demanding a 'minimum' wage of R90 a week

all to SUNTIMES (1520)

Striking workers face a lockout

THE Port Elizabeth-based motor giant, General Motors South African (GMSA), which has been crippled by a wild-cat strike since Wednesday last week, will close both its PE plants tomorrow to avoid a possible violent clash with strikers.

The decision to close the plants — in direct reversal to a statement on Thursday that full production would resume tomorrow — was announced yesterday.

"It is incumbent upon the

company to protect its employees working, or willing to work, from any acts of violence such as have already occurred, as well as to protect its property from possible damage," a management statement said.

Black GM workers had planned to march on the Kempston Road plant tomorrow without their identity badges, which they threw onto the stage at Friday's union meeting.

A resolution read to the meeting by the national secretary of the National Automobile and Allied Workers' Union, Mr Freddie Sauls, said that workers from both plants would "go to the Kempston Road plant on Monday at 6.45am with no badges and enter the plant".

Workers who try to enter the plant without their security badges will not be allowed in, according to company policy.

Production has ground to a virtual halt since the strike began last week.

It is believed that it was sparked by uncertainty among the workers about their future after the withdrawal of GM from South Africa and a buy-out by a local management consortium headed by the former head of GMSA, Mr Bob Price.

Workers are demanding severance pay and repayment of pension contributions.



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Ccawusa mobilises its members at Cosatu House this week.

CITY PRESS 9/11/80
Workers down tools at CNA 152

By SOL MORATHI
MEMBERS of the Commercial Catering and Allied Workers' Union of SA at two Johannesburg warehouses and the Carlton Centre and Elandsfontein branches of the CNA, this week downed tools and demanded wage increases.
The workers went on strike on Monday after rejecting a CNA offer of an R85 across-the-board wage increase. The workers are demanding R105 increase.

On Monday the Rand Supreme Court awarded the company a provisional order to eject 347 employees from its Johannesburg premises. The workers had planned to stage a sleep-in strike on that night.
The order was granted pending the final hearing on November 18 when Ccawusa will be summoned to show cause why an order should not be made interdicting its members from entering CNA premises.

Strike talks resume today

10/11/86 STAR
Negotiations are due to resume today between the National Union of Mineworkers (NUM) and Kinross gold mine management to end the strike which started on Thursday

According to the NUM, nearly 6 000 workers were involved. Management puts the figure at about 4 000.

The strikers are demanding the reinstatement of NUM Eastern Transvaal chairman, Mr Eric Vala, dismissed for his alleged role in the disruption of a management-organised memorial service for Kinross mine disaster victims,

and of three union members fired in the wake of underground work stoppages over production bonuses.

Mr Harry Hill of Gencor said 70 per cent of the workers at Number 2 shaft had reported for work on Saturday. He denied an NUM allegation that they had been forced to return but confirmed that disciplinary action was being taken against three stewards.

● The Congress of SA Trade Unions will take solidarity action with the Kinross workers if Mr Vala and the other three are not reinstated.

6/11/86 (152)
**Sappi mill
strike in
second day**

Post Reporter

THE strike at Sappi's Adamas pulp and paper mill in Deal Party, Port Elizabeth, today entered its second day.

The acting general manager of the mill, Mr Don Fourie, confirmed that 350 workers were on strike, but said negotiations with union representatives were continuing.

Negotiations yesterday ended in a deadlock.

The dispute involves a call by the Paper, Wood and Allied Workers' Union that pay negotiations be held jointly at the Sappi group's four mills in the country, not at individual plants.

Management insists that negotiations be held separately, according to Mr Jeremy Baskin, general secretary of the union.

● A strike is in progress at the company's Enstra Mill in Springs over similar demands.

11/20
6/2/87
The Star Thursday

1 600 out on strike at Sappi plants

About 1600 members of the Paper, Wood and Allied Workers' Union (Pwawu) are on strike at Sappi plants in Springs and Port Elizabeth, demanding company-wide wage bargaining.

Pwawu general secretary Mr Jeremy Baskin said yesterday that workers downed tools at Springs on Tuesday. Port Elizabeth workers joined the strike yesterday morning.

Mr Baskin said the strike was in response to Sappi's refusal to negotiate 1987 wage improvements jointly for all its plants.

Negotiations were in progress, Mr Baskin said.

The strike by about 500 members of the National Union of Mineworkers (NUM) at Gold Fields' zinc refinery, Zincor, continued for the third day yesterday, the company said.

The workers are demanding a 35 percent wage increase, free board and lodging, a six percent shift allowance, May 1 and June 16 as paid holidays, a 40-hour week and 36 days annual leave.

Talks on deal

THE Commercial Catering and Allied Workers' Union of SA and CNA management were due to meet late yesterday to discuss the striking workers' response to the company's improved wage offer. 3/12/86 (152) Sowetan

Details of the latest offer were not released to the Press as the 600 CNA workers, who have been on strike since early November, and Ccawusa officials met behind closed doors at noon yesterday.

A spokesman for the union said the union would only release a statement after the meeting with management.

The wage dispute between the two parties arose after management declined to improve its final offer of R85, an increase rejected by the 600 Ccawusa members in favour of R105 a month.

DEPARTMENT OF THE CHIEF OF POLICE
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Supermarket workers strike

Dispatch Reporter

KING WILLIAM'S TOWN — Black staff at Checkers here have been on strike since Monday, in sympathy with the workers who were dismissed from the supermarket chain's Mdantsane store.

The spokesman for workers here, Mr Godfrey Tywabi, said yesterday that local management had said it could not meet workers' demands for the re-instatement of the Mdantsane workers.

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00 5/11/84

Mr Tywabi said the chain's regional manager, Mr Royce Alcock, was at the store when a sit-in was staged in the canteen. He said Mr Alcock said he would speak to five workers, but the workers had insisted he talk to all of them.

Mr Tywabi said when they came to the store yesterday morning, they found their clock cards had been removed by management.

Mr Alcock was not available for comment yesterday afternoon.

Strike goes on while bosses wait ON NUM

ALAN FINE

STRIKES at Gold Fields' Zincor zinc refinery and its Rooiberg tin mine continued yesterday

Gold Fields says it is awaiting a National Union of Mineworkers response about talks on the wage dispute which precipitated the Zincor strike.

A company spokesman says the plant is operating at a "slightly reduced" capacity. The strike involves about 615 people

□ Workers at the President Steyn gold mine's No 1 shaft returned to work on Monday night after discussions between management and representatives of the NUM. Up to 5 000 miners had refused to work, backing demands for the reinstatement of an NUM activist dismissed a year ago from the Anglo American-owned mine

□ General Motors and the National Automobile and Allied Workers' Union (Naawu) were locked in discussions late yesterday over the week-long strike by up to 3 000 workers. The strike is in support of demands connected with the sale of GM to local interests.

□ The strike by CNA employees over their demand for a R105 across-the-board wage increase spread to Natal yesterday, as 60 Durban workers walked off the job

□ In an attempt to resolve a bitter dispute which precipitated a consumer boycott against company products, NCD/Clover Dairies has offered to reinstate all 168 members of the Food and Allied Workers' Union (Fawu) it dismissed for striking five months ago.

DD 5/11/86

Durban workers join CNA strike

JOHANNESBURG — A strike by CNA employees here over demands for a R105 across-the-board wage increase spread to Natal yesterday as 60 Durban workers walked off the job

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) employed by CNA voted last week to reject the company's R85 offer and stoppages in the Transvaal began on Monday

According to papers presented to the Rand

Supreme Court in a successful application for an interdict against a sleep-in on CNA premises, 348 workers were involved in the strike at that stage

The majority of the strikers work at warehouses in Johannesburg, Elandsfontein and Durban

A CNA spokesman said the company had proposed a meeting with the union but had not received a reply by yesterday afternoon. Ccawusa could not be reached for comment — DDC

5/11/86

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SOWETAN, Wednesday, November 5, 1986

Page 3

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CNA WORKERS STRIKE

By LEN MASEKO

MORE than 300 CNA workers are out on a wage strike at the company's Elandsfontein and Johannesburg plants.

The strike follows the conciliation board's failure to resolve a wage dispute between the company and its black workforce at the two plants. Workers demand an across-the-board R105 wage increase, against CNA's final offer of R85.

A sleep-in strike by the 300 employees was called off by the Commercial Catering Workers Union of SA (Ccawusa) at the 11th hour on Monday night, when a Rand Supreme Court judge granted CNA a provisional order to evict these workers from the plants.

The interim order has been granted pending final hearing on November 18, when Ccawusa will be called upon to show cause why an order should not be made interdicting the strikers from entering CNA premises or ordering their union to pay the costs of the application.

There was drama at CNA's Johannesburg plant on Monday night, when the striking employees threatened to defy the provisional court order interdicting them to leave the premises.

After a meeting between Ccawusa officials and management, the workers were allowed to stay overnight.

Interdict puts end to sleep-in

Staff Reporters

CNA employees last night abandoned their sleep-in strike on several company premises countrywide after a provisional order was issued by a Rand Supreme Court judge early in the evening.

The interdict was granted against the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) and its members.

It was lodged after 1 000 CNA employees yesterday staged sit-in wage strikes and demonstrations in several stores.

Premises at the Carlton Centre were vacated shortly after Mr Justice van Schalkwyk granted the application that employees be prevented from sleeping in the stores and from "singing, dancing, playing music, clapping, shouting, waving placards" and "inciting any other person" to commit these acts.

HEALTH RISK

The company submitted that a sleep-in would be unlawful and constituted a security and health risk.

A spokesman for the union said the strike centred on wages. Workers are demanding a R105 a month across-the-board increase, and that May 1 and June 16 be declared public holidays.

The company is offering an R85 a month across-the-board increase.

Negotiations began in mid May. The union declared a dispute in July. A conciliation board was convened in an attempt to resolve the dispute, but failed on October 8.

Strike ballots were held, according to a union spokesman, and workers voted to strike.

Interest rates likely to take off

The high inflation rate meant that there was every likelihood that interest rates would rise rapidly, destroying many businesses, Dr Lawrence McCrystal, chairman of the Board of Trade and Industries, warned in Johannesburg last night

Dr McCrystal told a seminar arranged by Mercabank that this is what had happened previously when interest rates rose to high levels.

This time, however, the position would be worse because businesses would not have had time

to restored strength to their balance sheets

He said South Africa's excessive labour supply should make it a low wage country, but because it was not, the country was losing one of its main comparative advantages, and experiencing cost-push inflation

When a country had major socio-economic pressures on it arising from population growth, a lack of capital, limited economic growth and high inflation — as was the case in South Africa — one had to look at reform-

ing-type economic models when determining socio-economic policy

But the private enterprise system had to be promoted, which limited the extent to which direct intervention should be applied

Dr McCrystal said countries which practised private enterprise vastly outperformed countries with the same heritage but which had social systems

He named East and West Germany, North and South Korea, and communist China — Sapa

Strike's wider implication for NUM

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ALAN FINE

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times that number

MORE important than the eventual outcome of the wage negotiations after the National Union of Mineworkers (NUM) strike by about 25 000 workers at three Gold Fields mines is the longer term consequence on union membership in the group

The real issue is the effect of the dispute on employees in the company, where — apart from the small Anglovaal group — the union is most poorly represented.

The extent of the strike probably surprised management. The union has, according to the company, only about 4 100 members in recognised bargaining units, but was able to mobilise more than six

The strike was in many ways a repeat of the action taken against Gencor last year. In that case, too, the union took on a company where it was poorly organised and which had withdrawn from the annual wage negotiations at the Chamber of Mines at an early stage. Gencor chose to dismiss the strikers on the second day of the strike. Then followed the vital Marievale Industrial Court case where the company was ordered to reinstate the dismissed union members and, subsequently, further wage negotiations. The union was recognised at only one Gencor gold mine this time last year. By July 1986, largely as a result of its legal victories, it was recognised at eight

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Inquiry next week on sacking of strikers

The parliament of the European Community (EC) and a Maritzburg industrial court next week both start investigations into the dismissal of almost 1 000 workers from the BTR-Sarmcol rubber industry.

BTR-Sarmcol is a British multinational and the EC inquiry will be aimed at determining whether the company breached the EC code of conduct when it fired the striking workers.

The industrial court hearing in Maritzburg was launched by the Metal and Allied Workers' Union (Mawu).

Mawu will ask the court to reinstate the workers and to require BTR-Sarmcol to recognise the union as the collective bargaining representative of workers at its Howick plant.

The workers went on strike on May 1 last year after a conciliation board failed to solve the dispute over the company's refusal to recognise Mawu.

Mawu claims that the strike action was legal and entirely orderly.

The workers have been unemployed ever since.

The strike's s over the issues unresolved

152 WEEKLY MAIL 31/10/86

MORE than 12 hours after 30 000 workers at three Goldfields mines returned to work, the company still has to contact the National Union of Mineworkers (NUM) to set up a meeting to resolve the issues leading to the four-day strike.

And the mining house says it has every reason to believe the return to work was the "result of the realisation on the part of the workers themselves that their unlawful action had been unwarranted"

In a statement, Goldfields claims "Num's offer to call its members back"

By SEFAKO NYAKA
to work by means of mass meetings came hours after the start of the full Tuesday night shift at Doornfontein"

The situation at Deelkraal was already returning to normal before the meeting on Wednesday afternoon and at Kloof union officials withdrew from a meeting they had called before they had had a chance to make their point, Goldfields said.

NUM dismissed Goldfields' claims as "absolute rubbish".

"Union officials met with shop

stewards at the strike-affected mines and counselled them on their rights. The shop stewards then called a meeting of all workers where a democratic decision was taken to end the strike," Marcel Golding, NUM's press officer, said yesterday.

More than 30 000 workers at Deelkraal, Doornfontein and Kloof went on strike last Sunday demanding wage increases, income security for workers incapacitated by work-related injury and improvements in holiday leave bonuses

Goldfields is one of two mining

houses which refused to settle on a substantive agreement — which includes all the grievances of the Gold Field workers — with the NUM and four other mining houses

Rand Mines Coal and Goldfields opted out of the wage talks after indicating they would agree to the income security proposal only if it included a full and final settlement for them

Agreement with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division was reached last week.

NUM'S OFFER TO CALL ITS MEMBERS BACK - REPORTS IN THIS ISSUE HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY

SHAWNEE and consumer boycott

Mine strike ends — but not everywhere

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CITY PRESS
2/11/86

ALL workers at Doornfontein gold mine and a few "stragglers" at Deelkraal mine have returned to work, according to a statement by mine owners Gold Fields

At Libanon mine, previously unaffected by the strike, a number of clerks stayed away or left their posts

"Following a warning by management, about 20 men

have so far returned to work and at present the total number of stayaways is roughly 70

"Two men were arrested on suspicion of intimidation," the statement said

Tuesday's shift at Doornfontein was fully manned by 970 workers and the full complement of 4 800 men arrived for work, the bosses said

At Deelkraal there was a small turnout of workers — but the situation remained "very fluid and difficult to assess"

The strike continues at Kloof mine

About 35 000 miners at Doornfontein, Deelkraal and Kloof in the Western Transvaal went on a wage strike on Sunday night. The action followed Gold Fields' withdrawal

al from talks which led to a wage agreement between the National Union of Mineworkers and the Chamber of Mines

Gold Fields reaffirmed its condition of insisting the mines return to "normality" before discussions got underway. Talks between the NUM and Gold Fields came to a halt over the issue

The Gold Fields statement said "We have, on behalf of the mine managements, acknowledged the NUM's offer to tell its members to go back to work and arrangements for mass meetings in this regard are being made on Deelkraal and Kloof"

"In the course of two days of talks Gold Fields has given the undertaking, to its workers

and the NUM, that as soon as the mines have returned to normality discussions about the substantive issues associated with the unlawful strike action will get underway"

NUM spokesman Marcel Golding said the union was consulting the workers, telling them of the company's response and trying to arrange a meeting with Gold Fields through the chamber — Sapa

Thursday 1988

Municipal police go on rampage over money

STAR 11/11/88
By Mike Cohen

Police have confirmed they are holding more than 100 municipal policemen following a strike and a march through Katlehong, near Germiston, in which other council employees were intimidated, tyres burnt and vehicles stoned.

A spokesman for the Police Directorate of Public Relations in Pretoria said 115 municipal policemen were being held in terms of the emergency regulations. No indication of any court appearance was given to The Saturday Star.

The drama began this week when scores of Katlehong municipal policemen went on strike for higher wages.

Negotiations with the council broke down and a mob of policemen began marching through the streets, according to the police spokesman.

During the march, other council employees were apparently intimidated, barricades of burning tyres lined the streets and vehicles were stoned.

Members of the South African Police were called to the scene and a total of 115 municipal policemen were taken in vans to the local police station, according to the spokesman.

The policemen had demanded an increase in salary to about R500 a month. Some of them are earning as little as R200 a month, according to reports received by The Saturday Star.

The council police force, which has been operative for about a year, is made up mainly of people recruited in the homelands of Gazankulu, Venda and kwaZulu.

16445 1/11/86 N/E Argus

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DEMO: MUNICIPAL POLICE ARRESTED

Weekend Argus Correspondent

JOHANNESBURG. — More than 100 municipal policemen in East Rand's Katlehong township who allegedly set fire to barricades of tyres and stoned passing Post Office vans have been arrested, according to a police spokesman.

There is no indication when they will be released or appear in court

The police spokesman said that a total of 115 municipal policemen — most of whom were recruited in Gazankulu, Venda and Kwazulu — were arrested this week in terms of the emergency regulations after a strike and demonstration in the township, which is near Germiston

Began marching

The policemen claimed that they were "starving" on their salaries of about R200 a month, and demanded a 100-percent increase.

They said they would rather "starve at home" than work for "slave wages"

The drama began this week when negotiations broke down between the council and the policemen and a crowd of policemen began marching through the streets

During the march other council employees were apparently intimidated, barricades of burning tyres were put up in the streets and vehicles were stoned

Members of the South African Police were called to the scene and 115 municipal policemen were taken in vans to the local police station

The council has employed its own police force for about a year.

● According to the Bureau for Information's unrest report a group of 500 black youths attacked a municipal bus with stones in Katlehong.

A member of the public fired a shot at the mob. A black man was wounded and arrested.

CNA wins court order over sit-in

Business Day Reporters

CNA was awarded a Rand Supreme Court order last night to eject 347 employees from two of its Johannesburg warehouses and its Carlton Centre retail store.

Mr Justice van Sshalkwyk ruled against the Commercial, Catering and Allied Workers Union of SA (Ccawusa), which had opposed the application.

CNA's group personnel manager Michael Wright claimed in court papers the employees had begun a sit-in at the three premises yesterday morning over a wage dispute. The workers went on strike after rejecting a company offer of R85 across-the-board wage increases. Ccawusa is demanding R105.

NUM workers strike at three mines

MORE than 5 000 National Union of Mineworkers (NUM) members went on strike yesterday at three mines.

The largest occurred at President Steyn Gold Mine where workers demanded the reinstatement of an acting shaft steward dismissed last year.

Anglo American said 3 900 workers were involved, while NUM put the figure at 5 000.

ALAN FINE

4/11/85

Gold Fields announced several hundred workers at Zincor and Rooiberg Tin's "C" mine failed to report for work yesterday. Zincor's strike followed deadlocked negotiations and Rooiberg's was over pending re-trenchments at the mine.

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4/11/86 BUS DAY

Demo against relocation

ABOUT 200 members of the Chemical Workers' Industrial Union (CWIU) at Matthey Rustenburg Refiners' (MRR) Wadeville plant staged a one-day work stoppage yesterday. They were protesting against the planned relocation of the plant to Bophuthatswana in 1988.

The CWIU, which termed the stoppage a "demonstration", has accused MRR of supporting apartheid and taking advantage of Bophuthatswana's labour laws, which outlaw the

ALAN FINE

operations of SA unions

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It has vowed to fight the closures of both MRR's Wadeville plant and, with a British union, its Royston refinery in England.

MRR has denied the CWIU's charges. The relocation to Bophuthatswana was considered necessary because there was insufficient room for a new refinery at Wadeville.

Managerial Resistance to Black Unions, 1973 — 1977

In the early 1970s African workers began to organize into trade unions, and thus to challenge the dualistic structure of industrial relations. This chapter is concerned with management's resistance to these early attempts to organize. By 1977, however, management and the state had been forced to recognize and negotiate with the new unions.

It is possible to identify three phases in the growth of a trade union. During the initial phase of recruitment, the task of the union is to get members to join. During the second phase the problem is that of winning recognition from management. During the third phase, the union attempts to negotiate and maintain an agreement that ensures workers' rights in the factories.¹

The problem facing an emerging union is how to move from phase one to phase three, or, as Flanders puts it, how to convert temporary movement into permanent organization?² In the early period of mobilization membership is loose, to sustain the impetus the union leaders must acquire sanctions to maintain continuous membership. The crucial phase of conversion takes place with recognition from employers so that the union is able to build up enduring relations with management in the form of collective bargaining.

A central problem in the development of black trade unions in South Africa has been the rupturing of the process of maturation by the failure to win management recognition, as well as by state hostility and registered trade union indifference. Before the 1970s there had been three major thrusts towards African unionization in South Africa's labour history — in the 1920s; during World War II, and in the 1950s and early 1960s. Each wave of unionization was followed by repressive legislation: the state's response in the 1920s was the Industrial Conciliation Act, excluding Africans from formal collective bargaining, and the Native Administration Act with its 'racial hostility' clause; the unions of the 1940s were countered by anti-strike legislation

WEBSTER, E. *Part in a racial mould*
1985 *Johannesburg, Kavan*
pp 127 - 155.

Sergeant at arms Peter Pahlana

Asst Sergeant at Arms, James Mpirinda

Mr S Oliphant seconded by Mr W F Nkomo B Sc , moved the election of the nominated cabinet Agreed unanimously

Resolved That the President and Cabinet should elect Representatives for the Mendi Memorial Scholarship Association

Resolved That the following form a Committee to revise the Constitution

President-General Dr Xuma (Convenor)

Secretary General J A Gilda

S. Oliphant

J Malangabi

L Minkulu

Prof Z K Matthews

Rev Z R Mahabane

VENUE OF NEXT CONFERENCE

Mr S M Bennet Nwana moved and Mr J Malangabi seconded that the next conference be held at Bloemfontein—Carried

MOTIONS OF THANKS

To Revd Z R Mahabane for the successful way in which he piloted the Congress during his three years of Presidency

To Mr T M Maphikela for the able manner in which he performed the onerous duties of a Speaker for the last 28 years of the life of the African National Congress

To Mr Nkomo, Mrs Mohlakona and other members of the working Committee of the Bloemfontein Branch for the able manner in which they had discharged their duties

The President General made a few remarks and the conference closed at 11 p m

are not placed under the same category as those of other sections of the population of this country who are also on active service

5/40 CAPE AFRICAN CONGRESS & WESTERN PROVINCE A.N.C.

This 29th conference of the African National Congress held at Bloemfontein on 15th to 16th December 1940, having reviewed the differences of the adherents of the A.N.C. in the Western Province takes this opportunity to appeal to the loyalty of the community at large to accept the decision of this conference, namely, "One Province for the Cape Province as a whole."

6/40 LODGERS' PERMITS

This conference resolves that Lodgers' fees and lodgers' permits must be abolished because,

(a) they disorganise and disrupt family life and family discipline,

(b) they impose further direct taxation on the head of the family as boys and girls of 18 years of age who are under these regulations prohibited to live with their parents are still minors and juveniles. Congress therefore instructs its branches and other affiliated bodies to work for the abolition of such regulations.

7/40 AFRICAN WAGES

Whereas the attention of Congress has been drawn to the fact that representations made by Africans for increase and stabilisation of their wage levels have in many places met with no response, the African National Congress respectfully requests the Minister of Labour to instruct the Wage Board to visit not the larger centres of labour only, but also the smaller centres and there make or give effect to the wage determination in all spheres of employment

8/40 REDUCTION OF CATTLE.

That the African National Congress respectfully requests the Government to leave the question of the provisions of the Cattle Improvement Act to the discretion of the chief or headman and his people who may, if they so desire request the application thereof in that particular area or locality.

9/40 NATIVE SERVICE CONTRACTS.

The African National Congress respectfully requests the Government to remove the illogical and anomalous provisions contained in the Masters and Servants Acts whereby a contract made and entered into by the father becomes binding on all members of his family including those who have been tacitly emancipated by the Government by reason of their being taxpayers

10/40 SOCIAL SERVICES:

In view of the incontestable fact that very serious and urgent social problems have arisen amongst the African urban population, the African National Con-

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gress should create a separate portfolio for Social Welfare, the holder thereof will investigate and report on the Welfare of children, the blind, physically handicapped (cripples), aged and infirm persons, and other matters handled by the Government Department of Social Welfare

11/40 MEMBERSHIP CARD

This conference reaffirms the previous resolution that there should be a uniform membership card for all the Provinces of the Congress. To curtail printing expenses this conference favours the issue of membership cards whose duration will be for at least three years

12/40 AFRICAN ORGANISATIONS

That this Conference of the A.N.C. realising that the Political situation calls for a united effort on the part of the African people recommends the advisability of appointing a joint committee of the A.N.C. and the A.A.C. to consider the relationship of these two bodies

13/40 NYANGA AND AFRICAN DINGAKA ASSOCIATIONS

This conference approves of the aims of the Nyanga association as presented in the Memorandum before it and recommends

1 the deletion of section 4 (d) and substituting the following "To claim the African inherent right of practising in his own methods the art and call of Medical Science"

2 The creation of an African Medicinal Fraternity and the Registration of same

The conference resolves to reconsider the whole Memorandum from African Dingaka Association in conjunction with that from the Bantu Nyanga Association at the next conference

Rev'd Z. R. Mahabane reported on the Conference of the National Child Welfare Association which he attended on invitation

The President General then nominated his cabinet as follows

The Governor of the House of Chiefs Chief G. S. Kama

The Speaker Mr. R. V. Selope Thema M.R.C.

Senior Chaplain Rev'd Z. R. Mahabane

Secretary General Rev'd J. A. Calata

Treasurer General Cr. R. G. Baloyi

Secretary for Chiefs Dr. P. K. I. Seme, B.A., LL.D.

Secretary for Law Lionel Mlunkulu

Secretary for Labour E. T. Mofutsanyana

Secretary for Lands and Locations A. W. G. Champion

Secretary for Education Prof. Z. K. Matthews, M.A.

Assistant Secretary General To be appointed later

Deputy Speaker S. Mac. Lepuleya

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Mr Nkomo seconded by Mr J. B. Marks moved the vote of thanks. Agreed. Advocate Molleno M P Western Circle, Cape, then addressed the Congress. He first gave apologies for Senator Rhennall-Jones whom he expected to arrive on Tuesday, and for Senator Malcomess and Mrs Ballinger who could not attend. He gave a very inspiring address in which he explained how and why they decided to support General Smuts on the War issue. That did not commit the representatives to supporting the Government policy on Native Affairs. They were not satisfied that the African should not be given something to fight for. They wished to see much more social equality and much more economic equality after this war.

Mr. Champion seconded by Revd E. E. Mahabane moved a vote of thanks. Carried.

LANDS

Mr A W Champion, Secretary for Lands and Locations read a very interesting paper giving account of his stewardship.
This was accepted by the Conference.

PROVINCIAL REPORTS

The Cape African Congress report was read by Mr J O Sitela of Cradock
The O F. S Report was read by Mr J Nkomo
The Western Province report was read by Mr S Oliphant
No reports came from Transvaal and Natal

EXECUTIVE REPORTS

The Secretary General read the Executive Report
The Treasurer General read the Financial Statement
Both reports were accepted. Copies of same are attached to these minutes

6.30 p.m. ELECTION OF THE PRESIDENT-GENERAL

Mr. R. G. Baloyi seconded by Mr J Malangabi moved the name of Dr A B Xuma, M.D. etc.

Mr A. Thubisi seconded by Mr P Phahlane moved the name of Revd Z R Mahabane, the retiring President

The Secretary General was asked to state whether both candidates' names had been submitted to him according to the constitution. He replied in the affirmative in the case of Dr. Xuma's name only but that it lay with the conference to accept further nominations.

Both names were then put. Voting was by ballot Dr Xuma- 21, Revd Mahabane-20. Dr. Xuma was declared elected. Revd Z. R. Mahabane then addressed the conference promising his support and wishing Dr Xuma success

Dr A. B Xuma thanked the conference for electing him. He spoke on the urgent need of organisation then ended up by a confession of his creed "I

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believe that an African is a human being. I believe that he should have the same rights politically, educationally, and economically as every one else, and believing that every man and every woman should work hard so as to make this belief a reality I call upon every African to be up and doing and we shall have a place in South Africa." Applause

Conference adjourned at 7 15 p.m.

9 00 p.m. A Reception concert and Dance was held in honour of the delegates

TUESDAY 9 30 a.m. Conference resumed

In the absence of the Speaker Mr T M Maphikela the Reverend Z R Mahabane took the chair and the conference discussed the resolutions presented by the Resolutions committee and passed the following

1/40 THE WAR

This conference re-affirms the resolution passed by the Joint Executive Committees of the African National Congress and the All African Convention on the 7th July 1940- the resolution reads as follows [see document 61, below]

2/40 MILITARY RATES OF PAY

This conference views with great concern the attitude of military authorities in discriminating among the military rates of pay for African and Coloured war recruits

3/40 SUBVERSIVE CONDUCT TRADE UNIONS

This conference disagrees and strongly opposes the view that it is wrong for Non Europeans to pay attention to their economic and political grievances during the war. It asserts that Non-European demands for democratic rights and trade union organisations cannot be separated from the world-wide struggle for freedom and social justice

Conference views with dissatisfaction the absence of a clear definition by the Government, of the words "subversive conduct". It therefore urges that a clear definition of these words be made and guarantees be given that the organisation of Africans into trade unions, the organising of campaigns for increased allowances for dependents of Non-European soldiers and for economic, political and social advancement will not be regarded as subversive or in conflict with the Government's war policy

4/40 CONDITIONS OF SERVICE

In view of the fact that Africans have been called to make this supreme sacrifice for the prosecution of the war, this Congress respectfully requests the Government to explain why conditions of service for Africans on active service

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the Speaker, Mr. T. M. Mapkela, M.R.C. and the Secretary General to take charge of the proceedings of the Conference till he came. Conference agreed and elected Revd J. A Calata Temporary President General

Mr. Mapkela apologised for the Mayor Mr. Sutton who was unable to attend to open the conference through illness, he then called upon the Police Sergeant in charge of the Location to welcome the Conference

The Sergeant in opening the Conference expressed appreciation to the loyal assistance given to the Government and local officials by members of the Congress and wished the Conference success in its deliberations in Bloemfontein.

The thanks of the conference were expressed by the Speaker and Acting President.

PRELIMINARIES

Press Secretary Mr. S Mac Lepolesa was elected

Interpreter Mr B E Mnyobo was elected

Official Language Mr. S. M Bennet Ncwana seconded by Mr J Malangabi moved. That only African Languages such as Xhosa, Sesutho, Zulu, or Sechuana be used at this Conference and that European Languages be used only when it is necessary and then as secondary languages

Mr S Oliphant seconded by Mr J L Lobere moved as an amendment that the procedure for discussion shall follow the usual tradition of this house which allows freedom to individuals to use the language best understandable to him and the Conference

A long discussion followed, the speaker supporting the original motion The Acting President ruled that the matter await the arrival of the President-General Revd Mahabane

CREDENTIALS of the delegates were scrutinised by Messrs S Oliphant and Mr S. Mac. Lepolesa and the quorum of 25 members having been found present the Speaker declared the Conference duly constituted

The following were then elected as the Resolutions Committee upon whom would devolve the question of submitting findings on a resolution from the Cape African Congress asking for the final settlement of the Western Province and C.A.C. dispute

Revd Z. R Mahabane, Revd. J. A Calata, Messrs Champion, Malangabi, Gula, Baloyi, Marks, Kotane, Ncwana, Oliphant, Thubisi, Lepolesa, Lobere, with power to add to the number The Committee to meet in the Board Room at 8 p.m. Conference adjourned at 5 45 p.m.

MONDAY, DECEMBER 16th

9:30 a.m. Conference resumed

Revd. J. A Calata reported the previous day's proceedings and handed over to President General Mahabane.

President General introduced Professor Jabavu the President of the All African Convention and called upon him to address the conference.

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Professor Jabavu in few remarks said that every black man desired to see the success of the Congress conference

President General thanked Professor Jabavu on behalf of the Conference President General then introduced Advocate Molteno M.P. for Cape Western Circle

The President General moved a vote of condolence to Dr A Abdurahman's family for their bereavement through the death of Dr Abdurahman - carried The conference rose in silence

The Native Commissioner for Bloemfontein then addressed the conference He dealt at length with the war situation He was interrupted by members of the conference when he spoke of the unswerving loyalty of the Congress to the Government

Mr Z K Matthews of Fort Hare moved the vote of thanks and explained to the Native Commissioner that the interruption to his remarks were not due to disloyalty to the Government on part of the members but that they did not want the officials to interpret African loyalty as allowing the Government to carry on its repressive policy as before

NATIONAL COUNCIL OF AFRICAN WOMEN

Resolved that Mr Baloyi and Mr Lobere send greetings of the African National Congress to the National Council of African Women also sitting in Bloemfontein at the same time as the Congress

The Bishop of Bloemfontein, Dr Howe Browne then addressed the Congress He spoke on the progress the Africans had rapidly made and exhorted them to adopt the Festina lente policy in their undertakings

Dr A B Xuma thanked the Bishop on behalf of the conference and stressed the importance of the fact that if Europeans regarded Africans as a child race which had still to grow they must remember that one of the duties of the parents to children was to remove all obstacles in the way in order to hasten the development and progress of the child

Voices of Condolence were passed to the Barolong Tribe on the death of Chief P J Moroka and Chief S Moroka the conference rising in the usual way.

Conference adjourned at 12 30 p.m

Conference resumed at 2 30 p.m

Mrs Nothandile Kuse conveyed the greetings from the National Council of African Women

Miss Palmer replied on behalf of the Conference and stressed the need for closer co-operation between the two bodies

3 00 p.m. PRESIDENTIAL ADDRESS

This was read in English by the President General Copy of the Address is attached to these minutes

Mr S Oliphant seconded by Mr P Phalane, Sergeant at arms, moved the acceptance - agreed

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of this country are interwoven. It is impossible to run two parallel systems each opposed to the other in this land. While I find no fault with those who preach purity of race, nevertheless I am of the opinion that the ultimate development of this country depends entirely on each individual, irrespective of colour or creed, being allowed full right and privilege to make his contribution to the welfare of the country to his fullest capacity.

That is the aim of the Congress. We claim the right of full citizenship in the land of our forefathers.

NKOSI SIKILELI ALRIKA
JAMES A CALATA

Document 19. Resolutions of the ANC Annual Conference, December 15-18, 1939.

1. This conference of the African National Congress respectfully requests the Union Government to repeal all differential legislation so that the African is ruled under the General laws of the country.

2. This conference strongly urges the Government of the Union of South Africa to give the trade unions of African workers the same recognition and rights under the Industrial Conciliation Act as prescribed for European, Indian and Coloured workers.

The proposed basis of recognition as submitted by the Government is totally unacceptable to organised African labour, as the conference is fully convinced that the only form of recognition which can be accepted is such as to give these organizations the legal right to negotiate directly with employers for wages and conditions of employment and to make agreements which may be concluded to have force of law.

3. NATIVE EDUCATION

This conference resolves that in order to provide sufficient funds for Native education the budget should be on a per capita basis and that the Government should be responsible for buildings and for adequate equipment for Native schools.

4. FEEDING OF SCHOOL CHILDREN

That responsible authorities be required to provide milk and soup kitchens for African children as they do for Indian, Coloured and European school children.

5. RE PROVINCIAL CABINETS

6. Congress strongly protests against the action of certain municipalities in making wholesale evictions of Africans from proclaimed European residential areas without providing alternative accommodation.

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7. **WAR**

That unless and until the Government grants the African full democratic and citizenship rights, the African National Congress is not prepared to advise the Africans to participate in the present war, in any capacity.

8. NON-EUROPEAN UNITED FRONT

That this conference of the African National Congress now assembled, in Durban, accepts the principle of the Non-European United Front movement.

9. LODGERS' PERMITS

This conference resolves that lodgers' fees and lodgers' Permits must be abolished because

- (a) They disorganise and disrupt family life and family discipline.
- (b) They impose further direct taxation on the Head of the family as boys and girls of 18 years of age, who are under these regulations prohibited to live with their parents, are still minors and juveniles.

Conference therefore instructs its branches and other affiliated bodies to work for the abolition of such regulations.

10. RAILWAY AND HARBOUR WORKERS

That this conference gives every support to the S.A.R. & H. Workers' Union, (Non-European), in their demand for increased wages and an improvement of working conditions for the thousands of Non-European Railway and Harbour workers in South Africa.

This conference, whilst appreciating the endeavours of the Union Government in setting up a regulated minimum wage standard for the unskilled workers in a large number of industries, deplors the fact, the Union Government itself being the largest employer of unskilled Non-European labour in South Africa has turned down the demands put forward by the S.A.R. & H. Workers' Union. This conference urges the Union Government to give due consideration to the thousands of workers concerned.

Document 20. Minutes of the ANC Annual Conference, December 15-17, 1940

11 a.m. DEVOTIONAL OPENING AND NATIONAL SERVICE

A Telegram was read from the Senior Chaplain Revd. A. S. Mzimba, apologising for his absence and asking the Revd. J. A. Calata to act for him. This was accepted by the Conference and the National Service was conducted by the Revd. J. A. Calata.

3 p.m. OFFICIAL OPENING

A letter was read from Revd. Z. R. Mahabane, President General, apologising for his inability to be present at the official opening and giving full authority to

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properly settled in South Africa, there is no hope for an adjustment of Race relations. There is no Native problem, but there is a problem of Race relations, and it centres round the land problem

I am convinced that in South Africa there is plenty of land for everybody. The present population, both white and black, and even Asiatic, is yet too small for this country.

But in all questions of this kind, just as it is with our Franchise, our education, and our wages, so it is with land, the public need to be educated. The Government is afraid of doing what is right because the European public opinion of this country is against it. Who can believe such a story? Judging from what the Government has been able to do for our people within a comparatively short time in the agricultural sphere and the health department, is it really true to say that European public opinion is opposed to the Government doing what is right in every department for the African people? I think what the Government Officials mean when they say that they are afraid of European public opinion, is that they are afraid of the political opinion of the strongest opposing party in Parliament, backed up by the minority of the uninformed and unlettered type of the white race

THE GOVERNMENT NATIVE POLICY

The fear complex that exists in the minds of the politicians is responsible for the contradictory and indecisive manner in which the South African Statesman handles problems affecting race relations. Take for instance the following questions:

Segregation The same people who cry out against the Native and farming areas, who say that the Native must be segregated to prevent the stealing of stock, also say that the conditions of segregation must be such as will not prevent him coming out to work in towns and on the farm

The same people who cry out against the "Barbarous practice of giving bride-prices for wives" as they call it, also say that "Lobola" must be made a stimulus to make the Native leave his home and come to town to look for work

Education The same people who say that Native Education must progress to enable him to buy European goods, also say that Native Education must not develop in him ideas of citizenship and parliamentary representation

Franchise The same people who say that the Native must have separate representation by Europeans in Parliament, also say that those representatives are turning the Natives into agitators. When they fight for our rights they are told that they are putting wrong ideas into our minds

Land The same people who shout "Take the Native back to the Reserves and let him develop along his own lines" are the same who cry against the waste of good money by buying land for Native settlement

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Religion The same people who say that Missionaries must teach the Native the principles of the Christian Religion, also say that there can be no equality between the Black and White in Church and State

Labour. While the usual pick and shovel work is usually styled as Kaffir work, yet when it comes to giving it to Poor Whites to the exclusion of Africans, the same work is regarded as civilised labour. I could go on citing instances to prove that there is no Native Policy beyond the fact that the Europeans are prepared to do anything to assure their permanent supremacy which at present nobody disputes although some of us would have liked them to try to preserve it morally and thus win the respect of the subject races without resorting to bullying measures

THE NON-EUROPEAN FRONT

At Capetown I was asked at one of the public meetings what was the policy of the A N C, and what was its attitude towards the Non-European United Front

I have observed that Transvaal and the Western Province have formed an organisation known as "The Non-European United Front", and I note with pleasure that the Indians are thinking of throwing in their lot with Bantu and Coloured Good luck to them

My experience is, that while the ordinary racial groups do not yet recognize their own leaders, it is no use calling upon the masses to unite even in such an attractive organisation as "The African People's Rights Protection League", or the Communist Party

Those who served in the front ranks of the Non-European Conference between the years 1927 and 1933 understand what I mean. Although personally I am not against new organisations being formed, I think, however, the time is too critical for us to divide our forces

If our Bantu, Coloured and Indian Africans could not keep to an association led by Dr. Abdurahman and Professor Jabavu, I fail to see how they can follow other leaders. I firmly believe that the policy of the Congress is the best, and if the African people, more especially, would support it loyally, they would find that it would carry them through their difficulties

I can only end up by saying that the Presidents and myself are agreed on pursuing a policy of reconciliation

We were disappointed to find that there were obvious conflicts between our views of South African problems and those of the Government. That state of affairs must not be allowed to continue without a check, or else it will lead the country over a precipice

We believe the Joint Council Movement is [along proper] lines and should be extended to official bodies [since] the interests of the Black and White people

finds, as one moves about the Country that there is a great deal which calls for serious attention in the whole atmosphere surrounding African education

A Conference has been summoned by the Institute of Race Relations to meet next Monday and Tuesday, and the heads of the Institutions have been invited. The Congress with its Provincial Branches has also been invited, but I am afraid we are not ready with any practical solution to any of the existing problems, for we are not united.

Those who believe that there is anything to be gained from financing Native Education from the Poll Tax alone, have not yet realised that the capacity of the Bantu to contribute to direct taxation is gradually falling away owing to his state of poverty, and in fact without the cruel force of imprisonment, I doubt if there is any other way by which the Poll Tax could be made to get anywhere near the estimated figure of £1,300,000. But those who study the condition of our people will bear with me when I say that a time is not far when the State will be bound to face a serious position with regard to the black people of this country, due to physical deterioration and disease infection, unless a change of policy takes place in time.

History tells us of many subject races that have perished and become extinct like the Mohicans. But after we have attained to such a high standard of civilization and education, it will be our own fault if we perish and die out. For instance, if we only could realise what a force this Congress could be in rehabilitating and re-integrating our people, we would all join, but we do not want to think that way, also if we could know that unity means so much strength that our Parliamentary representatives would not need to fall on their knees in Parliament to ask for our rights, we would all unite like ants. But let me tell you, ladies and gentlemen, that no Government, however good and generous in South Africa, will forget the needs of its own racial group and put those of another first. If we want our Parliamentary representatives and our members for the Representative Council to carry any weight about with them, we shall first organise our Congress force behind them, so that when they speak, the Government will know that the Africans are speaking.

I say this because the Government knows that our Parliamentary representatives and Councillors do not approve of the transfer of Native Education, but the only opinion that counts in stopping them so far from transferring is that of the Natal Provincial Council which has not agreed, and they believe that when they win Natal over, they will simply proceed to carry out their intentions, all because the Government knows we black people are disunited, and our leaders are opposed to one another. What a shame!

THE LAND QUESTION

The Deputation also made strong representations on the Land Question. We remember that the Land and Trust Act of 1936 formed part of the so-called

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Native legislation. In bringing that Act, the Government made a solemn promise to buy additional land to relieve the terrible congestion that reigns in the Reserves and in some Urban locations. The Government promised to find some 10 million pounds and more if necessary, and release 7½ million morgen of land for this purpose.

At that time it was believed that European public opinion would back the Administration of this Act if the Cape Province gave up the Native Franchise, and the Government anticipated no difficulty in buying the land for the Trust, and made everybody believe that the removal of the Cape Franchise would bring about a more liberal spirit among the Europeans of this country. No sooner were the two Bills, which were said to hang together, passed, than the Government gave complete effect to the Administration of the Disenfranchisement of Natives Act, so much so that when the third Bill, which was also said to be part of the Native Legislation (The Native Laws Amendment Bill) was before the House, the Africans were not represented in the House in any form whatsoever. The Government had further promised to give full effect to its promise in five years' time.

Now three years have lapsed and the Government has only been able to buy 998,339 morgen and spent £3,413,676 to acquire that land.

The Deputation asked the Minister several questions to show him that our logical conclusion is that if it took the Government 3 years to buy one million morgen, it will certainly take them more than 5 years to buy 7½ million morgen, and if one million morgen costs the Government four million pounds, it certainly is going to cost the Government a good deal more than £1,000,000 to buy 7½ million morgen, and seeing that already the political trend of the country is making it difficult for the Government to get the money required from Parliament, we wanted to know just how the Minister proposed to overcome the obstacles, and as we could see that there is a possible change of Government within the near future, what guarantee could we have that the whole of this land would be acquired.

We felt it our duty to tell the Minister that the confidence of the Bantu of South Africa was seriously shaken owing to the fact that the Government was already taking steps to amend the Act to expropriate about 250,000 morgen of our land without first fulfilling its promise to provide land.

We asked the Government not to expropriate any of the existing land but to hasten the buying of Released Areas. We can hear the outcry from certain politicians that land is bought for Natives at the expense of the white people.

We are surprised to note that Natal, the home province of Mr. Heaton Nicholls, the father of the Land Act, has not yet released an acre of ground for Native occupation. I am informed that already in Natal certain Chiefs and Tribes have been given notice to leave their land, but nobody knows where they are going to be settled.

I fear the Government does not realize that unless the question of land is

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infantile mortality, and even the Beer question. We asked the Government to set a good example, and pay its own employees better wages. The Minister thought it was impossible for the Government to pay higher wages than they were obtaining locally, as they did not like to interfere with local conditions of employment.

NATIVE EDUCATION

Another question on which the deputation made strong representations was that of Native Education. This is a question in which I have found every Province very much agitated, and the deputation was completely of one mind.

Congress is amazed at the attitude of the Government in ignoring the recommendations of its own Commission, the Interdepartmental Commission which was appointed to enquire into the subject of Native Education. This Commission was composed of educational experts, presided over by an ex-Magistrate who had knowledge of Native affairs, and who is now Senator representing the Transkeian Africans.

This Commission recommended that Native Education should be placed under the Union Department of Education. Mr Grobler, the former Minister of Native Affairs, had declared himself in favour of this recommendation. The Right Honourable gentleman's views were, that the problems of the Native Affairs Department were already too numerous for them to increase their multiplicity by the addition of Native Education. He also realised the need of specialists to attend to such a matter as education, and as there already existed a Union Department of Education, there was little or no justification for setting up for the Union duplicate educational machinery under the Native Affairs Department. But it was the Native Affairs Commission in its yearly report of 1936 which recommended that Native Education should be placed under the Native Affairs Department, with ideas of Bantuzation, and conforming to Native policy.

The Minister of Native Affairs, the Rt. Hon Mr Fagan, is strongly in favour of transferring Native Education to his department. His chief reason is, that Native Education would be better financed. It would be easier for him to ask Parliament to transfer the proceeds from the Poll Tax to his Department, and he would then be able to devote four-fifths of the Tax to Native Education instead of the present two-fifths plus the block grant of £340,000 which only amounted to £860,000. Four-fifths was estimated at about £1,040,000.

The Minister believes that by placing the Native Education under the Native Affairs Department it will be removed from politics, as he will not have to come to Parliament to ask for a vote. He states that he is already handicapped and requires funds very badly, which in his opinion is the first consideration with Native Education.

"This does not mean that all Native services will be paid for by themselves. Matters such as Native health, Native Administration, generally, including

Administration of justice, blind Natives, soil erosion, and salaries of Native chiefs, all big items will still be financed out of general Revenue", said the Minister.

The Minister added that with regard to the fear that Natives would be given a different kind of education, it was the present tendency of all education to let the child specialise in the practical things he will require in life. Any education, whether designed for Europeans or Natives, ought to be such as to fit the people for the positions they are going to occupy.

Whilst we also understand that our education should have its practical value to be beneficial and not merely to be bookish, yet we do not believe that it is so different from forms of education of other races in South Africa that it needs to be segregated. We realise differences of language and customs, but these should only apply to elementary not higher and professional education. It is true to say that our education is already segregated under the Provincial Administration, but it is not placed in the hands of political agents, and in fact, if the Native Affairs Department takes it over, it will always be connected in the African mind with the Administration of repressive laws, and the policy of keeping the Native in his place.

Although we complain that under the present financial arrangement our education does not receive a square deal, we are satisfied that the Government should have to vote the money every year as that maintains and preserves an important connection as well as brings our education before the public eye of the State.

In view of the fact that Africans contribute in many direct and indirect ways to the upkeep of the state in general, we claim that we are entitled to be regarded as members of the State. South Africa is not likely to develop two parallel States, and even its system of indirect rule as practised in the Transkei and other parts through Bungas, will not rise to compare favourably with what obtains in Central Africa, Nigeria, Tanganyika, Northern Rhodesia, and even the Protectorates in our midst.

There are some people who think that Union control and Native Affairs control are one and the same thing under the same Government and will both carry out the same policy. Therefore let us ask the Government for a compromise, and accept the transfer of our education to the N.A.D. provided the Government will not take away the block grant of £340,000, and will give us back the whole of the Poll Tax for education and development of the reserves. This idea emanates from outside Congress circles, and I am throwing it out to you for consideration. Personally, I do not think the Government would care to compromise with us in anything unless there would be some political gain by so doing.

Again a suggestion was made at the African National Congress Conference last year that Africans should make a beginning and establish funds for starting National Schools. The idea was warmly received, but as our Province was poorly represented I desire to ask you to give your opinion at this Conference. One

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ion, and that it should formulate a standard policy on Native Affairs for the benefit and guidance of the Government.

The Congress was not established in order to fight against the Government, but in order to co-operate with it as well as other European organisations which require its assistance. But that does not mean that the Congress is in any way under the influence of the Government or any European organisation.

The All African Convention as its name implies, is an organisation that is composed of "Accredited African Organisations".

It might help you if, at the outset, I tell you what led to the establishment of the A.A.C. In the history of the A.N.C. there was a time when Communism threatened to seize the reins of Congress leadership when its President after a visit to Russia came imbued with communistic ideas. This was resisted by the majority of the leaders on the grounds that the policy and propaganda methods of the Communists in those days clashed with Congress' Constitution. This resulted in splits and resignations from among the ranks of the Congress and subsequent establishment of other organisations.

Whilst the Congress was losing its power as a national movement, the representative Government Policy gained ground, until in 1935, some of the leaders of the A.N.C. proposed that a national Convention of all African Organisations should be called to protest against the Native Bills. At that time there was no thought of the Convention superseding the Congress. The A.A.C. drew about 300 leaders of Non-Europeans to Bloemfontein at its first meeting, and appointed a deputation to interview the Government and protest against the Government Native Bills.

The African leaders then saw that the A.A.C. was capable of drawing large numbers of representatives of many organisations including the Communists, who, in the Western Province and Transvaal, had a fairly strong organisation, and decided to draw up a Constitution putting the A.A.C. on the recognised national basis as a Convention of "Accredited African Organisations", which did not in any way interfere with the Constitutions of existing organisations, but rather intended to strengthen the membership of those organisations, as its own force depended on the representatives of the existing organisations.

The A.N.C. which meets annually and regards itself as the African Parliament has not revised its constitution to delegate its office to the A.A.C., nor has the A.A.C. passed a resolution curtailing the powers and lowering the national status of the Congress.

If the A.A.C. were to kill the Congress and supersede it, it would also suffer the fate of the Congress, and be rendered incapable of full national leadership.

The A.N.C. is fast regaining its former reputation and is re-organising itself well, especially in the Northern Provinces. The National Conference will be held at Durban this year, and I hope next year it will come to us. The A.N.C. within 27 years of its life, has done a great deal for the African people as a whole. It has sent deputations to the Government in this country and Overseas.

The Rev. Z. R. Mahabane, who is the President General of the African National Congress, is also the Vice President of the All African Convention.

He is finding no clash of interests between the two bodies, and when he was asked by the National Conference last year to lead a Congress deputation to interview the Minister of Native Affairs, he gladly did so and invited the co-operation of the Advisory Boards Congress. This joint deputation interviewed the Minister of Native Affairs last month and a full report will follow this address, but I crave your indulgence to deal in a general way with some of the main points which were brought before the Minister, and to give my impressions.

NATIVE TAXATION

You will remember that last year the Government appointed a Departmental Commission to enquire into the methods of collecting Native Taxes. That Commission has reported and Parliament acting in accordance with the wishes of the Commission has amended the Native Taxation Act to modify the methods of collecting the Poll Tax and reduce the hardship that was borne by our people. But to our surprise, the terms of reference constituting the functions of the Commission did not permit evidence to be given, objecting to the Poll Tax as a principle of Native Taxation. You will remember also that a petition signed by a large number of Europeans in this country, asking for the abolition of the Poll Tax was submitted before Parliament, the Cape African Congress also passed a unanimous resolution last year asking for the abolition of the Poll Tax. Our Parliamentary representatives also tabled a motion in the House on the same lines. To all these the Government has turned a deaf ear. Our Parliamentary representatives did not only receive a cold shoulder on this question, but they were warned that if they brought motions of that kind, they would lose the sympathy of the House.

We were surprised because the farmers of this Country disapprove of the Poll Tax and everybody should know that the Poll Tax contributes one of the chief causes for the shortage of Native farm labour. We as a Congress representing the four Provinces of the Union, while we have no objection to Africans being taxed, condemn the Poll Tax as unjust, cruel, and a constant source of irritation to our people, and the deputation emphatically objected to the Minister against the Government schemes of perpetuating the Poll Tax.

NATIVE WAGES

Although Port Elizabeth itself may perhaps be one town in the whole of the Union which sees eye to eye with us in the matter of Native Wages, it is true, however, to say that it was necessary for a deputation to approach the Government, for the Government employs a lot of Native labour in the Mines, on Railways and Harbours, and on National roads. We pointed out to the Government that the low wages paid to Africans were responsible for many of the evils which cause African social problems, such as child delinquency, malnutrition,

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Document 18. "Presidential Address" by the Rev. J. A. Calata, Cape African Congress, June 25-27, 1939

Mr. Speaker, Ladies and Gentlemen.

Last year the Presidential address took up a great deal of time on the history and constitution of the Cape African Congress, and its relation to the African National Congress. This year I propose to begin with a short note to clarify one or two difficulties which affect the African National Congress in its relation to the All African Convention

The A.N.C., which was originally known as the South African Native National Congress, was established in 1912, and one of its objects as stated in the Constitution was, that it should be the medium of representative African opin-

and other races, the Convention hereby instructs the Executive Committee to appoint a secretary for their purpose in terms of its authority provided in Clause 4 section (c) of the Constitution and that the committee make the appointment—passed unanimously

(29) The Protectorates

With reference to the Protectorates of Basutoland, Bechuanaland and Swaziland, the following resolution moved by Miss Janub Cool, B.A., seconded by Mr. C. R. Moikango, was unanimously adopted:—

(a) That the Convention heartily supports the struggle of the Africans in the Protectorates against incorporation in the Union, as such incorporation would not be in the best interests of the people of the Protectorates.

(b) This Convention pledges itself to supply all information to the Africans in the Protectorates through the press and otherwise, giving facts regarding conditions and the Native policy of the Union Government, with a view to assisting them to come to a proper conclusion if and when they are consulted by the British Government with regard to the question of their inclusion in the Union

(c) In terms of Clause 4, Section (c) of the Draft Constitution, the Executive Committee is instructed to arrange for the secretariat necessary for the prosecution of this resolution (Number 29) as well as that of Number (28), and that the appointment of the secretariat be effected immediately

(It may now be pointed out that the secretariats for each of these two objects were straightaway appointed by the Executive, and that the necessary instructions to implement the Programme of Action under Resolution number 24 were duly framed and forwarded to the Provinces by the General Secretary.)

(30) Executive Activity

This resolution was carried unanimously —

That the Convention authorises the Executive Committee, pending the next meeting of the Convention, to conduct the work of the All African Convention such as the raising and disposal of funds in terms of the Draft Constitution as well as carrying into effect the programme of action agreed upon at this Convention.

(31) Date of next Convention

After a long and interesting discussion it was moved and unanimously decided that the next meeting of the All African Convention be held in December, 1937, beginning on Monday 13th and terminating on Dingaan's Day 16th

The object is to ratify the Draft Constitution, as well as to give the ample time of eighteen months for the delegates to conduct intensive work in their constituencies in the interests of the Convention. This will allow time for our work to percolate in all the rest of Africa and overseas countries where we should work hand in hand with people of African descent, other non-White folks and all White people who, being in sympathy with our cause, have identified themselves with our objectives

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(32) The term "non-European."

During the discussions, a rather novel idea of designating Europeans in South Africa was mooted, with appreciable effect. One delegate strongly contended that it was erroneous to describe the Africans in South Africa as "Non-Europeans" when to all intents they formed the indigenous population of the continent of Africa. He urged the Convention in all sincerity to adopt the nomenclature of "Non-Africans" for all Europeans as distinct from Africans, arguing that here they lived in Africa, and not in Europe where the term "Non-European" is conceivable and tolerable for strangers in the continent of Europe. This sign of an awakening race-consciousness may well be discussed next year in December.

(33) Closure.

In closing the Convention, the President gave an exhortation saying the delegates must bear in mind the motto "No cross, no crown" which meant they must be prepared to face hard work and cast away racialism. The only evidence we can see from anyone professing sympathy with us is the arrival of his shilling or more as proof of his loyalty. By this Convention we may create as many friends as enemies, but let us not look to the right or left but go onward undaunted till we reach our goal.

The Convention was finally closed at 6 30 p.m., Thursday 2nd July with the singing of the African National song *Nkosi sikelel' i-Afrika*.

must not lose touch with our backward masses. The time is ripe for us leaders to reconstruct and rehabilitate all our mass organisations to fight starvation, poverty and debt.

Says Nehru, "Let us not indulge in tall talk before we are ready for big action." I think this wise advice is worth following.

Once we emancipate our people from the servitude of poverty we shall be able to accomplish great deeds. The stumbling blocks placed in our path are for us to remove. If we do not work hard to remove them we shall get only what we deserve to get. If we succeed in removing them we shall be in a position to render to the world the contribution due from Africa.

Document 12 Proceedings and Resolutions of the AAC, June 29-July 2, 1936

(24) Programme of Action

After a full dress debate on the Programme of Action, the Convention passed the following set of resolutions, submitted by the Executive Committee.

1 This Convention of African chiefs and other leaders desires to record its profound disappointment with the Government in its enactment of the Representation of Natives Act and the Native Trust and Land Act without due regard to the views of the African people as expressed both in the regional conferences held by the Government ostensibly for the purpose of consultation and in the resolutions of the All-African Convention presented by a deputation to the Prime Minister at the beginning of the recently concluded session of the Union Parliament.

2 In brief the objects of the Native Trust and Land Act is presumably to improve the economic position of the African people. We believe, on the contrary, that the result of the application of this Act, in so far as it will drive large numbers of Africans now on European farms and in urban areas into the already congested Native Reserves and into the meagre released areas set aside for, and already largely in Native occupation, will accentuate the precarious economic status of the African people and will be prejudicial to the interests of all sections of the African population, the White no less than the African, the Coloured and the Indian. We are convinced that the Poor White Problem cannot be solved by doing what is calculated to lower the economic level of any section of the people.

3. The Representation of Natives in Parliament Act purports to provide, through the Native Representative Council, machinery for the ascertaining of Native Views on legislative measures affecting their welfare. The method of election of the members of this Council will not give adequate scope for the representation of the various interests and aspirations of the African people—an object which can only be achieved by broadening the basis of voting for its members. This convention re-affirms its conviction that the only way in which the interests of the various races which constitute the South African population

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can be safeguarded by the adoption of a policy of political identity. Such a policy will ensure the ultimate creation of a South African State in which, while the various groups may develop on different lines socially and culturally they will be bound together by the pursuit of common political objectives. The Convention contends that this object can only be achieved by the extension of the rights of citizenship to all the groups. This latter objective—common and citizenship rights for all—we make no apology for reiterating, and we are determined in no way to relax our efforts in working for this end.

Therefore we instruct our Executive Committee to call upon all organisations affiliated to the Convention to devise ways and means of co-operating with it in this task. In the struggle for the attainment of these objectives the Executive is authorised to explore all effective avenues of action.

Now therefore this All-African Convention solemnly resolves to pick up the gauntlet thrown before it by the White Parliament of South Africa.

Thursday

July 2

After discussion by Messrs Mampikela, Ramutla, Mbetse, Tunzi, Klaaste, Mrs Godlo, Mrs Gool, Mrs Bhole, Mrs Lesabe, Mapusa, Chief Chuene, Mancoba, Nyezi, Msimang, Leepile, Kabane, the motion was adopted unanimously on the proposal of Mr L. Mfeka seconded by Mr Rajulu.

(27) On Abyssinia

(a) The All African Convention hereby expresses its utmost condemnation of the savage, unprovoked and unwarranted attack made by Italy upon Abyssinia and declares as its considered opinion that the ruthless action of Italy can only be regarded as large scale violence against fundamental human rights.

(b) Further this Convention sees in this action of Italy a continuation of the game of grab which the imperialist nations of Europe have played in this continent whereby millions of inhabitants have been deprived of their land, exploited and robbed of their labour.

(c) This Convention hereby declares its conviction that imperialism which has thus resulted in the ruthless destruction of life, in violent acts of robbery, in increasing exploitation and in the destruction of African culture is an evil force to be exposed, condemned and resisted.

(d) The All African Convention recognises the value and desirability of establishing contacts with Africans and African organisations in other parts of the world. To this end the All African Convention believes that a call to international conference of Africans and overseas peoples of African descent should receive the serious consideration of the Executive Committee.

(28) Overseas Contacts

Having in mind the desirability of establishing and maintaining contacts with other African peoples and organisations and overseas peoples of African descent

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(c) To evolve an intermediary policy of using what can be used and fighting against all that we do not want. The advantage here is that we can keep the goal we are striving for constantly in view before us and work for the repeal of these colour bars backed by the strongest supporting forces in the country. We would keep our self-respect, get new opportunities to initiate fresh efforts, educate backward followers and ensure loyalty. Its drawback is that it will prolong the battle and exasperate those who are burning for quick results.

(d) There will possibly be other alternatives that will emerge from your discussions. Whatever be the diversity of opinions you hold, you will be well advised to be mutually tolerant, remembering that we are all working for the same end, to save Africa from virtual serfdom.

There will be no divergence of opinion as to the need of self-help and a more effective mobilisation of our economic forces for that purpose. Here I shall venture a few suggestions.

We should find a solution for an escape out of poverty by all practicable means within our power. So long as we are an impoverished community we shall never rise and scale the heights of success to which our mental and physical capacity entitles us to attain. We should burst our way into the vocations that create wealth among our communities. Those of us who secure a better education must abandon the idea of confining our ambition to Teaching and the Ministry, necessary as these are in all life. It is time for us to take up Law, Medicine, Commerce and progressive Farming. Business and Commerce must be stressed and much propaganda carried out to further them. Let us learn how to support our own traders however humble they may be, out of a patriotic spirit of African nationalism. Nationalism or race-pride has been rightly condemned in so far as it is a sentimental abstraction and an isolated ideal, but it is a necessary preliminary step for people in our stage of development to attain commercial effectiveness, especially because we have often been criticised for being bad business men as a race. I do not subscribe to that condemnation, and it is for us to disprove it by deeds. In America I found a slogan among the Negroes "Keep your money within the colour," meaning that a Black man should do all his shopping at another Black man's shop whenever possible. If a Negro trader supplies good sugar, then all the Negroes in the town or district buy their sugar at his store, making him flourish and provide employment to others of his race. Following that example, we could multiply the number of our humble shoemakers, tailors, grocers, taxmen, bus contractors, butchers, farmers, cooperative stores, adopting a scheme of self-upliftment to counter the Government's anti-Black and repressive "Civilised Labour" policy.

Among our tasks is that of educating our Union rulers on our view of affairs and our reason for claiming equal rights, because our situation here is but symptomatic of the world-wide travail of all repressed communities and dominated classes even apart from the local colour problems that complicate and obscure the true issue of class repressing class. Our ways of thinking have to be

revised till we dispassionately apprehend the general problem of our failure to live amicably as an evil facing all mankind, and as such needing concerted effort by all nationalities. We must be agreed and determined upon certain fundamental principles such as these -

(a) Segregation and colour bars must go, alternatively we want a separate State of our own where we shall rule ourselves freed from the present hypocritical position.

(b) Economic repression must go. We can do that partially ourselves, for if we but knew our power we could hold up the industries that depend on our labour in one day and secure terms approximating fairplay. We are not so powerless as we often imagine ourselves to be.

(c) Selfishness must go. In our primitive African tradition we used to smell out and destroy all abnormally acquisitive individuals as a danger to society. By this crude method we guaranteed all men a chance to have food, shelter and clothing without prejudice. This is a lesson we Africans can teach Christendom, for Christendom still needs a change of heart from selfishness.

The supreme task of this Convention is to protect the interest of Africans not only in the Union but in all Africa. It is our duty to protect our fellow Africans in the Protectorates against being forced into the Union of South Africa contrary to their wish, until the policy of the Union is changed and made more liberal than it is at present. One eminent European press writer in this country last February flattered us in the following words - "Thus All African Convention is to-day to the Natives of the Union what the India Congress is to the people of India. It is recognised by the Parliament of this country as the mouthpiece of the Natives of South Africa, and any resolution which it takes on Native questions will carry great weight not only with the Black peoples of the whole of Africa, but also with the Government and Parliament in Great Britain."

That is the outcome of unity and unified organisation which we must jealously guard against losing. In order to retain this unity, we, leaders, must avoid mental stagnation. Our minds should be kept refreshed by the breezes of fresh knowledge gotten from the vast available literature concerning what other leaders in the rest of civilisation are doing in facing problems similar to ours.

For example, a stirring Presidential Address was delivered last April in Lucknow by Mr. Jawaharlal Nehru, head of the All India Congress, a perusal of which (in its full version) gives much food for thought. In the course of that address he indicated that the efficiency of Congress organisation means little if it has no strength behind it, "and strength, for us, can only come from the masses." He emphasised the fact that the vital section of the Indian population was that of labour and the peasantry, and that the leaders must protect these classes from suppression and exploitation, for the most important question was appalling poverty, unemployment and indebtedness. Hence the need for closer contact with the masses.

These exhortations are applicable to us. Whatever we do or decide upon, we

our amazement, it was taken and pushed through without further reference to us. No regard was paid to our request for the excision of the Squatters' Section. Four of the few members who loyally fought for our cause (all thanks be to them, the courageous eleven who worthily challenged the course of ruthless injustice) at the Joint Sitting were made to count for nothing, the proceedings at one stage being steam-rollered in dictatorial fashion, concluding with a photograph and festive celebrations, I believe, elsewhere.

The impression one got of Parliamentary methods in South Africa was that only the interest of White men is considered by the majority of members. Everything is rigidly subordinated to that interest. Outside the walls of Parliament one found a large section, both articulate and silent, who fearlessly espoused our cause by press propaganda, public meetings and lobbying, and they represented the old liberal tradition that is dwindling.

Inside Parliament, however, there is one paramount interest, that of the White man. To demonstrate this, let us, for instance, take the Budget. Most State budgets in the world normally show some degree of lopsided incidence of taxation burdens as between those able to pay and those too indigent to pay, groups known as "the haves" and the "have-nots." This year's Union budget has as rounded everybody in its totally callous neglect of consideration for the poorest section of the population who have silently shouldered their taxation without getting anything from the vast wealth they help produce for this country. Indeed the Black man planteth the vineyard but eateth not of the fruit thereof.

For us the budget speech affords but little joy. Its gifts are lavished among the rich in such profusion that some of the white beneficiaries have actually declined to accept the gifts out of a sense of shame and fear of their constituents. The Minister of Finance, perplexed to find ways of scattering his phenomenal surplus derived from cheap Black labour, a surplus that has recurred for years in succession, chose to relieve the opulent groups from income tax, leaving the lucky White farmers, because of their omnipotent franchise power, free from all direct taxation that cannot be labelled nominal. These farmers were privileged to feed their cattle and pigs at a cost of only 5/- per bag of maize during the drought while starving Natives had to pay 18/- a bag to save life from death, as the Government had made a law for the convenience of White farmers to sell mealies in England for about half-a-crown, feed their animals for 5/6 but charge the hungry Africans 18/-, and turn round to us and say it is the law, and the law cannot be changed! That is the meaning of the new policy of "Trusteeship" so-called. I think it stands self-condemned *ab initio*.

No wonder our neighbours of Rhodesia have characterised it as being "dis-tinctly ungenerous." Just think of the ghastly fact that the Black races have enabled the Government to reap profits of over six million pounds per annum through their cheap labour at the mines, labour that would cost four million pounds more if it were White labour, especially when working profits have risen by 100%, and dividends swelled by 70%, the Treasury will not let go the one odd

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million pounds of Poll Tax sucked out of the blood of our people under distressing circumstances of poverty and even penny. Nobody in Parliament so far as I am aware suggested the reduction or abolition of this draconian tax of blood. I think it is fair to be taxed according to income and ability to pay, but the Native Poll Tax of £1 all round is a savage anachronism. On the one hand the pensions for aged White men of sixty, who never pay Poll Tax as we do, have been increased, while on the other hand the Black men of sixty who are too poor to pay any tax but have always paid it, get no pension whatever and are forced by law to find £1 or go to prison. Parliament genuinely does not know that this tax absorbs the wages of two full months each year in the case of thousands of our people. Such things will be known only when we are represented on an equality by Black men in Parliament, and there are many in this hall who are good enough for that position. We have no choice but to keep on agitating for this equality. Otherwise we shall never be rescued from this travesty of justice.

Last December in this hall we held a mammoth and epoch-making gathering representative of every conceivable African organisation in the Union and parts of our adjoining Protectorates, for the purpose of giving our reply to the Native Bills such as they were then. We framed a unanimous answer and your committee proceeded to carry out your instructions, it is hoped, to your satisfaction. We must now make plans for the future and consider:

(a) What to do with the new Acts, (b) how to consolidate this organisation and promote its unity and efficiency, and (c) devise schemes for improving our economic welfare by self-help.

We are thus confronted with a greater problem than ever, a problem demanding prevision or foresight instead of precipitate impetuosity, sanity in place of hysteria, and combined action rather than mutual wrangling. Your discussion will, I hope, result in a sensible agreement as regards our attitude to the new legislation and towards the future of the Convention.

You will have to examine a number of possible courses along with their advantages and disadvantages. Among these will be - First, to declare a complete boycott on all the new Acts, adopting a policy of retaliative reprisals and bottled revenge.

In favour of this, we could startle White South Africa, attract the notice of the rest of the world and win our rights by using the fear of a bloody revolution as a weapon of propaganda.

Against this, one cannot calculate what the end of it would be. It might end in disaster. It presupposes that every single person literate and illiterate will obey our word of command. It presupposes a perfect organisation where there are no blacklegs. It will be hard to apply it to the Land and Trust Bill. Its collapse would make the last state worse than the first, because it would preclude all possibility of our unity thereafter. It rests on the use of force.

(b) To make an unconditional acceptance. This course offers no advantage whatever, for it would mean we accept all these laws as being just.

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Document 11. "Presidential Address" by Professor D. T. Jabavu, AAC, June 29, 1936

All Africans, as well as all other non-White races of the world, have been staggered by the cynical rape by Italy of the last independent State belonging to indigenous Africans. After hearing a great deal for twenty years about the rights of small nations, self-determination, Christian ideals, the inviolability of treaties, humane warfare, the sacredness of one's pledged word, the glory of European civilisation, and so forth, the brief history of the last eight months has scratched thus European veneer and revealed the White savage hidden beneath.

Two decades ago, millions of human lives were sacrificed at the altar of Belgian neutrality, to-day nothing has been done to stay Italy's determination to butcher in cold blood and asphyxiate our peaceful fellowmen of Ethiopia. Italy's defiance of solemn pledges has been met by hesitation, prevarication, caution, dialectics and pusillanimity, in turn. In 1914 it was a case of a White European nation, Belgium, to-day it is only Black Abyssinia.

As on other occasions, the Churches of the countries concerned claimed that God was fighting on their side, and invoked His blessing to prosper their imperialistic ambitions. Organised Christianity has so far failed to curb the animal propensities of rapacity and selfishness in the hearts of men who rule empires. The present world muddle seems to be exactly what it was two or three thousand years ago. Take away our scientific knowledge of tools and we are where we were then. One man did paint and illustrate a better way of living, but was murdered by his Jerusalem contemporaries for doing so. His professed followers have ended in lip service to Him, so far as war goes. They have partly wished to effect the change, and partly failed to take the necessary risks. Our Prime Minister, if I interpret his Parliamentary speech rightly, has disowned or superseded Christianity as a working proposition in politics. The governing ideal in human history is once more the Law of the Jungle. The modern system centres round the glorification of national empires. In so far as we are included as subjects within and under these empires, we share the blame for their tragic obliquity even against our will.

The structure of European political morality has suddenly tottered and collapsed from above our heads down to its pristine level of the jungle that obtained two thousand years ago.

Might is still right, though it is no longer the might of the sword but the vaunted science of aeroplanes raining dynamite bombs and poison gas. That, in short, is the pride of so-called White civilisation. It constitutes a moral challenge to the rest of humanity.

During the debate on the Colour Bar Bill at Cape Town in 1926 one member triumphantly asserted that he supported the Bill because self-preservation was the first law of nature, and defended the policy of repressing the non-Europeans of this land. Early this year Parliament again endorsed this policy by backing the Prime Minister who declared -

"I do not understand at all what you mean by Christian principles. Christian principles count for very much, but there is a principle of self-preservation for a nation, the principle which causes everybody to sacrifice his life in time of war. I place that principle still higher. It is the only principle, that of self-preservation, of self-defence, by which humanity itself and Christianity itself will ever be able to protect itself."

This astounding declaration rules out Christianity very clearly from the politics of the Cape Town House of Assembly, because, as one well-known writer puts it,

"Politicians are men of the world - of a world so close and familiar to them that they can no longer descry either its wonder or its horror. That familiarity beclouds the wider and deeper aspects of truth and corrodes the spiritual instruments that apprehend them, it is no rare thing to find its victims mistaking a balance of conflicting selfishnesses for justice, and supposing freedom to exist wherever active revolt is not."

Guided by this philosophy of self-preservation as a basis for discrimination, the Union Parliament has, since its existence from 1909, registered no less than thirty-six pieces of colour bar legislation against us, and this seems the only basis on which such laws can be justified. Parliament has grown accustomed to passing differential laws at our expense as a matter of course. They have fallen into a rut, as it were, from which they are unable to emerge. They will. Out of sheer habituation they take it for granted that segregation laws are morally right *per se* even where the rights of those on the opposite side of the colour line are interwoven with theirs, as, for example, the indirect taxes through which we circulate millions of pounds over which we have a mathematical and moral claim to have a say on terms of equality. To be denied the equal right to dispose of money we equally contribute is the absurd logic of segregation. We have been legislated out of our equal right to sit in the Provincial Council by reason of our black colour, segregation and self-preservation.

When we interviewed the Prime Minister last February as a deputation representing the All African Convention, all our instructions from you were inflexibly rejected on the ground that Parliament only wanted this, and not that. No heed was paid nor reference made to our answers given through the five official regional conferences at Maritzburg, Pretoria, Mafeking, King Willem's Town and Umtata, that cost the State £4,000 ostensibly for the purpose of ascertaining our opinion. We asked for bread, but got a stone. We asked for the preservation of the political *status quo*, but got, instead, a new Bill embodying our political inferiority and segregation plus a new colour bar in the Provincial Council. On asking for the postponement of the Land and Trust Bill till we had the chance to visit the released areas *in loco*, the Prime Minister gave us to understand that the Land Bill would not be proceeded with straightway after the first Bill, but, to

Mr B Mashologu (Basutoland) contended that the Cape were not the franchise, for the Natives there could not send the people they wanted to Parliament, but were bound to send European candidates elected by other people. No race could be adequately represented by another. The Cape Natives had the shadow but not the substance.

Mr J Marx [Marks] (Johannesburg) said it was time that a halt was called to the blundering exploitation of the Natives. The time had arrived for the consolidation of the African people against their offenders. The present policy of subordinating the Natives and chiefs was bound to end in bloodshed. An active policy should be adopted by the Natives, who should refuse to pay taxes until their rights were recognised.

The resolution was then submitted to the convention—and unanimously passed.

On Wednesday the Council and Land Bills were discussed and resolutions thereon adopted.

In the evening numerous votes of thanks were proposed and passed.

In bidding the delegates farewell, the vice-chairman, Dr Xuma, said that the Bantu had reached a higher stage of civilisation than most people realised. At this session of the convention they had retained their dignity, which was a tradition of the African people. They had behaved as ladies and gentlemen of Africa and true sons and daughters of the soil. More august bodies had not behaved so well when faced with such grave circumstances. He thanked the delegates for their decorum.

Votes of thanks were passed to the Chairman and all the office-bearers, all the committees, to Mr Mapkela and the local committee that organised the boarding and lodging arrangements, all helpers, the Bantu Press, the local Press, especially the Reuter service, and everyone else concerned.

The Convention came to a close with the singing of the Bantu National Anthem *Nkosi Sikelel i-Afrika* (God Bless Africa).

Document 10 Resolution of the Executive Committee of the AAC, February 15, 1936

Whereas the All-African Convention, held at Bloemfontein on December 16, 1935, had resolved that it was opposed to the abolition of the Cape Native Franchise and had reiterated its firm conviction that the Cape Native Franchise was a matter of such vital importance to all the African people of South Africa that it could not bargain or compromise with the political citizenship of the African people by sacrificing the franchise as is proposed in clause one of the Representation of Natives Bill,

And whereas the said Convention had appointed a fully representative executive committee, inclusive of Africans from the four Provinces of the Union, and

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had empowered this body to investigate and to use all possible methods of persuading the Government and the Hon Prime Minister and the House of Assembly to refrain from passing this clause of the Bill,

And whereas the members of the executive committee of the Convention had assembled in Cape Town since the opening of Parliament in January to initiate and negotiate with the Hon the Prime Minister, the members of the Senate and the Parliamentary representatives most concerned with the native vote,

And whereas the result of the interview of the All-African Convention executive with the Hon the Prime Minister on February 15, 1936, was the absolute refusal of the Prime Minister to withdraw Clause One of the Bill and the substitution of an offer by him to retain the Cape franchise in an atrophied form of separate rolls for native voters and the right to elect three members for the Assembly and two European members for the Cape Provincial Council and an additional two European Senators,

And whereas the Hon the Prime Minister had refused our pressing request to refer the Prime Minister's new proposal to our people in convention, now, therefore, we have no alternative but to adhere to our mandate to oppose any alteration of the present Cape native franchise.

The All-African Convention Committee feels that the blame for the deadlock thus created must not be placed on them for any national repercussions that may result from the indiscretion of ill-conceived and one-sided legislation.

The executive committee is convinced that the fundamental principle of full political equality hitherto entrenched in the Cape native franchise will be fully and unjustly violated by the passage in Parliament of Clause One of the Bill, a violation that would perpetuate the discrimination against the natives of South Africa by reason of their colour, throughout all future legislation by Parliament.

Further, the executive committee is convinced that this differentiation in electing the law makers of the country of which the natives form an integral part, cannot, in any circumstances whatsoever, receive their support, sanction or ratification.

The committee is firmly convinced that the policy of common citizenship, as expressed in the Cape Native Franchise, is the only one that would ensure harmony between the races and make South Africa the palladium of racial peace in Africa.

The committee further considers that the proposal embodied in Clause One of the Bill constitutes a departure from the spirit of the Treaty of Vereeniging in which provision was made for the consideration of the granting of the franchise to natives in the north after the introduction of self-government to the Orange Free State and the Transvaal.

The committee is convinced that the only safe form of franchise would be one which, regardless of race or colour, is based upon a common form of qualification.

of the two sexes. The non-Europeans were uniting because something was threatening their very lives. The Natives had no other country to which they could go.

The non-Europeans, while thanking their European friends for their support, had to go ahead themselves. The Natives were not a peculiar people who had to be carried on the backs of others forever. They had to be helped to help themselves. They would have to give their all so that the Europeans could realise that the Natives were here.

She reminded them of the saying *Eendrag Maak Mag* (Unity is Strength) and exhorted the Natives to live up to it.

On this note, the convention adjourned until Tuesday.

For three days the committees on Resolutions worked twelve hours a day right into midnight of each day, while the draughtsmen and typists worked without cessation.

Monday evening, for the unemployed delegates, was devoted to a grand reception function organised by Mr T M Mapikela and his local hospitality committee.

On Tuesday morning the President called upon the Convention to discuss the Franchise question in the light of the Bills and the draft resolution tendered by the Committee on the Native Representation Bill.

The following is a selection from the speeches delivered.

Mr S P Maseke contended that at the Treaty of Vereeniging the assurance had been given that the question of granting the franchise to the Natives of the Free State, Natal and the Transvaal would be considered after South Africa had obtained responsible government. But nothing had been done to implement that promise. Even in the Cape, where non-Europeans had the vote, they had been deprived of their right, for it had been laid down in the South Africa Act that members of Parliament had to be of European descent.

Mr T M. Mapikela (Bloemfontein) said that no promise had been given at the Treaty of Vereeniging, though it had been said that the matter should be left to the South African Government. The Natives had been deprived of all their rights by the Act of 1909, when they had not raised a voice in protest. They had been defeated, and they should now make a big bid to obtain the rights they wanted.

Mr G G. Coka (Johannesburg) said that Natives were being robbed of rights they had possessed for 80 or 90 years. The Government policy was Imperialism—to keep the Natives in slavery by giving authority to reactionary chiefs. It was nothing but open bribery. He wanted the chiefs to know one thing. If they were going to serve their people they must throw aside these gifts. If they were not going to work for their people they had to be the good boys and lackeys of the Whites. The granting of representation to the Natives in the Senate was a sop. It was the duty of the chiefs, if they wished to do their people good, to organise and struggle to secure the franchise for the Native people.

Mr. S P Akenae (Pretoria) said that the object in transferring Native representation from the House of Assembly to the Senate had been to enable the Europeans to present a united front, which meant that trouble was brewing for the Natives. Another instance of this had been the two great White parties—the South African and National Parties—had come together in Fusion.

As evidence of the obstacles put in the way of the Natives, Mr P. T. Xabanisa (Idutywa) said that in 1852 the qualification for the Native voter in the Cape had been the ownership of a house worth £25. Subsequently this was increased to £50 and then to £75. The Natives had worked and sold their stock to build such houses.

The Rev R M Tunzi (Kokstad) said that the Natives should not have to go on bended knees for what they were entitled to. They should have equal rights in this country.

Mr B S Newana (Port Elizabeth) said he also wanted to register his protest against a policy of permanent retrogression. Some people seemed to think that there was something in the council system of representation. Such a system was operative in the Cape Province, but it excluded the thousands of Natives in the urban areas. What hope, therefore, had the urban Natives in the northern provinces in the Government's council system?

Mr R H Godlo (East London) said that there could be no substitute for the right of citizenship. On it there could be no compromise. The franchise, he contended, had been virtually conferred on the Natives under the fifth ordinance of the Cape, 1828, which had granted the Natives a legal and economic status. The Natives should tell the Government they were not prepared to compromise on the franchise.

It was not satisfactory, Mr Godlo said, to give the Natives a separate franchise and separate representation. That would still debar them from the rights of citizenship.

Mr I B Mbelle (Pretoria) declared that in 1926 General Smuts had said that if the Natives of the Cape were deprived of the vote, it would be a direct violation of the constitution. General Smuts had also said that no change should affect those already registered as voters. The Natives, if given the vote, would never be able to swamp the White man, because the White man and the White woman both had the vote.

Dr G H Gool, an Indian of Cape Town, said that in the Cape the colour bar had been smashed and it was up to the Convention to smash the colour bar in the rest of the Union. The Cape delegates were not present to discuss the Native Bills, but to reject them *in toto* and lay the foundations of a national liberation movement to fight against all the repressive laws of South Africa. The position of the Bantu people in South Africa was like that of the worker in Britain during the industrial revolution when, in 1832, the workers were deprived of their vote. It took the workers many years to regain that vote.

sary, and £20,000 on the improvement of the sanitary conditions of the locations and the negotiations now in progress between the Town Council and the Provincial Administration for the allocation of £20,000 to be used for the erection of new schools in the locations .

In a brief address to the delegates, Mr J R Cooper, superintendent of Bloemfontein's Native Administration Department, who had been called on by the Chairman and described as the most popular location superintendent in the Union, expressed the opinion that the failure to administer Native affairs with satisfactory success in some centres could be attributed to three facts (a) A need for machinery to enable consultation and co-operation between the location inhabitants and the local authorities, (b) the fact that many location inhabitants did not take a lively interest in their own welfare, (c) the absence of support for the members of the Native Advisory Board after their election

Thanking the Mayor and Mr Cooper, Professor Jabavu said that the delegates to this, the most representative convention of Natives in the history of South Africa, had not come on a joyful errand, but "with sorrow deeply embedded in our hearts."

The tendency today was to enforce legislation on the Natives without consulting them as citizens of the Union. The object of the convention was to give expression to Native opinion and to show the need for consulting it. Members of Parliament, sitting in comfortable chairs in Parliament, thought of the Natives only in connection with matters such as the vote and other theoretical things and ignored the economic straits into which the Natives had fallen and their famines and hardships. The convention was intended to show that the Native was sufficiently developed and educated to be worthy of consultation on matters affecting his own well being and existence.

The convention got down to business in the afternoon when Professor Jabavu gave his address from the chair

On the conclusion of this address, some telegrams were read to the convention, loud applause being evoked by one from Moscow exhorting the Natives of South Africa to set about their historic task and assist in the struggle of the Negro peoples against exploitation and oppression

The following submitted as an unopposed motion by Mr Keable Mote (Kroonstad), was carried "This convention vigorously protests against the predatory war carried on by Fascist Italy against the relatively unarmed Abyssinian people, and pledges itself to do all in its power to support Abyssinia in her gallant and heroic struggle against the Italian invasion. Further, the convention calls upon the League to impose all sanctions, even up to the point of forming a military bloc against the aggressive Fascist Italy. The convention feels that the present war may serve as a prelude to an Imperialist world war. Thus it appeals to the Africans to realise the imminence of a world war, and to do all they can to struggle against such a danger"

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The Rev John Robbe (Natal) said that the Natives of South Africa were passing through a crisis. These Bills were supposed to be the basis of the Government's policy towards the Natives. They were thus of vital importance. In Natal the Natives had passed a resolution urging that their introduction should be deferred, pending their being submitted to a national Native council for full consideration. It had taken a Select Committee of Parliament eight to nine months to come to its recommendations, the Natives were being given only three months to consider them. On that Select Committee no Bantu had served.

He trusted that the convention would not be productive of inflammatory oratory, and that the best brains would be used in drafting its resolutions.

Mr T McLeod (Kimberley), vice-chairman of the African People's Organisation, said that all the non-Europeans should stand together, whether Bantu or Coloured. Both had their rights restricted. It had been said that the Government was trying to improve the lot of the non-Europeans. And yet the Government proposed taking away the franchise from the Coloured. He challenged the wisdom of this action, and claimed that the best parliamentarians in the Union had come from constituencies in which the Coloured people had the vote—men who had been elected by Europeans and non-Europeans together.

The Rev Z R Mahabane (Kimberley) said that while some Natives were concerned about the land question, others were concerned about the franchise. For the Bill in this connection was a challenge to the non-European.

The Natives must not be reduced to a position of political inferiority. As permanent inhabitants who had made their contributions to the general welfare and progress of the country, they claimed the right of partnership in the management of the affairs of the country and in determining and shaping its course. Otherwise the Natives would have to raise the cry of the American colonists "No taxation without representation."

The European vote had been strengthened by the granting of the franchise to women—and now the Native was to be disfranchised. By what right did the White man claim to rule the Native, unless it was by the out-of-date doctrine of the divine right of kings reincarnated as the divine right of the White man? He hoped the convention would claim Cecil Rhodes's policy of equal rights for all civilised men, irrespective of colour, and the doctrine of no government without the consent of the governed.

Dr A B Xuma (Johannesburg) said that in the northern provinces of the Union there had been manhood suffrage, limited to Europeans, for some years, whereas in the Cape there had been manhood suffrage irrespective of colour. In 1930-1931 the franchise had been given to European women, but not to the non-European women in the Cape. He desired to show that there were non-European women quite fit to have the vote and called on Mrs Charlotte Maseke, B Sc (Cape Province), "the mother of African freedom in this country," to speak.

Describing the convention as a wonder conference, Mrs Maseke drew attention to it being representative not only of the various parts of the country but

(8) THE PERMIT SYSTEM

Another resolution read:—

“The convention learns from reliable sources that wholesale arrests are being made in Reef municipal locations as a result of the unexpected reintroduction of the permit system. The convention respectfully requests the Minister of Native Affairs to order a halt of these arrests until the leaders of the people have had the opportunity of studying the situation and making representation to the authorities.” This was passed.

(9) DISEASES

Dr G. H. Gool, of Cape Town, proposed that the Government investigate the health position of non-Europeans in South Africa, as reflected in the high death-rate from certain preventable diseases and take the necessary steps to remedy this state of affairs. The convention also recommended the establishment of National Councils of African Women in all parts of South Africa. Agreed.

(10) DEPUTATION

A deputation consisting of a representative from each province will go to Cape Town to interview the Minister of Native Affairs (Mr P. G. Grobler) and to present to him the resolutions of the convention. Agreed.

SUMMARY OF PROCEEDINGS

The attendance numbered about 400 delegates, there being 30 from Natal, 70 from the Orange Free State, 100 from the Transvaal, 200 from the Cape (including British Bechuanaland and the Transkei Territories), 10 from Basutoland and one from Swaziland.

The delegates arrived on Sunday morning, 15th December, 1935, and registered with the local committee at the office of Mr T. M. Mapikela, the Chief Headman of all the Bloemfontein locations.

At 11 a.m. the Convention religious service was conducted by the Rev. Abner Mtumkulu of Durban, and at noon Professor Jabavu was unanimously elected Chairman of the preliminary meetings in preparation for the official commencement on Dingaan's Day, and the sub-committees started straightway to work at the four draft bills.

The committee, confirmed on Monday, were the following —

1 *Executive Committee of the Convention* —

President Professor D. D. T. Jabavu (Fort Hare, Cape)

Vice-President Dr. A. B. Xuma, M.D., B.Sc. (Johannesburg)

General Secretary H. Selby Msimang (Johannesburg).

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Record Secretary

R. H. Godlo (East London)
Clerk-Draftsman Z. K. Matthews, M.A., LL.B., (Amanzimtoti, Natal).

S. D. Ngcobo, B.A. (Amanzimtoti, Natal).

Treasurer Dr. J. S. Moroka, M.B., Ch.B., (Thaba Nchu, O.F.S.).

Committee Members All Chiefs ex-officio, and

(a) Natal Rev. J. L. Dube (Phoenix)

Rev. A. S. Mtumkulu (Durban)

W. W. Ndlovu (Vryheid)

A. W. G. Champion (Durban).

J. Kambule (Ladysmith)

(b) O.F.S. C. R. Moikango (Bloemfontein)

Keable Mote (Kroonstad)

R. A. Sello (Kroonstad)

R. Cingo, B.A. (Kroonstad)

T. M. Mapikela (Bloemfontein)

(c) Transvaal R. V. Selope Thema (Johannesburg)

L. T. Mvabaza (Johannesburg)

P. A. M. Bell (Johannesburg)

T. D. Mveli Skota (Johannesburg)

E. T. Mofutsanyana (Pretoria)

Rev. Z. R. Mahabane (Kimberley)

C. K. Sakwe (Idutywa)

Alex. M. Jabavu (King William's Town)

J. M. Dippa (Port Elizabeth).

P. Mama (Cape Town)

2 *Franchise Committee* A. M. Jabavu (Convener), C. K. Sakwe, R. H.

Godlo, J. S. Mazwi, J. M. Dippa, Ch. Jer. Moshesh, L. G. E. Bam, Z. R. Mahabane, Dr. Molema, Rev. A. Mtumkulu, Rev. E. Mdolomba, Dr. Xuma, T. M.

Mapikela, Ch. H. Bikitsha, A. W. G. Champion

3 *Land Committee* Ch. W. Kumalo (Convener), Dr. Moroka, Dr. Seme, Ch.

C. Mopeli, L. T. Mvabaza, P. A. Bell, A. Mazingi, W. M. Ndlovu, Rev. J. L. Dube,

T. Poswayo, P. T. Xabamsa, J. Madupuna, H. Msumang, Dr. Moroka, W. P.

Mlandu, J. Marks

4 *Council Committee* E. C. Bam (Convener), G. Dana, M. Balfour, H.

Ntantuli, Rev. R. M. Tunzi, N. S. P. Maseko, S. D. Ngcobo, J. Mpanza, Ch. I.

Mgudlwa, S. P. Mqubuli, Rev. J. Lakhong, C. Moikango, Tsala, Kambule, G.

Dana, Tsoai, Motshabi, Lebere, Molaltou, Ramalane.

The Convention was officially opened at 9.30 a.m. by His Worship the Mayor

of Bloemfontein, Mr. A. C. White, who, after welcoming the delegates to Bloem-

fontein, expressed the hope that they would find time to inspect the amenities

offered to the Natives of Bloemfontein's locations. He referred to the seven

schools in the location, the Y.M.C.A., the thirty churches and the bioscope. He

told of the Town Council's decision to spend £1,000 on a new Native dispen-

sary.

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Lands Bill nothing had been given to the people in the Free State. Others again suggested that the poll tax should be written off, as had been done in the case of the debts of the farmers.

(4) GRIEVANCES FROM OPPRESSIVE LAWS

Mr F H M Zwibe (Port Elizabeth) seconded by Mr Marks (Johannesburg) moved the following omnibus resolution on repressive legislation —

“(1) That, as a direct result of repeated and unfair declarations by members of the Government and others to the effect that Africans are a menace in this country, a stigma has been cast and glibly received in South Africa, to the detriment of the aborigines

“(2) That since then and until today the trend of legislation has been inclined to oppression and repression. Laws like the Riotous Assemblies Act, the Native Service Contract Act, the Poll Tax Act and the Pass Laws are oppressive

“(3) The convention feels that the Union Government has not regarded the Union Africans as part and parcel of the community of South Africa

“(4) That the continual discrimination, politically and economically, has tended to emasculate the Africans and to relegate them to a position bordering on slavery

“(5) That, whereas compensation and consideration have been extended towards the White community by way of pensions, a White labour policy, the remission and alleviation of taxation, Land Bank assistance to farmers, the supply of milk to White children out of public revenue, the minimum wage determinations, compensation for South African War losses, and facilities for White education, very little of the legislation in this country has been devoted to assure Union Africans of their citizenship in a democratic country like South Africa

“(6) That Union Africans have been treated like aliens in their own country

“(7) That this attitude of the Government has grievously violated and injured our susceptibilities, and we now pray, as His Majesty's loyal subjects who have been patient 'like asses' and loyal despite all these disabilities, that His Majesty's Government should consider the redress of these grievances and alleviate the Black man's lot

“(8) That this convention fully and firmly believes that the prosperity and progress of South Africa lies solely in the contentment of each and every one of its population, irrespective of colour or creed”

This was passed unanimously.

(5) PROPOSED WOMEN'S ORGANISATION

During the congress the women delegates met and adopted a resolution expressing admiration of the stand taken by the convention “We feel,” the resolu-

tion continue that the time has come for the establishment of an African Council of Women on lines similar to those of the national councils of other races, in order that we may be able to do our share in the advancement of our race”

This was adopted and registered as a Convention Resolution

(6) CONVENTION ORGANISATION

It was further resolved and unanimously agreed that

“(a) This Convention is from henceforth an organised body

(b) That the present Executive Committee is empowered to act until the next meeting of the Convention

(c) That the present Executive Committee draft a Constitution to be circulated among the delegates, the constituent organisations, and the African press in preparation for discussion, amendment and adoption at the next Convention meeting

(d) That in the hands of the Executive Committee be left all Convention matters such as the collections of Convention funds, the appointment and despatch of necessary delegations to the Government, and the summoning of next Convention meeting

(e) That collections be made from the public in lists endorsed by the signature of the President and all such funds to be sent to and deposited with the Convention Treasurer, Dr J S Moroka, P O Thaba Nchu, O F S, cheques being crossed ‘All African Convention per Dr J S Moroka’

(f) That the total funds aimed at be five million shillings—to correspond to the five million Bantu people—for the propagation of the purposes of the Convention as described in the Regulations”

[The delegates hereupon paid a shilling each, amounting to £17 and it was urged that shilling collections be made at home in all towns and villages, specially by Chiefs, from all sympathisers with the movement]

(7) URBAN AREAS

Another resolution adopted was as follows —

“The projected amendment of the Natives (Urban Areas) Act threatens to disorganise everything already initiated by urban Africans in the way of self-development. This is occurring at a time when no real efforts are being made to remove the causes of the drift to the towns of the rural African families. Therefore this convention respectfully and yet strongly urges the Government to desist from introducing further legislation that disturbs the progress already initiated by Africans in the urban areas”

of the Native population, which is predominantly rural, with sufficient land to allow of their making a livelihood

"The fact that this aim is ignored by the Native Land and Trust Bill can only be interpreted by the African people as a vague attempt to force them out of their reserves into a position of economic dependency.

"In connection with chapter IV of the Native Land and Trust Bill, this convention desires to point out that the problems of labour, tenancy, squatting, and so on, are a direct result of the inadequacy of the amount of land set aside for Native occupation.

"Further, this convention is convinced that the restrictive provisions of this chapter are not only unnecessary but negative in effect, and the convention urges the Government to drop this whole chapter in the Bill and to take as a first step -

"(a) A Union census of the Native population in order to ascertain the distribution and number of the Native people in the following areas. (1) The Native reserves and privately-owned Native lands, (2) Squatters, labour tenants or servants on European farms, (3) The proposed released areas,

"(b) The convention urges the Government to appoint a mixed commission to investigate the ownership of the proposed released areas

"This convention is of the opinion that only after these facts have been ascertained would it be possible to determine with any degree of accuracy the actual amount of land which is being made available for African occupation under the Land Bill.

"This convention welcomes the suggestion of the establishment of a South African Native trust, but recommends that the powers of such a trust be definitely defined, and further urges the Government that, in the event of the Bill becoming law, definite financial provision be made to enable the trust to secure sufficient land for the needs of the African people within five years from the date of the commencement of the Act, and also adequate additional funds to enable the proposed South African Land Trust to carry out its functions"

In seconding the motions, Mr H Selby Msimang (general secretary) claimed that the Native legislation had been undertaken in the dark and there was no intention on the part of the Government to grant more land to the Natives. The 7¼ million morgen of land had been set aside without any knowledge of the size of the population affected. In 1926, he stated, General Smuts had said that the reserves were over-crowded and that there were up to 9,000 squatters who would have to leave the land they occupied. He asked what had the 7¼ million morgen been released for and how many African families would be able to get accommodation there? If the scheduled areas were crowded where would the surplus population go? There was not sufficient ground to accommodate the Native population

Mr Msimang hoped that some relief would follow the release of the 7¼ million morgen, but he claimed that this area would be given to the Natives, for

land that had been placed on the schedules before 1913 as being Native-owned was now being released for Native occupation under the Bill. He mentioned a case in the Transvaal where a chief's farm—property which had been bought by the tribe and scheduled before 1913—was being released today. He requested that a commission be appointed to find out if the Natives were really getting any new land

There seemed to have been a conspiracy against the Native people, Mr Msimang continued, with the object of condemning them to everlasting economic slavery

More than a million Natives were living on the farms of Europeans under conditions bordering on slavery. They were called squatters, labour tenants or servants, but they received no pay. The labour tenants received strips of land to plough instead of payment and the farmers made sure that each received not more than ten bags of grain out of the land. This they accomplished by keeping the tenants busy with their work, with the result that the Natives either had to plough very late at night, or early in the morning. When weeding had to be done, the tenant's wives were needed by the employer for housework

Chapter four of the Bill stated that the squatters would have to leave the land within ten years and after that period each farmer who wished to keep a squatter would have to pay a licence fee. The labour tenant, however, only had to be registered under the name of the farmer. The Bill did not say what protection would be granted to the interests of the labour tenant. The farm owner would have the right to use the tenant's oxen without payment (chorus of dissent from the gathering) and he would also be able to take the milk from the tenant's cows. All this tended to drive the labour tenant off the land

Where would this man go, Mr Msimang asked. Would he try to enter service in the towns? A Government Commission had been appointed to seek means of driving the Native out of the towns and to keep him out

There was no room in the scheduled areas. No land could be given by the Trust. The result would be that the Native would have to surrender to the nearest person who would give him food

The Rev Z R Mahabane predicted the outbreak of a revolution in South Africa. The Europeans, he said, underrated the intelligence of the Natives and although there were only about two million White people in the Union they were appropriating 80 per cent of the land—the land that had been the birthright of the Natives. In addition the Europeans were creating further reasons for discontent among the Natives

Speaking as a man who occupied a position of grave responsibility among the community, Mr Mahabane claimed that the trend of Native legislation in South Africa was definitely going to lead to a Native revolution. He could see a revolt coming unless the policy with regard to the Natives was drastically altered

Other speakers claimed that the Government was taking the land of the Natives and returning it to them as a gift. It was true that under the Native

"(2) The said deputation to present the viewpoint of the African National Convention held at Bloemfontein on December 16 at the bar of the House of Assembly

"(3) That it be an instruction to the deputation to submit to Parliament the contention that, in the opinion of this convention, no permanent or peaceful solution of the franchise or land question is possible unless it is the result of mutual agreement between representatives of White and Black races, which is only possible by means of a round-table or similar conference

"This conference therefore respectfully requests the Government to consider the advisability of taking steps in the direction of calling together such a conference"

Mr C Kadale [Kadale] (East London) said that past experience had shown that it was futile to ask for deputations to meet the Government. In case another failure should be met with, he suggested that at the conclusion of the convention the meeting should not be closed, but stand adjourned. Thus the convention would be in a position to deal with any eventuality that might arise in future.

Mr J Gomas [Gomas] (Cape Town) moved that the delegates to the convention should be instructed to form committees in the towns and villages to organise protest meetings. Success could only be obtained on the basis of the mass organisation of the people to carry on the struggle for the rights and liberties of the non-Europeans of South Africa.

N.B.—All the above resolutions were passed with absolute unanimity, there being not a single dissentient, in the Convention sessions. In the committee on the Council bill the voting was 26 in favour of the resolution with 3 against. The harmony of the Convention was remarkable, when one considers its conflicting elements of extremists, die-hards, moderates and those who actually favoured the Bills (President)

(2) UNION NATIVE REPRESENTATIVE COUNCIL

On the Union Representative Council Bill the following finding of the convention's committee dealing with resolutions was submitted to the convention in the form of a resolution

"The proposals for the establishment of the Union Representative Council are not acceptable to this convention, for they are a substitute for the Cape Native franchise. This convention holds that the Government has the machinery provided for by the Native Affairs Act No. 28 of 1920, which is capable of improvement, through which the Government has power to consult the African people on matters and legislation affecting their interests.

"The convention urges the Government, therefore, to proceed with the establishment of the local councils in the Union under the 1920 Act and any amendments thereof."

Mr R H Godlio (East London), moving the adoption of the resolution, said

that the Natives had found much that was good in the existing local council movement, which could be extended, but the establishment of a new national council as contemplated in the Native Bills could not be accepted as a quid pro quo for the vote.

Dr P ka I Seme seconded

Mr L Minkulu (Lady Frere) pointed out that the formation of local councils was dependent on the wishes of local communities. He advocated the deletion of the last sentence of the committee's finding. To this the convention agreed.

The resolution was carried with the following in place of the deleted portion: "This convention is strongly opposed to the creation of another colour bar in the Provincial Councils under the guise of the Provincial Council representation of Natives, as contemplated under the proposed Representation of Natives in Parliament Bill. The system of representation in vogue in the Cape Provincial Council, where there are no restrictions on the participation of non-Europeans in Provincial Council matters is, in the opinion of this convention, a model which might well be adopted in the provincial systems of other provinces, as well as by the Union Parliament itself."

(3) NATIVE LAND AND TRUST BILLS

In introducing a number of proposals in connection with the Native Land and Trust Bill, Dr A B Xuma said that the Bills were a thorn in the side of South Africa. Land was the most important item in the life of a nation, and even aeroplanes, in spite of the wonders they performed, had to come down to the ground. The proposals he had to make were the outcome of the consideration of the executive committee of the convention.

The proposals, which were passed without opposition, were as follows—

"This national convention of chiefs and other representative leaders of the Bantu people regards the proper adjustment of the land problem as fundamental to the so-called 'Native question,' and therefore welcomes the attempt of the Government to deal with this matter.

"At the same time the convention wishes to point out that the efforts of the Government in this direction are vitiated by the gross inadequacy of the morgengage of seven and a quarter millions which it is proposed to set out as a maximum amount of land to be acquired by the Natives' land trust to be established under the Bill.

"When it is further borne in mind that, even if this morgengage were to be made available under the Bill, it would secure to the Native population only about 17 million morgen of the total morgengage of 143,000,000 in the Union, the failure to take into account the future needs of an increasing Native population will be realised.

"The true aim of land adjustment, we maintain should be to provide the bulk

on the principle of partnership. This principle of partnership could find expression in all the councils of the State.

"The common assumption that the South African conception of trusteeship is identical with that evolved and pursued in her colonies by Great Britain we believe is erroneous and misleading. The policy followed by Great Britain in her possessions and protectorates is that of trusteeship, to be eventually superseded by full partnership, viz., responsible government and Dominion status, as is instanced by the development of the relations between Great Britain and India. This is the direction in which British administration in Nigeria, the Gold Coast, Uganda and Tanganyika has moved and is moving. In these territories, where African interests are paramount in theory and very largely in practice, there are no rights, duties and obligations which are closed to Africans merely on the grounds of race or colour.

"The hope that the paramountcy of African interests will be achieved in the segregation areas dotted all over the country is diametrically opposed to the facts of the South African situation. In a country like South Africa, where the interests of the racial groups are inextricably interwoven, the attempt to deal with them separately is bound to defeat its own objects, and the placing of the destinies of the under-privileged groups in the hands of one dominant group, however well intentioned, is fundamentally wrong and unjust.

"In the light of the above considerations, the convention is convinced that the only way in which the interests of the various races which constitute the South African nation can be safeguarded is by the adoption of a policy of political identity. Such a policy will ensure the ultimate creation of a South African nation in which, while the various racial groups may develop on their own lines, socially and culturally, they will be bound together by the pursuit of common political objectives.

"The convention contends that this object can only be achieved by the extension of the rights of citizenship to all the groups.

"The idea that the granting of full political rights to the African people would constitute a menace to the peaceful development of the Union of South Africa is disproved by the history of the Cape Colony prior to Union. In that Colony the wars and racial friction which prevailed between White and Black prior to the enfranchisement of the non-Europeans may be contrasted with the harmonious and peaceful relations which had characterised the contact of the racial groups during the last seventy-five years.

"We recognise that the exercise of political rights in a democratic State demands the possession, on the part of those who enjoy them, of a reasonable measure of education and material contribution to the economic welfare of the country.

"The convention is therefore not opposed to the imposition of an education or property or wage qualification, as a condition for the acquirement of political privileges, and believes that such measures would adequately protect the interests of the White population in whose favour the dice are already heavily loaded

in view of the extension of adult suffrage to White men and women. In short, we believe that a civilisation test, such as was contemplated at the National Convention in 1909-1910, is equitable, but that the criterion of race or colour, which is implied in these Bills, is contrary to democratic government and is calculated to engender and provoke feelings of hostility and ill-will between White and Black.

"This convention is therefore opposed to the abolition of the Cape Native franchise and reiterates its firm conviction that the Cape Native franchise is a matter of such vital importance to all the African people of South Africa that it cannot bargain or compromise with the political citizenship of the African people by sacrificing the franchise, as is proposed in the Representation Bill. On the contrary, the Convention believes that the time has arrived for the immediate granting of the individual franchise to Africans in the northern provinces.

"The Convention enjoins all African inhabitants of the Union to observe Sunday, January 19, as a day of universal humiliation and intercession in their places of worship, public gatherings and private abodes. Prayers must be offered up for the Almighty's guidance and intervention in the dark cloud of the pending disfranchisement of the Cape Natives by the Parliament of South Africa.

"This convention makes a direct appeal to the honourable members of the Senate of the Union legislature, nominated by the Government for their special knowledge of the reasonable wants and wishes of the Native population, and to the members of the House of Assembly to make strenuous efforts in opposing the passage of the clause that disfranchises the Cape Natives in the Representation of Natives in Parliament Bill and otherwise to use their vote to defeat other objectionable features in the Native Bills.

"Furthermore, that the Governor-General, in his capacity as chief executive officer of His Majesty's Government in this country, be requested to refrain from assenting to the passage of this clause, if passed by the joint session of Parliament.

"This convention feels that it is imperative to appeal to His Majesty King George V and the Parliament of Great Britain, as the present representatives of the original beneficent donors of the Cape Native franchise, for an expression of their opinion in the event of such treasured gift being abrogated by His Majesty's Government in the Union of South Africa without reason.

"This convention commends the policy adumbrated in the present Native Bills to the close study of African inhabitants in the protectorates of Basutoland, Bechuanaland and Swaziland, particularly in regard to the proposed future incorporation of such protectorates in the Union."

The resolution on the franchise question was put to the convention and carried unanimously.

The following resolution, moved by Mr L. T. Mtshkulu, was carried.--

"This convention resolves --

"(1) That the resolutions on the Representation of Natives Bill and Native Land and Trust Bill be submitted to Parliament by a deputation of Africans during the next session of Parliament.

From: KARIS and CARTER (ed)

THE ALL AFRICAN CONVENTION

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Document 9 The All African Convention Proceedings and Resolutions of the AAC, December 15-18, 1935

(1) THE FRANCHISE BILL

On Clause 1 of the Representation of Natives Bill, the following Resolution was moved by Mr H Selby Msimang (Transvaal), seconded by Rev A Mzimkulu (Natal), that—(Preamble)

"In the opinion of this national convention of African chiefs and other leaders, the policy of political segregation of the White and Black races embodied in the Representation of Natives in the Senate Bill is not calculated to promote harmony and peace between the two races, for the logical outcome of its operation will be the creation of two nations in South Africa, whose interests and aspirations must inevitably clash in the end and thus cause unnecessary bitterness and political strife. The political segregation of the two races can only be justly carried out by means of the creation of separate States, and this, besides being undesirable and impracticable, is not contemplated under the Land and Trust Bill

"The denial to the African people of participation in the government of the country of which they are an integral part, on the basis of common citizenship, is not only immoral and unjust, but will inflame passions and fertilize the soil on which propagandists will sow the seeds of discontent and unrest

"The danger of denying to a people the right to work through constitutional channels for the improvement of its conditions is supported by the history of European countries, particularly in the first half of the nineteenth century

"Another principle of these Native Bills is to set up the White man as the trustee of the African people, and to relegate the African people permanently to the position of a child race

"This ought to mean that the Europeans are exercising, in the interests of the African, a disinterested tutelage for as long as this population is itself unable to take care of its welfare. The principle further implies that the trustee himself has no interest in the affairs he is administering, beyond the welfare of the ward. But where the White man forms part of the permanent population, as is the case in South Africa, the conflict of interests militates against the utmost good faith which a trustee ought to show in the discharge of his duties and responsibilities

"Under such circumstances this convention is convinced that the only policy which will adequately safeguard the vital interests of both sections is one based

Minister of Labour, apparently accused him of having once again taken part in subversive activities. Those who had cooperated with Gordon in Port Elizabeth denied these charges and stated that Gordon had confined himself purely to legitimate trade union work (The local Department of Labour had expressed its gratitude that the black workers were being organised because this would make possible the enforcement of existing wage regulation measures.)

However after Gordon's return from Port Elizabeth there are no more recorded references to his taking part in trade union activities and his career falls into obscurity. He may have feared re-interment if he continued his trade union work. He was probably also disillusioned at the way he had been rejected by the black trade unions in Johannesburg, unions which he had created and whose leaders he had trained. Gordon seems consequently to have escaped the repression which overtook so many trade union leaders after the Nationalist victory in 1948. At the time of his death in 1977 he was working for the Cape Town finance company, Gerber Goldschmidt and living in the suburb of Constantia

FOOTNOTES

- 1 E Roux, *Time Longer Than Rope*, E & W Roux, *Rebel Pit*
- 2 T Phillips, *The Bantu in the City*, pp 30-39
- 3 A L Saffery, 'African Trade Unions and the Institute', *Race Relations 1941*
W H Andrews, *Class Struggles in South Africa*
The 1938 census showed that the total number of blacks employed in Johannesburg was 86 000. The Joint Committee must however have drawn some of its membership from other centres on the Witwatersrand
- 4 Then as now very considerable evasion of the minimum wage levels laid down for blacks in wage determinations and industrial council agreements was taking place. Individual workers were afraid to complain because they feared they would be victimized. However a trade union could take up the claims for arrear wages of the whole labour force at once
- 5 In the late 1930s and early 1940s mine-owners and white farmers were probably the groups most vehemently opposed to any recognition of African trade unions. This was the case because their labour was being drawn away by the higher wages and better conditions in urban employment. The existence of African trade unions was deplored because they tended to push urban African wages even further up and consequently to increase unrest among the black mine and farm labourers
- 6 C W Cousins to J D Rheinalt Jones, 23 10 29 Rheinalt Jones Papers (R J P)
- 7 Memorandum 'Proposed Recognition and Attitude towards the ICU', 14 11 28 Department of Labour Records, State Archives
- 8 *ibid*
- 9 Bantu Welfare Trust Minutes, 10 1 38, 9 7 38, R J P

77.

- 10 *Report of the Department of Labour for 1937* p 3
- 11 The strikes however were not politically motivated. They were called over instances of victimisation or non-observance of the wage determinations. If the workers needed to strike to get the wage determination enforced, this implies that the Department of Labour was reluctant to assist in such enforcements (re by prosecuting delinquent employers)
- 12 The proponents of a national minimum wage claimed that it would stimulate commerce and industry by increasing the size of the market. See R Phillips, *The Bantu in the City* p 63. Its opponents stated that low wages were necessary to accumulate capital, while under-consumption was a problem only of mature industrial economies like Britain or America. See *Report of the Board of Trade and Industries*, No 282 (1945)
- 14 S A I R R Records, B38(a)
- 15 F McGregor, 'Minimum Wage Regulation in South Africa', *Race Relations*, 1940
- 16 F McGregor to Rheinalt Jones, 5 9 41, S A I R R Records. He seems to be referring to both black and white trade unions
- 17 R Phillips, *The Bantu in the City* p 38
- 18 *Report to the Department of Labour for 1935*, p 73, *Sunday Times* 16 6 35.
- 19 'Report of the Wage Board Baking and/or Confectionery Industry, Witwatersrand and Pretoria', No 394 (1937) p 3
- 20 'Report to the Bantu Welfare Trust', 20 12 38, S A I R R Records
- 21 *Report of the Wage Board Commercial Distributive Trade* (1940) p 8
- 22 'Report of the Friends of Africa', October/December 1939, Ballinger Papers
- 23 H G Lawrence quoted in *The Star* 20 4 39
- 24 Rheinalt Jones to H F Oppenheimer, 16 2 51, R J P C12/20. Koza's obituary in South African Trade Union Council, *Report of the National Executive Committee for the year ended March 1960*
- 25 Minutes of NETUCC Conference, 7 8 38, SATLC Records
- 26 Minutes of NETUCC Conference, 14 8 38, SATLC Records
- 27 W G Ballinger to W Lowe, 25 7 38, Ballinger Papers
- 28 W J de Vries (General Secretary SATLC) to M Gordon, SATLC Records

and the African Printing Workers Union) The leading figure to reject Gordon was Daniel Koza of the ACDWU. Ten years later Rheinallt Jones testified to Koza being the most competent of the Native Trade Union organisers', and this judgment is borne out by a variety of sources ²³ Jones' assessment of Koza had changed considerably over those ten years. In 1940 he had — without mentioning him by name — denounced Koza to the authorities as a dangerous and subversive influence. This was intended to frighten the government into releasing Gordon so that he could steer the unions into 'moderate and constitutional channels'. It is not very surprising that the government paid little heed to the proposal. What is perhaps more surprising is that it did not act against Koza as well, although this must be seen as part of a general toleration by the wartime U. P. government of industrial and political activists who were to be proscribed later on.

The break with Koza in 1940 was not the first time Gordon had run into opposition from 'black racism'. In mid-1938 an attempt was made to unite all the 'non-European' unions in Johannesburg into a single Co-ordinating Committee. Gordon initially participated in this attempt but withdrew after encountering opposition from J. F. Mackay of the African Furniture Workers Union and Gana Makabeni of the S. A. Clothing Workers Union. Mackay said later

As non-Europeans we want the help and advice of European Trade Union Leaders, but if we are going to have European Officials at the head of the Non-European Trade Union Co-ordinating Committee, we will be ridiculed by all thinking non-Europeans throughout the country and also by the official European Trade Union Movement of South Africa ²⁴

Gordon protested his dedication to the African trade union movement.

He stated that he could have got a job as Labour Inspector, and also a job at his profession as a chemist at Pretoria at £50 per month, but he is quite prepared to make every sacrifice for the sake of the Bantu workers

Makabeni

in a heated reply to Gordon said he is pleased that Gordon has come out in his true colours, by his attitude he had definitely shown that he wants to be the 'Leader', and is not prepared to accept the wish of the majority, his whole conduct has shown that he is not sincere in his efforts to help the African workers, but is only out for self ²⁵

W. G. Ballinger states that the black members of the NETUCC accused Gordon of withholding a financial statement from them. Ballinger's opinion was that there was nothing wrong with the books but Gordon was a Trotskyist and therefore not liked by the 'Stalin Communists' ²⁶ By throwing doubt on his financial integrity the

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NETUCC hoped to get control over one of Gordon's major assets — the £10 grant from the Bantu Welfare Trust. The SATLC requested the Bantu Welfare Trust to give its grant only to the NETUCC (ie to withhold it from Gordon) but without success. By 1940 the NETUCC had not more than 3 000 workers in thirteen unions, which was far outstripped by the Joint Committee with between 16 000 and 20 000 workers in seven unions. During the 1939 negotiations on recognition of African trade unions, in an effort to strengthen the NETUCC and weaken Max Gordon, the SATLC proposed that recognition be extended not to all African trade unions but to the Co-ordinating Committee alone. This proposal also fell through. It is thus scarcely surprising that when Gordon was interned in May 1940 the National Executive Committee of the SATLC refused to intervene on his behalf. It professed to accept the government's assurance that Gordon's internment 'had nothing to do with legitimate trade union activities' ²⁷ There is moreover evidence to suggest that when Koza broke with Gordon and Saffery, he did so with encouragement and offers of support from the SATLC ²⁸

Max Gordon's Trotskyism tended to cut him off somewhat from those white trade union officials who were 'Stalinist' in tendency. However his most vocal opponents in the SATLC seem to have not been Stalinists but politically conservative 'craft' unionists like T. C. Rutherford of the S. A. Typographical Union, who at the 1940 Conference bitterly attacked Gordon for 'interfering' in the printing industry by organising the African Printing Workers Union (Rutherford expressed his preference for a 'parallel' African union which would be safely under the thumb of the registered union, and this is precisely what the SATUC set out to create a few years later.) The National Executive Committee's refusal to intercede for Gordon was paralleled by its refusal to intercede for the Stalinist Issie Wolfson when the latter was threatened with internment during 1940.

In the 1938 split Gordon had been able to keep control over the unions which he had created. But by the time of his release from internment in June 1941 there was no place left for him in the African trade union movement in Johannesburg. In January 1942 he was sent to Port Elizabeth to organise black workers there under the auspices of the Southern African Committee on Industrial Relations, a small group centring around his old colleague Saffery. He stayed in Port Elizabeth until early April. From the point of view of trade union organisation, Gordon's visit was a great success. He founded six new unions for Coloured and African Workers. However, Madely, the

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which was not incorporated in an Act of Parliament could be withdrawn at very short notice.) The government proposals stipulated that the black unions would co-operate with Divisional Inspectors of Labour in the enforcement of wage regulating instruments affecting their members. This black unions had of course been doing for some time and were anxious to continue to do. Two of the proposals were however objectionable to the representatives of the black unions. The government wanted to replace the existing practice whereby African trade unions made direct representations to the Department of Labour by having them make representations 'in the first instance' to the Native Affairs Department. The objection made to this was that the Native Affairs Department tended to 'oppress' blacks while the Department of Labour treated them with comparative fairness. (It was also pointed out that Native Affairs Department officials lacked the technical knowledge of industry possessed by the Department of Labour.) The government proposals also made provision for the withdrawal of recognition from any organisation or its officers if or they had committed an unlawful act (such as strike). The negotiations culminated in deadlock. The government could conceivably have gone ahead with its own proposals, but it did not do so, probably because of the strong objections raised by the Chamber of Mines to even a limited recognition of African trade unions.

From the above statement by the Minister of Labour it is obvious that by 1939 the authorities were starting to regard African trade unions as a political threat. The Emergency Regulations promulgated by the government after the outbreak of War gave it wide powers to intern people suspected of subversive activities. The government promised the South African Trades and Labour Council (SATLC) that it would not take action against people engaged in legitimate union work. However in May 1940 Max Gordon was interned, and held for a year in the 'Anti-Nazi Section' of Ganspan Internment Camp.

In December 1940 Gordon was given an interview with the Chief Control Officer at which he was told the reasons for his internment. These were

- 1 That he had organised trade unions for the purpose of exploiting them and pocketing the money
- 2 That in 1936 he had organised a strike in the Laundry Trade and since constantly agitated to bring about unrest and hostility between African workers and employers.
- 3 That he was a communist and had used the trade union for

propaganda purposes.

4 That he had intended to incite hostility between black and white by organising a mass meeting after the shooting of seventeen black mine workers at Nkana in Northern Rhodesia in 1940 and was responsible for the issuing of a very inflammatory pamphlet calling this meeting

5 That study classes conducted in the union offices for Bookkeeping, English, Geography etc were used as a means to inculcate communism into black workers

The first, second and fourth charges were completely or substantially false, while — whatever the truth of the allegation made about them — the study classes mentioned in the final charge involved only four to six people. It would however appear that the government genuinely believed that Gordon was a political threat. This was in spite of the fact that, as Rheinallt Jones pointed out, Gordon had eschewed political agitation and confined himself purely to 'legitimate trade union work'.

Deprived of the promised aid and advice from Gordon in Johannesburg, the newly formed Pretoria branch of the ACDWU collapsed because its organisers were too inexperienced to handle the members' complaints properly. Even in Johannesburg the union suffered from Gordon's absence. Saffery complained that money was being squandered, that the Post Office Savings Book of one of the unions — which contained £1 000 — had vanished, that regular meetings were not being held as formerly to report back to the membership, that complaints were not being properly attended to and proper representations were not being made to the Wage Board or industrial councils. In consequence subscriptions being paid had fallen to one-third of their previous total.

While in detention camp Gordon was allowed by the authorities to communicate with Saffery by letter. He therefore tried to run the unions by remote control, using Saffery as his intermediary. It was apparently proposed that Saffery take Gordon's place at the head of the Joint Committee. However the African trade unionists whom Gordon had trained were impatient of continued white supervision. The Joint Committee split. The dairy and chemical unions, under the leadership of A. M. Thijs, seem to have remained loyal to Gordon. But the four unions which opted for all-black control included the two largest and most important organisations, the African Commercial and Distributive Workers Union and the African General Workers Union. (The other two were the African Laundry Workers Union

industries can be attributed not only to Max Gordon's evidence but to the fact that employers in these industries appear to have been split on the issue of higher black wages (rather than united against them). Baking was one of the relatively few industries on the Witwatersrand where Africans had moved into skilled work. That half of the 150 (skilled) 'bakers' in the industry were black can be attributed to there being two types of employers in the industry. This division manifested itself in the existence of two employers associations in the industry, the 'Price Protection Association' and the 'Master Bakers' Association'. The Master Bakers' Association represented the larger and better capitalised employers, who prided themselves upon employing white labour. Their 'bakers' were paid the wage laid down in the industrial council agreement. The members of the M B A were being undercut by the Price Protection Association, who employed as many blacks as possible because they were not covered by any minimum wage since the industrial council agreement had not been extended to blacks. The Master Bakers urged the white public to buy only bread made by white labour, but they found to their chagrin that many whites persisted in buying bread made from 'dough mixed with kaffir sweat' because it was cheaper. The Master Bakers then tried to get the industrial council to extend the agreement to blacks. They succeeded in doing this because they had a preponderance of voting power in the council. However the agreement was declared null and void by the Supreme Court on a technicality in June 1935 and to forestall a new agreement the other employers withdrew from the industrial council, causing it to break down.¹⁸ Since the industry was left without wage regulation, the registered union applied in September 1936 for a Wage Board investigation, which was granted. The Board fixed a minimum of £4 10 0 per week for 'bakers' and £2 0 0 per week for 'bakers' assistants'. This meant a dramatic increase in wages for blacks doing these jobs. That black 'bakers' were no longer much cheaper to employ than whites must be accounted a success for the Master Bakers' Association and a blow to the Price Protection Association. The wage determination's impact on the African union was recorded by Gordon himself. At the end of 1938 he wrote that

This union has increased its membership on the Reef from about 300 to nearly 600 members. It intends establishing a branch in Pretoria as the Determination for the Industry has now been extended to cover Pretoria. For the first two or three months of the operation of the Determination, nearly every employer in the industry was underpaying his employees. The Department of Labour was instrumental in obtaining arrears wages for many of our mem-

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bers well over £800 has already been paid out. A full-time organiser is employed by the Union, and has been provided with a bicycle to facilitate his work.¹⁹

It is probably no coincidence that the other major increase recommended by the Board was also where employers were divided in their attitude to higher black wages. The smaller employers in the commercial distributive trade were much harder hit by the £6 0 0 per month for labourers recommended by the Board than were the larger employers, some of whom had already conceded increases to the African Commercial and Distributive Workers' Union. The Board indicated that if some of the smaller employers were driven out of business by the new wages they would not be missed for

If the relatively low profit of the small establishments is due to what may be called general overtrading, the number of establishments is probably too great for the needs of the community.²⁰

The Board rejected objections from the Chamber of Mines and white farmer organisations that £6 per month for blacks in the Johannesburg commercial distributive trade would upset their labour supplies. On 22nd December 1939 Wage Determination 70 was gazetted. W G Ballinger describes the impact of the determination

The African workers gathered in Johannesburg in an open-air meeting in numbers that have not been equalled since the days when Clements Kadalie held mass meetings spellbound with his Demagogic oratory. It is confidently anticipated that this Determination will give a new impetus to the whole African Trade Union Movement. African industrial organisations in general are formulating plans for an extension of the Determination to other trades.²¹

As the African trade union movement grew in strength during the last years of the decade, it reiterated the demand for recognition of African trade unions under the Industrial Conciliation Act. The government was not prepared to concede African unions the rights to strike and participate in collective bargaining because it feared the political and economic consequences. This was rationalised by saying that the 'native' has not yet reached a 'sufficiently high level of development' to be granted full trade union rights. The recognition scheme with which the government did come up was openly described by the Minister of Labour as intended

To afford the Native worker and the State some protection against the activities of unscrupulous persons who exploit Native workers' organisations for their own ends and whose subversive influences are a menace both to the European and the Native.²²

The proposals which the government put forward in mid-1939 were for 'non-statutory' recognition. (This was in itself undesirable from the point of view of the African unions since a 'recognition'

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that white workers would acquiesce in low wages for (black) unskilled workers provided they themselves got relatively high wages. The Department of Labour officials on industrial councils did not in practice achieve very much for the black workers they purported to represent. Low though minimum wages might be, they at least gave trade union organisers something to enforce but African unions in industries covered by agreements often found it difficult to recover arrears because the industrial councils themselves were responsible for enforcing the minimum wage and not the Labour Department (In August 1939 the Department of Labour issued a circular instructing industrial councils to pay over arrear wages to claimants — both black and white — without the unnecessary delay they had hitherto often displayed)

The obstacles to black unionism in industry dominated by industrial councils explained why Gordon's greatest successes were achieved in those industries where no strong registered trade union existed, and minimum wages were laid down by the Wages Board and enforced by officials of the Department of Labour.

Even in the 1920s the Wage Board had shown itself to be the government body most accommodating towards black workers' organisations. One example was in the 1929 Bloemfontein wage determination for unskilled labour which affected almost entirely blacks and fixed a minimum wage of 18/- per week rising to 20/- in 1930, in many cases a considerable improvement on existing rates. (The Bloemfontein Wage Board investigation arose out of an application from the ICU in 1926, which was also supported by many of the white citizens who were anxious to avoid any recurrence of the rioting which had broken out in Bloemfontein in 1925.) During 1928-1929 the Board fixed wages for the baking, laundering, furniture and clothing industries. It is not mere coincidence that the four strongest unions of the Communist-led S A Federation of Native Trade Unions which emerged on the Witwatersrand in 1928-1929 were in these four industries (In the case of baking, the formation of the African union early in 1928 was reportedly intended to facilitate the enforcement of the wage determination, which was just due to be gazetted.)

The favourable attitude to African trade unions of the Chairman of the Wage Board, Frank McGregor (1936-1943), is particularly well-documented. In January 1940 McGregor made the following public statement

The interests of Native workers are represented, often very ably, by such organisations as the Institute of Race Relations and the Friends of Africa frequently acting in conjunction with representatives of the unregistered but none the less active Native Trade Unions. These unions appear generally to be organised by interested Europeans who usually lead the case for their members at private and public sittings of the Board. It is beyond question that European leadership in this connection is of great value to the workers whose cause they represent, their presentation of evidence and their grasp of the issues at stake and of the ebb and flow of argument is generally more effective than is the case when presentation is in the hands of the less experienced Natives. I hope I have said sufficient to emphasise the value of the organised assistance that is being afforded to unskilled workers both through their own unions and from such interested bodies as I have referred to, this aid is also of service to the Wage Board¹³

In September 1941 McGregor wrote to Rhemallt Jones, who was a close personal friend, that within six months or so the Board would have provided a basic wage for practically all unskilled and semi-skilled in the larger industrial areas, something like 250 000 'non-Europeans' and 150 000 Europeans

I do not claim that the minimum wages we are paying are adequate — but they are a big advance on existing wages and conditions and there will be no going back. In fact once we have completed the first round (of wage increases), efforts should be directed at a second round and it is to be hoped that productivity will justify further permanent increases. The old type of Trade Unionist thinks that strike action and the class war are the best media of progress and the only food on which trade unions thrive. But I agree with you that no army of inspectors will be able effectively to enforce wage regulation — that can only be done by organisation amongst employees and employers. And that is to my mind a sufficient reason for the existence of trade unions¹⁴

The resemblance is obvious between McGregor's conception of how African trade unions should function and Max Gordon's practice

It was because Gordon had submitted evidence to the Wage Board in the course of its investigation that he received much of the credit when the Board fixed higher wages for black workers, as in the case of Wage Determination 60 for the Baking and/or Confectionery Industry, Witwatersrand and Pretoria (gazetted in June 1938) and Wage Determination 70 for the Commercial Distributive Trade (gazetted in December 1939).

The baking determination increased the wages of labourers from 16/6 to £1 9 3 per week. This latter figure was not only one of the highest wages fixed for black labourers on the Witwatersrand at this time but also approximated to the minimum estimate of the cost of the weekly necessities of life for an urban African family.¹⁷ The fixing by the Board of relatively high wages for blacks in these

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idea. There were thus many months in which the income from subscriptions was not sufficient to pay for office expenses and Gordon's upkeep — months in which he often went hungry. Gordon would never have been able to carry on without the financial aid he received from the Bantu Welfare Trust, of which Saffery was the secretary and Rhemallt Jones (the leading white liberal figure and Saffery's colleague at the S A I R R) was a Trustee. In 1937 Gordon received some financial aid from Ballinger, who had received a Bantu Welfare Trust grant. In January 1938 the Trust decided to give a grant of £10 per month directly to Gordon (This continued until mid-1939 by which time Gordon's unions were financially self-sufficient). The reasons given in the Minutes of the Bantu Welfare Trust for the grant are worthy of note.⁹ The Trustees were concerned that so little money was being donated by the white public to swell the initial gift of £50 000 with which Col James Donaldson had founded the trust. Instead of frittering the money away in small projects, it was resolved to spend large sums on two projects which were considered likely to catch the public eye and attract sizeable donations — a legal aid scheme for blacks and the organisation of African trade unions.

The authorities were no doubt aware that economic circumstances in the late 1930s made some sort of black labour unrest almost inevitable. It was officially acknowledged that the urban black population was deeply impoverished. The rapid expansion of commerce and industry was leading to relatively full employment even among unskilled labourers. This was reducing the deterrent to strike action which large scale unemployment had been during the Depression. In Durban permanent worker organisation was much slower to emerge than on the Witwatersrand, probably because the percentage of 'rural natives' in the labour force and the rate of job turnover were both much higher than on the Witwatersrand. The absence of permanent worker organisation did not however prevent a wave of strikes by blacks in Durban in 1937.¹⁰ The Labour Department officials may have felt that it was preferable to have somebody like Gordon to organise the workers because they could negotiate with him far more easily than with an unorganised mass. In return for certain concessions, Gordon could be expected to restrain the workers for fear that action on their part would disrupt his relations with the Department of Labour. Gordon's unions must also have seemed decidedly preferable to the Communist-led unions of 1927-1929, which made no secret of their revolutionary leanings and struck frequently.¹¹ Gordon's unions were assisted to obtain wage increases by the

acceptance by the U P government of the recommendation of the 1934 Industrial Legislation Commission that unskilled wages should be raised. Part of the motive for raising unskilled wages was to provide employment for the so-called 'Poor Whites', by making it possible for them to enter unskilled work. However if the U P government had intended to raise only white unskilled wages it would have followed the suggestion of the Nationalist Opposition that in the amended Wage Act of 1937 the Board should be empowered to fix higher wages for whites doing the same kind of work as blacks.¹² Instead the government retained the provision of the 1925 Wage Act that wage determinations should not discriminate on lines of race or colour. In 1936 W G Ballinger requested the Department of Labour to fix a national minimum wage for unskilled workers. This request was refused on the grounds that some industries could only make a profit if they paid wages much lower than others could afford.¹³ The Department did however promise that it would attempt to get unskilled wages raised in as many industries as possible through either Wage Board investigations or the exertion of pressure on industrial councils.

The 1937 Industrial Conciliation Act maintained the exclusion of blacks from the collective bargaining machinery. However it provided for their interests to be represented by an official of the Department of Labour. In the past industrial councils had often fixed (increased) wages only for the skilled jobs filled by white workers. The (black) labourers were left without wage regulation, at the mercy of individual employers. In the late 1930s the Minister of Labour began to insist that before he gazetted an industrial council agreement, it must fix wages for labourers. In this way the black workers in building and iron, steel and engineering (two of the largest and most important industries) had provided for them wage regulations for the first time. When the new Industrial Conciliation Act became law in December 1937, it made it for the first time possible for black workers falling under an agreement to recover arrears of wages consequent upon underpayment.¹⁴ This change in the law no doubt encouraged Max Gordon to take the step in January 1938 of founding an African General Worker's Union catering for black workers in industries controlled by industrial councils, including building, iron and steel, restaurants and tea rooms and the motor trade. However the minimum wages fixed for black workers by industrial councils were usually very low. The industrial council system tended to promote collusion between the employers and the registered trade unions in

help of D. of Labour why?

Gordon would not have got anywhere with his 'law-abiding' strategy for building up African trade unions without a great deal of cooperation from the Department of Labour. Present day officials of the Department of Labour are decidedly unsympathetic to African trade unions. No matter how law-abiding and apolitical they may strive to appear they are perceived as a political threat. Why then did the Department of Labour behave differently in Gordon's time?

In the 1920s and 1930s South Africa was in many ways a racially oppressive society. This generalisation applies particularly to the treatment of black workers on the mines and farms. However the South African State was not at this time a very well co-ordinated body. The Department of Labour shared with the Department of Native Affairs jurisdiction over blacks employed in commerce and industry in the towns. In October 1929 the Secretary for Labour, C.W Cousins, wrote privately to J. D. Rheinallt Jones about the need for a more liberal 'native policy'. 'We have madly gone out of our way to unsettle and alienate a people without whose good will our future is dark indeed.'

Three months before Cousins had received a memorandum from his Under-Secretary which advocated that:

The attitude of this Department should be to have nothing to do with questions of general native policy but in matters affecting wages and conditions of employment etc, in industry, the Department should regard the natives exactly as it does in regard to other employees.'

Such attitudes survived to smoothen Gordon's path in the late 1930s. This is illustrated by the 1939 negotiations for the 'non-statutory' recognition of African trade unions. The government proposed that African trade unions should thenceforth come under the Department of Native Affairs.

This was rejected on the grounds that the Department of Native Affairs had always oppressed blacks while they had received comparatively fair treatment from the Department of Labour (A decade later the same controversy split the Industrial Legislation Commission of Inquiry, with Van Den Berg and Slabbert arguing that African trade unions should come under the Department of Native Affairs while the Chairman, Dr J. H. Botha, wanted them to remain under the Department of Labour.)

The limits on the generosity of the Department of Labour to black workers should be appreciated. Not all Labour officials held 'liberal' views. Moreover the Department had to work within a legal framework which discriminated against black workers, e.g. the exclusion of

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blacks from the definition of 'employee' in the Industrial Conciliation Act and the provision of the Wage Act that the Board should consider not only the cost of living of the workers but also the 'ability to pay' of an industry which led repeatedly to the Board fixing sub-subsistence wages for black labourers.)

Having established the existence of 'liberal' attitudes in the Department of Labour, it remains to explain them.

There seem to be two explanations. firstly black unions were not regarded as an immediate political threat, and secondly their existence was not incompatible with the United Party government's expressed policy of making (some) increases in unskilled wages in commerce and industry.

In 1928 the Under-Secretary for Labour recommended the recognition of black unions under the Industrial Conciliation Act on the grounds that the industrial organisation of black workers (under the guidance of officials of the Department of Labour) would create

legitimate channels for the ventilation of grievances and the settlement of disputes by conciliatory methods similar to those approved of by the State for Europeans. By these means the activities of those communists who see in the large masses of South African natives fertile ground for revolutionary action would best be circumvented.

This is of course the present-day 'liberal' standpoint, which meets with the counter-argument that at a time when white supremacy is endangered any black union organisation — no matter how innocent-seeming — is a potential political threat. One was inclined to conclude that Gordon was allowed to build up his unions because in the late 1930s white supremacy in South Africa still appeared unchallenged the African National Congress and the Communist Party were both at a low ebb. Considerable suspicion was aroused in official circles by Gordon's Trotskyism. On the other hand Gordon kept his political convictions to himself and refrained from using his unions as propaganda platforms. Moreover, in his trade union work, his closest associates were not members of the tiny group of Trotskyites in Johannesburg but white 'liberals', who wanted African trade unionism to be law-abiding and apolitical. Gordon found their aid indispensable. It was not only that W. G. Ballinger and A. D. Saffery (secretary of the S.A.I.R.) assisted Gordon in submitting evidence to the Wage Board. Wage Board investigations took up to two years from start to finish while it also took some weeks or even months before the Department of Labour would reimburse workers who had been underpaid. Consequently it took a long time before a sufficient number of workers had been convinced unions were a good

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MAX GORDON AND AFRICAN TRADE
UNIONISM ON THE WITWATERSRAND,

1935-1940

MARK STEIN

Max Gordon's death in Cape Town on Monday 16th May 1977 was noted by few besides his family and friends. Yet he was a crucial figure in the history of South Africa trade unionism.

In 1935 Gordon became the secretary of the almost defunct African Laundry Workers Union in Johannesburg. The African Laundry Workers Union was one of only two African trade unions on the Witwatersrand (the other was the South African Clothing Workers Union) to survive the Great Depression. All the other unions formed in the years 1927-1929 had collapsed. The need for organisation was evident in the very low wages which were being paid to the (black) unskilled labourers. By 1940 Gordon was secretary of a Joint Committee of African Trade Unions consisting of seven unions with a total membership of between 16 000 and 20 000 workers. These unions comprised at least six-sevenths of the total number of organised black workers in Johannesburg at this time. Gordon's achievement provided the foundation for the massive expansion of African trade unionism which took place during the Second World War.

The great handicap for African trade unions was of course that they were excluded from the Industrial Conciliation Act (which gave white workers collective bargaining machinery, with strike action as a last resort). Gordon was involved in an illegal strike of black laundry workers in 1936, but from 1937 to 1939 he was able to build up his unions without resort to the strike weapon. He did so essentially by enforcing the minimum wages laid down in wage determinations and submitting evidence to the Wage Board when it carried out new investigations into particular industries.⁴



Max Gordon
1935 - 1st of 2nd leading workers
union

- for unions. survived
the depression

- July 1940

- he provided foundation for
massive expansion

- handicap - Ind Conc Act

Industrialisation and trade union organisation

multiracial conference was assembled jointly by the Federation of Labour Unions and the TUC to establish the South African Trades and Labour Council specifically on a non-racial basis. The new unions, in the words of Simons and Simons 'had begun to change the balance of forces in the movement' 173 At its first conference the TLC called for full legal recognition for African trade unions under the Industrial Conciliation Act¹⁷⁴ and the abolition of discriminatory legislation such as the Native Administration Act¹⁷⁵ Annual conferences thereafter called for campaigns to organise all workers on industrial lines irrespective of colour. Concrete solidarity action was always slower to materialise than verbal support, however. The 1935 TLC conference unanimously recommended that its affiliated unions should organise all unskilled labour and then refused to adopt any practical proposals to achieve this.¹⁷⁶ Nonetheless, the TLC gave financial support when requested, for example to the African laundry workers' strike in 1934. In this case the largest donations came from the craft unions.¹⁷⁷ Also, grants were made to assist the establishment of African unions in the later 1930s.¹⁷⁸ TLC policies reflected the militancy of the industrial unions. During the Depression the TLC condemned industrial conciliation machinery as collaboration.¹⁷⁹ The Council protested against state interference with African trade unions,¹⁸⁰ and consistently played its part in anti-fascist activities.¹⁸¹

The militant non-racial industrial union tradition established in the 1920s was severely weakened by the Depression.¹⁸² The African and women's unions were particularly hard-hit. However, the survival and growth of the garment, furniture and leather workers' unions provides clear evidence of continuity and success. Moreover, Makabeni's clothing union survived and formed the nucleus of the Non-European Trade Union Co-ordinating Committee which, in 1940, consisted of eleven unions.¹⁸³ With a combined membership of 2,670.¹⁸⁴ The African Laundry Workers' Union was revived by Max Gordon in 1935. By 1940 Gordon had helped establish the Joint Committee of African Trade Unions, which consisted of seven unions with a membership of 16-20,000.¹⁸⁵ In 1941 the two committees combined to form the Council of Non-European Trade Unions (CNETU).¹⁸⁶ CNETU's growth during the war was phenomenal, and by 1945 claimed 158,000 members organised into 119 unions.¹⁸⁷ As far as the women's unions were concerned, the Waitresses' Union survived as a subsection of the Witwatersrand Liquor and Catering Trade Union¹⁸⁸ and the TUC continued to represent the interests of sweet workers.¹⁸⁹ In the late 1930s the GWU supported successful attempts to organise women workers, particularly in the tobacco and sweetmaking industries.

There were also continued examples of concrete solidarity between registered unions and African workers. In 1942 the Johannesburg Sweet-workers' Union (SWU) successfully struck for a 60% increase.¹⁹⁰ One of the finest features of the strike was the unity and solidarity between the European and the African strikers, both determined not to return to work

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S.A. Trades & Labour Council

unless the wage demands of the others were agreed to by the bosses.¹⁹¹ The SWU, led by Archie Hartwell and attached to the 'pro-Sachs group' of unions, appointed an African shop steward, Joel Legoboya, to the post of union organiser.¹⁹² This co-operation still continued in 1948 despite the fact that the African SWU was formally separate from the registered union.¹⁹³ The African union refused to cross the picket lines of the registered union, whilst the latter demanded equal wages for African workers. In fact according to Stein the white workers merely sought to prevent undercutting and their own demise.¹⁹⁴ But to reiterate, industrial unionism was not built out of altruism, but on common economic oppression, which took no account of race.

It is, then, in the peculiar industrialisation of the 1920s that one must look for the origins of the radical, non-racial tradition in South African trade unionism. This tradition was carried forward for two decades by a group of trade union organisers which included names such as Sachs, Weinbren,¹⁹⁵ Merkel and Kalk, from the registered trade unions, Moses Kotane and Gana Makabeni, who were to play a leading role in the revival of black trade unionism during the late 1930s and the war years, and La Guma, who with Ray Alexander helped organise unions in the Cape during the 1930s.¹⁹⁶ The new Cape unions included the Non-European Railway and Harbour Workers' Union founded in 1936,¹⁹⁷ and the Food and Canning Workers' Union established in 1941.¹⁹⁸ The left wing was further reinforced during the 1930s and 40s by a second wave of industrial unions in the textile, distributive, sweet and tobacco¹⁹⁹ industries. Partly due to the efforts of the radicals, trade union membership increased from 126,000 to 264,000 between 1934 and 1939. According to Simons and Simons 'the TLC became more representative and militant than at any time since 1925'.²⁰⁰ For two decades these unions, in uneasy alliance with the majority craft unions, held the Trades and Labour Council to 'progressive' non-racial policies. Indeed by 1948 the left in the TLC was in a position to challenge the right wing and craft unions for control.²⁰¹ By this time, however, the traditional unity of the TLC had started to crumble.

Don Gordon

Industrialisation and trade union organisation

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industry at least, the interests of black and white workers were not necessarily antagonistic. In these industries white workers remained productive and had not yet assumed predominantly supervisory roles. It was also a period during which craft sectionalism was being broken down. In the face of rapid deskilling, and the introduction of repetition methods of production, groups of skilled workers, such as the tailors and cabinetmakers, abandoned exclusive craft unionism in favour of an all-inclusive industrial unionism. Thus, in the consumer products industries, white and black workers were less differentiated by skill. Similarly, evidence for the clothing industry in 1935 indicates that wage differentials had more to do with sex and age than with race.¹⁴⁸ The occupational division of labour within the industry remained fluid: the majority of cleaners were white women and in the more skilled job of presser, the majority were African men.¹⁴⁹ Contemporary communists certainly believed that the possibility of non-racial working-class alliance existed,¹⁵⁰ and the incidence of joint strike action by black and white workers seemed to substantiate this view.

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In May 1928, 400 white workers, three-quarters of them women, from three Germiston clothing factories struck to resist victimisation. The Native Clothing Workers' Union, which had 100% membership in Germiston, brought its members out in support. As a result of these actions the dismissed workers were reinstated.¹⁵¹ However, only a week or two later, the white workers failed to assist the black union in a similar dispute, involving the dismissal of a black worker. In this case the chairman and the secretary of the Clothing Workers' Union, Makabeni and Thibedi, and four others were charged under the Riotous Assemblies Act, whilst seventy-five of the strikers were charged under the Masters and Servants Act, and each sentenced to ten days' imprisonment, or a fine of £1.¹⁵² There were other examples of interracial strike action. In 1928, the African workers at the Ideal Laundry went on strike in support of a white woman employee who had been victimised.¹⁵³ In 1929, a mutual defence pact was agreed between the Furniture Workers' Union and the unregistered black union. The pact was observed by African workers in October, but in November, during a strike of 200 African and Coloured mattress makers, the white workers scabbed. The leadership of the registered union contemplated resigning in disgust over the incident.¹⁵⁴

The TUC meanwhile had slowly come to terms with the organisation of black workers. In 1926 the TUC refused joint solidarity action with the ICU in support of the British miners.¹⁵⁵ The 1927 TUC conference refused the ICU's request for a joint meeting of the executives.¹⁵⁶ In early 1928 the TUC refused the ICU's application to affiliate. The reasons given by those opposed were the fear of being swamped by the larger ICU and of alienating white trade unions.¹⁵⁷ In mitigation it must be pointed out that the right-wing unions were still strongly represented on the TUC at this time, and that all these issues were hotly contested by the left-wing and communist representatives of the new unions.¹⁵⁸ In the next three years the balance of

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forces within the TUC was to change,¹⁵⁹ but by that time the ICU had collapsed.

Despite the backwardness of white workers, there is evidence of genuine solidarity. This showed itself when the garment, leather, furniture and canvas unions dropped their colour bar against Coloureds and Indians.¹⁶⁰ It might be argued that this was merely to prevent undercutting of white workers in these industries. Non-racial trade unionism was not created by altruism but by the need to maximise bargaining power in opposition to the employers. The GWU and the Furniture Workers' Union¹⁶¹ held joint meetings with their African equivalents, whilst the registered and African laundry workers' unions affiliated to a joint executive committee.¹⁶² At one stage the Johannesburg Boot and Shoe Workers' Union was accepting white, Coloured and African workers into membership.¹⁶³

The first black furniture union, which collapsed in the early 1930s, was replaced in 1937 by a Non-European Furniture, Mattress and Bedding Workers' Industrial Union, open to all black workers in the industry. The union was organised by J. F. Mackay, a Coloured worker, and an African worker, Simon Ndabulla, with the financial support of the registered union, and it rapidly recruited 1,000 members.¹⁶⁴ Pressure from the registered union secured industrial council assistance in ensuring correct payment of wages and reinstatement of victimised workers. Furthermore, in the previous year, 1936, A. M. Merkel of the Furniture Workers' Industrial Union (FWIU) had assisted Mackay in organising black workers in the related trunk and box industry.¹⁶⁵ 1937 witnessed the establishment of a National Furniture Workers' Union of South Africa with 6,000 members of all races.¹⁶⁶ Simultaneously a national industrial council for the furniture industry was established for the first time since the Depression.¹⁶⁷ In fact the national 'union' appears to have been a federation of unions. In 1941 there is evidence of a mixed black union with a membership of 1,200, 'a parallel Union to a European organisation of furniture workers of whom the majority are Afrikaans speaking'.¹⁶⁸ Relations were clearly close, since the black union contributed financially to the industrial council where it was represented by Mackay, probably 'the only Non-European holding such a position in South Africa outside the Cape Province'.¹⁶⁹

Although mixed unions had existed for many years in the Cape, these activities marked a breakthrough on the Rand, and marked the beginnings of a more 'enlightened' racial policy on the part of the TUC. In 1928 the TUC consulted its members and found that unions 'representing generally the manufacturing industries are in favour of admitting all workers in the industry to membership',¹⁷⁰ whilst even the right-wing unions recognised the rights of black workers and favoured a parallel arrangement.¹⁷¹ These small gains reflected the influence of the new industrial unions. In 1929 the TUC recommended to its affiliated unions 'the enrolment of all employees in their respective unions, irrespective of race or colour' or, alternatively, that a policy of parallel branches in the unions be adopted.¹⁷² In 1930 a

the organisation of the Sweetmakers' Union, and later organised café employees in the face of intimidation and attempts by employers to establish a company union. 127 A Waitresses' Union was eventually established, although this was short-lived. The WWU also aided women workers in the distributive trades, and consistently championed women's interests in the male-dominated TUC. The point is made by an incident when Fanny Klennerman, as secretary of the Waitresses' Union, wrote to ask the executive of the TUC to request the Minister of Labour to appoint a woman to each of the four subsidiary boards of the Wage Board. The meaning not being clear to the men on the NEC, it was agreed 'that the letter be sent back for further explanation'. 128 The militancy of the new unions is exemplified in the methods adopted by the WWU

The WWU is increasing its strength and influence and is adopting the method of lunch hour meetings outside the various shops, works and factories in order to bring home to the women workers the need for organisation and the fact that there is a union catering for them and willing to take up their cause. 129

The first African industrial unions began to appear early in 1927, largely due to the initiative of Communist Party members like Weinbren and Thibedi, 130 a former member of the International Socialist League. 131 These first unions included the Native Bakers' Union, the Native Laundry Workers' Union, the Native Clothing Workers' Union and the Native Mattress and Furniture Workers' Union, 132 the last three growing in parallel with sympathetic registered unions. There are indications that these unions developed out of the earlier ICU. Certainly most of the leadership had held office in the ICU until Kadale's purge of the communists. Also, the Johannesburg branch of the ICU, representing exactly those urban industrial workers which the ICU had failed to organise, seems to have been sympathetic to the expelled communists. At a branch meeting, immediately after the expulsions, a resolution was passed demanding that the matter be referred to the national conference of the ICU, despite Kadale's efforts from the chair to overrule it. 133 Two weeks later 500 members of the Johannesburg branch voted solidly to elect Johannes Nkosi, a CP member, to the branch executive. 134

The South African Federation of Non-European Trade Unions was formed in March 1928, at a meeting of over 150 delegates representing workers from the laundry, motor and garage, baking, clothing, and engineering industries. 135 The Federation appointed Weinbren, Kotane, and La Guma as president, vice-president and general secretary. The choice of La Guma was particularly significant. A leading theorist in the Communist Party, he championed the 'Black Republic' slogan and rejected any continued reliance on the white working class. 136 Indeed, the formation of an independent black trade union movement marks a break with the CP's earlier stress on working within the established unions. The number of African unions continued to increase during 1928 and 1929, with the formation of the African Dairy Workers' Union, the Native Motor Drivers'

Rise of African Unions

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Union, 137 the amalgamated Food and Drink Workers' Union, 138 the Steel Workers' Union, the Cold Storage Workers' Union, the Cotton and Rope Workers' Union, and the Soap and Chemical Workers' Union. 139 By the end of 1928 membership had reached 10,000. 140

The late twenties was a period of considerable industrial militancy amongst African workers. In 1927, 4,418 'non-whites' went on strike, as compared with 740 whites, whilst for 1928 the figures were 5,074 and 710 respectively. 141 The pattern seems to have been one of strikes in response to the victimisation of trade unionists, and strikes designed to enforce payment of the legal wage rates laid down by the Wage Board. In May 1928, African workers brought Leonardo's Laundry to a standstill, after the victimisation of one of the employees. Although forced back to work by the police, the strikers secured his reinstatement. 142 During the same month the Native Clothing Workers' Union successfully co-ordinated a one-day strike in three Johannesburg factories to demand full payment for Good Friday. 143 In September 1928, 170 African, Indian and Coloured workers at the Transvaal Mattress Company went on strike to enforce the implementation of a Wage Board determination. 'Before nightfall the employers had capitulated and advised the Mattress and Furniture Workers' Union (non-European) that the demands of the workers would be fulfilled'. 144 In October, African furniture workers in the Louis and Metz factory successfully went on strike for overtime payments. 145

The use of lightning strikes over immediate issues indicates effective shop-floor initiative, and the considerable success of this tactic demonstrates the bargaining power of the workers. The effective militancy of African workers is demonstrated by the strike at Donner's Laundry in October 1929. The strike, which was 100% solid, was called over the issues of working conditions and the failure to implement Wage Board determinations. 'The boss offered to reinstate all but two on conditions demanded by the union, but these terms were rejected and the strikers took their passes and subsequently obtained employment in other laundries'. 146 This statement indicates that the black unions were working in a favourable employment situation. Conversely, it can be argued that the Depression weakened black trade unionism and led to the collapse of the FNETU. It is probably also true that this decline was hastened by the internal conflicts in the Communist Party, and the ultra-left policies pursued by Wolton and Bach. In the same way that the ICU had tied its fortunes to the careers of a few individuals, so the Federation was too closely linked to the CP to survive the internal conflicts of the latter. Most important of all, the continued development of trade unionism amongst African workers was to be delayed by new curbs on civil liberties, particularly with the amending of the Riotous Assemblies Act in 1930, and by the terror tactics adopted by the state to meet political protest in the early 1930s. 147

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the two sections remained. At a general meeting held in 1932, the old membership complained of the heavy expenditure occasioned by strike action and legal expenses. In connection with the 1931 General Strike, one speaker commented that 'the old leaders would have prevented it'.¹⁰⁸ The tailors' section finally succeeded in 1934 to form a separate union, the Tailoring Workers' Industrial Union.

The rapidity of deskilling in the consumer products sector and the fact that these industries were only recently established and therefore lacked a strong craft union tradition prepared the way for open industrial unionism. By contrast the engineering craft unions succeeded in slowing down and controlling the rate of deskilling in their own interest. It remains to be asked why the new industrial unions did not adopt racial strategies as happened on the railways and in the steel industry. Firstly, the latter were directly subject to government policy and particularly the 'civilised labour policy', and the unions in those sectors came to depend directly on the state for jobs, whereas the new industrial unions in secondary industries were faced by private employers, and had to rely on their own organisation to improve conditions. Moreover in the consumer products industries, and particularly the clothing industry, during the 1920s it was as likely as not to be cheap white female and juvenile labour which constituted the greatest threat of undercutting. At this early stage the GWU's non-racism was never really put to the test since there was little competition from black labour. Where a large percentage of the workforce was black, in leather and furniture, the respective unions adopted non-racial unionism as a matter of survival, in order to impose trade union discipline on all employees and so maximise bargaining power.

The South African Trade Union Congress, formed in 1924, did much to foster the new industrial unions. It originated at the convening of a special congress of trade union representatives by the Minister of Labour, Colonel Creswell. Even the name first chosen for the organisation - the South African Association of Employees Organisations (changed at the 1926 conference) - was suggestive of compliance. However, the first conference duly shocked its sponsors by electing a communist W. H. Andrews, to the position of secretary, a post which he held until the formation of the TIC in 1930. From the outset, the influence of the left wing, which increasingly coincided with the 'new' industrial unions, was established. In the first place, the constitution of 1925, although allowing for card votes on policy, provided that 'all elections of persons shall be by ballot of the delegates present'.¹⁰⁹ This allowed small and newly formed unions to exert pressure at the annual conference. In addition, many of the old unions refrained from joining the new TUC, or, like the SATU and the MWU, withdrew their membership.¹¹⁰ Commentators at the time, and since, have ascribed this to left-wing control and the absence of a colour bar.¹¹¹ However, the result was to allow those unions which remained greater freedom of action, released

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from the conservatism of the older unions. As the new unions increased in size, so their influence within the TUC grew. Between 1926 and 1930 the GWU increased its affiliated membership from 300 to 900 (although actual membership by this time was considerably more), and the Furniture Workers' Union increased from 240 to 800 over the same period. Also, by the 1930 Conference *n.d.n.*, new unions had affiliated.¹¹² SATUC's success laid the basis for the formation of the Trades and Labour Council in 1930, this time with the support of the craft unions.¹¹³

Bill Andrews' support for industrial unionism should be stressed. During the war he had worked in Sheffield with J. T. Murphy, an engineering worker and leader of the shop stewards' movement and of the struggle for industrial unionism. Andrews was undoubtedly influenced by this experience.¹¹⁴ When he returned to South Africa in 1918, he helped organise shop stewards and argued for industrial unionism - unsuccessfully - within his own union, the AEU.¹¹⁵ If Trembath and Githam's book on labour organisation, published in 1926, is at all representative of trade union thinking at the time, then it would seem that the theory of industrial unionism was in the ascendancy.

It is safe to say that the vision of the future is the organisation of all the workers on industrial lines, with some controlling council for the whole of South Africa.¹¹⁶

Specialisation and the interlocking of trades tend to make the old craft division obsolete. The trustification of industry has also tended to eliminate the single employer. We find therefore, that Trade Unions are becoming now-a-days either Industrial Unions or Amalgamated Unions.¹¹⁷

The theory of industrial unionism had influenced the organisation of both NURAHs and of the Building Workers' Industrial Union set up in 1916 under communist leadership.¹¹⁸ However, neither union was able to overcome craft and sectional differences within their industries. By 1926 there were eight unions operating in the building industry, and even more on the railways.¹¹⁹

Perhaps the most important function of the TUC at this time was to lend its influence and personnel to the organisation of new industrial unions. These included the Furniture Workers' Union,¹²⁰ the Sweetmakers' Union (1925),¹²¹ the Boot and Shoemakers' Union,¹²² the Reef Native Trade Assistants' Union (1926),¹²³ the Canvas and Rope Workers' Union (1927),¹²⁴ and the Transvaal Leather Workers' Union (1929), organised by A. M. Merkel after the collapse of the Transvaal Branch of the National Leather Workers' Union.¹²⁵

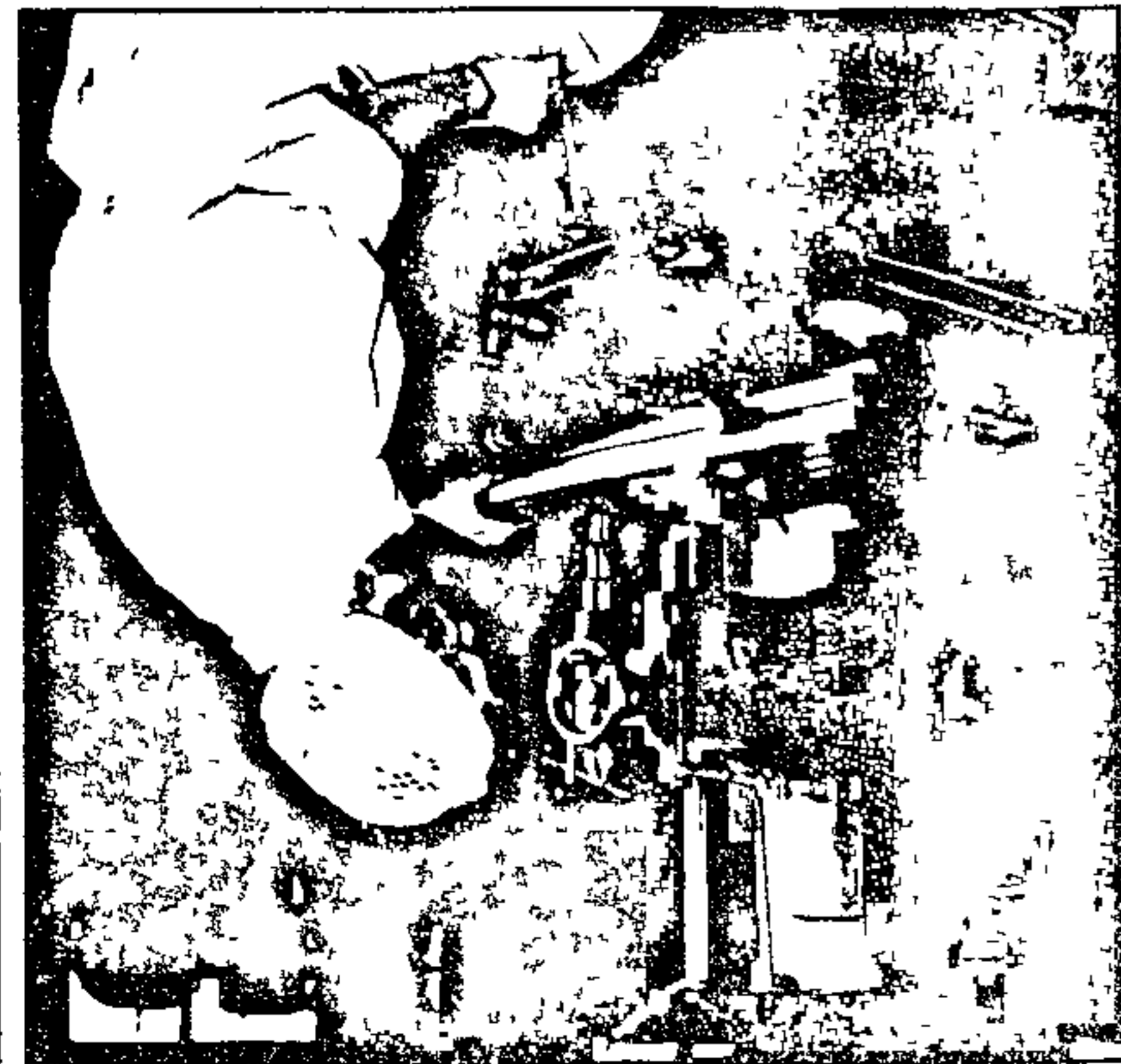
One of the most striking features of the TUC period was the attempt to organise women workers, almost exclusively whites. The leading figure was Fanny Klennerman, who attended the annual conference in 1925 on behalf of the newly formed Women Workers' Union (WWU), and demanded that the TUC give support to her organisation.¹²⁶ The WWU was instrumental in

✓ LEWIS, 1984.
Industrialization and Trade Union Organization in South Africa, 1924 - 1955
Cambridge University Press. pp 59 - 67.

TRADE UNION RESPONSE: THE GROWTH OF INDUSTRIAL UNIONISM

It will be argued here that trade union structure and strategy must be analysed in relation to work organisation and the division of labour. Thus open industrial unionism is obviously more appropriate to unskilled and semi-skilled workers, and would tend to predominate where wide ranging deskilling has occurred. A history of the GWU, the strongest union to emerge from this period, and its predecessor, the Witwatersrand Tailors' Association, demonstrates these arguments. Tailors had been organised since at least 1899 although the WTA was only established in 1909.⁹⁷ The union was founded by master tailors deeply rooted in the craft tradition.⁹⁸ During the early 20s most still worked in small tailoring shops, and in fact at that time the WTA still included 'middlemen' in its membership that is, tailors who took work from the merchant tailors to subcontract to others.⁹⁹ The membership of the union changed dramatically with the expansion of factory production. In December 1925, a meeting of factory workers was held to elect a committee for a Factory Section of the union.¹⁰⁰ During 1926, an organiser was appointed and within four months the membership of the Factory Section was increased to 90% of factory workers on the Rand.¹⁰¹ By 1928, when Sachs became secretary of the GWU, the membership was 1,750, of whom two-thirds were in the Factory Section, and three-quarters were women workers.¹⁰²

It is instructive to observe the changing response of the WTA to perceived threats from other sections of workers. In 1924 the union called for the replacement of 'Kaffir pressers' by whites.¹⁰³ The same point was made, together with an alleged threat of 'Asiatics' to white standards, in evidence to the conference on unemployment called by the Secretary for Labour in 1924.¹⁰⁴ However, in 1926 the union's constitution was altered to admit non-Europeans:¹⁰⁵ that is, Indian and Coloured workers, since Africans were not eligible to join a registered trade union. In August 1926, attention was drawn to the fact that firms were increasingly employing girl machinists to do the work of trousermakers, and it was agreed that the industrial council be requested to stop this trend.¹⁰⁶ From 1928 Sachs gave moral and often tangible support to the Native Clothing Workers' Union, led by Gana Makabeni.¹⁰⁷ Also by this time the GWU was actively organising female machinists. The threat of undercutting and job-fragmentation, which accompanied repetitive machine production, forced the WTA to open its ranks to an increasingly semi-skilled workforce. However, friction between



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As well as the similarities in the lives of these two women, there are, of course, differences. Belonging as they did to different racial groups in South Africa, they did not have the same opportunities. Epsie was a black country girl who moved to town in her early teens, while Margaret was the child of white working-class parents. Epsie did not have the same access to medical attention for her children as a white woman. Her work as a black domestic brought in even lower wages than Margaret's job.

As a white, Margaret had more employment opportunities and eventually she was able to get a steady job as a factory worker by day, as well as a catering job by night and at weekends. Yet her story brings out very clearly the uncertain position of many whites in the 1930s (for Margaret Anderson was not an exceptional case). There was a time when whites, too, suffered from poverty and rejection - before state protection and the changing economy lifted them out of the unskilled working class. This is an aspect of South Africa's history which should not be forgotten or hidden away. The more we know about the working lives of all South Africans in past decades, the better we shall understand the struggle to create a just society which continues in the present.

forty years underground. He died of phthisis in the General Hospital.

Looking back

As old women looking back on their lives, the memories of both women were dominated by the hard, unremitting labour of their lives.

Looking back, when do you think was the happiest time in your life?

Margaret

'Well, I don't think I had a happy time in my life at all. It was work and work all the time. At night when I came home from the factory I'd sit with the hand machine making extra shirts. My [son] Brian turned the handle and I'd sit and stitch the shirts for extra money. No, I got on all right with my children.'

Epsie

'I always think I must stay in Church. I might have a rest somewhere because they say there's heaven where you get rest. Because here I didn't get rest. All of my life. No, I didn't have a rest in this country.'



The 1920s and 1930s were hard times for many unskilled white women, too. Margaret described her working life

'I used to go out and work. Wash and iron for other people. I'd take [my children] with. Put them in a pram - I had a pram given to me. Put Billy-boy into the pram, and Tommy and Brian used to walk with me. Go looking for washing and ironing. Going from door to door. All over Jeppe and Fairview and Belgravia. Yes, I used to work there.

They're paying 2s 6d [25 cents] a week for a big bundle of washing like that. Washing and ironing.

No wash machines; there were no bathrooms. Used to stand and wash in the yard with the bath on two blocks and wash there. Take me the whole day because it's cold water and blue soap. Then I got to go next day and do the ironing. They wouldn't let me into the house. I had to sit outside with the children. They bring me a mug of coffee and two slices of bread. Then I give it to the children - the two boys, because the other one I was breast feeding.

'When I was washing and ironing during the Depression, I was even washing and ironing for a lady whose baby died. To get those clothes for my child.'

A new job

But after the Depression the manufacturing industry began to develop rapidly, and semi-skilled labour was needed in the growing clothing industry. One day, said Margaret,

'I went and knocked at the door in Hans Street and I heard this terrible noise inside and the man came to the door. He said, "Yes?" I said, "I'm looking for washing and ironing and cleaning the house." He said, "No, I've got a factory. I'm working. Can you sew?" I said, "Yes, I can sew. I make my children's clothes." And he looked at them and he said, "Come in". Then I went in. There were five girls at the machines. And I said, "But I can't work these machines - electric - I'm used to the treadle." He says, "I'll show you."

'And I worked the double-needle machine while I worked there. Then he closed down and I went to the Union Clothing Factory. And they closed down. For three years I worked there. And then I went to Victorian Shirt here in Jules Street. I worked there for fourteen years. The women working there were all white. The native boys did the pressing.'

Surviving during the depression

Although Margaret became a garment worker, she did not have a clear memory of her union. When asked, 'Did you ever get support or get involved in the unions?' she replied,

'I never worried. They were mostly Afrikanans women. No, I didn't worry with the union people, no.'

But later she said,

'I belonged to a union, the Garment that's right. Solly Sachs was a marvellous man. He used to come round to the factories. We started off with 18 shillings a week. And of course every three months there was a 2s 6d increase [25 cents].

'For 22 years I worked. Trousers. Ja. I put in the back pockets and made the pants and jackets and shirts. And I went catering at the same time over the weekends. Friday night, Saturdays, Sundays. Jewish parties, Jewish weddings, Jewish bar-mitzvahs. I spoke to one woman and she said she caters during the evenings. And then she said she'd take me along but I must say I am an experienced waitress. Then after that I worked for about a year in the catering department. Then Mr. Mentsky said, "I'll put you in the kitchen." I had to cook for 700 people. Fry the fish and fry the meal, you know.'

To supplement her income from the factories and catering work, Margaret also sold 'white' liquor to black customers.

'[When] I started [factory work] I had three boys already. Because my old man worked when he felt like it, and I had to jump out. He was a miner. If he didn't work, that's how I struggled with my three boys.'

Phthisis

In Margaret's story miners' phthisis weaves itself in and out of her experiences. We have seen how her mother had found a job nursing a phthisis victim until he died. Her own father and her father-in-law both died of phthisis.

'Funny thing when my old man [her father] was bedridden with phthisis and that, my husband went down to go to clean him, 'cause my step-mother didn't. She wouldn't be bothered with him. My old man went to clean him up three times a week. Yes.'

Phthisis finished her husband too.

'My dad got him [her husband] a job on the mines, as a learner miner. He worked, off and on, nearly

Two babies is buried here in Alexandra, one is in Brixton, the first son the first daughter is in Pimville, the second one is in Croesus [cemetery] At Croesus you only pass two graves and you find mine again

Work

Both women struggled to make ends meet. They took in washing, sold liquor illegally to raise their children, and worked hard all their lives.

Epsie described her work as a domestic servant.

'Start half past six in the morning. We used to work all day. No day off. Lunch you eat it in the kitchen. Just when you finish eating you start the work. Finish at seven o'clock. You do the washing and ironing, there's no washing machine. No polishing machine. You scrub the floors and you come put the polish, rub it off again. Thursdays you do the windows, right around the house.'

After her first employer left Johannesburg, Epsie got a job in Jeppe.

'There I was clever. I was no more *mampara* [laughs]. I work long time there, two or three years for that madam. She was good for me. Afrikaans. Ooh, she's so good! When she's go out to bioscope or something like a party I must stay in. When she come she find me sleeping on the floor, she take a blanket. She says, "You mustn't go to the room, Epsie, you sleep here because you fast asleep. Sleep till tomorrow morning."

'When they were having dinner I used to have the same what they eat. She was paying me R3 a month. [When she was cooking] she used to call me to come and see. "Some time, Epsie, you'll cook - come and see what madam's doing." I used to peel whatever you want me to peel, I must peel.

'Once a week, Sunday afternoon, you get off - after they had lunch, wash the dishes, and then you can take the train and go home. Come in the morning, early. You see your mother only two, three hours. And you sleep and in the morning you get up, take the train out.'

After she married the hard work continued.

'Ooh, I was fighting for my four daughters. Ja, I used to have a petticoat, you see, a mealie-meal bag. Ja. And even for my pantie, I cut that mealie meal bag and make a pantie. Push my four daughters to school.

'In Kensington it was empty that time, no houses. I start to make beer there, African beer. I sell for the boys. One boy was jealous because I was selling a lot, you see. He used to come with other boys when they coming to drink at my home, see. And he get jealous and he call the police.

'And the madam didn't know, master didn't know because Kensington used to be big houses, your room used to be far away from the big house. They didn't know I'm doing something like that, but the day he call the police then the police tell them.'

'"Did you know your girl is making *skokiaan* at this home?" "No, I didn't know."

'And that day I go away from Mrs de Kok.'

Epsie then became a laundrywoman.

'I used to wash there, at the madam's house. Sometimes *two* madams a day. I used to wash in Rosebank, take a bus to town. I used to have another washing in town.

'I've got no time to pray because I always think of my troubles at my back. At my home there's no mealie-meal. There's no coal to make fire, there's no 35 cents for bread, there's no blanket to cover myself and to cover my sons and daughters. The winter is in but I'm not ready [with] the blankets because I've no money to buy. Ja, I'm only thinking about what can help me. Nothing else. When I think to pray I always disappoint myself because I think, 'Oh, I've no coal at home and it's so cold. I have no mealie meal. What we going to eat and I've got no piece of meat.'"





sister of the father of the baby) I ask her to take the baby because she wasn't working, she was staying in Germiston location. She take the baby. I start to think if I can get somebody to take the baby I can find work.

'One day I wanted to go and see the baby in Germiston. I find that they've been to church with this baby and baptise this baby with a new name, it's not my name. I cry then and I said, "Why didn't you baptise the baby with my name? You meant to say that you taking that baby, that I did give that baby for a present?" I was going to give her [the name of] Rita Ndaba. Rita was now Josephina, no more Rita. And she tell everybody in Germiston that she's got a baby from a rubbish girl - "she didn't know where to put the baby and she gave the baby to me for a present."

'I cry, I go back to work. She wouldn't give the baby to me. She say, "I won't give it to you. If you're taking this baby you're going to pay a lot of expenses."

Eventually Epsie managed to recover her child after a court case, paying the lawyer with her sewing machine as a deposit.

Child deaths

The most heartbreaking difference between the two women was the loss of baby after baby for Epsie - a tragedy common in the lives of so many black mothers in the towns. After Epsie won the court case to recover her child,

'I went to take the baby without nothing - no clothes, no blanket, nothing. I use a big scarf for a blanket. The baby was four years old then. She wasn't sick, a nice baby, fresh, very fresh. I took the baby. The baby stay with me six months then the baby start to be sick for *three months*, day and night. Like the baby was mad, used to torn her clothes and talk and say, "There's a snake! There's an aeroplane!" For three months.

'Till my husband [she was now married to John Zondo] he went to the father, he said, "Will you please come and see your daughter, she might rest after you been there." You see, sometimes it's something like that, she's waiting for her father to see her, or what. We don't know what we're doing. We went to call him and he didn't come. Then a couple of days and the baby passed away. She was five years and two months when she passed away.

'That time I had no money. My husband was sick. The baby was sick. I had a boy that time while Rita is sick. I had a little baby and he live only seven days, a nice, very big boy and he died when he was seven days old and Rita was still sick. And then we buried Rita. After two, three weeks she passed away.

'Before I was married I had two children - two girls. After I was married I had nine. Eleven children - only four alive. They all died. I had five boys and six girls, but seven died.

'I used to have baby and die, baby and die - all this. The time I came to Alexandra five babies died. Sometimes they used to stay two months, three months, they die. Until the one, seven days, my sister said I mustn't feed him with my breast because we want to find out what makes them die. And he died, the same.

'I remember myself with my little baby. If he's dead in my hands I just put him away one side because he's no more alive. No more babies now, he's gone. I had to bury all these babies. I didn't run away because it's my babies, what could I do? I've no mother, no aunties, nothing. I used to wash my baby and put him in the coffin myself. Ja. All my babies. I used to take my machine and sew whatever I want to cover the baby, sew it myself, wiping the tears and doing this job. Sew the nightdresses, that dress they put on the dead somebody.

'Then I take my machine away, I take water, I wash my baby nice, I put him in the coffin. There come the minister. He only come for open the Bible.



these lawyers They can't lend us money any more Try to lend money - no, couldn't get money Got to sell this property again - this last property

'Ja, if it's heaven, that man must wait for me till I come Then we going to talk And we'll talk [laughs] We going to talk He going to tell me why did he do this to me'

Motherhood

Motherhood was a struggle for both women Each had to give up her first-born to the care of others

Margaret

'I was nineteen when I had my first child I had my three boys and a baby that died in between He was eleven months old He had septic enteritis [the cause of this illness, so common in black babies at the time, was probably malnutrition]

'Those days they couldn't cure it, but today they can, you see I was working in the factory then

'I had a little girl, the eldest one, but she was brought up by my aunt It was necessary with the depression - 1932 She was premature Those days they didn't have an incubator We had to struggle through with her Then I had the four boys, and the three after that again Now six are alive Two boys are gone



'In the factory, Mr Meyerson let the children sit in the factory there Play around in the factory But when I went to other factories I put the children in a creche

'I got my daughter back when she turned fifteen, you know I didn't see much of her [while she was away] because [the aunt] told me she put the child into Pietermaritzburg Convent, which was a lie She put her in Nazareth Home, because [the daughter] didn't want to listen All the time she was in Nazareth House, just under my nose [Then the aunt's] husband died and she couldn't keep her on Well, when she got back she used to fight with her brothers, that's all I know Wasn't used to other children, 'cause she'd been the only child there I wanted to put her to school but they said, no Then I put her in the factory She was very good

'I didn't see much of the children When they were going to school, they'd come home, do their homework and tidy up a little bit, and then I'd come home That was before I was catering You know, when I was at Victoria Shirt I used to run home lunch times, and get the stove going, and then the children would put the meat on, and so on They were good to me, the children'

A working mother's struggle

Epsie had an even harder time with her first child

'I had two babies before I was married The father he run away He was Levy Mbatha Also a Zulu He promised me that he is going to pay lobola, but hide away that he's got a wife, he's a married man I was working in Malvern, Polly Street So he leave me there

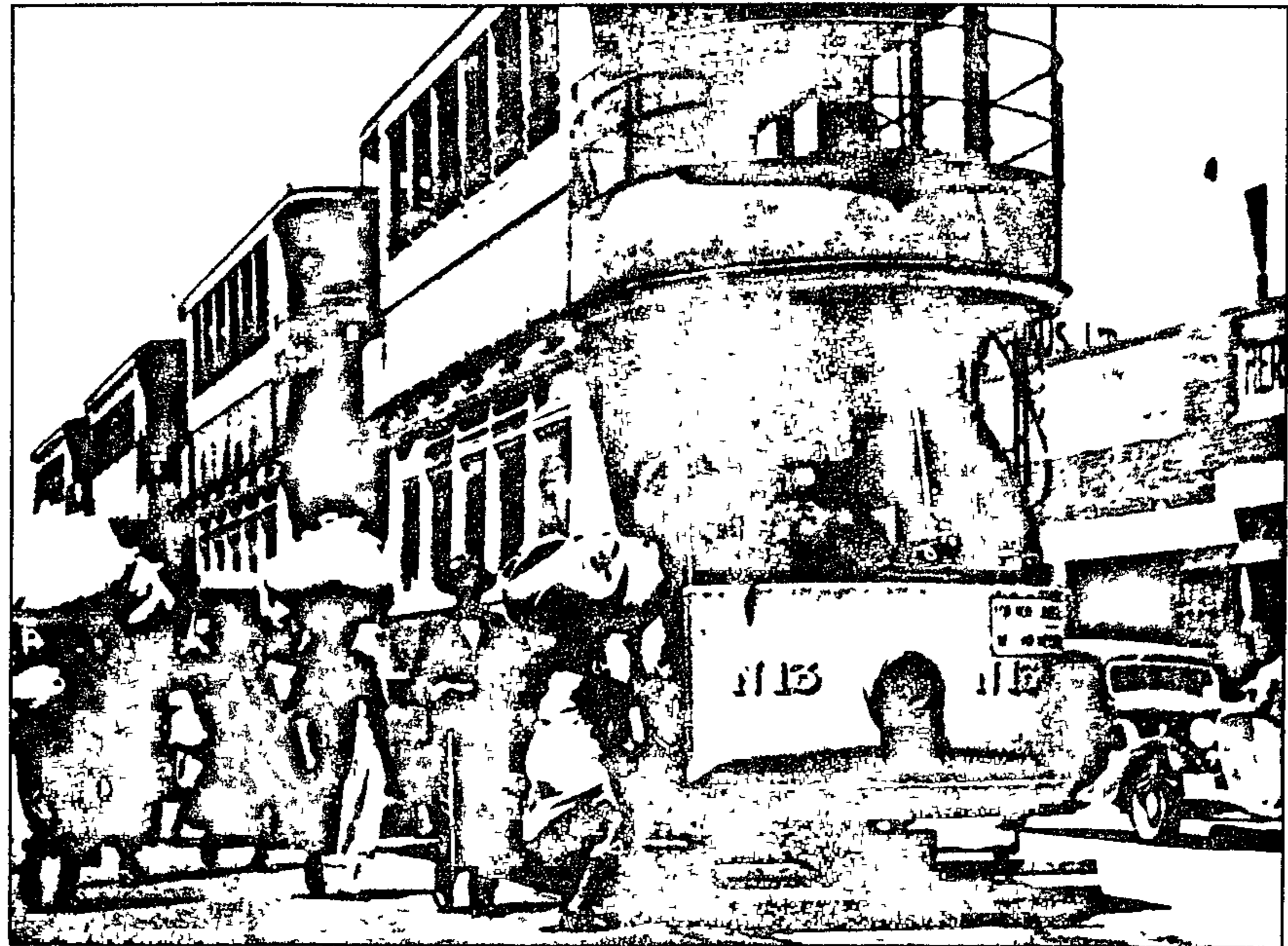
'The baby was crying all the time, and the madam couldn't keep me I can't cover the work, can't finish all my work So I leave that work I find the room, also in Malvern The baby was crying And then that madam also say she couldn't keep me, they can't sleep, the baby's crying the whole night and the room was near the house, you see I leave that room because the madam couldn't sleep

'She said, "Epsie my girl, I can't help it because the master's working and he can't sleep He's going to work in the morning"

'So I try to find another room The while I try to find another room, just can't find it easy When the sun set where must I go to sleep with the baby? One day I climb on the tree with the baby, I tie the baby onto me with straps'

After many hardships, Epsie decided to ask a relative to care for the child

'I've no friends that time Then until this baby grow big, I find this baby's auntie, that boy's sister [the



Returning the washing to the 'madams' 1937

to do the washing and ironing for two madams a day to push this four daughters to school The father couldn't pay a farthing for these four daughters He was working He gave me nix '

Several of Epsie's children died in infancy, but four daughters survived

'Myself, I'm sick I've been sick for four years My husband, when he come from work he used to bath Janet, used to rinse napkins, because I was sick for four years After that I start to feel better

'And I was helping the man, he said I must help him "After you help me, my wife, you'll sit down till this today "

'He used to wake me up in the morning for the bus "Your bus will leave without you " I used to take a bus to Parkmore There was only one bus in the morning and one bus five o'clock If you lost this one, you won't go to work He used to wake me and he used to stay at home I must go to work Oooh, I don't want to think about that man Ja [With a deep sigh] '

In the years that followed, Zondo became a builder Epsie and Zondo bought and paid off a stand in Alexandra township Together they built a house After the birth of their third daughter they moved to 19th Avenue and built another house there

'I used to carry water with my head, fill up four drums to make bricks, to build my house And we built five rooms in 10th Avenue, five rooms in the back yard I used to have four rooms for my house My husband used to build I used to be the dagha boy Ja, haai, I used to be dagha boy And after I've been dagha boy so long time and I didn't get a cent '

She then described how Zondo secretly sold the property in 10th Avenue and bought a van

'I said, "Where did you get such a lot of money to buy a little van? Why didn't you ask me, Zondo, so we should go together to town?"

'He said, "You've got nothing to do with it " He said, "My mother didn't ask my father a question, not *one* day "

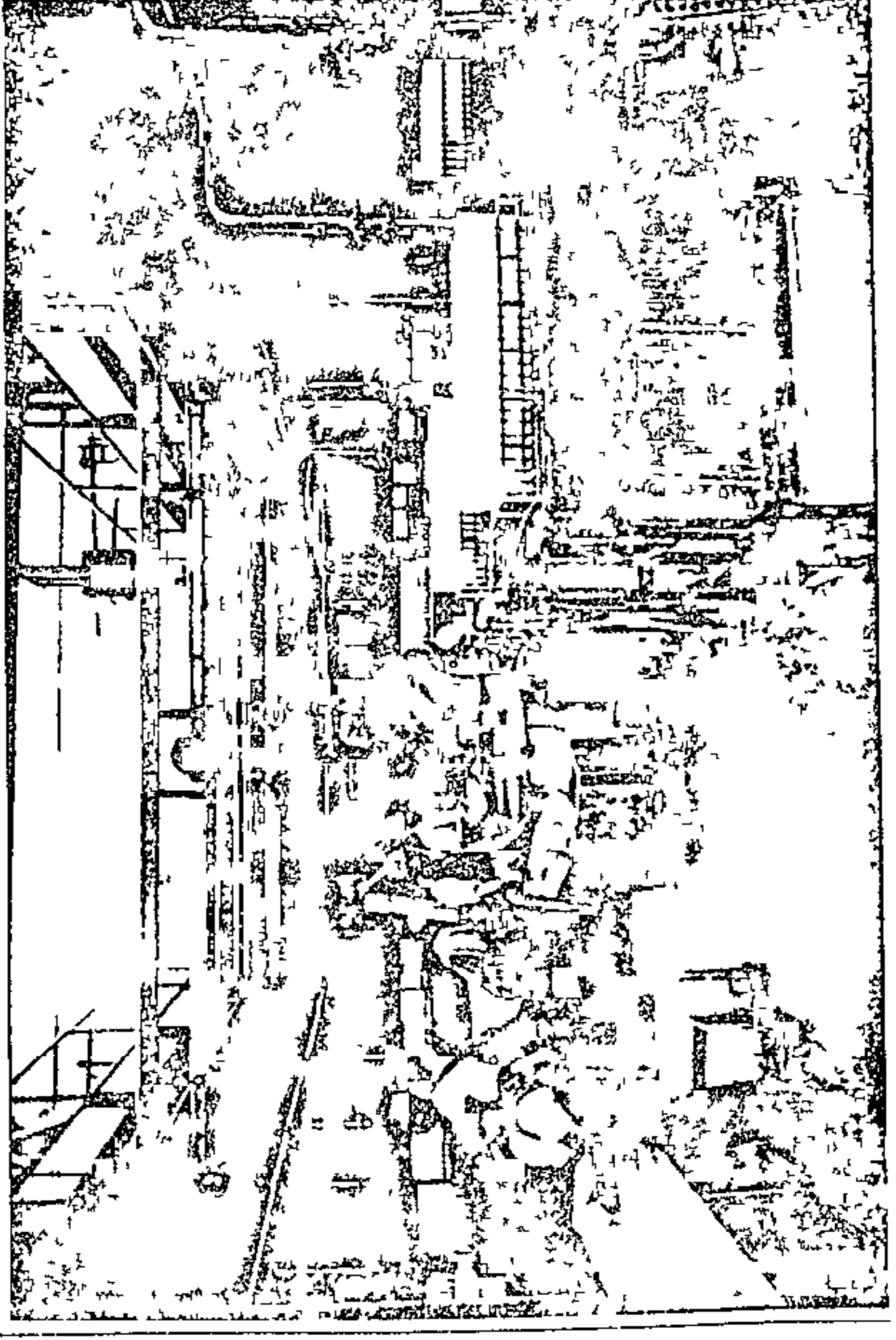
He buy a little lorry and he didn't build any more He used to go and drink somewhere and sit on this lorry Near the Indian shops here there was another place used to sell drinks - beers, brandy He used to stay there I used to do washing, washing, till I'm like this - can you see my hand [shows how her right hand is misshapen]? I've got a big lump here I used to wash for two madams a day

'He went up and down with this lorry The lorry get broken when he was taking a trip to Tzaneen He couldn't come back with this lorry, it's pieces there His heart is on the lorry Went to all



Canning factory in the Cape. The non-racial Food and Canning Workers Union was formed in 1941 in Cape Town

Candle factory Cape, 1934



the factories to say that the employers had no objection to their employees being members of the trade union and that it would be advantageous for them to join.

Then in 1931 as the depression hit South Africa several garment workers were dismissed. The new union called for a strike. But in that prior economic situation the workers had gained power was very weak and the timing for a strike was wrong. As management itself declared.

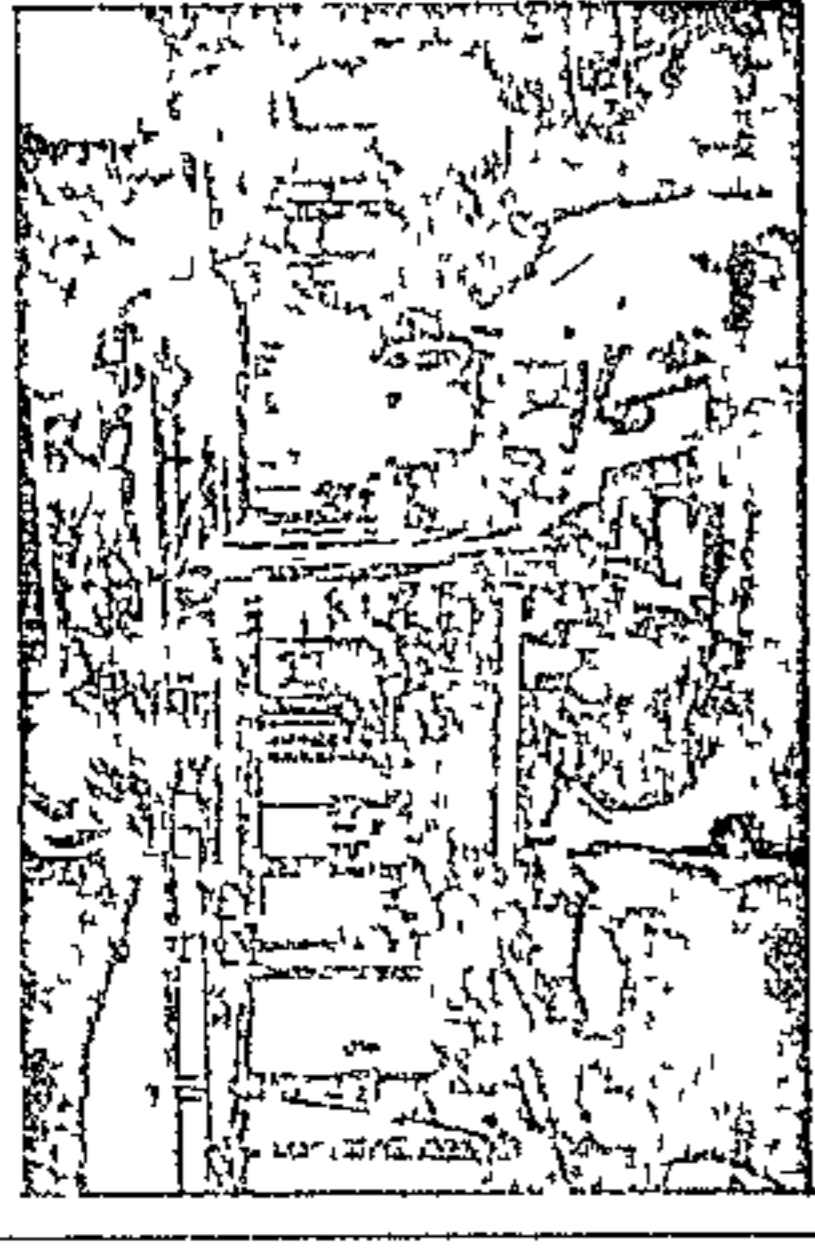
The strike could not have taken place at a more convenient time as far as they [management] were personally concerned.

Many garment workers seemed to agree because two thirds did not strike. The strike failed and the new union collapsed.

Militant organisers in better times

Then in the mid 1930s after the economy picked up again a new crop of militant organisers - mostly members of the Communist Party - began to organise in the Cape. (See *The Communist Party and Black Workers*) Eli Weinberg, La Guma, Gomas and Ra, Alexander successfully formed the African Garment Workers Union. The leather rope milling and chemical industries soon followed as well as the Commercial Workers Union.

In February 1941 Ray Under organised the Food and Canning Workers Union (FCWU) a non-racial union which continued militant action for many years and which in 1986 was still active and growing.



Indian workers in a match factory Durban 1913

The labour movement in Natal

In Natal cheap labour in the early years consisted mainly of Indian indentured labour - that is contract workers from India who worked on the sugar plantations the Natal Government Railways or in the Natal iron mines under conditions close to slavery. Other Indians, mainly Moslems, had paid their own way to South Africa and set themselves up as traders. Their resistance against discrimination is described in *The Indian Resistance of 1913* in Chapter 4.

As their contracts expired a few Indians were able to make their own way in the Natal economy by hawking - selling fruit, vegetables and flowers in the streets from carts - or by setting up small shops. A few also obtained white collar jobs in the civil service. But most of the freed Indians could only survive through wage labour - they had no land and being new workers they had not been trained in industrial skills.

Labour through taxation

The Natal government used taxes to force people into wage labour. (See *Misilana Refuses* in Chapter 1.) Zulu resistance resulted in a shortage of labour for Natal employers for many years.

The tax method of encouraging wage labour was also used on Indians whose indentures or contracts had expired. All 'free' Indians were forced to pay a six rand tax every year because they were not working under contract. For poor people, this was a heavy burden and the result was that thousands of destitute families were forced back into indentured labour.

By 1913 more than 62 percent of the entire indentured Indian workforce were still working on the sugar plantations under harsh working conditions because they could not find other jobs. In that same year, Indian workers took part in a massive strike to protest against this labour tax. See view saw in Chapter 4.

Early trade union activity

As early as 1917 and 1918 - skilled Indian workers formed a union in Durban for furniture, tobacco, leather and other goods. In the 1920s the African based ICU became very popular under Champion as the Natal secretary. (See *The Rise and Fall of the ICU* in Chapter 4.) The result of these racially grouped or ethnic unions was a divided workforce in Natal for many years. At the same time Natal was always an active area for worker and community protest.

In 1930, the Communist Party organised an anti-pass campaign. The campaign did not succeed so well in other parts of the country, but in Durban it drew a great response. It was during an anti-pass meeting in Durban that the police baited to death the popular trade union leader and young communist Johannes Nkomo, the first martyr of the Communist Party. The government then banned a number of trade unionists from Natal, including Champion of the ICU and Gana Makabeni of CNETU. (See *Black Trade Unions After the ICU* on page 161.)

Other labour leaders stepped forward in particular two Indian organisers who worked very hard to overcome rivalry between African and Indian workers for jobs and to promote non-racial unionism amongst Indian workers. They were George Ponen and H.A. Naidoo, supported by trade unionist Errol Shanley and Communist Party organiser Eddie Roux, as well as A. Vranitsas of the Labour Party.



Natal trade unionists in the 1930s. Errol Shanley, D. Naidoo, H.A. Naidoo, P.M. Harry, George Ponen.

As in the Cape the unions were led by whites with racist ideas. For example a number of trade unions were controlled by J C Bolton. Although he did much to build up labour organisation he believed that African and Indian artisans were inferior to white skilled workers. As one trade union organiser from the Transvaal recalled:

'In Natal there were lots of Indian and African craftsmen working in backyard premises - upholsterers, furniture makers and leather workers. They had learnt their trade in the mission schools or through experience. Bolton wouldn't recognise them.'²⁶

Solidarity and strikes

But rather than form separate unions Ponen and Naidoo encouraged black workers to challenge the existing unions. In 1934 black and white garment workers united to come out on strike against a factory boss who had drilled peep holes in the doors of toilets used by the black workers to see if they were concealing stolen articles in their clothing. The strike was successful although Bolton helped to get evidence against Ponen and Naidoo when they were charged for organising an illegal strike. They were each fined four rand. Workers paid the fine.²⁷

There were other successful strikes across the colour and ethnic lines. When the newly formed Iron and Steel Workers Union (Natal) downed tools after their chairman was victimised there was resistance from Chapman of the ICU yase Natal, as well as the white craft unions against the bosses and the police. The strike lasted for thirteen weeks. During this time the middle class Natal Indian Congress supported the strikers with food and strike funds. At last the strike was settled with shorter working hours and wage increases for the workers.

The success of the iron and steel workers resulted in the rapid growth of unions - between 1936 and 1945, 27 new trade unions were formed.²⁸ In most of these membership included both Indian and African workers.

Many of the new unions were also involved in fighting against racism in South Africa and the growing influence of fascism and Nazism that was spreading throughout Europe in the 1930s. In 1935 for example Durban, Cape Town and Port Elizabeth dock workers refused to offload Italian ships - Mussolini's fascist government in Italy had invaded Abyssinia, one of Africa's few independent countries at that time. From the mid 1930s the industrial unions had to struggle against the attack by Afrikaner Nationalism on non-racial unions. The story of the Cape organiser in *Organising in a Country Town* gives an idea of some of the difficulties that faced non-racial union organisers at the time.

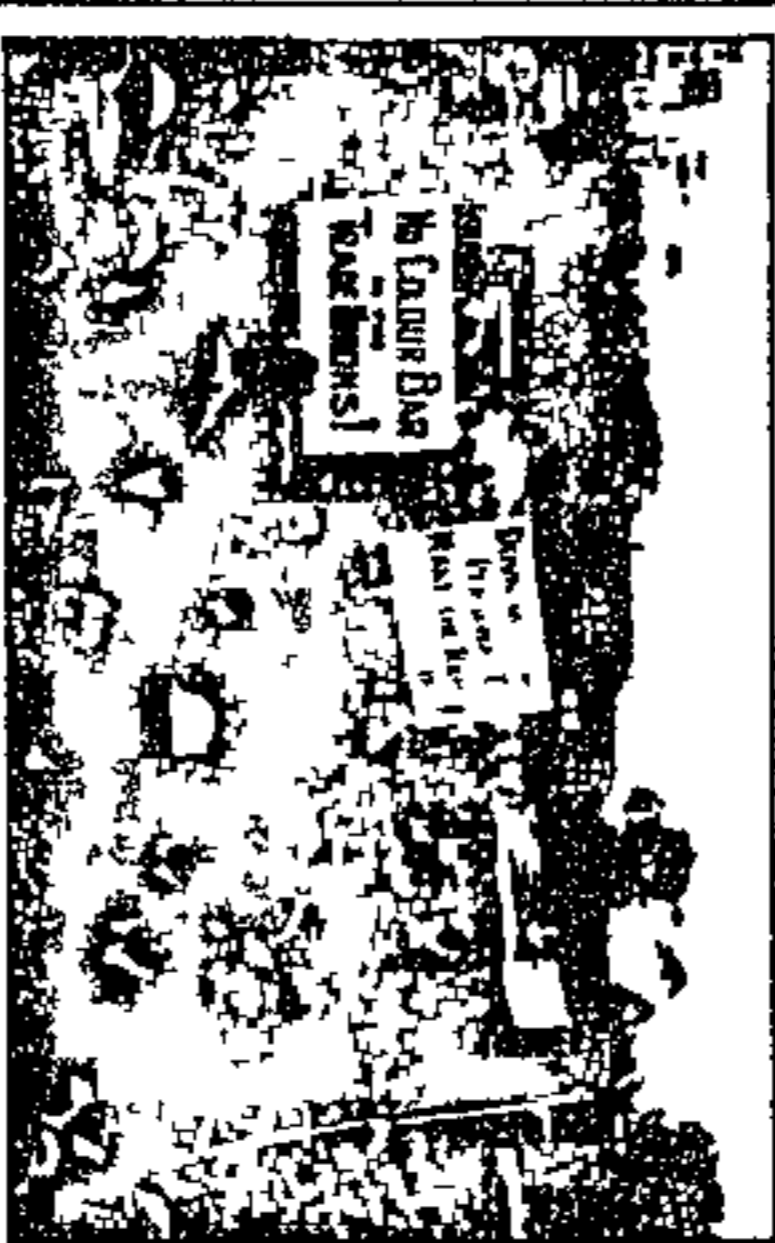
Similarities and differences

The struggles of workers against their employers for better wages and working conditions was a country-wide struggle. The differences in each province arose out of regional situations. In the Cape and Natal industry was less developed and there was less capital available. The squeeze on the workers was therefore even tighter in these two provinces and the struggle for union recognition was long and hard.

In the Cape racism was less evident than in the Transvaal and Natal. It was the CFLU that organised the first non-racial conference of trade unions registered and unregistered held in Cape Town in 1930. Out of the 86 Cape delegates about half were black.²⁹ The Transvaal by contrast managed to bring only one black delegate, John Gomas, a Cape tailor who had joined the GWU on the Rand.

Out of this conference the SA Trades and Labour Council emerged. It agreed that equal opportunities and equal remuneration - that is equal pay for equal work - were the best defence against racial exploitation. It promised to admit all *bono fide* trades and labour unions and aimed to 'promote the interests of all organised workers'.³⁰ For the first time the Transvaal unions agreed to admit black unions into their federation and three blacks out of eighteen representatives were elected to the council.

These were small gains but they were an important start. For they contained the recognition that class not race was the key to strong workers organisations.



May Day demonstration in Cape Town 1937. The placards read 'No Colour Bar in the Trade Unions! and Down with the Personal Tax! Make the Rich Pay!' In the western Cape racism was less evident than in the Transvaal and Natal labour movements.



Afrikaners founded the Nationalist Party in 1912. Only twelve years later, in 1924, it was voted into power. But it had to share the government with the Labour Party.

because it did not have enough whites to govern on its own.

Afrikaner nationalism was therefore allied to a workers movement. Its leader, General JMB Herzog, even sympathised briefly with the black workers ICU. (See *The Rise and Fall of the ICU* in Chapter 4.) However, we have also seen in Chapter 5 how the Pact Government passed laws favouring white workers and put forward a 'civilised labour policy' and how it encouraged the growth of South African capitalism.

Nevertheless, although Afrikaner nationalists had political power, the economy was still controlled by English-speaking capitalists. The English also held top civil service and government posts as well as the top positions in the army and the police force. South Africa's middle classes were almost entirely English. Even in the white working class the English controlled the influential craft unions and their federation, the Trades and Labour Council.

But there was a small group of Afrikaner professionals - teachers, church ministers and lawyers - who wanted to change all this. As described in *The Birth of Afrikaner Capitalism* in Chapter 5, they formed a society called the *Broederbond*.³¹ It aimed to uplift and unite all Afrikaners so that one day they could take over full political and economic control of South Africa. After Herzog's Nationalist Party united with the South African Party led by Jan Smuts in 1933, the *Broederbond* renewed its efforts to prevent Afrikaners from getting lost in an English way of life.

Attack on the trade unions

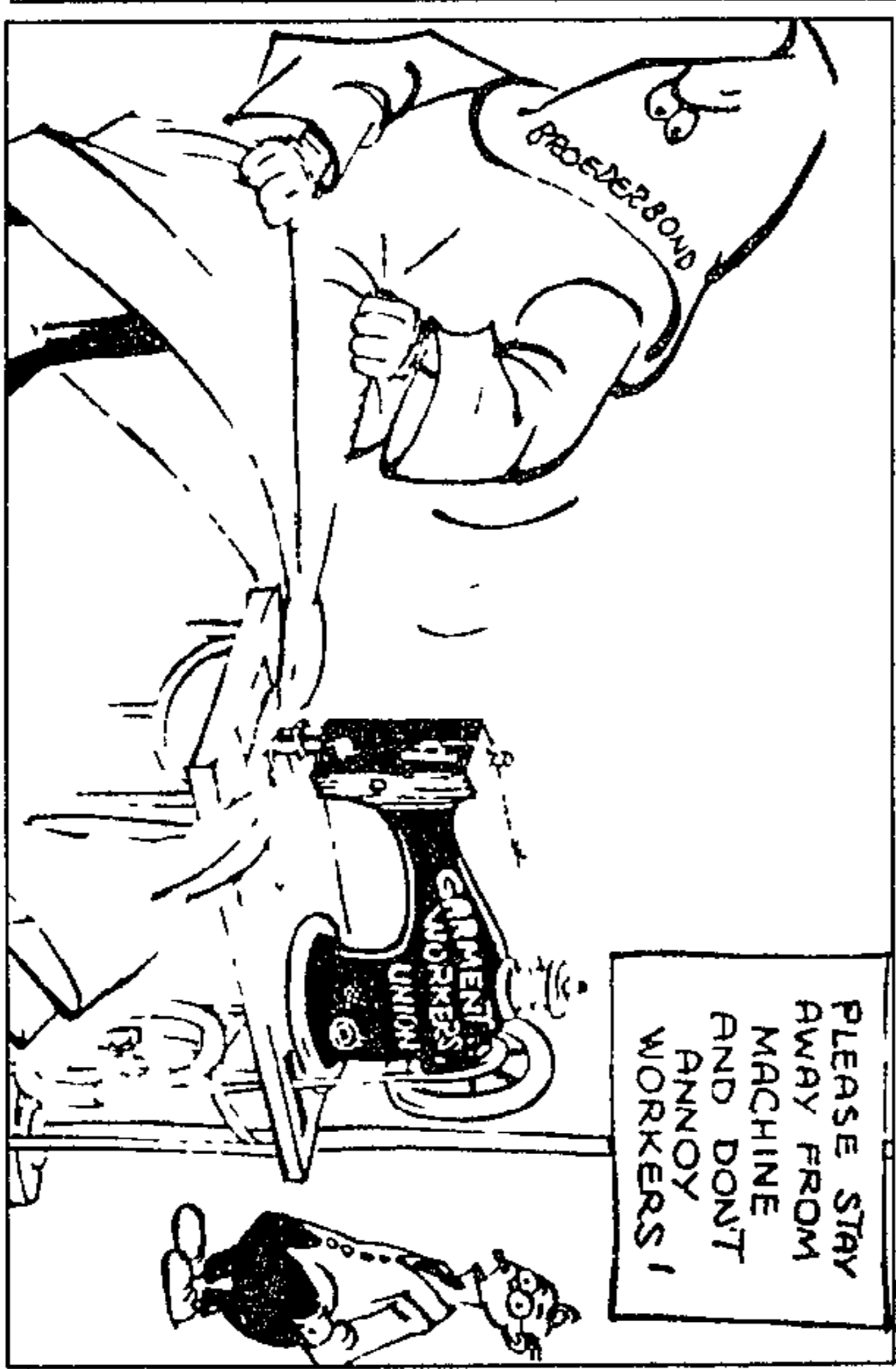
To unite the Afrikaners, Afrikaner Nationalists had to separate them from other groups - from other whites and from other workers. The *Broederbond* was especially worried about the power of the trade unions which preached the unity of the white working class. (The socialists and communists in the trade unions went even further and included black workers in the labour movement.) The *Broederbond* preached that there were no class differences amongst Afrikaners - they were one people, one folk. Their plan was to make the Afrikaner labourer part and parcel of the national life and to prevent the Afrikaner workers developing as a class distinct from other classes in the Afrikaner national life.³²

In their labour policy Afrikaner Nationalists were opposed to free collective bargaining - as a future Nationalist party Minister of Labour said in 1942:

Firstly, we contend that wage control and wage fixation should be entirely in the hands of the state. Secondly, and this is much the most important principle, self-government in industry must be eliminated. Self-government in industry and collective bargaining are things of the past.

From about 1934, the *Broederbond* began a campaign to promote Afrikaner trade unions. They decided

A Bob Connolly cartoon in the late 1930s.



Afrikaners or Workers ?

We Afrikaners acknowledge no classes as you and your satellites are trying to introduce - therefore we do want the garment workers as a class to participate in the [oor trekker] celebrations, but all together with us as Boers - the factory girl together with the professor's wife
(Extract from letter to Solly Sachs from D B H Grobbelaar a Reformer)

to attack the leadership of trade unions which had the most Afrikaner members. The unions they concentrated on were in the mining, building, iron and steel railway, clothing, and leather industries. (See *The Story of the Garment Workers' Union to 1941*)

The railway workers' Spoorbond

The Spoorbond was formed in 1934 by the founder of the Broederbond. It was originally a salaried staff association formed to combat discrimination against Afrikaner office workers on the railways.

Later membership was extended to the Afrikaner workers, and then its policy was developed to replace all black workers on the railways with Afrikaner workers. (The relationship between the Spoorbond and the government's 'civilised labour' policy is discussed in Chapter 4.) By 1937 the Spoorbond was able to claim 16 000 members. Its rival union, the National Union of Railways and Harbours (NURAHS), had been forced to close down.

Why was the Spoorbond so successful? The answer lies partly in the failure of NURAHS to organise the many new workers who joined the railways in the 1930s - by 1939, every eleventh Afrikaner was a railway worker.³³ Yet NURAHS did not bother to recruit these largely unskilled white labourers.

Spoorbond was able to take advantage of this neglect of Afrikaner workers and appeal directly to their sense of nationalism. At the same time, Spoorbond rejected class divisions and strikes - it encouraged members to follow the Spoorbond motto of 'Conquer Through Service', and to give loyal service to their employers.

In 1942 the railway administration finally recognised the Spoorbond's right to speak for all grades of railway workers. By then it had a membership of 29 000 out of 77 000 railway workers. By 1946, the Spoorbond had its own bank consisting of its members' savings with a capital of R340 000.³⁴

The white miners

The struggle for control of the white Mine Workers' Union was a very important one for three reasons

- Firstly, the mining industry was the biggest

industry in South Africa. Labour policies had an important influence on other industries.

- Secondly, after the railways, the mines employed the greatest number of Afrikaners and the Mine Workers' Union (the MWU) in the 1930s was the biggest union in the country.

- Thirdly, the MWU was a whites only union. White miners were the highest paid white workers in the country, and their wage rates depended directly on how much production they could extract from the African workers they supervised. There was little chance that they would cooperate with black workers to form unions or other worker organisations.

In 1937 Afrikaner nationalist leaders formed an alternative white miners' union - Die Afrikanerbond van Mynwerkers (The Afrikaner Mineworkers' Union). But as soon as this happened, the leaders of the MWU made a closed shop agreement with the Chamber of Mines. The Afrikanerbond had to close down. Instead, they formed an active group known as the Reformers and agitated for change within the union.

As had happened in the struggle between the Spoorbond and NURAHS, the Reformers exploited the weaknesses of the existing union. The leadership of the MWU had become very sure of itself and undemocratic. It had also become corrupt. To keep the Reformers out, it held false elections and changed the minutes of meetings. During the war years it stopped elections altogether.

In the closed shop agreement, the MWU leaders promised to 'discourage and prevent any actions of their officials and members which may have the effect of causing unrest and undermining discipline'.³⁵ The union leaders had done a deal with the bosses. They carried out their promise - members who challenged union policy were beaten up and expelled from the union. Once workers lost union membership, they also lost their jobs under the closed shop agreement.

In 1939, the secretary of the MWU was shot dead by a Reformer. The struggle for control continued. In 1942 a group of mine workers complained that their real wages (that is, the buying power of their wages) had dropped, but the MWU had done nothing about it. The Reformers began to make demands that the MWU should have made - they pushed for health and safety in the workplace, for workmen's compensation phisitis benefits and improvements in pensions.

During the war, the Trades and Labour Council as well as the Labour Party criticised the Reformers' racism. Unfortunately however they continued to support the corrupt leaders of the Mine Workers' Union, seeing them as allies fighting fascism in the labour movement just as South African soldiers were defending democracy in Europe. More and more miners became frustrated with the MWU. In the 1948 elections, most white miners voted for the Nationalist Party.



The funeral of Charlie Harris, secretary of the Mine Workers Union, who was shot dead outside the union offices by a Reformer.

The industrial unions

Afrikaner nationalism was not as successful in the industrial unions however. While there were many Afrikaner workers in the textile clothing and leather industries, these workers were different from the miners and railway workers.

In the first place, most of these Afrikaner workers were women, and had experienced greater exploitation as cheap labour. They had also successfully struggled through their unions for higher wages and better working conditions. *The Story of the Garment Workers' Union* shows they therefore valued their unions, and also the way the unions were organised. Their leaders were democratically elected, and most were loyal to them.

There was also another important difference. The garment, textile and leather workers were direct producers in the factory, and not supervisors like the miners. Nor did they rely on government protection for their jobs like white railway workers. They worked side by side with black workers taking part in the same labour process on the shop floor. So although many of these workers were not free from racial prejudice, they recognised the value of class solidarity.

The following story is a typical example of cooperation amongst workers in the 1930s, told by the secretary of the Leather Workers' Union.

'In about 1936 I went to a lunch hour meeting to recruit Afrikaner workers in the tanning industry - I remember the firm was called 'Gibson and

Gibeau. They said "What about the black workers? We can't do anything without them", and this was in the days of the Blanke Werfers se Bejermingsbond [White Workers' Protection League a militant right wing group].³⁶

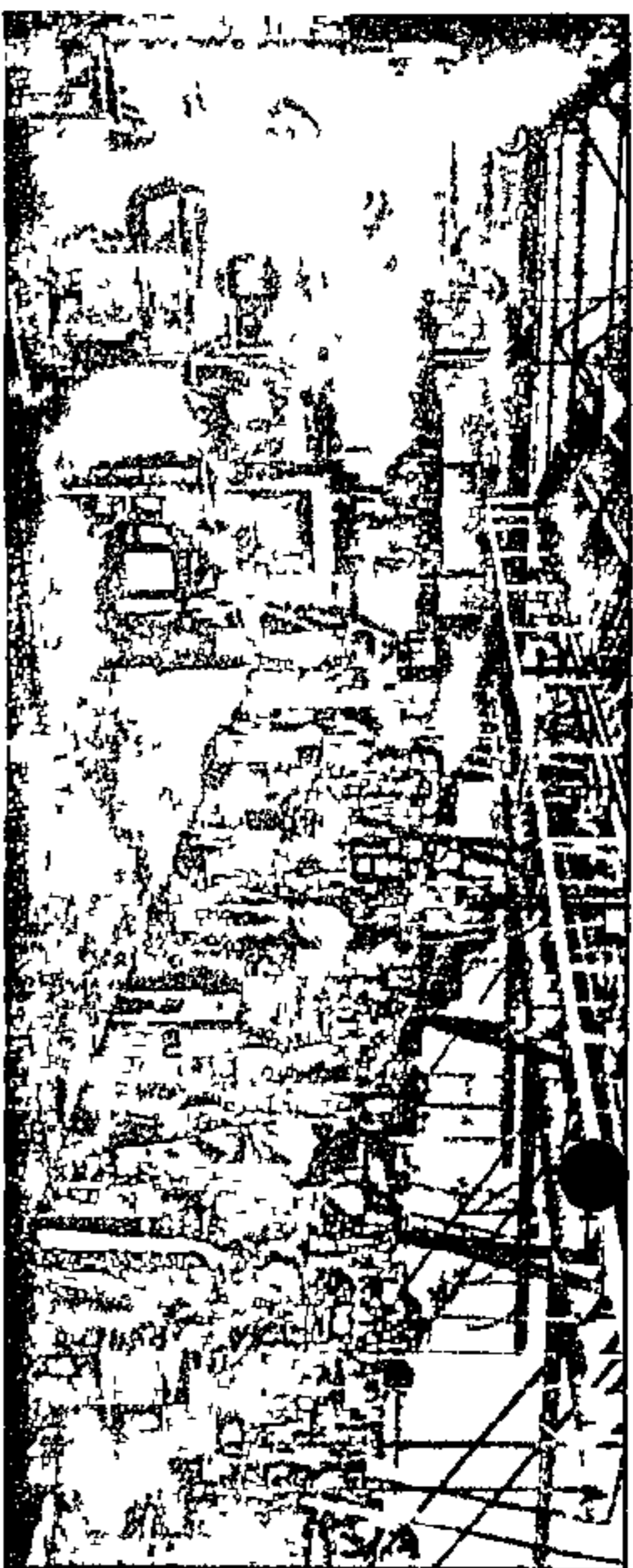
Song of Workers

'We pledge ourselves tonight!
All people of this land,
Be white their colour or be they dark,
Have got to live a decent life!
And it's our bounden duty to help them all!
So workers, join the ranks of unity!
Join the ranks of strength!
Join the ranks of struggle for a better life for all!'

(Sung at the Pageant of the Trade Union Movement at Port Elizabeth's Feather Market Hall, 29 June 1939.)

Black Trade Unions after the ICU

The first African industrial unions were started in 1927, the year after the ICU expelled communist organisers. (See *The Rise and Fall of the ICU* in Chapter 4.) It had become clear to many organisers that the general union of the ICU had been too clumsy to be effective. There seemed to them to be a need for unions organised in specific industries. Many of these organisers therefore went on to start small unions in the towns on the Rand.



Black workers bottling minerals in a beverage factory 1936

FNETU is formed

Two communists T W Thbedi and B Weinbren were successful in building up a number of African unions Weinbren had already organised the white workers laundry union He had a laundry van in which he and Thbedi drove from one work place to another recruiting members They concentrated on light or service industries where it was easier to recruit workers than in the large well-controlled primary industries of mining and farming

The Native Laundry Workers' Union was the first to be organised Other unions followed - the Native Bakers Union the Native Clothing Workers' Union, and the Motor Workers' Union

In 1928 these unions were organised into a federation of unions called the Non European Trade Union Federation (later known as FNETU) with a total of 10 000 members Jimmy La Guma another communist expelled from the ICU, came up from the Cape to serve as secretary In 1929 more unions joined FNETU - among them the dairy, meat, canvas transport and engineering unions

Some of these unions were 'parallel' unions to white unions, like the clothing and laundry unions, and sometimes worked with them (For example the black clothing union in Germiston which boasted a 100 per cent membership came out on strike in support of three sacked white women workers Their strike forced the employers to reinstate the workers)⁷⁷ Other unions soon made gains for their members by making use of the Wage Act (See *Labour Laws of the 1920s*) Their secretaries held meetings with the Wage Board to negotiate for minimum wages in each industry Once the Wage Board fixed a minimum wage all employers in that industry had to pay that wage to their workers

Strikes

But sometimes employers would not pay the legal wages, and strikes followed There were also strikes for holiday and overtime pay For example in May 1928 black clothing workers went on strike and demanded pay for Good Friday After they had been out for only half a day, the pay was granted At a large laundry firm, there was a dispute about overtime pay A worker was dismissed and the other workers went on strike Eventually the worker was re employed

In September 1928 black workers of the Transvaal Mattress Company went on strike to force their employers to pay them the legal minimum wage In the following month furniture workers did the same Both strikes were successful

Trade unions in the towns stood a better chance of winning negotiations Many black workers who were classified as 'unskilled' labourers were in fact experienced workers who had stayed in one job for a long time They were not so easy to replace They were the new town based black workers - many of whom had settled in the townships and brought their families to live with them Their ties with the land were getting looser and it was easier to recruit them into the unions In the words of an organiser

'In contrast to the more shifting and semi peasant miners building labourers and railway construction workers here today and gone tomorrow always preoccupied with cows and land, these urban workers were comparatively quick to grasp the idea of trade union organisation'⁷⁸

The decline of FNETU

Not all strikes were successful As the story of the ICU shows black workers in the towns were still in the minority - there were far more white workers, who

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Table of Strikes by Workers and Membership of Unions, 1933-1939

Year	Strikes	Number Unionised
1933	300	31 100
1934	800	37 400
1935	1 400	29 200
1936	1 600	35 100
1937	4 800	35 200
1938	3 700	37 500
1939	4 800	36 600

Source R Davies *Capital, State and White Labour in South Africa 1900-1960* (Humanities Press New Jersey 1979) p 282

enjoyed the advantages of skills or job protection Most employers refused to recognise or negotiate with black unions and often called the police to stop a strike

When the depression of 1930 to 1935 came (described in Chapter 5) black workers were the last to be hired the first to be fired The pass system forced unemployed Africans to leave the towns unless they found another job within six days They were therefore pushed back into the reserves Nevertheless there were ways of escaping the pass net and at the beginning of 1932 there were as many as 14 000 Africans looking for work in Johannesburg With labour in good supply the bargaining power of black workers dropped

To add to FNETU's problems there were disputes in the Communist Party which was very closely linked to FNETU Key organisers like Thbedi and Weinbren as well as Gena Makabeni from the Native Clothing Workers Union and Sally Sachs from the Garment Workers Union were expelled for not following strictly enough the party line (See *The Communist Party and Black Workers*) The remaining communists began to organise other unions and form their own federation

In the face of all these difficulties FNETU gradually collapsed

The African

Federation of Trade Unions

In the meantime the communist organisers formed the African Federation of Trade Unions (AFTU) They battled during the depression to keep small unions going in the tailoring engineering and leather industries

A union which attracted a lot of attention at the time was the union of the unemployed On May Day 1930 there was a huge demonstration of both whites and blacks without jobs They marched in the streets outside the two places popular with the rich - the Carlton Hotel and the Rand Club They held placards and



Black and white speakers during the March of the Unemployed on May Day 1930 Issy Diamond (the white speaker) was arrested later that day and sentenced to twelve months hard labour

showed the slogans 'We want bread!' and 'Work or wages!' and tried to push their way into these buildings They were stopped by the police and their organiser Issy Diamond was arrested and later sentenced to a year's imprisonment

The unemployed of all races cooperated again on Christmas Eve in 1932 This time over a hundred Johannesburg streets collecting food from bakers butchers and grocers and putting it all in a wagon they were pulling At the end of the march the food was shared amongst all those who had gone along

Many people were alarmed at this cooperation between whites and blacks especially as the demonstrations were organised by communists The government responded by laying on more pass raids and encouraging white organisations to help the white unemployed separately

When the depression lifted AFTU decided to concentrate on organising strong African unions Once they were in a position of strength argued AFTU they would be better able to work in solidarity with registered unions The pattern of the 1930s, then was to form registered unions of white Indian and coloured workers as laid down by the Industrial Conciliation Act (see *Labour Laws of the 1920s*) and parallel unregistered unions of African workers But progress was slow and membership numbers remained low

New federations

After the depression industries began to grow again and called for more labour The number of Africans on the Rand grew from 36 000 to 80 722 between 1932/3 and 1936/7⁷⁹ Old declining unions slowly began to pick up again in strength and a number of new unions were formed

Beside the communist unions there were the unions

led by Gana Makabeni and other black organisers - these were the African Clothing Workers' Union as well as the Broom and Brush the Sweet, the Tobacco, the Rope and Canvas the Tin the Metal and Iron and other unions. In 1940 these unions formed themselves into a Co-ordinating Committee of African Trade Unions which excluded whites and communists.

Then there were the unions largely organised by a white socialist called Max Gordon. He was a young chemist who gave up his job in 1935 and set about reviving the Laundry Workers Union. Within a year, the laundry workers went out on strike for higher wages and better working conditions. They were successful. In the next few years more than twenty industries were organised into unions, including the Commercial and Distributive Workers' Union the Bakers', the Printers' and the General Workers' unions. By 1939 eleven unions with 20 000 members formed a federation called the Joint Committee with Gordon as the secretary.

Organising unions

After the depression, the unions made good gains mainly by working through the wage boards. For instance in 1938 alone unions gained over R50 000 from employers who were underpaying their black workers. These successes encouraged many workers to join the unions.

But there were also difficulties. Unions could not always produce wage gains for the members. Besides there was the organisational groundwork without which wage campaigns could not be successful. There were practical problems that organisers had to tackle.

Firstly, they had to recruit enough members to pay for the organisers salaries, small as they were. They had to persuade poorly paid workers that it was worth their while to give up five cents a week to the union. This was at a time when the average male worker earned two rand a week which was much less than he needed for his family to live. Every five cents had to be spent very carefully.

Then organisers had to find rooms for offices - not easy for black unions, even in Johannesburg, especially if the organisers themselves were black.

In addition, secretaries had to have the skills to help workers to check whether they were getting the right pay. They had to be able to work out overtime pay, sick leave pay, workmen's compensation, and very often back pay from employers who had not paid the fixed wages.

Some unions, especially the Joint Committee unions, also offered other benefits to attract members. They offered to find jobs for the unemployed, legal help for the many blacks who got into trouble with the law and sometimes medical help too.

Most union offices also offered classes in reading



A night school in the late 1930s. Night schools were first started when the Communist Party under the general direction of T W Thibedi, decided in 1924 to turn to the masses and organise black workers. The ICU and later the unions associated with Max Gordon also ran night schools for workers. The schools offered workers classes in literacy numeracy and trade union theory and attracted many students who later became well known labour and community leaders. By the late 1930s liberal groups had also established night schools. In 1938, anti-fascist students from the University of the Witwatersrand started the African College and in 1940 this was followed by the 'Mayibuye School'. Most of these schools offered adults skills designed to enable them to get on as individuals in the existing system rather than introducing them to the collective organisation emphasised by the unions.

Committee of African Unions led by Gana Makabeni, although they were prepared to ask for help from some white organisers such as Solly Sachs of the Garment Workers' Union (See *The Story of the Garment Workers' Union*).

When Max Gordon was detained during the first years of the Second World War Daniel Koza took over some of the Joint Committee unions and achieved the biggest pay rise for the dairy workers.

In the smaller towns outside Johannesburg there were many unpaid organisers whose names are lost to history. Just one example is a report from Gordon in 1938 on the progress of the Pretoria branch of the Laundry Union.

'During the beginning of this year a branch of the union was established in Pretoria and has a membership of two hundred. The chairwoman deserves particular mention for the capable way in which she has attended to the complaints of our members in Pretoria.'

We do not know who this active member was. But committee members like this lady, as well as the thousands of workers who joined the unions formed the very basis of a successful trade union movement. Without their active interest, the successes at the Wage Board level could not lead to a democratic workers' movement.



Gana Makabeni, secretary of the African Clothing Workers Union which he first started in 1927 as the Native Workers Clothing Union. Also an important leader in CNETU. Makabeni's active involvement in labour spans a remarkably long period from the mid twenties to his death in 1955.

arithmetic book keeping and history. The communist organisers were the most successful in organising night schools and many of their brightest students were recruited into the Communist Party - leaders like Albert Nzula, Johannes Nkosi and Moses Kotane had been students in the night schools.

A very important skill that was needed was to be able to prepare applications and evidence for raising workers' wages at the all-white wage boards. Union officials had to represent their organisations in person at the wage board sittings.

Recruiting organisers

It is not surprising that many of the unions were run by whites. They had the skills, the trade union experience and a knowledge of how the system worked - in short it was easier for them to get the unions started and keep them going.

Nevertheless there were many black organisers. Some, like the communists, worked with whites. Others worked independently like the Coordinating

Terrible big farm My step-granny had fruit trees, flowers - carnations and all kinds of flowers and that. Once a week they had to pick and take to the market. The old market, the square

Johannesburg. father then took her to a farm in Sandown outside At an early age, her parents separated. Her miner, thirty years older than his wife and a heavy daughter of a German immigrant, her father an English burg in December, 1908¹⁰⁷ Her mother was the Margaret Anderson was born Jennings in Johannes-Epsie had to help support her family.

Then her father and mother were divorced, and her mother moved with her daughters to Pimville There, Epsie had to help support her family.

and my brothers too ' My father worked on a farm He had a few cattle and ploughed meales and *mabele* I never went to school. My eldest brother he go to school and he got lost till today My father built the house we were living in Of stones, and an iron roof I was very small but my eldest sister was working on the farm

My father worked on a farm He had a few cattle and ploughed meales and *mabele* I never went to school. My eldest brother he go to school and he got lost till today My father built the house we were living in Of stones, and an iron roof I was very small but my eldest sister was working on the farm and my brothers too ' Epsie Zondo, born Ndaba in the Ermelo district in 1911, was the child of a farm worker.¹⁰⁶

In both cases their parents' separation changed their lives dramatically at an early age

Childhood

Two South African women, one black, one white; both poor, both in the prime of their lives in the 1930s They were strangers to one another, and the reader might expect that they had very different lives Yet there are surprising similarities - as the following extracts from their life stories will show.

TWO Women

CALLINICOS, L

1987

Working Life

Johannesburg, Kavan

"I was there nearly two years with Uncle Ned Working there I was treated like a servant My Uncle Ned too He used to help me Well, he was working on the farm there He used to go and steal the eggs and come and boil them in a tin [laughs] For us to eat We'd only have one meal a day In the night when my grandfather come home

"My mother struggled to find out where I was For a whole year And then she found out where I was and she said to me she's got work with an elderly couple The man was pensioned off with phthisis and they were travelling with donkey wagons to Natal I was about ten, eleven years old Then she took me down with them

After the old man died of phthisis, Margaret's mother found work at Zebediela orange plantation, a government employment project for poor whites There,

"She met up with my stepfather and he was a good man, and she married him

"Then he left there and we all came back to my aunt in Westdene Then he got work on the mines in Roodepoort And he got a mine house there and we shifted into the mine house And that was where my mother died

Helping the family

Both took on responsibilities at an early age

Epsie

"I started to work in Johannesburg when I was about thirteen years old My wages was twelve shillings what you call today R1,20 A month Some friends took me to the job [in Braamfontein], my mother's friend I was very frightened I used to run away and go home and they took me back to work again I used to cry and run away and go back to Pimville and I came to my mother I told a lie that the baby I looked after was dead so the madam said I must go home I was telling a lie because I wanted to go home to my mother [laughs] One day the madam took me to sleep under the kitchen table because I was frightened to sleep alone in the back room

"I was looking after the baby and they used to teach me how to clean the house - must scrub and put polish I didn't understand English, I didn't understand Afrikaans The madam gave me a roasting fowl, they ate half and they said I must put it away I sat down and ate it [laughs] And so when the madam said, 'Epsie, where did you put that fowl?' I didn't know what she was saying She showed me many ways until I understood and I showed her that I had eaten it She wasn't cross She just said "Shame!"

Margaret

"I went to standard four at school, in Braamfontein-

My mother took me out of school to look after her I looked after my mother while my brother and sister went to school, you know I couldn't go and play It was not happy I was with my mother and she was so ill Died of cancer Ill for nearly two years

"And then my father came and fetched us back, the three of us I wasn't full sixteen yet I was keeping house for him and my sister and my brother I saw them off to school and I did the cleaning up and the work in the house And I cooked for him I didn't stay there very long

Her father was living with a woman who ran a boarding house Margaret was unhappy there and ran away to her mother's sister in Westdene Mr Jennings applied for a court order to get his daughter back

"The magistrate, he looked the case through and he said, no this child is right you're not a fit father So they sent me to the industrial school in Standerton

"I was put to work in the kitchen to cook for them, you know, because they found out I could cook and so on And we went to the laundry and did washing There was no servants then And we had to clean our cottages up But I was mainly in the kitchen, kept the kitchen clean Three other girls and myself

"Then they put me out to work for Dr Timm, there in Modder B I was happy there Because I'd take the calls and go out with the doctor to see them I used to go and help bandage the patients, the miners, when they got hurt They had a baby two years old I'd see to him One pound ten [R3] a month

"Then my dad come and tell me that Mrs Miller [the lady with the boarding house] is gone and he wants me home again Then he went to the lawyer and they got me home again I was seventeen then

Marriage

Both women were disappointed in marriage - both husbands were unable or unwilling to be reliable breadwinners

Margaret married about a year after her father fetched her back home

"We were sitting playing cards, my sister myself, her boyfriend and him, and my father come out and he says, "You're not going to make a knock-shop of my house You either marry my girls or get out " So he, my old man [her husband] stood up and said, "Mr Jennings, I'll marry your daughter" That's how I got married Known him six weeks We were married for 46 years He's dead now, this year, eleven years





Boarding school for poor white children

I said, "Good luck to him. Just leave me alone." I'm working with all my children. I don't worry.

"He came back to me after the war broke out -

1939. A friend said to me - God rest her soul to-

day, she's dead - "Andy, take him back, because

he might go up north and he'll get killed and you'll

get a war pension." But he didn't go up north on

account of his left hand. He had no fingers, just

stumps. He lost it in the mines.

"I had a terrible life with my old man. After the

war he was working night shift, painting the roads

for the municipality. He was very good to me the

last thirty-two years, but it was too late to mend

things. He bought me this outfit [kitchen table and

chairs]. I don't want nothing to do with it. Don't

want it. Then he gave it to my other daughter as a

wedding present when she got married. I don't

want it. I used my own stuff."

Epsie

"I married John Zondo, a Zulu. He used to work in

the shop when we get married. He pay *lobola* to my

brother.

After she married she carried on working as a domestic

and living in a backyard.

"I used to wash for the room. Madam say you must

wash and iron but that means to say you pay for the

room.

"The man who married me, I was pulling like an

ox, no rest. Till this today, I'm pulling *hard*. I used

"We got married on the 22nd December in 1927,

and on Christmas Eve we went to town, to all the

street things and that, and I didn't see him again

until the New Year. He just disappeared in the

crowd. Ja. Then my dad said to me, that man's no

good to me, and I must leave him alone.

"Oh, he was a ladies' man. He disappears and

then he comes back. And especially when I said to

him, "You know Phil, I'm pregnant." Phew! Then

he packs his bags and he's gone. Then he comes,

the baby's eight months, ten months old, then he

comes back again."

So you really supported yourself?

"Ja, I always used to manage."

Were you in love with him when you got married?

"I'm still in love with the man! He was a ladies'

man, he really was a ladies' man. He was a hand

some man, too."

Her husband came and went. When she was pregnant

with her sixth child, she was working in the factory.

"I told my old man. I said, "No, I can't go on like

this. When I'm pregnant you leave me. You'd bet-

ter stay away for good." Then he left me for five

solid years. I heard every time, his friends come

and tell me he's there with this woman, that woman

The South: an Employer

Exploiter and Exploited

In 1937 a black American sociologist, Ralphie Bunche, made a study tour of South Africa. The following is an extract from his notes.

The other day, Robertson, the Cape Town University economist, interrupted me to state that not only does the employer exploit the racial conflict situation, but the situation also exploits the employer. This stupified me until Sachin and I figured out last night what he meant. This was true in South Africa only where government protection of white workers makes employers pay higher wages than he would have to in a free market. But I answered: this is really insurance against the ultimate labour unity trouble for the employer and therefore a good investment.¹⁸

workers. They felt it was only a matter of time before all their jobs would go to lower paid black workers. Soon after the Pact government came into power, the old Mines and Works Act was revived. The government recognised that the system of labour control could also work against the white worker. Therefore the aim of the new Mines and Works Act, said the Minister of Mines and Industries, was to protect white workers against

'the advantages in favour of the native which make him more attractive to the employer as a source of labour. The whole system is all through the colour bar. The native is kept under control but not the white man. The native is preferred by the mining companies owing to the compound system, pass laws, right of prosecution [or desertion [the contract system] and so on.'¹⁹

Over the next few years more regulations were added to the law, extending the colour bar even further in order to protect skilled and unskilled white workers from being undercut by the cheap labour of black workers.

The Leather Worker in Mass Production

'A pounder is a machine that beats the edges of the upper [shoe] after the shoe has been lasted.

Operating it is heavy work. The shoe is held tightly against a vibrating piece of steel, while every muscle and nerve in the operator's arm shakes in a frenzy of movement. It has turned men into nervous wrecks.

In 1937 the labour cost of a pair of shoes was



Railway workers. The Pact Government's labour laws aimed to protect the jobs of unskilled white workers against the cheaper labour of black workers. In spite of the law, this civilised labour policy succeeded mainly in government industries where profit was not as important as in private industry.

always suit employers. They often argued that their businesses would go bankrupt if they paid 'civilised' wages and managed to persuade the Wage Board to fix wages at lower rates. Wages for white workers really improved only with militant bargaining by their unions combined with the upswing in the economy at the end of the depression in 1933. A number of black unions on the other hand were able to make some gains through the Wage Board. (See *Black Trade Unions after the ICU*.)

The Mines and Works Act, 1926

The 1926 Mines and Works Act must be seen against the background of the wage and job colour bars in South Africa. The 1917 Act, mentioned earlier, reserved skilled work for whites only. But in spite of this law mine owners continued to deskill jobs and give more and more work to black miners to save labour costs. (The wages of black mine workers remained the same no matter what work they were doing - they earned about a tenth of the wages of a skilled white worker.) The 1922 strike was caused by the mine owners' attempt to replace a number of white workers with lower paid black workers.

Just one year after the strike a court of law ruled that race discrimination in jobs was not allowed. Immediately there was a storm of protest from white



Mass produced boots

3s10d (76 cents). In 1933 it was 2s (20 cents). In the speed up factories today men are driven to make this figure even lower.

For every minute of the eight and three-quarter hour day a pounder stands before his machine. He puts through one pair of shoes.

At five o'clock his arms still twitching he is released too tired to read too tired to tally much. And besides there are 525 pairs to be put through tomorrow.²¹

'Rumour hath it'

Rumour hath it that the Automatic edge setting machine which has recently been introduced is causing a good deal of unemployment as each of these machines does the work of two men and that the Unions Executive is to be congratulated on demanding the highest possible wage rate for this new machine.

The Labour Movement in the Cape and Natal

Labour conditions at the coast were very different from those in the heavily industrialised Transvaal. There were fewer factories in Durban, East London, Port Elizabeth and Cape Town and the workers were paid much lower wages. Employers argued that their profits were lower than those of the Transvaal industries and therefore they could not compete with the Transvaal's higher wages.

The result was that unless there was organisation and solidarity the coastal workers could undercut the Transvaal workers. It was therefore important that the trade unions should be able to organise on a national scale.

What follows is a brief outline of worker organisation in the two coastal provinces - the Cape and Natal. Each province had its own tradition of organisation and resistance. An example is given of the early labour

experiences in each of these areas to show how they differed from each other and from the Transvaal.

Industrial unions in the Cape

From the earliest days of industrialisation in the Cape a large proportion of workers were coloured. They were not excluded from jointly registered trade unions, as African men were by the 1924 Industrial Conciliation Act. The Cape unions are therefore purely racial in membership, unlike the Transvaal.

Nevertheless the industrial unions also included the Cape Federation of Labour Unions (the CFLU) were dominated by white leaders with racist ideas. The CFLU had in fact grown from the top - after the passing of the Industrial Conciliation Act and the Wage Act most industrial unions were formed through contact between craft union leaders and employers leading to agreements and union recognition.

The craft unions saw the need for industrial unions - but the employers too supported industrial unions - but for a different reason. They were confident that they could control wage levels through Industrial Councils if workers were unionised. The price of union cooperation with employers was that the industrial unions did not grow out of the struggles or actions of the members themselves. The trade unions remained weak and the wages were fixed at a rate 25 percent below the wages of Transvaal workers.

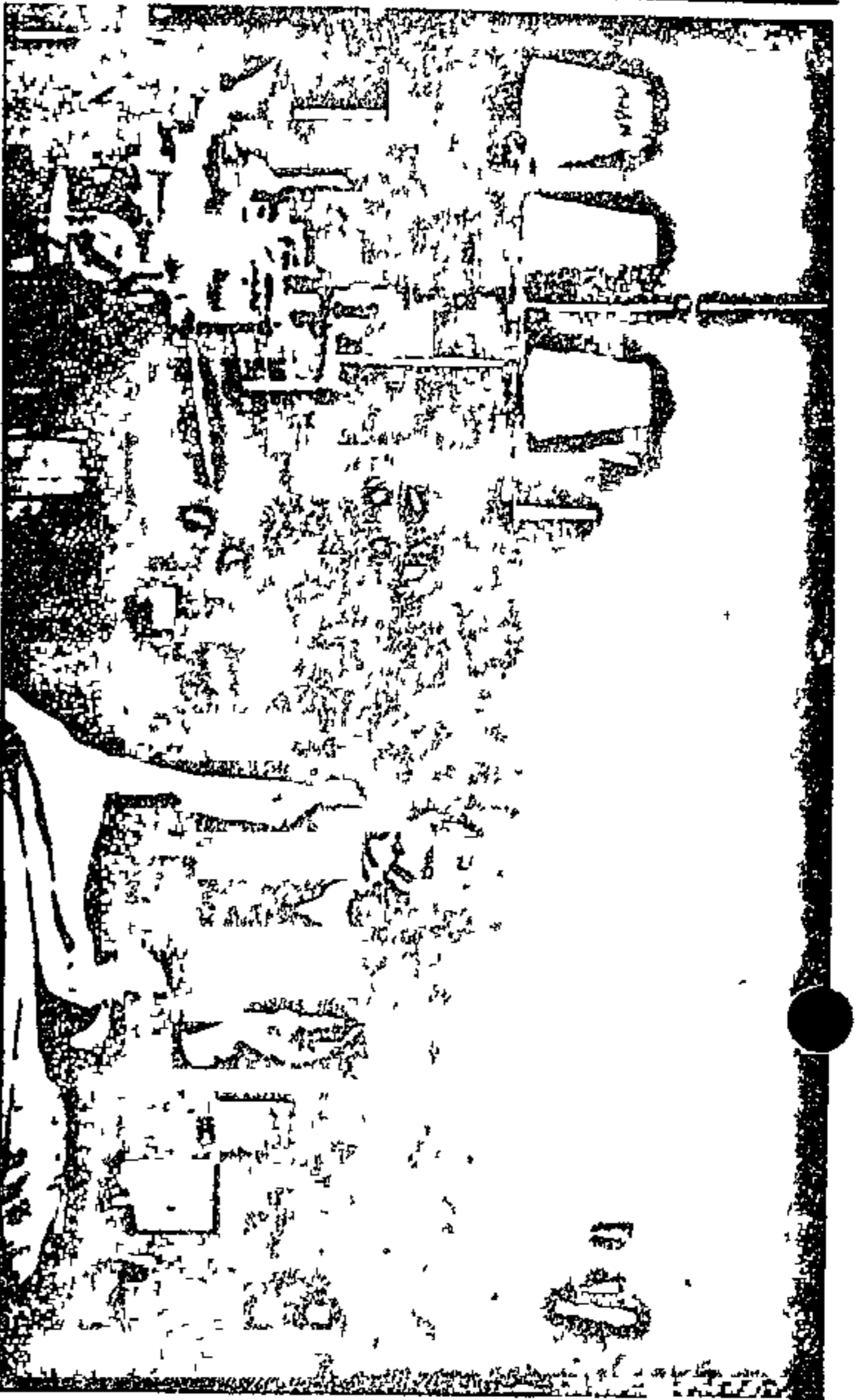
Garment workers in the Cape

In the clothing industry for example the Garment Workers Union of the Cape Province (the GWU CP) became a paper union less than two years after the agreement with the employers in 1926 - there were no active members, no meetings, no union officials who had ever been garment workers, no democratic elections. Nor was there any attempt to enforce the official wage rate - low as it was. Yet in spite of all these faults the GWU CP was the officially recognised union for workers in the clothing industry.

The sharp difference in wages between the north and the south affected the Transvaal GWU. As a GWU leader recalled:

By 1930 our union realised that unless the workers of the coastal area were organised their conditions would remain deplorable and our conditions could ultimately sink to theirs.²²

In that year the Transvaal started a new clothing workers union in the Cape with Johnny Gomas and Jimmy La Guma as organisers. Immediately the official GWU CP quit the employers to put up notices in



Textile workers in the late 1830s. Labour laws in the 1920s aimed to control conflict between workers and employers and to regulate white worker organisations

CALLINICOS, L Working
1987 Life Ver 2

Johannetburg,
Ravan

Laws on labour passed by the two South African governments in power in the 1920s – Smuts's South African Party and the National Labour Pact Government – had certain aims in common. They were intended to control conflict between workers and their employers, and to regulate worker organisations

The Industrial Conciliation Act, 1924

This important law, passed by the South African Party followed the 1922 strike, the biggest and most violent strike by white workers in South African history. Although the mine owners and government defeated

the strike, they were shaken by the strength and bitterness of the workers and they realised that trade unions would have to be recognised in order to be regulated

The Industrial Conciliation Act was a safe way of regulating disputes between workers and their bosses so that strikes would not be necessary

- The law allowed for joint boards, or industrial councils to be formed on which registered trade unions and employers in a particular industry were represented. These councils could make agreements on wages, working hours, working conditions, and leave. Once an agreement was made, all workers and bosses in the industry had to follow it, otherwise they could be prosecuted
- No strikes or lock-outs were allowed while the councils were discussing an agreement. This meant that there was very little chance of legal strikes taking place
- However, many workers could not take part in the industrial council machinery. The government left out all employees of the government and municipalities, all farm workers, all domestic workers, and all contract workers in its definition of 'employee' – and only employees could sit on industrial councils. In addition, the law stated that any worker whose contract of service or labour is regulated by any Native Pass Laws and Regulations was not to be considered an 'employee'

Workers were therefore divided by the Industrial Conciliation Act. Government employees had separate agreements (see 'Civilised Labour' and 'Deskilling



Farm workers in the Cape. The terms of the Industrial Conciliation Act of 1924 excluded farm workers, domestic workers, contract workers, municipal and government employees and pass-bearing Africans

on the Rand) while black workers had no legal way of bargaining at all. The Industrial Conciliation Act, therefore, was a settlement between organised business and organised labour

The Pact government's labour laws

The labour policy of the Pact government was to protect unskilled whites against the cheaper labour of unskilled black workers, and skilled whites against undercutting by black artisans

But as we have seen in Chapter 5, the Pact government also wanted to develop South African capital by encouraging South African industries

Clearly the interests of the white workers and the growing number of factory owners were bound to clash. The job of the Pact government, therefore, was to find a way of satisfying white workers without upsetting the development of the new manufacturing economy

A brief summary of the main labour laws passed by this government gives an idea of how it tried to settle the different interests of white workers and manufacturing capital

The Wage Act, 1925

This law provided a single national board (the Wage Board) to recommend minimum wages and conditions of unorganised or unregistered groups of workers in all industries. The act aimed to raise the wages of semi-skilled workers to a civilised level. Ironically, the government recognised that there was a need to fix a minimum for black workers in order to protect the white workers' wages against undercutting. A government minister put it this way:

What we are not prepared at the moment to do is allow the natives to organise and function under the Industrial Conciliation Act the same as carpenters, joiners and other organised trades which have had many years in trade unionism and which can be calculated to hold their own with employers. The time will come possibly when the natives will reach that stage of advancement, and something on these lines will have to be done, but that time has not yet arrived.¹⁷

The government hoped that the act would tend to price black workers out of jobs. For example, the Minister of Posts and Telegraphs said that he was confident that the Wage Act would help especially those white workers in Natal who were losing jobs in many trades because of 'unfair competition from Indians, who were efficient and cheap. Under the new laws he said employers were forced to pay everyone the same wages and then they would prefer to employ the more experienced white workers.'¹⁸

The Wage Act was not entirely successful! It did not



25/12/86
More to
DD
join shop
strike
152
union

JOHANNESBURG
Strike balloting at OK stores has stopped and the "few" remaining stores were expected to come out on strike, a Commercial, Catering and Allied Workers Union (Ccawusa) spokesman said yesterday

He said 125 stores were now on strike

When a majority of workers are on strike a union is no longer legally obliged to ballot

An OK spokesman, Mr Richard Blackwell, said no additional stores had struck yesterday morning. He said just over 5 000 workers were on strike with 101 stores country wide affected

No date had been set for a meeting between the union and management, he said

A union spokesman, Mr Jay Naidoo, said yesterday it was unlikely a meeting would be convened until early next week

The strike arises from the failure of a government appointed conciliation board to resolve a wage dispute between OK and the union

In terms of the country's labour laws a legal strike can be held once conciliation board procedures and strike ballots have been held

The union is claiming a R160 per month increase across the board and other benefits. OK has offered an R85 increase — Sapa

Since the demand functions for two commodities, the relation of the consumption ratios to the price ratios, and the indifference function all involve the same variables—prices, quantities, and income—and provide measures that are designed to indicate the competitive relationship between two commodities, it appears, on an intuitive basis at least, that it would be possible by appropriate mathematical transformations to go directly from any given approach to the other two. We shall, in fact, show that it is possible to go directly from the demand functions to the ratios, or to the indifference surface, but it is not possible to go the other way. To illustrate this fact, we present here the demand functions for

TABLE 1 WHOLESALE PRICE AND CONSUMPTION OF BEEF AND PORK, AND CONSUMER INCOME, CANADA, 1928-53¹

Year	Wholesale price per pound, (deflated) ²		Consumption from inspected slaughter per capita ¹		Consumer per capita income (deflated) ³	
	Beef	Pork	Beef	Pork	Beef	Pork
1928	23 68	23 12	29 79	29 85	0 995	618
1929	25 84	25 90	29 91	29 79	1 004	604
1930	24 36	25 50	29 65	27 08	1 095	558
1931	19 18	21 98	29 56	26 27	1 125	515
1932	18 58	12 59	25 76	33 14	883	463
1933	16 39	14 14	27 18	30 79	777	444
1934	15 62	19 56	31 38	28 27	1 110	483
1935	16 97	21 28	32 70	25 94	1 261	507
1936	16 46	21 86	36 14	27 32	1 328	519
1937	18 45	20 66	36 62	32 05	1 143	565
1938	18 98	22 85	35 51	28 50	1 246	559
1939	18 95	22 40	35 00	27 83	1 238	591
1940	20 63	21 12	35 43	30 24	1 172	648
1941	22 61	21 19	38 32	41 99	1 913	699
1942	23 56	24 91	40 76	42 16	967	832
1943	24 87	24 87	40 94	43 35	944	853
1944	26 77	25 44	44 84	62 62	716	914
1945	26 74	25 40	50 01	51 79	966	927
1946	27 13	25 92	56 75	33 92	1 673	940
1947	26 61	27 19	51 36	32 97	1 558	909
1948	31 04	33 07	46 50	41 52	1 120	890
1949	39 04	35 28	43 52	42 26	1 030	876
1950	42 21	32 67	40 14	45 79	877	890
1951	47 16	35 28	36 14	47 45	762	922
1952	43 05	27 23	42 31	53 91	785	937
1953	32 90	29 68	46 40	51 04	909	976

¹ Price and consumption data are for the first three quarters of the year indicated plus the last quarter of the previous calendar year. Income data are for the calendar year indicated.
² Average wholesale carcass price at Toronto, deflated by the Canadian consumer price index, 1949=100 (an estimated deflation factor was used for years prior to 1935, for which monthly price indexes were not published, based on the Canadian annual price index and the consumer price index for the United States).
³ Deflated by the Canadian consumer price index, 1949=100
 Source: Marketing Service, Economic Division, Canadian Department of Agriculture.

beef and pork, the relation of the consumption ratios to the price ratios, and a partial indifference surface, each derived from Canadian data. A statistical analysis relating to consumption ratios and price ratios for the Canadian data has been published by Woollam.³

The data used in these analyses are shown in Table 1. We selected these data to illustrate the interrelationship of the three approaches, as the competitive relationship of beef and pork in Canada approaches a special case of symmetry. The years included in the analyses are 1928-41, 1948-51, and 1953. The war years are excluded because of price controls, and 1952 is excluded because support operations were in effect for beef and pork in Canada and the ban on interprovincial shipments of beef due to an outbreak of hoof and mouth disease also seriously distorted price relationships. Price and consumption data are for a marketing year beginning October and income is on a calendar year basis.⁴

Empirical Demand Functions

Demand theory conventionally specifies that, for an individual consumer, the quantity of beef or pork consumed depends upon prices of beef, pork, and all other commodities, the individual consumer's income, and factors that reflect changes in tastes and preferences. Market demand, which is the summation of these individual demands, may be defined as follows

$$Q_b = f(P_b, P_p, Y, u_1) \quad (10)$$

$$Q_p = f(P_b, P_p, Y, u_2) \quad (20)$$

where the Q 's represent the aggregate consumption of beef (Q_b) and Pork (Q_p), the P 's represent market prices of beef (P_b) and pork (P_p), Y represents aggregate consumer income, and the u 's represent random disturbances that affect consumption of beef and pork. As no separate allowance is made for substitute commodities such as other meats and fish, the u 's also include the effect of changes in the price or supply of these. Other meats and fish are believed to be relatively unimportant in affecting the quantity of beef and pork consumed.

If time series data on prices, quantities and incomes are given, the method used to estimate the coefficients in these demand relations depends on assumptions that are made regarding the type of functional relation that generates the observed data. For beef and pork, as for many other agricultural commodities, production and consumption in any given

³ T. G. E. Woollam, "The Influence of Prices on the Relative Consumption of Beef and Pork," *The Economic Annalist*, Canadian Department of Agriculture, Vol. 23, April 1953, pp. 29-32.
⁴ The series on Canadian disposable income, except for recent years, is available only on a calendar year basis.

Chain store strike goes on

Labour Reporter

THE national wage strike by thousands of OK Bazaars workers was still unresolved yesterday as the industrial action, affecting more than 100 stores, entered its 11th day

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union in Durban, said

yesterday there was still no indication when talks between the union and management would take place

'We put our proposals for a meeting with the management, but we are still awaiting a response,' he said

OK Bazaars' personnel director, Mr Richard Blackwell, said the union had failed to accede to a management request for detailed proposals for a meeting suggested by the union.

The union agreed yesterday afternoon to restrain striking workers from entering three OK Bazaars stores in Johannesburg, Sapa reports

The union made the out-of-court undertaking after OK Bazaars lodged an urgent application in the Rand Supreme Court

- and the labor party, blacks could not vote.
- the craft unions excluded the most dynamic and growing part of the working class, blacks, women & africans.
- Socialists of the Labor party believed that capitalism should be kept and it was a socialist support of capitalism. It was not in confrontation with the Nat party.
- most of its constituency were primarily skilled and had the vote. White women were becoming concerned to (?) the labor party and in almost every white community there was a labor MP.

ICU

- The ICU as we know in the 1930s was in decline.
- it split into 8 fragments that were divided.
- The leadership vacillated from one place to another and the policy decision ^{that} led to the split came from the top.

The decline of the ICU and leadership decision

- There was little democracy and the ICU was hierarchical.
- There were no clear channels between the rank & file & leadership.
- no organizational base
- There were different class interests among leaders
- Rank & file were loosely organized. There were no branches though it claimed to have 20,000 members. ICU failed to have a mass meeting tendency in its organization.
- different class interests - this was not resolved between rich and poor members and leadership leaders.
- 'outside' pressures from the ruling class to divide the ICU. This is particularly the liberal class co-opted "Kardale" by giving him resources and used him to change mind

Making the most of life



Kry meer uit die lewe

2 grievances.

- there were no schools, housing, money to pay the needs of the unemployed, aged & weak
- a new working class emerges with their new demands centered in the urban areas.

Changing Social Composition.

The people who constituted urban class were changing, comprised of,

- ① Blacks
- ② Afrikaners
- ③ Women.

This composition of the working class will produce pressures on the state.

Forms of organisation

- ① White craft unions and industrial unions
- ② a vast majority is mainly whites
- ③ a labor party comprised of 'whites'
- ④ The ICU - membership almost Black (CP) / ANC.

These organisations have fewer members and made mostly from the bourgeoisie and are not workers and the communist members are mainly white.

White Unions

① Craft unions and the labor party were exclusive organisations.

- In their constitutions they did not exclude the black.
- access to skills made the exclusion of blacks possible.

Making the most of life



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26/04/88

Workers & their unions

① Living conditions

- a) Massive housing shortage
- b) poverty wages
- c) Massive unemployment 50%
- d) Lack of social services

② Women in urban centres Black women

- a) they brew
- b) they did domestic work
- c) they were drawn into prostitution

Structure of working class

- ① We expect the structure of working class to be changing.
- ② We find a small layer of skilled white workers and many more were coming into the urban areas for the first time
- ③ There were also a layer of white semi skilled workers
- ④ But as the economy develops a number of black men & white women were drawn into the towns

Urbanisation

- ① Growing concentrations of workers into towns
 - people living in PWB area - in small geographic area
 - with the same needs.
 - people are born in urban area and develop demands

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to Brit Nationalism These elites post / future - utilized European education etc - later those arbitrary borders had to be used for nation states nationalism in these countries definitely an inherited tradition.

Not a modern trad - recent origins - could not have been generated by modern means - dialectic of causes & effects
 Sheer size of empires and vast populations meant purely European bureaucracies were usually not possible where these developed
 He had support of global / Imp capital & local capital - and these had undertaken defined by 2 approx years
 distinguished from local and from European ~~tradition~~ born in Europe.
 Excluded from metropole - these settlers developed own brand of Nationalism based squarely on racism
 few (societies) had big settle societies - call them administrative units because arbitrary - not really a colony, in sense of a unified whole

Nation - a novel construct

- but so so pervasive are regarded as natural / permanent
 but it comes like so many other things out of cap expansion
 in its support the growth & develop of cap
 until ruling class have it working in their interests
 effective - a counterweight against international proletarianism
 which could be effective
 - also obscures other ideological considerations - makes people work against own material interests.

More col units eventually handed over to African intellectuals educated in Western way these elites also turned to nationalism for erosion of col power
 Would the powers been forced out if these elites had not been able to harness the

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nationalist force
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but what has replaced

POU 17/5/ Pg 2

propaganda useful tool especially in Cap countries because these have the material tools to disseminate - convey dominant ideology - print capitalism makes it possible

other forms of cap make that possible, give skills of reading

Process of indoctrination in Britain began with mottoes - also in schools - reading skills most exposed - then army -

also in Imperial Britain preached, music hall performances, links between nationalism & sport (has roots in late 19th and today reached insane levels)

Together with use of propaganda to turn ideology into nationalist force the were real material interests for various classes

links between nat & col racism - provided something for people whose future was bleak - working class, no real social standing, also allowed others to play aristocrat elsewhere

- provided in modest scale to working class

- must also see a social & liberal revolution at this time?

To find reason support for W class support for Nationalism

- vast colonies - staffs / management - massive undertakings

- social consequences - indigenous people constantly in revolt

- all over the globe - anywhere - everywhere

armies were needed to fight these col battles after for the

working classes so in this sense oppose to W class materialist interests is ideology of nationalism was NB.

What did Nationalism mean for the colonies.

Belief in civilizing mission - little more than lip service - most few of these became European in a sense How did they acquire this bizarre allegiance

Making the most of life



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POL STUDIES 17/5/88 Pg I

By now should see

Nationalism was the ideological driving force of W Imp.
also despite claims, IMP was driven by logic of capitalism

Kipling believed in civilising mission etc. He effectively sold the ideology - did not agree with materialist cause of imperialism to personify nationalist ideology - this ideology included the working class and justified Imp

This call to the nation state seen by Brit pol etc by a way of reducing class conflicts and facilitates greater demands on the citizen by the state - loyalty to class often superseded by loyalty to N state
Patriotism measured by the degree one paid allegiance to institutions of the state

Ideology became a material force - was used to go against their common interest - sense of identification with nation sweeps/surrounds all differences between/within the people of the nation
- as long as people believe there is some uniformity - it is of use
tries to obscure materialist claim that in every country there are 2 nations - poor & rich - people are made to accept / adopt ideologies that are in contradiction ~~that~~ with the material position - Nationalism very NB

- In Brit the ideology was sold to working class - became patriotic by succumbing to dominant propaganda eg Kipling also newspapers - almost all vocally pro Imperialist
so many consequences of Ind read an outcome of many diff factors not made possible by number of elements - development of econ economy NB.

Making the most of life



Kry meer uit die lewe

I have decided to write this essay because it will give me a good chance to think back and remember what I knew about trade unions and working life and compare it to what I have learnt since the beginning of the 211 course. I will be able to reassemble my thoughts and clarify issues, even if that in itself just turns up new issues and questions. No matter what the outcome I can only be one step closer to an understanding of what the course has to offer.

006

I have chosen this essay because it gives me a good opportunity to analyse the benefits ^{has had} of the 211 course for me. By recalling what I knew about working life ~~in South Africa~~ and Trade Unions in SA, and comparing it with what I have ~~learnt since the beginning of the course~~ ^{now know}, I will be able to gauge what I have learnt since the beginning of the course. ~~I will be able~~ I will begin the essay by describing



Lectures to still do

Soc 17/5/88

shop stewards

T. U. ACTION

debate : alliances

: major challenges in current situation

FILM COSATU.

Making the most of life



Kry meer uit die lewe

NUM seeks strike ballot

21/12/86 152 CITY PRESS

FOUR National Union of Mine Workers members brought an urgent application before the Rand Supreme Court this week to sanction a strike ballot.

By **MARTIN NTSOELENGOE**

Jacob Zonwabele, Nicholas Mbewu, Steven Rapopo and Cornelius Mahintsho, all of Kloof Mines, asked Judge McArthur to sanction a strike ballot intended for today.

According to papers in court, Num seeks to get a mandate from miners by the proposed ballot to declare a lawful strike over a wage dispute at present on appeal before the Industrial Court.

The miners say the ballot was denied to them by mine officials and as a last

resort they brought an urgent application to the Rand Supreme Court

R Zulman, counsel for Kloof mines, argued that there was no urgency in the application brought by the miners

He said.
● The miners would suffer no irreparable damage even if the case was postponed to a later date.

● Though NUM is recognised at other Gold Field mines, it was not recognised at Kloof mines
"NUM general secre-

tary Cyril Ramaphosa states in papers before this court that his union is not recognised, at Kloof mines.

"I therefore see no reason for an urgent application before this court," Zulman said.

"Members interested in taking part in a ballot are frustrated because they wanted May 1 and July 1 to be recognised as paid public holidays," Zulman argued

He said Num was not recognised at Kloof Mines because it did not have a big enough membership there

On November 4 this year, the union won a Industrial Court case against the mine, but the mine noted an appeal which may be heard early next year.

"Kloof has a statutory right to appeal to the Appeal Board and therefore the ballot cannot be held on December 19," Zulman said

"The mine wants the appeal to be heard before there can be a ballot"

Zulman further argued that the miners and their union were "trying to make a virtue out of a necessity".

He said there was nothing that could suggest that the application was urgent.

Because it was a right of the miners to hold a ballot it did not make the application urgent, he said.



NUM general secretary Cyril Ramaphosa.

20/12/86

200 join
national
OK strike

ABOUT 200 OK-Bara workers in Cape Town, including a number at the Parow Hyperama, have joined the nationwide OK strike called by the Commercial Catering and Allied Workers Union (Ccawusa) after a two-month pay dispute. Meanwhile in Natal, a number of strikers have been fired and arrested for alleged trespass and assault.

Apart from the Parow Hyperama, workers from the OK's Woodstock warehouse, two warehouses in Pietermaritzburg and one in Epping joined the strike yesterday after a nationwide ballot, the union said.

But OK's national personnel director, Mr Richard Blackwell, said only 40 out of a staff of 250 at the Hyperama were on strike and 40 percent of the staff at two warehouses.

Late yesterday, Ccawusa said more than 4 000 of its members were on strike at more than 50 stores and a number of warehouses throughout the country.

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demoralize the mass organization

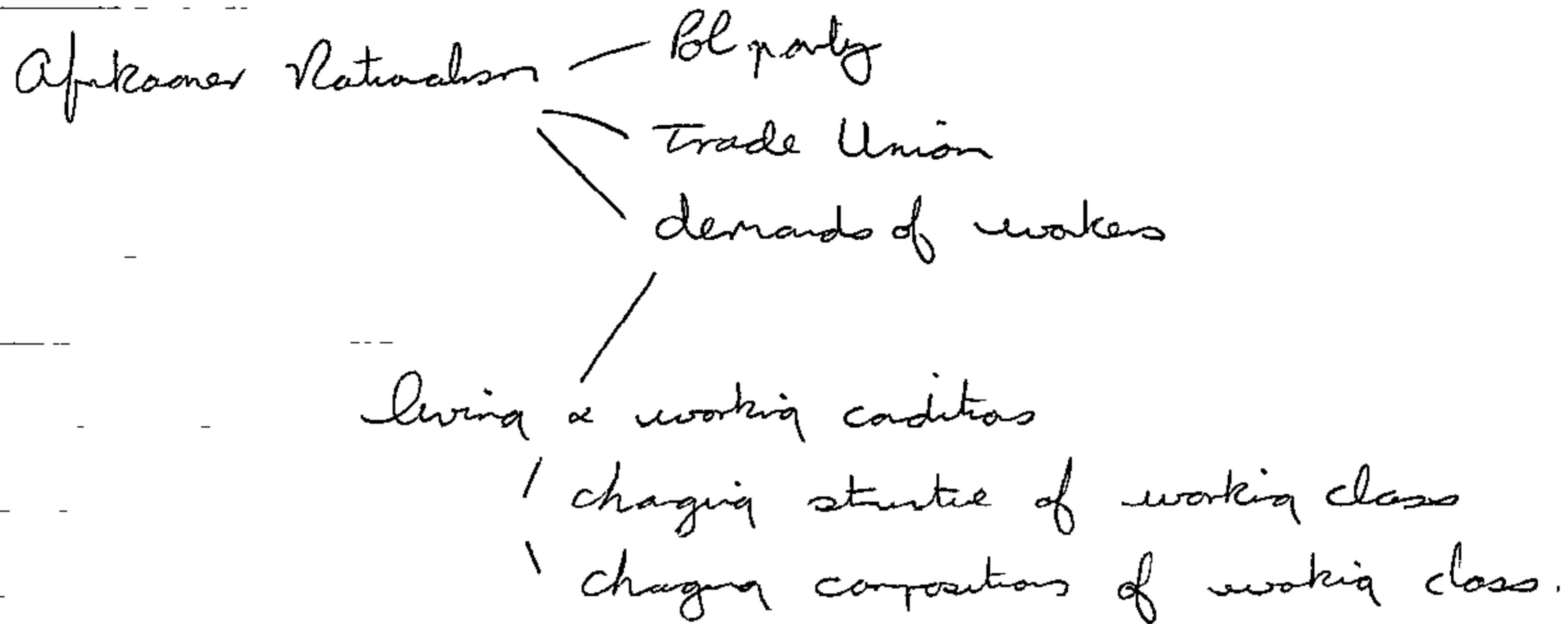
These factors are potent enough to break the organization and create divisions among leadership & the rank & file

- There were counter attacks also from the state, police and the employers
- 1927-28 the Communists who were expelled from the ICU, came together to form workers union.
- The first one was FNETU & AFTU in 1927-28
- The initiatives came from the communists members and the willingness of workers to join
- By end of 1928 had 10000
- Some people saw FNETU as the rise of new unionism and this explains the mood of the workers.
- The mood & militancy among FNETU members gave rise to a series of strikes thereafter
- By 1932 FNETU was weakened and collapsing and the constituent workers were also weakened.
- FNETU changed its name to AFTU



28/04

Unions in the 1930s



Labour Party / Craft Unions / United Party all said (?) nothing to the African Nationalism

The gov & the employees The Industrial Conciliation act effected workers demands and their living conditions

Employers attacked workers and these moved the Africans to African Nationalism.

The communist party was trying to dissuade the Africans from African Nationalism.

The most US thing that pulled the Africans away from African Nationalism was the black workers

- However the black workers unions were not organized.

Resurgence in the 1930s

Black unions started to improve and strengthen structurally. Economic development occurs because of the cheap black workers.

Black workers were drawn into the strategic industries where they could exert their power

The increase of black workers as a proportion of the working class

Making the most of life



Kry meer uit die lewe

The movement of the black to urban centres accelerate after urban growth

The population of Black increases. The grievances in the towns of Black workers escalates. Both economic & political needs.

Its inevitable in this context for the demands and grievances to increase.

The needs began to be translated into demands.

There is a resurgence. People start to look for organisations and the mood began to change.

People who experienced grievances and hardships started to collect the needs and individual resistance turns to collective resistance.

There is a growing combativity for workers?

Organisation of resistance.

In 1935 All Africa Convention formed by the Black Middle class in response to the Bills of Hertzog.

Hertzog bills were going to make land more scarce for blacks.

- also going to take votes from the Blacks
- also going to enforce laws eg pass
- these perceived attacks made workers organise and rally around all Africa Unity.
- the ANC was affiliated to the All Africa Conv. - ANC started to revive

In 1937 - the process of ANC towards mobilization started. But the regular membership was in the All Africa Convention.

Making the most of life



Kry meer uit die lewe