INDUSTRIAL REL. STRIKES

1987 ~~DEC~~.

NOV. — DEC

300 go on new strike

C/Press 1/11/89 (152)

By SIMPIWE NCWANA

MORE than 300 Dobsonville Town Council workers again went out on strike this week.

A month ago the same workers, were on strike over a pay dispute.

This week they again went out on strike when they discovered that there were "deductions in their wages".

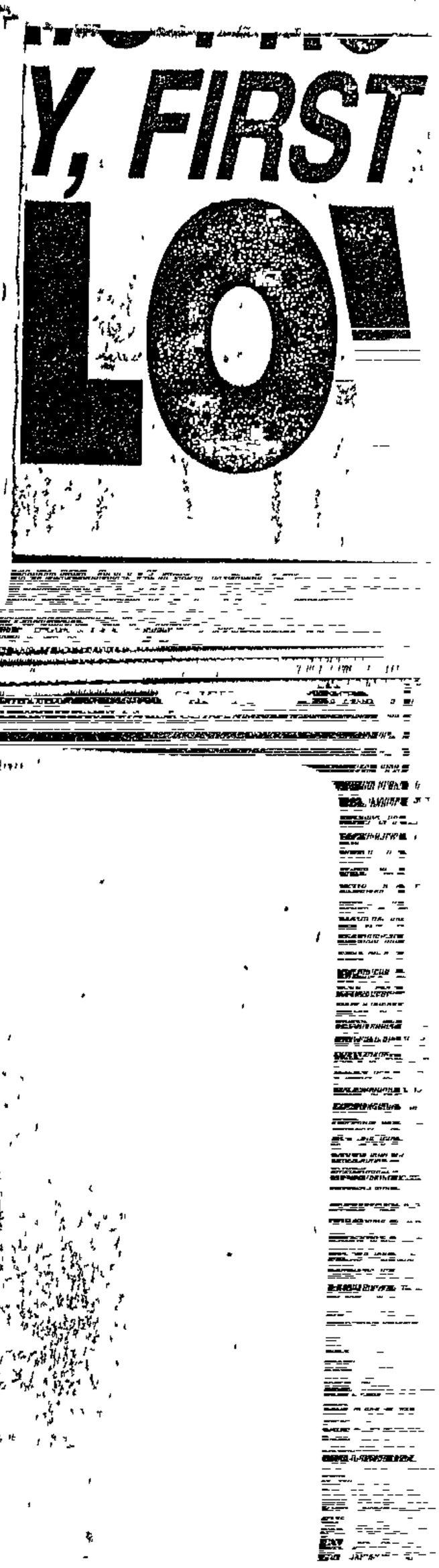
This is in spite of the fact that the workers initial demands have not been met.

South African Workers Municipality Union official, Siphiwe Thusi said: "When we met with the Dobsonville councillors they promised that the workers will be fully paid, irrespective of the seven days they were on strike.

In a meeting held at Kopanong Hall in Dobsonville, the workers resolved not to resume their duties until they get their money back or get a satisfactory explanation from the councillors.

The councillors on Wednesday held their own meeting to discuss the "deductions issue".

Council officials were not available to comment on the latest strike.



Strike hits two Vaal hospitals

Press 152

By STAN MHLONGO

MORE than 700 workers, who were on a go-slow strike at two Vaal hospitals this week, downed tools following the sacking of eight of their colleagues.

The strike dramatically entered its fourth week with porters, cleaners and cooks downing tools on Tuesday morning following the sacking of four of their colleagues on Monday, bringing the total number of sacked workers to eight.

According to the National Union of Public Service Workers, which represents most of the workers at the affected hospitals – Sebokeng and Vereeniging – the demands of the workers are:

- That the hospital authorities recognise the NUPSW.
- A minimum wage increase of R216.
- That promotion at the two hospitals be on merit.
- The quality of food given to workers be improved.
- An end to a pay deduction for the purpose of building a hall.

The superitendant in charge of both the Sebokeng and Vereeniging hospitals, Dr J van der Vyver, confirmed that 300 workers stopped work on Tuesday morning.

The strike was still on, said the NUPSW.

Political comment by ZB Molefe; newsbills by P Qoboza; headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg.

Numsa calls off strike at Uitenhage car plant

C/Press CP Correspondent 1/11/18

PRODUCTION at Volkswagen in Ultenhage returned to normal on Tuesday after a four-day strike by 4 000 workers was called off.

The dispute was similar to an incident which closed the plant two years ago.

The strike was sparked off last Wednesday with the dismissal of a worker who allegedly assaulted a foreman.

The workers, who are members of the National Union of Metalworkers of South Africa, demanded that the foreman also be suspended while the case was settled through arbitration. – Pen.

CHEERS!

Glasses full again

THE beer strike is over, South African Breweries' beer division said brewery workers were returning to work and beer supplies would be back to normal to satisfy peak demand at Christmas.

SAB and the Food and Allied Workers' Union reached an agreement on wages at R4,02 an hour and on various conditions of employment, including allowances, bonuses and paid holidays

An SAB statement said the question of continuous operation at Rosslyn Brewery remained unresolved but would be a matter for joint mediation

More than 1 000 workers had been on strike for almost three weeks

The agreement, which came after four months of protracted negotiations, expires at the end of June 1988

SAB said that since August 20 it offerred a national minimum wage of R4 an hour – representing an average increase of 33 percent – while Fawu had sought a 43 percent increase

SAB's industrial relations manager, Rob Childs, said. 'We are satisfied with the agreement and believe it is a fair settlement"

He added that it was unfortunate that negotiations had been hampered by non-procedural and unlawful action by workers

Fawu dismissed allegations of intimidation as "a smear campaign".

"The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict even in the complex South African situation," said Childs.

"Now that the wage agreement has been finalised, we hope to return to joint mediation on the question of Rosslyn's continuous operation and are optimistic it can be resolved"

Childs said work should be back to normal in a matter of days at all plants affected by the strike – Sapa

ARGUS 2/11/87

It's no wonder the land is in turmoil!

(152)

By DICK USHER, Labour Reporter

BAKERY workers strike. miners strike railwaymen strike . postal workers strike.. food workers strike . car workers strike.

Strikes have achieved an extremely high profile this year. there have been several involving large numbers of workers, some have lasted for extended periods, several in the public sector were technically illegal and smaller stoppages are becoming so commonplace that they hardly make news.

Opinions on what is going on range from the wild-eyed conservatives who think that before every one-day stoppage the union phones ANC headquarters for instructions, to less sensational analysts who see it all in terms of a growing maturity in industrial relations and indications of greater confidence by workers and their unions

But, whatever the explanation, South African industrial relations are in greater turmoil than they have been for years.

This turmoil would appear to be walking on four legs — a quadruped with political feet

The first element lies in the aims and nature of the movemement itself overtly socialist, it aims at worker control of the means of production

Its methodology is to enable people to take control of the most accessible portion of their lives — in the workplace — so that they will one day be able to take control of the rest

Its slogan is "Organise the Unorganised" and its most visible manifestations have been the extended public sector strikes among Post Office and railway workers

As the unions expand their areas of organisation, they are continually coming up against fresh employers who appear determined to repeat the mistakes of others, who require their workers to labour under unacceptable conditions, who resist unionisation by various means and find themselves — early in the relationship — with a strike on their hands

The strike is, in all probability, technically illegal, but many unions do not willingly recognise the distinction between legal and illegal strikes

First shock

What is material is that the employers are forced to realise that they are not immune to collective action, and the workers lose their "strike virginity" They become aware of the possiblities of their collective strength

Many of the unions, however, have been round long enough to have developed established relationships with employers

Those employers have recovered from the first shock of having to deal on an equal basis with the new wave of employee organisations and have settled down to a working relationship — of varying degrees of comfort — with one of the unions

In the past year these relationships have been ruffled by the emergence of the Congress of South African Trade Unions' (Cosatu) living wage campaign which, in addition to its demand for higher wages, also seeks a 40-hour week, and an end to overtime — steps towards opening up job opportunities for the unemployed, maternity benefits for women, paid holidays on May 1, June 16 and March 21, no tax deductions, the end of the hostel system and the right to "decent education"

All these are part of what one researcher sees as the emergence of "macro" demands in the negotiating arena, matters extraneous to the workplace, but relevant to the greater aspirations of the people working there — usually overtly political demands

Relationship

This is the second leg The third leg is related to people taking control of their own lives

Here the unions have been entering relationships with groups in the community Members are encouraged to work within these organisations and use their skills and influence to help direct them towards worker-oriented goals At the same time the organisations, most of which have accepted working class leadership of the "liberation struggle", come in to support battles in the workplace

In the recent bakery workers strike, a meeting under the auspices of Cosatu was attended by about 100 delegates from affiliated unions, the UDF, Cape Youth Congress, Western Cape Students' Congress, the Unemployed Workers' Movement, South African National Students' Congress, the Western Cape Traders' Association and others

In concrete terms their pledges of solidarity and support for the strikers realised very little, they went back to work before much organisation could take place

The real significance was that the meeting took place and who was at it — a demonstration of the developing relationship

According to Newton, all actions have an equal and opposite reaction

If the first three legs are seen as action, the fourth is that of reaction

On the Government level the unions see this as measures attempting to curb them — various restrictions in labour legislation and those proposed in the Labour Relations Amendment Bill, the threat to gains posed by the Temporary Removal of Restrictions on Economic Activities Act, emergency regulations and detentions of unionists, and bannings and restrictions on newspapers

From somewhere

From somewhere come the physical attacks on buildings — the bombing of Cosatu House in Johannesburg, Community House in Cape Town and numerous others round the country — the mysterious and divisive pamphlets, the violent attacks on unionists.

And then there is the employers' resistance to movement — lockouts and mass dismissals, court interdicts

Is there any wonder there is tumult in the land?

Labour update

WAGE TALKS HAVE FAILED

By LEN MASEKO

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Ellerines have collapsed, setting the stage for a legal strike by the company's 6 500 employees countrywide.

Talks between the two parties ended in a stalemate last Thursday, after they failed to reach agreement on wage increases and other union demands

The strike, however, hinges on the appointment of a conciliation board to settle the dispute

If the Minister of Manpower fails to appoint a conciliation board within a stipulated 30-day period, which expires within the next few days, Ccawusa may go ahead with their strike plans

Ccawusa members demand, among other things.

- An across-the-board R200-a-month increase;
- A minimum wage of R550 a month for all employees; and
- Management's sales targets to be lowered.

Management has offered a R94 across-the-board increase to non-sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees

Ccawusa official Mr Jackie Masuku said there were indications that a conciliation board would be appointed soon to avert a strike. He said his union, however, would go ahead with plans to conduct strike ballots

Ellerines stores likely to be affected by the industrial action include Furniture City, Rheingold and Town Talk

- Ccawusa is to hold a rally in Johannesburg on November 15 where the Ellerine dispute will be discussed

Wage agreement as Cadac strike ends

ALAN FINE

THE month-long wage strike by 400 Cadac workers in Johannesburg ended on Wednesday with agreement on a R3,50 an hour minimum wage and a 45c an hour productivity-linked allowance, according to the parties involved

Numsa and the SA Boilermakers' Society said the agreement, reached at mediation, also included a 75c per hour across-the-board increase backdated to July 20, and paid leave on May 1 and June 16.

Cadac personnel director B D Compton said the linking of pay increases to productivity represented a significant step

(152) B/day 6/11/87.

23 OK workers get three-year terms

20/11/87 · By Bruce Anderson, (152) S/Mail

Twenty-three OK Bazaars workers were sentenced to three years' imprisonment each yesterday after being convicted in the Johannesburg Magistrate's Court on a charge of public violence for an incident which took place at the time of the OK Bazaars strike earlier this year.

Bail for the workers was fixed at R1 000 each, pending an appeal against the verdict and sentence

The defendants argued that none of them had been armed, no one had been injured and there had been no damage to property as a result of the incident.

Four of the workers were also convicted on a charge of intimidation On this charge, three of them were sentenced to four years' imprisonment, two of which were suspended The fourth worker was sentenced to three years' imprisonment, two of which were suspended.

ovember 2 1987

(152) B/day 2/11/87.

Union demands appointment of conciliation board

Ellerine faces strike threat by Ccawusa

THEO RAWANA

THE Commercial, Catering and Allied Workers Union (Ccawusa) has threatened a national stoppage by 6 500 of the 9 000 Ellerine Holdings workers if a conciliation board is not appointed within the next few days to resolve their pay dispute.

Ccawusa officials told a Press conference in Johannesburg on Friday the union had declared a dispute after the last of a series of eight meetings ended with union and management deadlocked.

The union demands a R200 across-the-board wage increase, with a minimum wage of R550 a month for all staff, a sales target of R2 500 a month for outside sales staff and a 10% commission for all beyond the target

Other demands are a job guarantee and full pay for workers detained under the state of emergency and four weeks annual leave for workers with more than five years' service.

Ccawusa official Jackie Masuku said management's original offer was R432 and an increase of R45.

Both the minimum and increase did not apply to sales staff

Ccawusa responded by demanding a R350 across-the-board increase and a minimum of R650 a month for all workers, without these being linked to sales staff performances

He said Ellerines had stipulated that if an employee received a salary of R300 a month, he was expected to bring in sales of not less than R3 000 a month A worker was given R150 as an advance on his commission and was expected to bring in sales of more than R1 500, with commission paid after he had achieved more than R3 000.

The last offer from Ellerines was a R94 across-the-board increase and a minimum of R300 a month for non-sales staff

WORKERS RETURN

ABOUT 2 100 workers at six Afcol plants in Johannesburg are to return to work today, following a two-day lockout, a union spokesman said.

The agreement follows an industrial court attempt by the Paper, Wood and Allied Workers' Union and the National Union of Metalworkers to have the lockout declared illegal

The matter was resolved out of court, the spokesman said, and both parties agreed to return to work today

Union members would meet to decide how to go back to work as their attempts to return to work last Thursday were met with a lockout and police intevention, the union spokesman said

On Wednesday, workers staged a "peaceful and disciplined demonstration" against the low wage offer being made by management, Pwawu said Afcol then obtained a Supreme Court order on the same day prohibiting workers from entering the factory premises except to work

(52) Sowetan 24/11/87

Cadac, Numsa in a bid to resolve dispute

(152)

Sowetan 3/11/87

BOTH parties have agreed to mediation in the month-long wage dispute between Shell-owned Cadac and the National Union of Metalworkers and Boilermakers' Society of SA.

Cadac and Numsa spokesmen both confirmed that they were trying to get a date for mediation to resolve the wage strike by about 370 workers

Numsa has demanded R3,95 an hour guaranteed, while the company offered R3,30 an hour plus a production allowance of 65 cents an hour.

Numsa's Mr Alistair Smith said yesterday that Cadac wanted the union to agree to specified levels of production on a monthly basis, failing which, all members would be penalised and not receive the 65 cents increase

Other worker demands include:

- Maternity leave, two weeks leave over and above unemployment fund insurance and sick pay leave;
- Long service 1 cent an hour increase for every year of service paid out from 3rd year of service
- June 16 and Mayday as paid holidays

Mr Smith said Numsa had contacted Cadac's holding company, Shell SA (Pty) Ltd to attempt to discuss the strike. Shell refused to meet with the union, Mr Smith said

Numsa also approached Shell about union organisation of petrol attendants working at Shell petrol stations, but Shell also refused to meet Numsa on this, Mr Smith said — Sapa

120 store workers strike

ABOUT 120 staff members at four Checkers stores were yesterday on strike over the dismissal of a Ccawusa worker at the chain's Emmerentia, Johannesburg, shop.

Staff at three other outlets — in Hyde Park, Rosebank and Sandton — had joined the 12-day strike in sympathy with workers at the Emmerentia store, Mr Serge Martinengo, Checkers' financial director, said.

Those at the Emmerentia store refused to work after the worker — a Ccawusa shop steward — committed theft and the company took the normal course of action and dismissed her, he said.

The woman was arrested and charged with theft.

The president of the Commercial Catering and Allied Workers' Union, Mr Kaiser Thibedi, said the union did not condone the alleged theft, but was concerned about the company involving police.

Ccawusa and Checkers had a relationship that should be used, he added.

"I think that what workers were saying was against the involvement of the police," he said

Sensitive

"Workers are very sensitive to the involvement of the police It is something that worries workers."

Checkers was discussing the Emmerentia dismissal with workers at other stores, Mr Martinengo said.

Checkers regarded the sympathy action as illegal, he added — Sapa

3/11/87 Sowetan

152

Workers reinstated

MORE than 200 Edilcon workers returned to work yesterday after their two colleagues, laid off because of "lack of work," were reinstated, a union spokesman said.

A Building Construction and Allied Workers' Union spokesman said the union would also resume negotiations with management for a better package deal for 24 workers retrenched by the company recently.

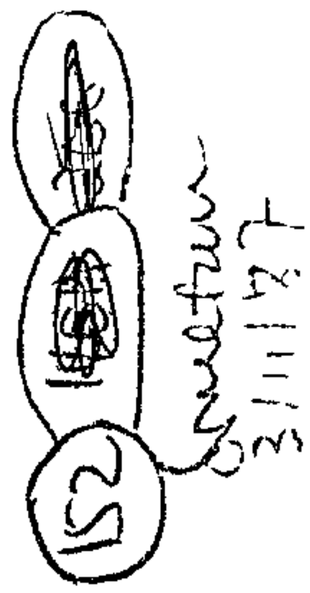
Sowetan 3/11/87

Mwusa strike over

THE strike by more than 500 Municipal Workers' Union of SA members at the Dobsonville Town Council is over, a union spokesman said yesterday.

A Mwusa spokesman said the striking workers had resolved to return to work yesterday pending further negotiations between the union and the council. The union and the council are due to meet tomorrow.

He said both parties had, in the meantime, agreed on a 20 percent wage increase for all the workers to be backdated to July 1 and money deducted from their pay as a result of a previous strike will be paid to them.



Subsequent investigations led to the arrest of two others. They will appear in court soon.

120 stop work in pay row with electrical firm

Labour Reporter RDM 3/11/87

SPRINGBOK Electric employees stopped work today in support of demands for higher wages.

They are members of the Electrical and Allied Workers' Trades Union which opened wage negotiations with the company after a short stoppage last month.

A union spokesman said about 120 workers were involved at the company's store and its factory in the city centre.

Shop stewards said most workers were paid about R1,50 an hour, with other wages ranging up to R700 a month.

They claimed the company was delaying wage talks by introducing other elements into the discussions.

Management spokesmen were said to be "not available for comment on anything".

The right to strike

Nov. 1987 B/Day

ALAN FINE

HOW WOULD SA's labour relations change if management agreed that strikers would never be dismissed? This was the subject of a thought-provoking talks heard during the traditional labour relations seminar season, in which we are now in the midst.

Cape Town-based labour lawyer Clive Thompson urged that the time had come for a new social contract between management and labour — where the two would acknowledge new rights and obligations This would lay the ground for a more modern system, even in the context of the adversarial labour/management relationship which has developed in SA.

Specifically, he argued that in the "second generation recognition agreement" employers must recognise the right (as opposed to the freedom) to strike.

Picketing

The key would be that the weapon of mass dismissals of strikers should be recognised as illegitimate "It should be the mutual expectation of both parties that the individual employment relationships and the collective bargaining relationship will survive any economic dispute," he said.

Attached to this would be the right to legitimate forms of picketing, which would obviously have to be designed so not as to contravene the legal obstacles to freedom of assembly.

At the same time, he said, the unions have to accept that these rights can only apply when strike action occurs after the exhaustion of agreed dispute procedures, and they depend on acceptable behaviour by strikers during their action.

Of course, one is tempted to respond, Thompson's ideas represent the height of naivety — 1987 has seen industrial relations trends going in precisely the other direction Intimidation is on the increase and mass dismissals seem to have become the order of the day, even in the most liberal sectors of business

Furthermore, the Labour Relations Amendment Act (LRAA) — designed to clamp down on strike activity and enforce the State's notions of good behaviour — is waiting in the wings.

Yet there are whispers that a few selected companies are about to reach such agreements with their union counterparts Their success could well help determine the future direction of SA's industrial relations system — which is, in many ways, at a crucial crossroad.

Thompson, in his talk, said he was addressing these ideas to those employers committed to democratic principles

But any chance of a breakthrough depended on unions abandoning their "simplistic and hidebound ideological positions" They had to develop more sophisticated strategies which recognised that, while some employers left them little choice but to use confrontationist tactics, others were open to the development of more mature relationships.

Convincing unions and managements in today's polarised atmosphere takes more than an appeal to good nature and a commitment to lofty principles. But there are also reasons why it may be a matter of self interest

From the unions' point of view, the advantages of a non-dismissal clause are apparent Furthermore, with the LRAA about to tilt the present balance of power further against them, the prospects of negotiating a more acceptable set of strike rules — and even an independent set of unfair labour practice and unfair dismissal definitions — would seem inviting.

Persuading employers to jettison their valued, if partly conditional, right to dismiss strikers would be more difficult

But a new "fair play" regime would bring its own benefits There would be a stronger and more active union commitment against intimidation.

Unease

And unions are increasingly questioning the value of playing by the present (and more so the future) legislative strike rules which do not appear to bring any benefits. As things stand, wildcat strike action seems bound to increase unless there is some concrete motivation to avoid it.

Some employer groups have already expressed their unease with the more drastic provisions of the LRAA, and in the interests of good labour relations would in any event be unwilling to use them.

In conclusion, as Thompson argued, the issue extends beyond the shopfloor to society as a whole. As prospects for a democratic SA continue to recede, "beleagured democrats need their bridgeheads, and collective bargaining is one of them ...There are common denominators for liberal democrats and social democrats. Perhaps they need to be asserted."

Hospitals recruit

SEBOKENG and Vereeniging hospitals began recruiting new staff yesterday after 400 workers at both hospitals were dismissed a week ago for going on strike for nearly a week.

SABC radio news reported the superintendent of both hospitals, Dr J van der Vyfer, as saying they began filling about 459 vacated jobs yesterday

Sowetan 3/11/87

s Street,

4pm tomorrow

and cool.

Argus 4/9/87

Wildcat strike at Bokkiepak

152

Labour Reporter

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in the city yesterday over wage and conditions of service grievances.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general secretary of the Electrical and Allied Workers' Trades Union (EAWTU), Mr Brian Williams, said workers downed tools yesterday morning and would not go back to work unless they had a commitment that wages would be increased.

Most workers earned R300 a month, he said.

The managing director of Springbok Electrical, Mr Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a grievance procedure had been hammered out.

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Natal: Partly cloudy, wa mid with scattered thu ers.
Namibia: Partly cloudy w thundershowers
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YESTERDAY'S REA

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TIDES (TABLE BAY)
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Low: 0810 2040
Sun sets 1917 rises 05
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tele
TV schedules, supplied

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3.27: Programme s
3.30: Skryf vir haa
3.45: Harry's Hous
4.00: Popples
4.15: Pumpkin Pat
4.30: Hand in Han
4.35: Santa Barbar
5.00: Growing Pai
5.30: Knight Rider. the problems has been kid head of a m
6.00: News
6.15: No Jacket R

VW strike off

(152)

From EDYTH BULBRING South Oct 29 - Nov 4 '87

PORT ELIZABETH. - Production at Volkswagen in Uitenhage returned to normal this week after a four day strike by 4 000 was called off.

The trouble came at a time when the company secured a R55-million, 300-car order from Avis for next year.

The dispute cost the company about 700 vehicles in lost production.

The strike followed the dismissal of a worker who allegedly assaulted a foreman. The workers, members of the National Union of Metalworkers of South Africa, (Numsa) demanded that the foreman also be suspended while the case was settled through arbitration.

Volkswagen refused to do this because the foreman was not believed to be guilty of any misconduct.

On Monday, shopstewards of Numsa agreed to accept a management offer of paid leave for the foreman.

However, the status of the dismissed worker had not altered.

Matt Genrich, communications manager for VW, said there would be no difficulty making up most of the vehicles lost in production. This could be done by working overtime.

Before the strike, Volkswagen had been working nine-hour, five day shifts, and sometimes on Saturdays to make up for general shortages of Volkswagen products.

Last month, Volkswagen's Golf—Jetta range was the biggest individual model seller in South Africa with sales of 3 218. Overall, the company was the third largest wholesaler of vehicles in September. - *PEN*

South LABOUR

Scabs for hire!

(152)

South Oct 29 - Nov 4 1987

EAST LONDON - Scabs for hire - that's the deal apparently being offered by an employment agency during the eight South African Breweries strike.

Independent personnel consultants recently placed an advertisement in the local Daily Dispatch offering temporary work to fit, unemployed males

Inquiries by job seekers revealed the jobs on offer to be those of striking workers

A Black Sash worker said she phoned the agency to try to find jobs for several unemployed men who had come to her organisation for help

"She said they needed guys for factories on strike," said the Sash worker, adding that the agency had told her they had to "help" the owners of factories hit by strikes.

She said the men had not been offered jobs because they did not have matric.

An unemployed man, who did not wish to be named, said he was offered a job at the East London depot of the South African Breweries when he contacted the agency

Workers at the breweries were on strike at the time.

Take anything

"I went to this independent agency to look for a job I told them I would take anything "

He was told he would be contacted as soon as a job had been found, and a week later he was asked to return to the office

"The woman asked me if I wanted a job working for the brewery She said a wildcat strike was expected on Monday "

He had already found another job as a packer, but was told that the new job would be the same type of work, but at better pay. He was earning R110 a week at the time.

He was also told that several "springboks" would also be working at the brewery.

"Not having a clue what a wildcat strike was, I said 'yes, fine'," he said

The agency told him to contact them on the Monday, but he then realised he would be scabbing

The agency however has refused to explain the job on offer.

A spokesperson for the agency called the job "confidential", at the same time claiming that "the job in a way didn't exist".

She said that the agency was "trying to find unemployed people who are immediately available for job offers", but refused to say what these jobs were. - *Elnews*

106 electrical workers on strike

Labour Reporter

THE strike by employees in three divisions of a city centre electrical company continued today.

Mr Eli Raskin, a director of Springbok Electric, said about 106 workers were on strike demanding higher wages.

He said: "They have asked for indications from management that we will give them increases, but our commitment to this is minuted in our talks with their union.

"We first want some form of interim procedural agreement and have given a commitment to start wage negotiations by November 9 if an agreement is signed."

● A national strike of Ellerines furniture store workers over wage demands could start within days if attempts at mediation fail.

The Commercial, Catering and Allied Workers' Union is holding strike ballots at the firm's 252 outlets but members have agreed to mediation attempts.

The union wants a minimum wage of R550 a month and a R200 across-the-board increase.

Management has offered a R340 minimum retainer for external sales employees, R464 for internal sales employees and a minimum R94 across-the-board.

CAPE TIMES 25/8/87

Weil: Strike not spreading

JOHANNESBURG. — Checkers managing director Mr Clive Weil has denied that the strike by Checkers employees spread to another 10 branches in the Transvaal yesterday, as claimed by the CCAWUSA (Commercial, Catering and Allied Workers' Union).

The strike action started 12 days ago when workers at the Emmerentia branch downed tools following the dismissal of a CCAWUSA shop steward and colleague accused of theft.

CCAWUSA spokesman Mr Salim Vally said more than 800 workers at 10 Checkers branches also downed tools yesterday. Mr Weil described the comments as "absolutely untrue". — Sapa

152 Sowetan 4/11/87

STRIKE SPREADS

THE strike by Checkers' Emmarentia outlets spread to the company's Highveld stores yesterday, a union spokesman said.

A spokesman for the Commercial Catering and Allied Workers' Union of SA (Ccawusa) said Highveld stores affected by the strike included Witbank, Ermelo, Middelburg and Lydenburg

Ccawusa members at the Emmarentia branch stopped work 12 days ago, demanding the reinstatement of a shop steward dismissed after an alleged theft

The union was seeking a meeting with management yesterday, the union spokesman said

Meanwhile, Ellerines/Ccawusa dispute remained unresolved yesterday

He said it was "a matter of days" before 6 500 Ccawusa members went on strike at the company's 300 stores countrywide

By yesterday the Minister of Manpower had not set up a conciliation board to settle the dispute According to Ccawusa, the deadline for him to appoint the board expired yesterday

The dispute between the two parties revolves around the union's demand for a minimum wage of R550 a month, against management's offer of R340 plus a R94 increase to non-sales staff

Workers march through city

Cape Times 5/2/87 Staff Reporter 152

MORE THAN 100 workers yesterday marched through the city centre singing freedom songs as they returned to work at Springbok Electrical after ending a two-day wildcat strike.

The workers, who had been on strike since Tuesday, walked from Atlantic House, in Corporation Street, to their place of employment in District Six.

They had decided to strike because they had been paid "despicable wages", a worker said yesterday.

A spokesman for the Electrical and Allied Workers' Union, Mr Brian Williams, said the workers had decided to return to work after management had "given a commitment that they will negotiate in good faith on wage increases and conditions of employment".

Mr Eli Raskin, a director of the company, said management had refused to negotiate till the workers returned.

OCT 30 – NOV 5 1989

Beer strike ends, but non-stop shifts go on

(12)

By SEFAKO NYAKA

ALTHOUGH the Food and Allied Workers' Union strike which threatened to disrupt beer supplies over Christmas is over, conflict over the system of continuous production at the giant South African Breweries's plant has still not been resolved.

And the SAB intends appealing against an earlier Rand Supreme Court decision on the status of overtime bans.

The decision was handed down after the company sought an interdict preventing workers from encouraging a ban on overtime

However the company said it was not seeking the appeal to use against the union, but such a decision would clarify uncertainty surrounding overtime bans and be in the interest of industrial relations in South Africa

The continuous shift system, which Fawu opposed, is expected to go to joint mediation soon. The union agreed it was a local issue confined to the Rosslyn plant.

Early this week Fawu and the SAB reached agreement on a number of issues including a minimum wage of R4,02 an hour — an increase of 33 percent. The union had demanded a 43 percent increase.

The parties also agreed on improved conditions of employment including bonuses, paid holidays and allowances.

The strike, which involved over 1 000 workers, was sparked off by the dismissal of six workers at the Isando brewery near Kempton Park.

It soon spread to SAB operations in the Free State, Southern Transvaal, East London and Pretoria.

All workers dismissed during the strike, including the six Isando workers, have been reinstated, according to SAB representative Rob Childs.

It was the second strike to hit the beer industry in five months In June workers at 10 plants and depots in the Transvaal and the Cape, stopped work in sympathy with dismissed Rosslyn workers who opposed the continuous shift system.

Childs said his company was satisfied with the agreement and believed it is a fair settlement.

"The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict."

Fawu assistant general secretary Mike Madlala said the wage agreement was a step forward towards a "living wage".

He stressed that the agreement was for the basic wage rate.

Randburg's strike move alarms PFP

By Dan Side

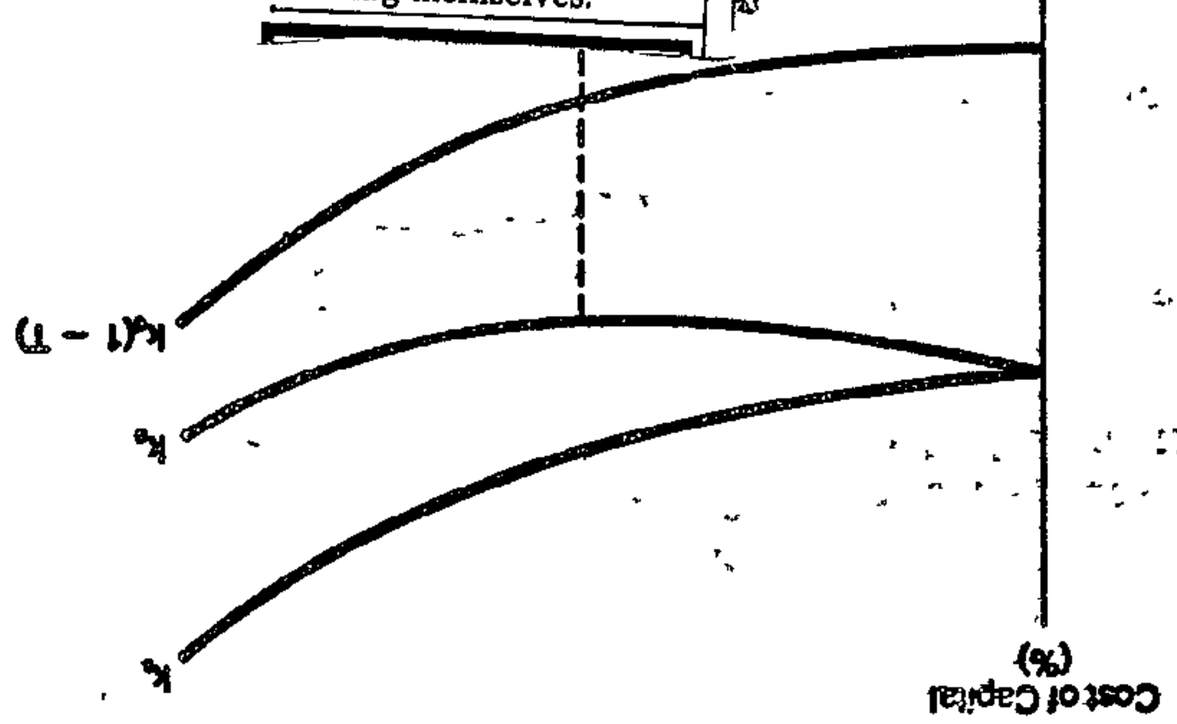
The leader of the opposition Progressive Federal Party in the Randburg Town Council has called for an emergency meeting to discuss the dismissal of striking municipal workers

After teargas was used yesterday to disperse 100 to 150 striking Randburg municipal employees locked out of the local authority's vehicle testing ground while white workers carried out emergency services, PFP leader Mr Andre Jacobs demanded an explanation why the full council was not consulted before an ultimatum was given to the strikers.

Said PFP Member of Parliament Mr Rupert Lorimer today "I find the whole situation alarming and wrong, first because their was no prior consultation of council and second because the reaction seems to be extreme."

Town Clerk Mr Bart van der Vyver said about 750 workers had been fired after the expiry of the council's ultimatum to workers to end their illegal strike by 7 am yesterday. The workers were told that their jobs were an essential service and that they should return to work, he added

"They refused to go back to work, thus dismissing themselves."



Effects of Leverage: The Current View

Strikers chased

CAPE TIMES 5/11/81

152

JOHANNESBURG. — Nine hundred strikers employed by Randburg Town Council were yesterday morning dispersed by police with teargas after failing to heed an ultimatum to return to work.

A union spokesman said the workers, who had been on strike since Monday and were demanding the recognition of the National Union of Public Service Workers, were locked out by management at the council's workshop. — Sapa

Strikes? We have the solution

By LOUISE FLANAGAN, East London

EMPLOYMENT agencies are discovering that strikes make good business. East London agencies are offering replacement labour for strike-hit factories Oct 30 - Nov 5 '87.

Of nine East London employment agencies contacted, four said they had provided casual labour to take over jobs of striking workers. Two of these subsequently denied their involvement in the practice.

However, SA Breweries named six agencies they had used to obtain replacement labour during the recent three-week legal strike, including the two agencies. (152) W.MAIL

Both agencies — Efficiency Personnel and BCL — are members of the Association of Personnel Services Organisations (Apso), a voluntary organisation whose code of ethics forbids members to take part in providing replacement personnel for their clients during strikes without prior arrangement with both the union and the company

The personnel manager at the SAB's East London branch, Joe Tsume, confirmed the company had used both agencies and four others to provide replacement personnel during the strike

Pepsi Cola in a precarious financial position, court hears

Argus 5/11/87

Supreme Court Reporter

PEPSI Cola is in a precarious financial position, doing business on a hand-to-mouth basis, according to evidence in the Supreme Court.

The Supreme Court has temporarily restrained the South African Allied Workers' Union (Saawu) and seven shop stewards from participating in or initiating any illegal strike or go-slow at the Epping Industria bottling plant of Pepsi Cola

Mr Justice van Heerden granted a temporary order on Tuesday further restraining Saawu and the shop stewards from interfering with, obstructing or retarding the normal operation of the plant

In addition they were ordered not to picket or restrict access to the plant, or to intimadate or harass employees.

All these directions were to be carried out in compliance with the recognition agreement between Saawu and Pepsi Cola, the court ordered

In an affidavit Pepsi Cola managing director Mr Graeme Wynne said wage negotiations with Saawu were in progress.

He said Pepsi Cola was prepared to offer a minimum hourly wage of R2 but the union wanted R2,50.

After a one-day stoppage on October 19, employees returned to work, but a week later about 80 bottling and warehouse staff started a go-slow, Mr Wynne said.

"The result was that only 3 000 cases of soft-drinks a day were produced, instead of the normal 8 000."

Mr Wynne said the results of this action were serious for customers and employees.

"Pepsi Cola has been trading unprofitably for a number of years and has serious cash flow problems because it cannot raise further loans to fund its operation"

The return date of the order is November 11.

Randburg staff fired

Sowetan 5/11/87

ABOUT 900 Randburg Town Council employees who failed to heed an ultimatum to call off their work stoppage and return to work have been dismissed.

Town clerk, Mr B J van der Vyver, told the *Sowetan* the strikers were dismissed yesterday.

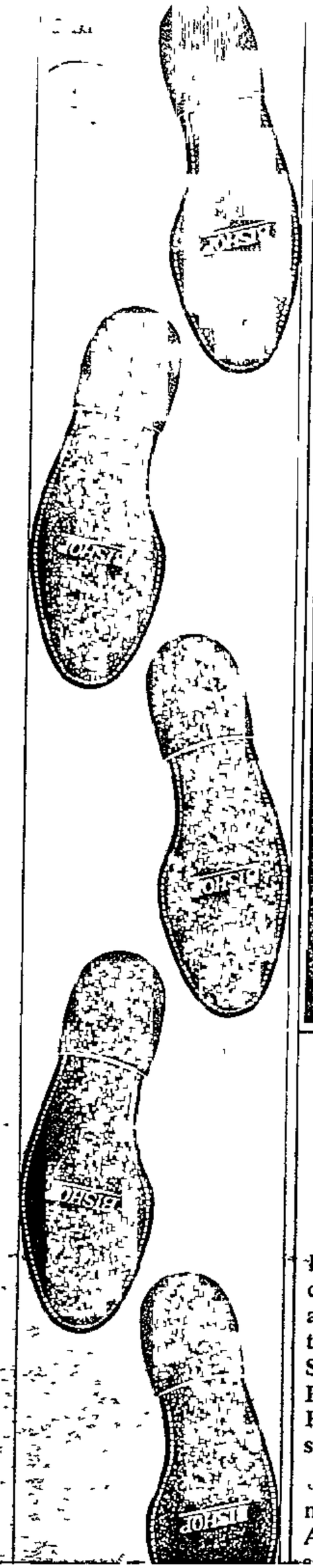
The council employees, all members of the National Union of Public Service Workers (Nupsw), downed tools this week and demanded recognition of their union.

A NUPSW spokesman said the strikers attending a report-back meeting were dispersed by police with teargas yesterday morning. The NUPSW officials had called the meeting to report back to workers about talks between the union and the council.

The NUPSW spokesman said it had become apparent during talks between the two parties that the council was applying "delaying tactics".

The town clerk said management had undertook to reopen negotiations on the recognition on Friday.

Police confirmed they used tearsmoke to disperse an illegal gathering.



PEPSI GETS ORDER AGAINST SAAWU

152

6/11/87

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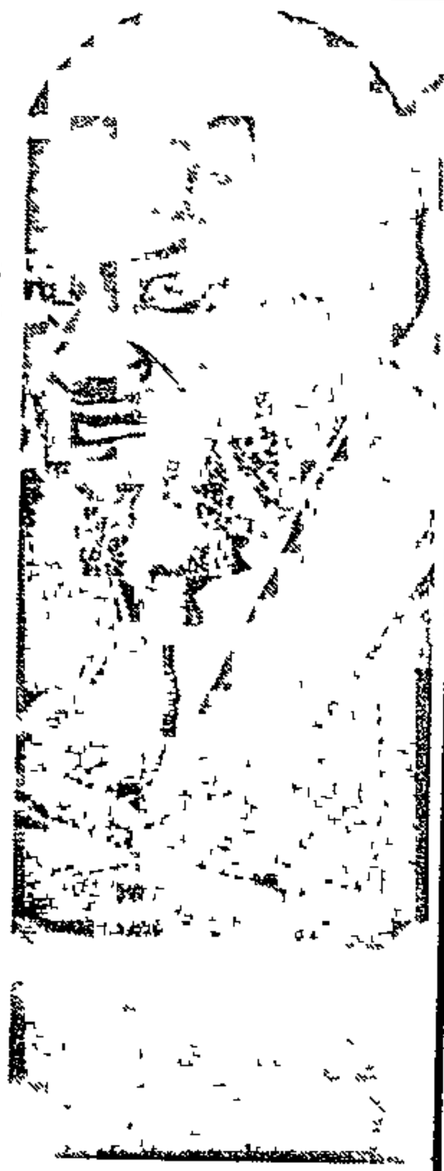
"Pepsi Cola has been trading unprofitably for a number of years and has serious cash flow problems because it cannot raise further loans to fund its operation

"We are relying on income from sales of products to buy production input Unless we are able to supply and produce, we will not be able to generate cash flow, pay creditors, or pay employees"

The return date of the order is November 11 — *Sowetan* Correspondent

We were not in battle – Swapo



LONDON — The South West African People's Organisation on Wednesday insisted that its guerillas were not involved in a battle in Southern Angola last week in which South Africa reported its forces suffered 12 fatalities and killed 150 guerillas.

"Presumably there was some battle, but it was not an attack on Swapo," Mr Peter Manning, the organisation's London spokesman, said He speculated that the clash was between South African-led forces and troops of the pro-Marxist Angolan Government, but said Swapo had no independent evidence of this

"We do know we simply weren't involved," Mr Manning told the AP

Swapo president Mr Sam Nujoma has denied knolwledge of the attack soon after the South African military reported Saturday's battle.

The South African military command announced initially that its troops had overrun two Swapo bases in southern Angola and killed 150 guerillas, and later released news of casualties among its forces The toll was among the highest the white-led government has suffered in a single clash in southern Angola — Sapa-AP

Anglicans 'divided' on liberation movements

HARARE — The Anglican Church was divided about supporting liberation movements in Southern Africa, Bishop Peter Hatendi of the Harare Anglican Diocese, said yesterday.

Addressing a Commonwealth Parliament Association lunch, he said there were still

played both a positive and a negative role depending largely on the attitudes of its individual leaders.

"The Anglican Church is not and cannot be neutral. It has taken a negative and a positive role. It is divided as a result," he said

The Anglican Church in Zimbabwe had now taken a positive role to champion peace and justice in the region

"We have taken a very positive role in terms of keeping peace and justice and trying to build up meaningful reconciliation" — Sapa

Smoking danger to kids highlighted

NEW YORK — A nationwide campaign this month to get parents to give up smoking coincides with new studies showing higher health risks for smoker's children.

The slogan "is your baby smoking?" will be used in television ads and public posters around the United States the campaign is sponsored by the American Academy of Paediatrics and the Public Health Service

The Centre for Disease Control in Atlanta, Georgie, reports that when mothers smoke their children stand almost 200 percent higher risk of lower

Talks end Cadac strike

The five-week wage strike at Cadac's Johannesburg plant ended yesterday after a successful mediation meeting between management and the two unions involved.

In separate statements, Cadac, the SA Boilermakers' Society and the National Union of Metalworkers said agreement was reached with the help of a mediator.

Workers are to receive an across-the-board 75c-an-hour increase, retrospective to July 20, plus a 45c-an-hour productivity allowance. This is in addition to a new minimum rate of R3,50 an hour.

CAPE TIMES 6/11/87

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No fizz in Pepsi finances

Supreme Court Reporter

THINGS are not going better with Pepsi Cola, managing director Mr Graeme Wynne told the Supreme Court this week.

In an affidavit filed in support of an application for an order restraining workers from illegal strikes or go-slows, Mr Wynne said Pepsi Cola had been trading unprofitably for years and had serious cash-flow problems because it could not raise any further loans.

A temporary interdict was granted with a return date of November 11.

Cadac strike ends after five weeks

THE five-week-old strike at Cadac, a Shell subsidiary, was resolved yesterday.

An agreement was reached through mediation between the National Union of Metalworkers of South Africa and the SA Boilermakers' Society and the company.

The two unions have been locked in battle with the company over the unions' demand for a R4 an hour wage.

A settlement was reached when the company agreed to pay workers a guaranteed hourly minimum of R3,50 plus a production allowance of 45c an hour.

The allowance will be paid out to workers if standard production levels are met. This would effectively mean that workers would earn R3,95 an hour minimum.

The company has further granted a 75c across-the-board increase backdated to July 20.

The company also undertook to recognise June 16 and May Day as paid holidays.

Although the R4 demand had not been met the unions viewed the strike as a victory for workers:

- For the first time in the history of the metal industry, two rival unions have acted together and placed the basic interests of workers above union differences.
- The strike has welded workers at Cadac into a strong and united force.

8/11/8 Cipro

Cape workers start wildcat strike

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in Cape Town this week over grievances regarding wages and conditions of service

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general-secretary of the Electrical and Allied Workers' Trade Union, Brian Williams, said workers downed tools and would not go back to work unless they had a commitment from Springbok that wages would be increased

Workers were demanding a minimum wage of R600 a month, a R200 across-the-board increase, an annual 13th cheque, overtime pay, canteen facilities and an end to racial discrimination regarding wages and promotion prospects, he said

The managing director of Springbok Electrical, Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a dispute, discriplinary and grievance procedures had been hammered out

"There is no stalling on our side, but we feel we need a dispute procedure," said Rashkin

Williams said workers had downed tools in frustration at the slow progress of the negotiations – Sapa

C/Press 8/11/87 (152)

Lockout

SCORES of Building Construction and Allied Workers' Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.

Sowetan 10/11/87

Plessey workers down tools

Labour Reporter

ABOUT 600 workers downed tools at the electronics manufacturing company Plessey S A Ltd in Retreat yesterday following the dismissal of an engineer who had returned to South Africa after attending a Trades Union Council course in Britain.

An Electrical and Allied Workers Trade Union (EAWTU) spokesman said about 120 workers from Renak, a subsidiary of Plessey, began a work stoppage in solidarity with Mr Kevin Honey, who had been employed by the company for 14 years.

Mr Brian Williams, of EAWTU, said that talks with management would take place today.

11, 1987

Union stages strike at Border Ellerines

Daily Dispatch Reporter

EAST LONDON — The Border branch of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) has embarked on a sit-in strike, a spokesman for the union, Mr M Nkonkobe, said yesterday

CCAWUSA is involved in the furniture and related industries

The present CCAWUSA strike is directed against Ellerines Holdings

There are six Ellerines retail outlets in the Border. Ellerines, Town Talk, Royal, Rheingold, Oxford and Jacko

There are four shops in East London, five in King William's Town, three in Queenstown, one in Alice, two in Fort Beaufort and one in Grahamstown

Mr Nkonkobe said the union demanded better working conditions

He said the legal strike had been decided upon after talks with management had failed

The general manager of human resources, Mr P de Villiers, confirmed yesterday that the strike was legal

He said all shops in East London and two of the five King William's Town shops were affected by the strike

Conditions at other Border area shops were normal, he said

Mr De Villiers said management was still waiting for the union to come back to resume negotiations

He said this had been communicated to the union

When the conciliation talks broke down, management suggested mediation, but this was turned down by the union, he said

Asked to comment on the union's statement that it would continue the strike until the demands were met, Mr De Villiers replied that that was "not easy"

Mr Nkonkobe said workers were demanding a R200 across-the-board salary increase, a minimum salary of R550 a month irrespective of job category, a sales target of R2 500, a 10 per cent commission, four weeks annual leave for those with more than five years service and two days a month off

Mr Nkonkobe said the talks with management had been going on since September last year and no agreement had been reached between the two parties

The workers had decided to stage a sit-in strike in the company premises as from Wednesday, he said

He said the strike was national and had started on Tuesday in Johannesburg but the Border branch had only joined the strike on Wednesday

The workers had decided to stay on strike until their demands had been met, Mr Nkonkobe said

Yesterday, the workers in all the four East London shops sat inside the shops and sang songs

Dispute results in work stoppages at 143 stores

12/12/87

Daily Dispatch Reporter

EAST LONDON — The dispute between Ellerines Holdings and members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) resulted in work stoppages at 143 of the company's 291 branches yesterday

Ellerines' general manager of human resources, Mr Pierre de Villiers, said 2 444 workers out of a total of 6 567 Ccawusa members were participating in the legal strike action

The union's East London branch secretary, Mr Bones Skulu, said no resumption of negotiations had been arranged and participating workers were picketing outside the stores involved in the strike

There are 20 Cape stores involved, including all four stores in East London, three in King William's Town and one in Queenstown Alice, Fort Beaufort and Grahamstown have not been affected by the action

The workers embarked on a sit-in strike four days ago after conciliation talks broke down and a suggestion of mediation was rejected by the union

The workers are demanding better working conditions, including a R200 across-the-board increase, a minimum salary of R550 irrespective of job category, a 10 per cent commission, four weeks annual leave for those with more than five years' service and two days a month off

Mr De Villiers said his group had indicated its willingness to resume negotiations with the union and was waiting for a response

New strike threatens retailer's festive sales

13/12/87 Cpress (152)

By SELLO SERIPE

SOUTH Africa may witness another big strike in the retail industry following the legal strike by Ellerines workers which started this week.

The strike by workers at Ellerines stores comes during the same period as the OK strike, which began last December and ended at the end of January this year.

More than 4 800 Ellerines workers, from 177 branches in the Free State, Northern Cape, Transvaal and Western Cape were involved in the strike when it started on Tuesday.

The strikers are members of the Commercial, Catering and Allied Workers' Union.

They are demanding a minimum wage of R550 a month and a R200 across-the-board increase.

Management offered a R94 increase, which has been rejected by the union and the workers.

At a Press conference held in Johannesburg on Wednesday, the union's general-secretary, Vivian Mothoa, said that the move was unanimously adopted by workers and the union after the Conciliation Board failed to settle the dispute.

The number of strikers is expected to swell before the weekend as workers at various stores in the Ellerines group have pledged their solidarity.

Mothoa said workers in Swaziland have also identified themselves with Ccawusa's move to strike.

Mothoa condemned "the attempts by some managers to intimidate workers on legal strike.

"Management is embarking on an attempt to resolve the strike by focusing on the dispute with Ccawusa," he said. He added that after the first day of the strike, the union had recorded four instances involving the police.

"Three workers in Nelspruit are being held in custody at Malelane Prison and are to be charged with intimidation on Monday.

"There are also two workers being held at Claremont, while the KwaNdebele police are holding 30 workers," said Masuku.

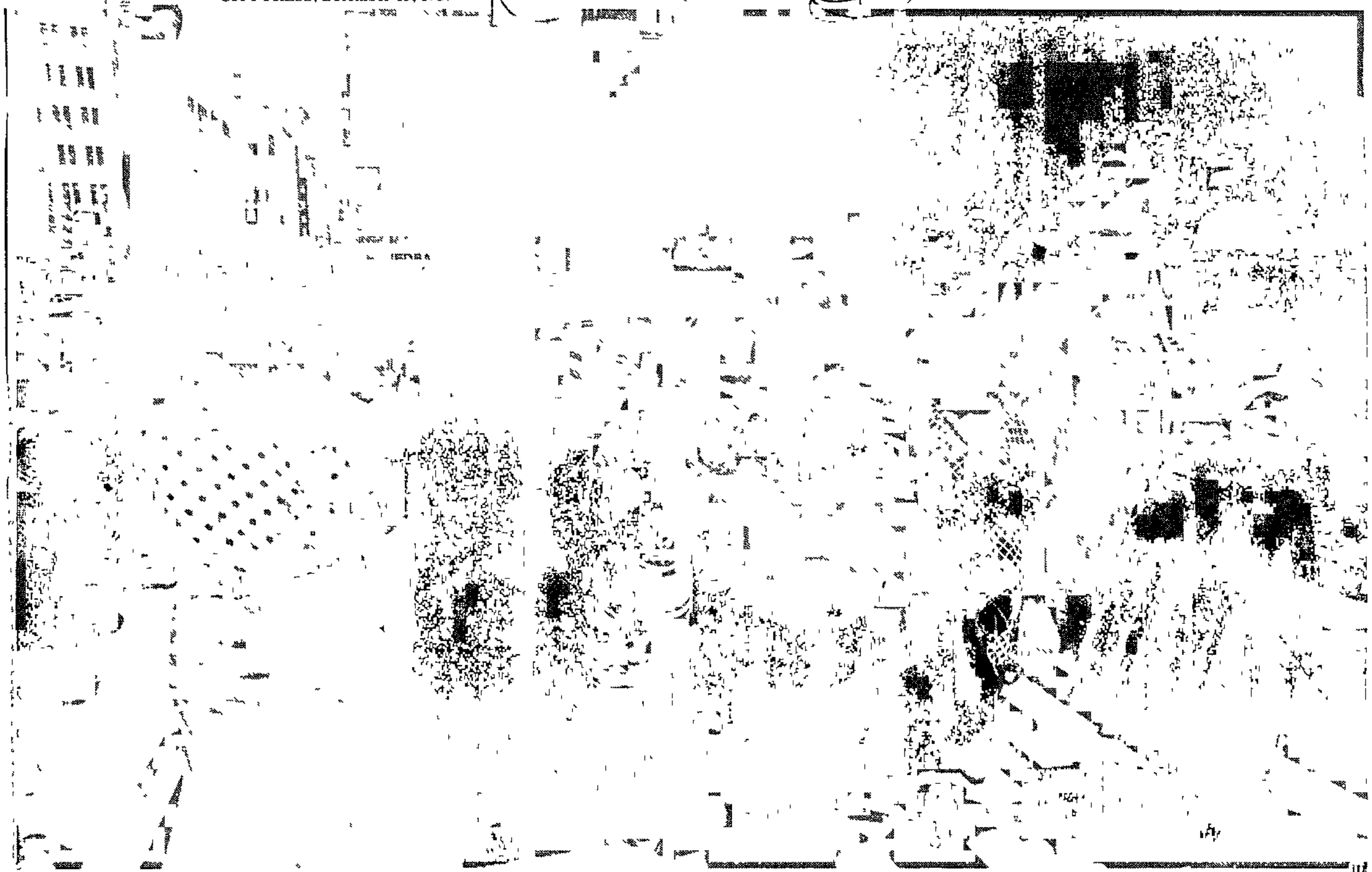
However, Ccawusa's report on the number of stores and workers involved in the strike was disputed by Ellerines.

In a statement, Pierre de Villiers, general manager of Ellerines' human resources department, said reports from stores had shown that a total of 127 stores throughout the country had been affected by strike action.

Of these, 101 were in the Transvaal, 13 in the OFS and 13 in the Cape.

"From a total work force of 6 567, 2 153 are participating in the strike action," said the statement.

CITY PRESS, December 13, 1987



Jubilant Sebokeng hospital workers chanted, sang and danced after they were told by their lawyer they could return to work unconditionally.

WORKERS REINSTATED

By MARTIN NTSOELENGOE

TRAFFIC between Pritchard and Kruis streets in Johannesburg came to a halt this week when Sebokeng Hospital workers broke into song and dance after a Rand Supreme Court judge ruled that they must go back to work

The 500 workers were fired on October 27 this year after authorities at the hospital said the workers were on a "go slow strike'

The workers became jubilant when their instructing lawyer, Sisi Kgampepe, told them of the ruling by Judge R Goldstone that they could start working the following day

She was carried shoulder-high by the happy workers after she had made the announcement

Kgampepe was instructed by the National Union of Public Service Workers

The application was brought before the court by four of the 496 workers against the Administrator of the Transvaal, director of hospital services and the administrator of the Vereeniging Hospital

The four are Mary Mokoena Maria Mahume, Lizzie Theletsane and Jacob Tsolo

Among others, the judge ordered that

- The hospital authorities must pay costs
- The dismissal of the workers was void and had no effect in law
- The workers remained in the employ of the hospital
- They be paid for the period they have not been working

Goldstone said that although there was a law that workers had signed contracts stating that they could be dismissed within 24 hours, they were wrongfully dismissed

Before delivering judgment he refered to a similar case where he had ruled agains temporary workers being dismissed at a short notice of 24 hours

The judge said that although the Public Service Act makes no provision for temporary workers, the applicants came to court on a common law right

But those at the Sebokeng Hospital fell under a different category, because they made monthly contributions to a pension fund

Reasons given by the judge was that some of the workers belonged to the pension fund, and if dismissed they might lose their pension which they had paid over many years

He also took the inflation rate in to account when he compared the rand today to 14 years ago

He said at the time when Mokoena started contributing to the pension fund, the rand was worth far more than it was now.

At her age, Mokoena wouldn't be able to contribute sufficiently to her pension fund

And although the position with the three other applicants was not as bad as that of Mokoena, the principle remained the same

"If they can be dismissed now at the whim of an official without any inquiry, it is unfair," the judge argued

Because of the compulsory pension fund they were paying, the workers were like permanent workers

The judge, therefore, argued that they were entitled to a hearing and could not to be summarily dismissed

The judge said the workers should have been allowed time for representation

Earlier, I Mahomed SC assisted by Craig Wirtt-Pringle, argued that after the long periods the workers had been working for the hospital they became eligible for pension which was deducted from their pay

Therefore, they were like permanent workers and this created legitimate expectations them

Half of chain's outlets on strike

DD 14/2/87

JOHANNESBURG — The Ellerines strike has spread further with management now putting the number of strike-hit outlets at almost half the furniture chain's stores

The human resources manager of Ellerines, Mr Pierre de Villiers, said yesterday 147 stores out of 291 were affected

A total of 110 stores were affected in the Transvaal, 15 in the Free State and 22 in the Cape

Almost 2 500 of the 6 567 workers represented by the Commercial, Catering and Allied Workers Union (Ccawusa) were on strike.

The last available union figures were at least 5 000 workers at 180 stores.

It was not known yesterday when talks to settle the wage dispute would begin — DDC

Dismissed workers rehired

23. Sowetan (S) 1989

TEN Mercedes Benz workers dismissed after a strike at the company's East London plant have been reinstated.

By LEN MASEKO

They were among 280 National Union of Metalworkers of South Africa (Numsa) who took part in a strike at Mercedes Benz last year.

A Numsa spokesman said the matter was referred to an arbitrator who ruled that

- Six of the dismissed workers should be reinstated immediately "on their merits". They should be paid all wages "from a date six months earlier than the date of the award";
- Four of the workers should be reinstated on the basis of a finding that there was "selective re-employment or dismissal"; and
- The remaining two workers "have been unsuccessful".

The arbitrator made the ruling on November

The Numsa spokesman said "The fact that this arbitration took place 14 months after the date of the dismissals clearly indicates the intransigience of this company to consider representations made to it for the reinstatement of these workers".

(152) 15/9/87.

Management intervenes after three striking workers held

Daily Dispatch Reporter

EAST LONDON —Three striking Ellerines workers belonging to the striking Commercial, Catering and Allied Workers Union (Ccawusa) were questioned by police here yesterday

They were then released after the company's management intervened on their behalf

A Ccawusa spokesman, Mr Joe Putye, said the three were from different shops in East London.

Police in Pretoria yesterday denied victimising strikers or interfering in the Ellerines strike

The general manager of Ellerines Holdings, Mr P. de Villiers, confirmed that the company had intervened when three employees were taken in for questioning by the police here

Mr Putye also claimed that their union offices in Terminus Street were raided by the police on Saturday

Mr De Villiers said that of the company's 291 shops throughout the country, 149 were affected by the strike

There were 110 shops affected in Transvaal, 15 in the Orange Free State, 24 in the Cape Province and none in Natal

There were 2 470 striking workers and these were from all job categories, Mr De Villiers said

The striking workers are demanding a R200 monthly increase, 10 per cent commission, a target of R2 500 a month, a minimum salary of R550 and a two-days off in a month

The workers said they would continue with the strike until their demands were met

The management had replied that it was open to negotiation and was awaiting the workers' response

The workers had said that they had exhausted all possible means of communication and had thus embarked on a legal strike

The management had suggested mediation after conciliation talks broke down, but this was turned down by the workers

In Pretoria, police responded to allegations that they were working closely with Ellerines management to disrupt the strike, and claims that some 20 workers had been arrested

In a statement the police added "Should any person wish to lay a criminal charge with the police or lodge a complaint against any member of the force, such person should do so through the existing recognised channels

"Such charges/complaints will be thoroughly investigated"

The police statement denied that they "victimise" people because they belong to a specific organisation

"We also reject claims of police "interference" in the dispute or that police are "working closely with management"

"The settlement of the dispute is a matter between management and employees

"Action is only taken if there are reasonable grounds for believing that such person(s) has/have contravened the law — DDR-Sapa

Cape Times 15/12/87

Strikers 'not victimized'

JOHANNESBURG — Police yesterday denied that they were victimizing striking Ellerines workers

The furniture chain's workers have been on strike for six days, demanding higher wages

The police also denied interfering in the strike or "working closely with management"

The Commercial Catering and Allied Workers Union of South Africa, which represents the striking workers, said 5 674 workers were on strike at 202 stores throughout the country Ellerine management claims only 2 470 workers at 149 stores are on strike

Union demands include a R550 per month minimum wage across the board

Management is offering a R425 to R689 minimum to five levels of salesmen — Sapa

152

41 MORE SHOPS JOIN STOPPAGE

THE legal wage strike by Ellerines Holdings employees in many parts of the country entered its fourth day today with 41 more stores in the Vaal taking action.

The Orange-Vaal branch of the Commercial Catering and Allied Workers Union (Ccawusa) said four organisations representing "thousands of Vaal residents in six townships have pledged to give support to the workers fighting for a living wage"

Earlier this week Ccawusa strike co-ordinator Mr Jackie Masuku told a Press conference that residents throughout the country supported the strike

He said about 5 000 workers at 177 stores in the Transvaal, Free State and Cape were on strike in support of a R550 a month minimum demand and R200 across-the-board

Offer

The company has offered a minimum increase of R94 to all employees and between R425 and R689 a month minimum to non-sales staff

The store group has, however, denied 177 stores were affected and said the stores involved were 127

With the Natal region still to decide whether to take action Ccawusa said 41 stores were involved in the Free State and Cape, 132 in the Transvaal and four in the Western Cape

The stores affected and which are controlled by Ellerines Holdings are Ellermes, Town Talk, Oxford Furnishers, Rheingold, Royal, Volks and Jacko which have a predominantly black clientele

south LABOUR Sowetan 17-23/12/88

Sea Harvest workers go back

17-23/12/87 Sowetan

SALDANHA BAY — A settlement has been reached between the Food and Allied Workers Union (Fawu) and the management of Sea Harvest more than three months after workers went on strike.

More than 200 workers downed tools in solidarity with about 250 workers who were fired after they went on strike in protest against management's refusal to allow a report back meeting.

Proposals

Fawu official Mr Gert Koenana said workers had accepted management's latest proposals.

"More than 100 workers went back to work last week. A further 70 workers returned to work on Monday," said Koenana.

Another 100 workers were expected to resume work before the end of the year.

The union is, however, concerned about 120 workers whose jobs have been taken by scab labourers.

Koenana said management had promised these workers would be reinstated as soon as there were vacancies

Workers at a report-back meeting before the settlement

Sea Harvest management was not available for comment

Fawu had earlier approached the International Union of Foodworkers (IUF), to which the union is affiliated, to intervene.

A Spanish-based union had also taken up the matter with the Pescanova Fishing Company in Spain, which owns 50 percent of Sea Harvest

Ellerines workers demand living wage

ABOUT 100 workers at four branches of Ellerines in the Peninsula last week went on strike in support of a living wage.

The stoppage forms part of a nationwide strike involving thousands of Ellerines workers.

All members of the Commercial and Catering Allied Workers Union of South Africa, the workers are demanding an across the board minimum salary of R550 a month.

Management has offered a minimum of R425.

The Peninsula branches affected by the strike are one branch in Elsies River, and three in Claremont.

Workers had been picketing at the company's branches since they went on strike, according to the acting branch secretary of Ccawusa, Mr Ben Petersen.

Mr Pierre de Villiers, general manager human resources of Ellerines, confirmed workers at the four branches went on strike.

Cape Times 16/12/87

152

Lekoa police mutineers freed

JOHANNESBURG. — The 19 Lekoa town council policemen arrested last week after an armed mutiny in Sebokeng township, have been released, a Pretoria police spokesman said yesterday. It was not yet known when the 19 alleged mutineers would appear in court.

"All I can say at this stage is that they have all been released pending further investigation. The whole matter is now sub judice," he said.

Charges being investigated in connection with the incident include attempted murder, mutiny and malicious damage to property. — Sapa

Work stops over hotel bonus dispute

Cape Times 16/12/87

Staff Reporter

EMPLOYEES at the Capetonian Hotel stopped work for about five hours yesterday before a dispute about bonus packages was resolved.

A spokesman for the Liquor and Catering Trades Employees' Union said about 70 workers at the hotel had stopped work at about 10am after two night shift workers received pay packages in which their salary and their annual bonus were paid. He said workers had asked management to pay their wages and bonuses separately.

Workers held a sit-in in the foyer of the hotel for about an hour before successful negotiations were held with representatives from the hotel's head office and the staff went back to work.

A spokesman for the hotel's management said there had been no disruption of hotel services, adding that the hotel was happy that the dispute was over.

WP textile industry set for first legal strike

BD 17/12/87

Labour Reporter

LAST-ditch attempts to prevent the first legal strike in the Western Province cotton textile industry have failed

A legal deadlock between employers and labour has been declared and the Amalgamated Clothing and Textile Workers Union (Actwusa) will ballot its 5 000 members in the industry to decide on further action

Both parties agreed to mediation after a dispute was declared, but this failed to achieve a resolution and the industrial council declared a legal deadlock

"During mediation, concessions were offered by both parties These concessions were, however, not acceptable to both parties in the final analysis and were subsequently withdrawn," the Textile Manufacturers Association said

"The basis for the dispute is primarily on hours of work, leave, public holidays, shift allowances and wage levels

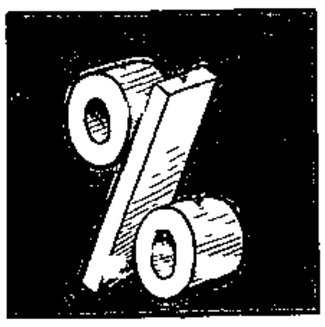
"The union, in accordance with its legal entitlement, has given notice of its intention to hold a strike ballot"

If members vote in favour of a strike, it is expected to start early next year as textile factories close tomorrow for their annual holiday

(153) FM 18/12/87

INFLATION

Only Pretoria can cure it



When the State President's Economic Advisory Council last month revealed its plan for fighting inflation, it discussed everything from trade unions to oil to population growth to competition But it failed to come up with an acceptable plan to end inflation, because it did not make the crucial distinction between monetary inflation and price inflation As long as this is ignored, the inflation debate will continue to be muddled

Monetary inflation is an increase in the money supply Price inflation is a rise in the prices of goods, services and labour Monetary inflation causes price inflation — not the other way around Indeed, price inflation can be sustained only with an increase in the money supply

In an economy with a frozen money supply, prices would change — but only to send signals from consumers to manufacturers

If a good becomes scarce or demand for it rises, the price will go up But there's no point in trying to stop it with price controls Says University of Fort Hare economist Carl Bauer "It's like pouring iced water on a thermometer in a hot room You're just treating the symptom "

The most damaging effect of inflation is that it leads to malinvestment, recessions and unemployment It is our biggest economic obstacle to renewed growth

A policy that keeps interest rates low by increasing money supply faster than production of goods and services, as in SA, encourages the misuse of capital

Says Michael O'Dowd, chairman of the Free Market Foundation and an Anglo American director "You encourage people to make investments that are not viable because they depend on a distortion of prices Sooner or later the interest rate will necessarily rise, and some of those who invested will go bankrupt " People lose jobs, and investors have to begin anew to find what they should be producing

Monetary inflation hurts the economy in other ways as well

☐ Persons who live off savings or fixed incomes — retirees, the unemployed — see their purchasing power collapse Even 15% annual monetary inflation is devastating today's R24 500 car would cost R99 116 10 years from now,

☐ The rand depreciates against other currencies Many believe the fall in the rand causes inflation, but they've got it reversed Rand Merchant Bank economist

There is no quick fix for inflation. But there are some practical ways of checking it — if only government had the political will.

Rudolf Gouws has calculated what the dollar/rand exchange rate should be, based on the difference between the South African and US inflation rates The actual rate is very close to that

"In the long term, the exchange rate will move broadly in line with the inflation differential," says Gouws,

☐ Monetary inflation, coupled with negative real interest rates, transfers wealth from net creditors to net debtors Anybody who borrows at a fixed rate of interest pays back in cheap rands Says Free Market Foundation executive director Leon Louw "Higher-than-expected inflation is a tax on the creditor and the investor and a bounty for the debtor The thrifty are punished, and the debtors get an unearned discount " On the contrary, we need to reward savers,

☐ It distorts relative prices Not all prices go up at the same rate, so manufacturers get a distorted picture of what consumers really want Says Wits business economist Richard Grant "It's like censorship It prevents the proper signals from coming through",

☐ It makes it easier for Pretoria to tax us — in two ways When wages rise to keep up with rising prices, we aren't any better off But it looks so on paper and Pretoria hits us harder through progressive income tax This fiscal drag — what Americans call bracket creep — allows government to boost income taxes without putting it to a vote

Secondly, inflation itself is a tax The government prints money and pays its bills with it We then pay more for everything Says Wits economist Frank Vorhies "It deludes taxpayers into thinking the State is efficient They can see the services the State provides and the buildings it builds, but they don't recognise that they pay for those things through inflation as well as through taxes", and

☐ It promotes dissatisfaction and unrest Louw argues that nominal increases in prices promote labour unrest, rent boycotts, and bus stonings "Even at low levels, inflation is politicising and conflict-provoking I'd go as far as to say that if we had not had inflation, we'd have seen nothing like the unrest we've had Inflation is bad economics It's even worse politics " As Lenin demonstrated, one way to bring a country to its knees is to debauch the currency

There is one — and only one — infallible, automatic, theoretical way to stop inflation freeze the money supply

In an economy with a frozen money supply, there can be a general price rise — as measured, say, by an increase in CPI — only if the supply of goods shrinks The same amount of money will chase fewer goods, so overall prices go up And that happens seldom even in recession-hit SA, production volumes have continued to rise but the money supply has risen faster

But while freezing the monetary base would stop inflation, it's not practical either economically or politically

It's not even clear that growth in money supply can be stopped dead Our own earlier experience with bank lending controls showed that even with tight quantitative controls the market has ways of expanding the effective supply of credit, at the cost of ghastly neologisms like "disintermediation "

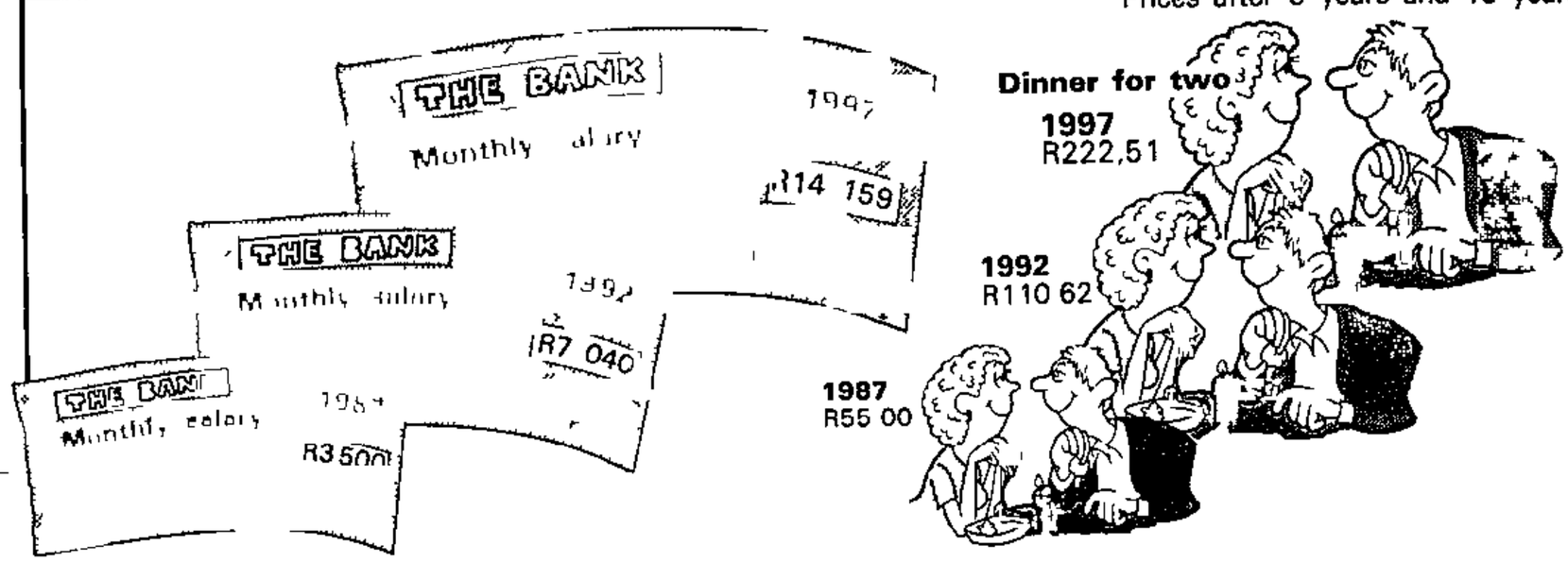
What measure do you control, anyway? UK experience was that selection of any indicator (M1, M3, or even Route 66) for monetary targeting inevitably destroys its statistical validity as the market works around it In a world of ever-more complex credit instruments, control is not as easy as it was when money consisted basically of banknotes bearing the words "I promise to pay the bearer on demand" as a guarantee of real intrinsic value

Even if this problem could be overcome, there would be too much interim dislocation In the short term, recession would be heightened as past errors in investment are revealed and bad projects scrapped

In our current state we could not afford this transition We must make the shift to a productive economy as painless as possible Fortunately, there are other measures that can be taken to check inflation in addition to keeping

Inflation'

Prices after 5 years and 10 years



the growth in the money supply within reasonable bounds

There are two key general steps Pretoria can take roll back government spending and implement the deregulation/privatisation twins Both would make the economy more efficient People thrown out of work could more quickly find other work And it would be easier for those who have invested in the wrong thing to find out what consumers really want "You've got to make it easy for investors, workers and entrepreneurs to become productive," says Vorhies

All those (vital) sums spent on black education and training will be wasted if skilled or semi-skilled blacks cannot find jobs

As Milton Friedman has pointed out, you cannot balance budgets by raising taxes That only encourages further profligacy The overall size of government spending matters more than how it is financed

Pretoria claims that most civil servants are functional teachers, nurses, security forces and the like, not pen-pushers Its arithmetic is suspect But in any event, our whole crazy patchwork constitutional system is a major cost burden that an economy this size simply cannot afford — as even members of government have admitted in unguarded moments

It is absurd spending millions on black teachers' training colleges while the (white) Johannesburg College of Education is half-empty There are many examples of such wasteful duplication

But even many functional services can be subjected to market disciplines As British local authorities have shown, many services can be contracted out and done more cheaply It is often argued that standards will suffer if we go this route

There are two answers to that·

☐ Our problem is often not inadequate statutory standards, but inadequate enforcement of existing standards Recent rows in the taxi industry are a good example If traffic cops spent more energy enforcing existing standards of vehicle safety, valid drivers' licences, overloading and the like, and less fining people who travel through Alberton on the N3 at 130 km/h, there would be less need for fulminations about "pirate" black taximen — which are most inappropriate when they come from operators who were themselves pirates not long ago, and

☐ We simply must accept that standards that were reasonable in the high-growth Sixties and Seventies are no longer appropriate We don't need an opera house in every jumped-up dorp that calls itself a city

Then, deregulation True, it also may not be painless There may be an initial degree of confusion in the marketplace But markets have a way of sorting confusion out, and confusion with vitality must be preferable to the straitjacket of control that strangles enterprise in so much of the economy now

Even a simple matter like ending a cement cartel with a mere handful of members takes an unconscionable time And the latest "deregulation" of commercial hauliers has actually increased the required paperwork as civil servants struggle to protect their jobs

A basic ingredient of deregulation must be scrapping the system of administered prices These are particularly pernicious in agricultural products, too many of which seem to operate on the lines that prices not only go up during times of shortage (which is fair) but also in times of surplus, because stocks have to be carried or exported at a "loss" — which is invariably borne by local consumers

But agriculture is not the only culprit Too many public-sector utilities work on a cost-plus basis they determine the level of capacity and costs and set prices accordingly If this threatens to kill the coal export industry in the process, *tant pis*

This is economic nonsense No private-sector body can do this they have to accept the market discipline and a price set by the interaction of demand and supply It can even be self-defeating high prices cut consumption, which pushes up unit costs, which means higher prices, and so on *ad nauseam*

In passing, let it be noted that there is no particular merit in a public utility managing to raise prices by less than the inflation rate assuming a normal distribution, half of all price increases are likely to be at or below the inflation rate anyway The new management of Eskom may have moderated the rate of price rises — but it's still not enough

Public utilities must be privatised and subjected to competition It has been shown round the world that virtually no utility cannot adequately be provided by private enterprise We cannot privatise everything overnight, but as with deregulation, progress in implementing what is supposed to have for years been accepted policy has been painfully slow Again, we could take a leaf out of Margaret Thatcher's book

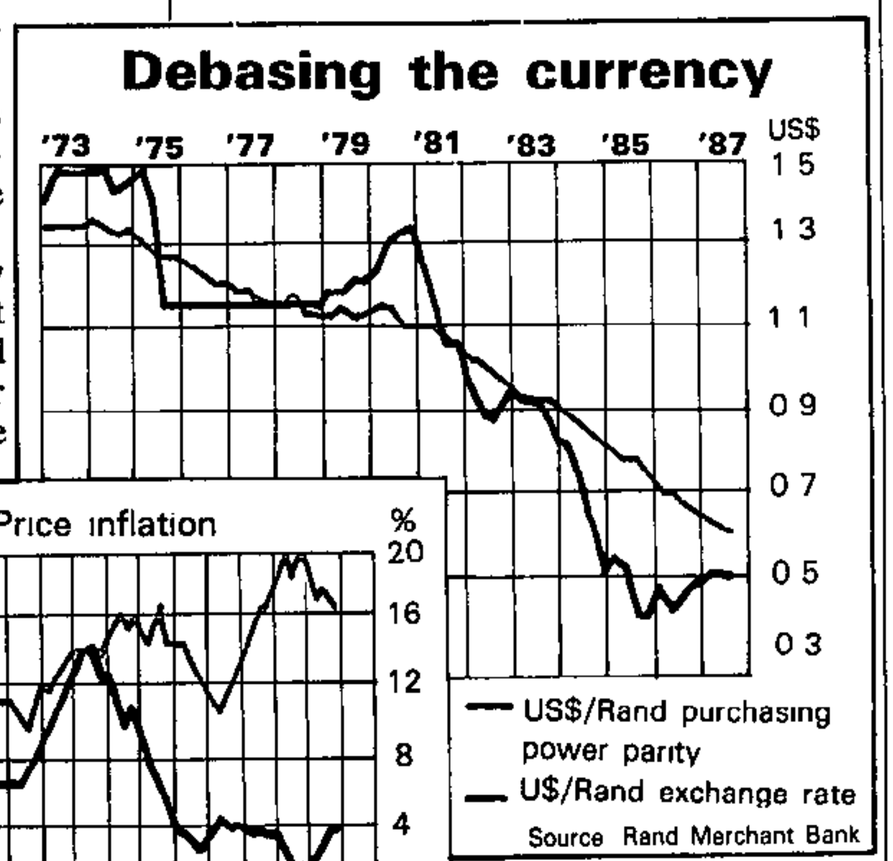
Then there are a host of special interest groups who are cosseted by special concessions that distort the workings of the market and are effectively an unjustifiable cost burden to the rest of the community (Ironically, two of the largest groups whose political loyalty the Nats have tried to buy in this way, farmers and civil servants, are in the forefront of those who have now deserted the party in favour of the CP)

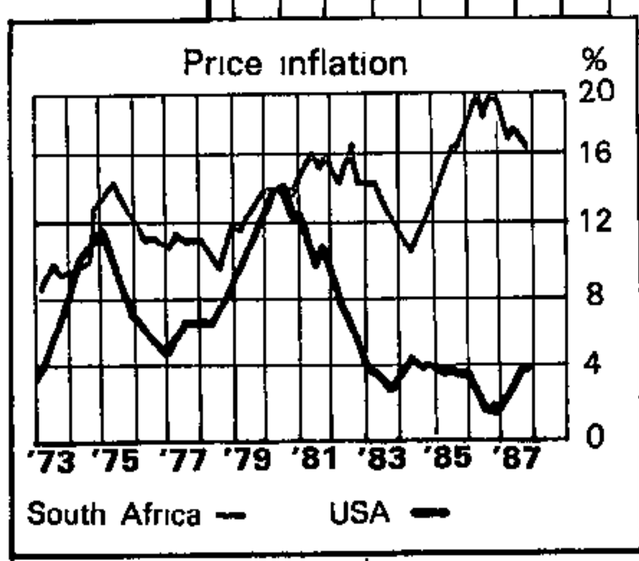
Government must accept that privatisation and deregulation will hit public-sector employment Indeed, that is the object attempts to privatise while retaining present manning levels and service benefits are pointless

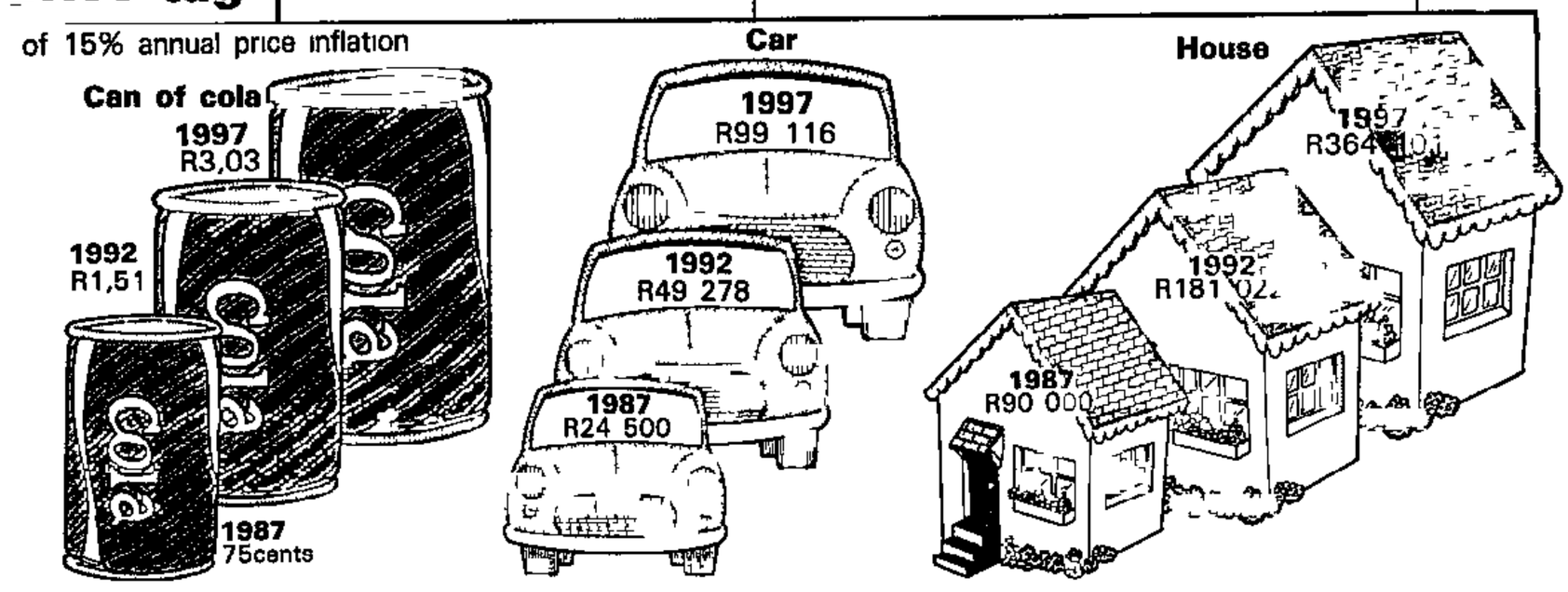
Similarly, farmers must suffer But then, our present system of agricultural support has neither ensured agricultural prosperity nor checked rural white depopulation So it hasn't worked, either Again, in the long run, only an agricultural sector that can compete in the marketplace can survive

In inflation — as with low economic growth — Pretoria likes to give the impression that it has done all that can be expected of it, that it is now in some vague way over to the private sector to "do its bit " In fact, the reverse is the truth

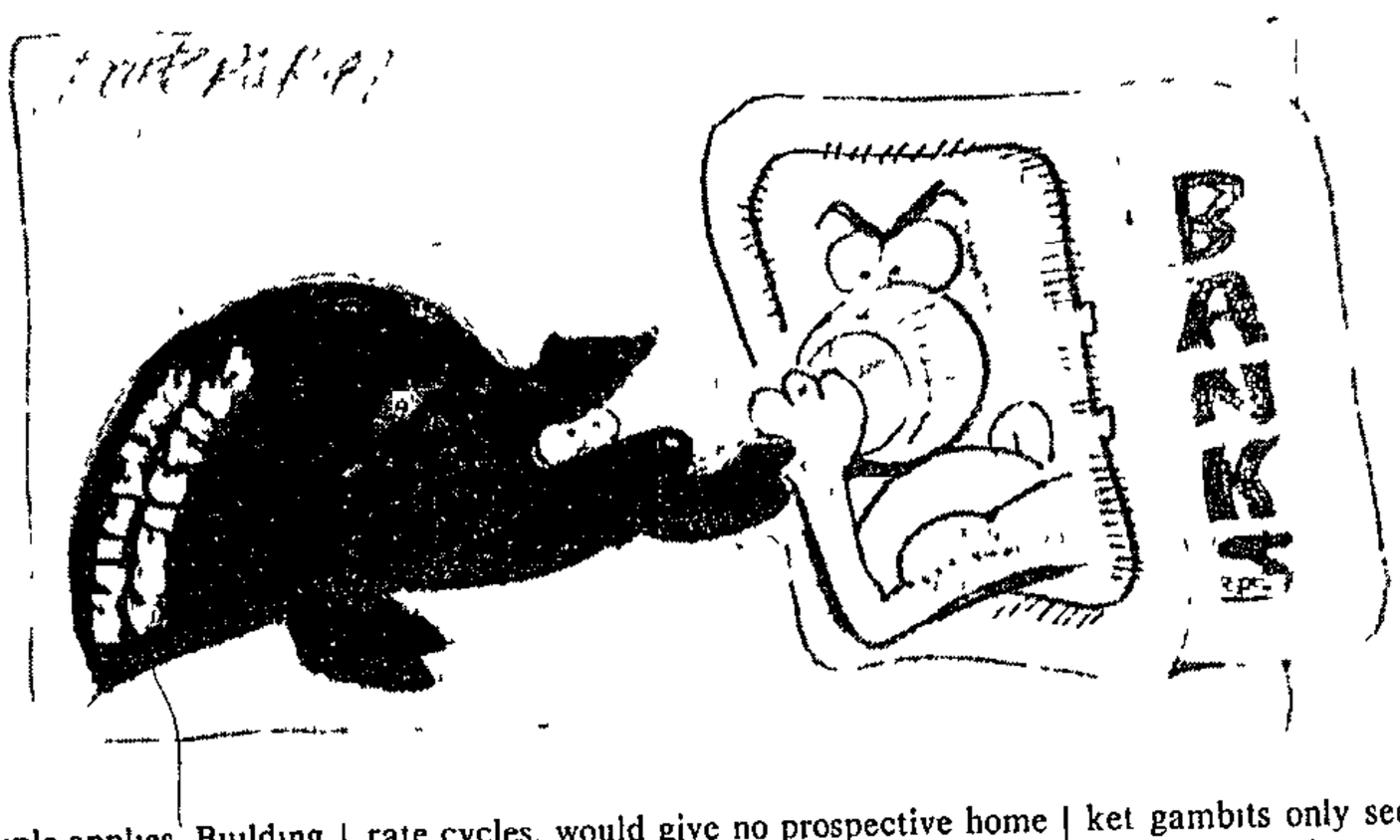
Only Pretoria can stop inflation Trouble is, it is unwilling to take the political risks of the tough measures







can be realised for cash *and* the new loan tap can be turned off if necessary. In addition, the banks have the actuarial base of a well diversified balance sheet, on both sides, to accommodate the cash flow implications Building societies, in contrast, still have a relatively monolithic asset structure calling for a higher weighted average of longer-term funding



As regards *interest mismatching*, something of the same principle applies Building societies, with their semi-monolithic asset book, do require a closer match. it is up to them to advise their customers on the rate repricing characteristics applicable to products on both sides of their balance sheet Banks, again, have a more diversified actuarial base of risk, but let us accept for the time being that their funding is the more rate-sensitive The extent to which this carries through into making their home loan book also more rate-sensitive (upwards when the cycle turns up) will depend in future on balance sheet management and competitive forces Let us reaffirm, however, that the home loan books are *not* fixed rate, so nothing inherently imprudent is going on

What about socially despicable conduct? Historically the home loans rate pattern has been more volatile in banks, but overall the borrowers from either source have done about the same over the swings and roundabouts of the last five years Borrowers have done a good deal better with the banks during the past couple of years than with the building societies, if fortune swings the other way during the next two or more years the banks' home loan customers are cushioned by their up to 2% rate advantage, for a start

A 30-year projection, replete with interest rate cycles, would give no prospective home buyer convincing reason to choose a building society over a bank per se, or vice versa, on rate considerations alone Building society spokesmen who warn the public against possible interest rate volatility in the banks are actually taking the short view, not the long view as they claim

Temporary discrepancies of 1% or 2% either way in borrowing rates between building societies and banks cause adverse public comment At the peak in 1984-1985, my bank (then called Barclays) was the supposed villain of the piece next time around, if there is one, it will be the banking system as a whole in the firing line The interest rate see-saw between banks and building societies is a function of.

- ☐ The imbalance of the evolutionary situation, coupled with the growth in demand,
- ☐ The authorities turning their face away from publicly subsidised home financing; and
- ☐ The liquidity-preference of depositors in a volatile, gold price dependent and inflation-ridden "free market" scenario, which renders it impossible for home financing to be funded in toto by term deposits (it is also a misconception, however, to suppose that banks would need to match their funding as closely as building societies)

The present asymmetry is a problem for government and society as a whole, not merely a matter of good guys bashing baddies (building societies vs banks, according to your choice) in the media

Much the same may be said about the so-called "incredible package of goodies" with which banks are now wooing home loan borrowers. These promotional free-market gambits only seem "incredible" viewed from the confines of the building society regime Building societies would match them if allowed, and the ones with banking subsidiaries are, in fact, free to do so

Whither now? The community and its regulators must decide whether the prescriptive, privileged and somewhat high-minded specialised role of the building societies is to be perpetuated in the public interest, or whether we are going all the way down the path to convergence with the banking system The weight of evidence seems to be tilting towards the latter view

It appears that building societies will have their scope for short-term funding enlarged from 5%-10% of liabilities during the next legislative session — and, indeed, this allowance could probably go a good deal higher without undue trading risk (the hidden risk is of incurring greater interest rate volatility and thereby censure from those sections of the community that see housing finance as a public service requiring subsidy rather than the stimulus of market forces) If the target is convergence and a "level playing field," the building societies will have to diversify their actuarial base of risks as fast as regulation and their own developing capabilities will allow

US-SOVIET NUCLEAR TREATY

Gorbachev takes Washington

President Ronald Reagan says he has come away from his three-day summit "with a sense of accomplishment" Soviet leader Mikhail Gorbachev said that "a good deal has been accomplished" by the Washington meetings

And so, shaking hands one more time in a drizzling December rain, the US President and the Secretary General of the Soviet Union parted from yet another search for lasting world peace

Much was accomplished, if only the signing of the treaty to reduce the arsenal of short to medium range (up to 4 800 km) missiles capable of carrying nuclear warheads which both sides maintain in Europe

Compromises were made on both sides — and both Gorbachev and Reagan ran into flak with military and other conservatives in their respective home territories. At the bottom line, however, the real triumph belonged to the Russians.

The Soviets did not agree to leave Afghanistan, as had been hinted But Gorbachev did offer to bargain over the prospect of a 12-month timetable for withdrawal This is something he wants to do anyway, but he wants a reward for doing so Reagan was right in not giving it to him so easily

The Soviets also relented on their previously frozen position that no further talks could be held unless the Americans forswore any further work on the Strategic Defence Initiative (SDI), the so called "Star Wars" space weapons system Indeed at one time, the Russians had said that even the intermediate missile reduction was in jeopardy if Star Wars continued

Workers reinstated

MATTHEY Rustenburg Refiners, a platinum refinery in Germiston, this week reinstated 200 workers it locked out and dismissed over the company's decision to relocate to Bophuthatswana.

The Chemical Workers Industrial Union (CWIU), which represents the workers, said MMR reinstated the workers with all their previous benefits They were reinstated on Monday 17/12/87

The workers were locked out and dismissed two weeks ago after 18 months of fruitless talks between the union and management

The CWIU said the company's decision did not necessarily mean victory for the union because MMR had not rescinded its decision to relocate to the homeland

A spokesman for MMR, Mr J E Forbes, was not available for comment yesterday

(152) Sowetan

Natal 'to join Ellerines strike'

B/day (152) 18/12/87

THE wage strike by more than 2 000 workers at Ellerines furniture stores continued yesterday with 144 branches affected, Ellerines spokesman Pierre de Villiers said.

He reported some trading in the strike-hit stores but said it was too early to determine the extent of disruption caused by the strike.

The stoppage, over demands for a uniform R550 wage increase and related issues, has badly affected Transvaal operations, disrupting operations at 110 stores in the province.

Natal has so far not been affected.

De Villiers said the company was prepared to negotiate on condition the issue of sales targets was dropped from the agenda.

The strikers are members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

In a statement released yesterday afternoon, Ccawusa reiterated a demand that Ellerines should re-open negotiations without conditions "towards a sincere attempt to the resolution of the dispute".

The statement added Renolda Matshabe, a worker and union member from a store in the Pretoria area, was missing

Ccawusa quoted police as saying Matshabe had not been picked up and appealed to anybody with information about her to contact the union at (011) 402-1840.

The statement also claimed workers at Ellerines stores in Natal would "take action" from today.

This decision was taken on Wednesday "at a large meeting of our Natal shop stewards". — Sapa.

Cape Times 18/12/89

Sun coming out on hotel staff dispute

THE Sun hotel group was considering a minimum wage demand of R500 a month and was confident that a settlement would be reached soon, the group personnel director, Mr Peter Cumberlege, said yesterday

Meetings unions negotiating on the workers' behalf were being held in Cape Town and Durban.

The company was confident that a settlement would be reached because of progress at meetings this week.

The dispute was being mediated by industrial councils on the Witwatersrand and Pretoria

The trade union alliance demand of a minimum wage of R500 per month was being considered and "movement" had been made by both parties on most of the 20 demands made by workers and management, Mr Cumberlege said

Strike interdict on Ccawusa in 14 store dispute

(152) B/day 21/12/87

THE Commercial, Catering and Allied Workers Union was temporarily interdicted on Friday from instigating or inciting employees at Pick 'n Pay stores to take part in or continue an unlawful strike

The interim order was granted by Mr Justice G Leveson after an urgent application by Pick 'n Pay.

An industrial relations manager for Pick 'n Pay, Khotso Ntseare, said in court papers that workers at 14 branches went on strike on December 15 after the detention of a colleague, a Mr Kali, by Ciskei police on November 19.

Ccawusa and some of its members had alleged Pick 'n Pay was responsible for Kali's detention, Ntseare said He said Pick 'n Pay was not responsible for Kali's detention and had offered to pay a lawyer to try to procure his release.

Ntseare said at a meeting between Pick 'n Pay and Ccawusa shop stewards on December 14 the union was told the company was not responsible for Kali's detention.

The union agreed there would be no strike action, he said, and would stop it if it did occur. However the next day employees struck at 14 branches in the Transvaal and Natal.

Workers returned to work on December 17 but the same day employees at the Birchleigh, Benmore, Boksburg Hypermarket, Ormande and Rosebank branches struck illegally to help Kali's release

SUSAN RUSSELL

Ntseare said despite their undertaking, the union and its shop stewards did nothing to stop the strike but rather had encouraged it

He said the Ciskei authorities informed Pick 'n Pay on December 17 that Kali was to be released The strikers were told this but they had not returned to work

Ntseare said the strike was contrary to the recognition agreement between Pick 'n Pay and the union and was also a contravention of the Labour Relations Act in that the subject matter giving rise to the strike had not been the cause of an application for the establishment of a conciliation board.

He said the strike was causing a serious disruption of Pick 'n Pay's Christmas period business and the company would suffer irreperable loss. The return date of the application is February 9

IMF team to visit Angola

LAWYERS for Frontline Magazine are to examine the Dur-

Buthel

Union produces rights agenda for working parents

ARGUS 19/12/82

IN SPITE of the serious split in its ranks, the Commercial, Catering and Allied Workers' Union (CCAWUSA) has managed to mount a fairly solid strike against Ellerines

Apart from the issues over which the strike was called, the two parties are also arguing about the numbers involved

Stores in Natal have not yet joined the strike, but the union claimed earlier this week that 202 stores and about 5 600 workers were on strike in other centres

Ellerines, however, claimed that only 2 470 workers at 149 outlets were on strike

Stores in Natal were due to join the strike yesterday but by early afternoon the company said there had been no action, CCAWUSA said

The union claims the union has achieved an average R100 increase on the minimum for members this year — 98 percent at Jazz Supermarkets, 95 percent at Checkers, 66 percent at OK Bazaars, 68 at Thumb and 53 percent at the Squires group

Women workers comprise a significant element of its membership, so it was not surprising that the union has laid strong emphasis on negotiating maternity rights

But recently it has started to broaden this campaign and is conducting a research project into parental rights

"The idea of parental rights is to look at the whole family and their needs," said a statement on the subject in the latest *South African Labour Bulletin*

"The aim is to provide for the welfare and rights of working parents and their families An important aspect to these negotiations is to address the problem of gender discrimination, the socially constructed differences between women and men that result in the oppression of women in our society

"The union's proposals are geared towards stopping the 'double shift' that women have to work and promoting the thinking that the responsibility of childcare and looking after the family must be shared by both parents"

The union says the main principles involved in parental rights agreements are

- The elimination of discrimination based on gender,
- Working parents must be able to exercise fully their parental responsiblities,
- Men and women have the right to hold a job, lead a normal family life, work under safe and healthy conditions and to give their children the necessary care and attention,
- Women and men must have equal opportunity to combine gain-

152 D 22/12/87

Company says strikers hinder EL customers

Daily Dispatch Reporter

EAST LONDON — Ellerines Holdings is planning to get a Supreme Court order to evict striking employees from its East London outlets on the grounds that the strikers are stopping customers from shopping

In a circular letter to the striking workers, the company's East London regional management warned them it would not tolerate workers preventing customers shopping at its outlets

The general manager of Ellerines, Mr P de Villiers, said yesterday the company had accepted the workers onto the company's premises but the situation had become volatile and the company had thus decided to forbid striking workers from coming onto the premises as from December 18

The company's lawyers were working on a Supreme Court action to be instituted against the workers

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), Mr Joe Putye, said the workers were surprised by the latest management move

He denied that workers had prevented shoppers from shopping at East London outlets and said workers regarded management's plan to shut them out from shop premises as intimidatory tactics.

The workers' demands include an across-the-board pay increase of R200 a month, a 10 per cent commission, a minimum basic salary of R550 for all job categories and two days off in a month

They said they had exhausted all possible legal means of communication with the management and had gone on a legal strike

152 Sowetan 22/12/87

Work force gets the chop

By ALI MPHAKI

THE Commercial, Catering and Allied Workers Union yesterday claimed that more than 200 workers at Shareworld were on strike in solidarity with 100 colleagues who were dismissed last Friday

But management at Shareworld dismissed allegations of the strike, adding however that there were differences between management and the workers

Managing director Mr Reuel Khoza said the 100 workers were retrenched in order to streamline the workforce for the company to make a profit.

Ccawusa claimed yesterday that the workers were dismissed without notice, or consultation with their union, "leaving their families without income just before Christmas"

The union further claimed that they had asked management to reinstate the workers, but management had refused to discuss the issue

Pamphlet

Ccawusa said in a pamphlet that the average worker at the multi-million rand round-the-clock education and entertainment centre was being paid R80 a week (R320 a month), while the poverty datum line was R420 a month

But Mr Khoza said Shareworld had a new concept in employment, with each worker being paid hourly

"In fact all our staff are on probation at the moment We explained to them when they joined the company how they would be paid We anticipated bigger support from the public when we started, and employed 818 workers But for the company to remain economically viable and make a profit we had to do away with about 200 This was explained to them and they were paid accordingly," Mr Khoza said.

He denied that they refused to speak to Ccawusa, adding that it would be foolhardy for anyone to be against unionism.

200 jobs on the line

(152)

Sowetan 23/12/87

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) met late yesterday with Shareworld management to resolve a dispute involving more than 200 employees at the entertainment complex.

Ccawusa reported this week that its members at the complex went on strike in protest against the dismissal of 100 colleagues.

Shareworld management said that the 100 workers were retrenched to streamline the workforce.

• The Steel Engineering and Allied Workers' Union (Seawu), recently resolved a strike by union members at Medical and Surgical in Johannesburg, over the dismissal of four workers

Stoppage

A Seawu official, Mr Sam Maropola said the strike had been resolved and the Johannesburg company's workforce returned to work.

• The National Union of Farmworkers recently signed a recognition agreement with the Springs-based Newmark Fresh Produce Market.

A spokesman for the union said the agreement would allow the union to negotiate collectively for its members at the plant.

• About 500 workers of the National Union of Wine and Spirits Workers yesterday returned to work after a three-hour stoppage over the dismissal of a worker at the Distillers Corporation in Wadeville, Germiston

Nuwsw president, Mr November Nkosi, said the workers returned to their posts after management suspended the dismissal and undertook to investigate the circumstances surrounding the action.

Ellerines get order against strikers

EAST LONDON — Ellerines Holdings has been granted an interim Supreme Court order against its striking employees in East London and King William's Town.

23/12/87

The general manager of the company, Mr P de Villiers, said today the order prevented the strikers from entering shops owned by the company and restrained them from interfering with customers in the four East London and King William's Town outlets.

Last week, the East London management warned striking workers in a letter not to interfere with customers.

The strikers denied they had obstructed people going into stores.

Mr De Villiers said the application was brought before the Grahamstown Supreme Court and the order was served on the Commercial, Catering and Allied Workers' Union and 140 employees. — Sapa.

Company granted court order as union opts for mediation

23/12/87

Daily Dispatch Reporter

EAST LONDON — Ellerines Holdings has been granted an interim supreme court order against its striking employees in East London and King William's Town

The general manager of the company, Mr P de Villiers, said yesterday the order prevented the strikers from entering shops owned by the company and restrained them from interfering with customers in the four East London and King William's Town outlets

Meanwhile, Sapa reports from Johannesburg that Ellerines and the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) union have agreed to take their dispute to mediation

The two parties are expected to meet early next week, a union spokesman said

Last week the East London management wrote a letter to striking workers warning them not to interfere with customers

A subsequent letter barred them from company premises

The strikers denied that they had obstructed people going into the stores

Mr De Villiers said the application was brought before the Grahamstown Supreme Court and the order was served on Ccawusa and 140 employees

The return date for the action is February 4

The union's branch organiser, Mr Bones Skulu, said yeterday the union would contest the order

The union had been taken by surprise by the management action

Mr Skulu denied the management's allegations that the workers were preventing customers from coming into the shops

He said what had happened was that some customers who had learnt of the strike from salesmen outside the shops had decided of their own accord, and out of sympathy to the strikers, not to enter the shops

He said what the striking workers were concerned about was the fulfilment of their demands and not the sales of the shops

The workers had clearly stated their demands, which in no way promoted a consumer boycott of Ellerines stores, Mr Skulu said

The Ccawusa's Johannesburg spokesman urged the company to remove any conditions on negotiations

Ellerines insists that sales targets be dropped from the agenda if any meaningful talks are to take place

"Sales targets are negotiable," the union spokesman said

They "must be put to the table and be justified

"Ccawusa is aware that the issue of targets is not a bread and butter issue like wage increase"

But he also said "soon or later the parties must concluded an agreement For that purpose a meeting is necessary."

152 B/day

23/12/87

Negotiation to continue at Ellerines

ROBYN CHALMERS

ELLERINES and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday agreed to reopen negotiations after reaching a deadlock on negotiations three weeks ago.

Ellerines GM of Human Resources, Pierre de Villiers, said he received a telex from Ccawusa spokesman Jackie Masuku on Friday asking for mediation on all issues.

The wage strike has been running for more than 10 days.

De Villiers said he confirmed Ellerines was willing to resume negotiations on all issues through mediation But Ellerines had not changed its attitude on commission targets

He said Ellerines would stick to its decision not to pay Christmas bonuses to strikers

Masuku described this as an "unfair labour practice", as workers on a legal strike should not be "victimised" simply for participating in it. The strike, which has spread to stores in three provinces excluding Natal would "obviously" have detrimental effects on Christmas sales, said de Villiers, but it has not yet been estimated how badly stores will be hit

De Villiers said 2 417 workers were on strike, a figure disputed by Ccawusa Masuku said the last available union figures were more than 5 000 workers in 202 stores.

152 Sowetan 24/12/87

Strikers are like cattle - manager

STRIKING Ellerines workers employed at the Dendros Store near Pietersburg, are locked in the storeroom daily and guarded with rifles, members of the Commercial and Catering and Allied Workers Union of South Africa have alleged

The workers also alleged that the white manager of the store frequently invited local white farmers into the store "to look at strikers and pass derogatory remarks"

Both the store manager, a Mr Eager, and managing director (Human resources), Mr P F R de Villiers, deny the allegation Mr Eager said the workers were "free to come as they want In fact they are getting fat from over-eating and no work They are like cattle," he said

The workers said the manager locked the strikers in every morning "Two rifles are placed at the door and the door is only opened at lunch and knock-off time It is a very humiliating and intimidating tactic and we condemn this very strongly," the workers said Dendron is situated in the heart of the Northern Transvaal farming area about 60 km west of Pietersburg

Meanwhile, strikers at Ellerines in Pietersburg had their names taken down by the manager yesterday morning for wearing the union's T-shirts, shop stewards disclosed The action followed the resolution by the striking Ccawusa members to wear the T-shirts despite an alleged ban by management

Mr de Villiers denied on Tuesday that T-shirts were banned or that disciplinary action would be taken against strikers who wore T-shirts in the stores The strikers are part of over 5 000 Ccawusa members in the Transvaal who went on strike on December 8 to demand higher salaries and better working conditions

A Ccawusa official confirmed yesterday that both parties had agreed to take the dispute to mediation "What is left is to agree on the mediators and dates," the officials said

The affected stores are Furncity, Jako, Fishers, Rheingold, Volks, Oxford, Town Talk, Royal and Ellerines The workers are demanding (management's offer)

- R200 across the board increase (R94),
- R550 minimum wage for all (R425),
- Sales targets of R2 500 for outdoor sales staff (R3 400),
- Ten percent commission for sales beyond the target (seven percent for R600 up to R1 000, nine percent for R1 001 up to R9 999 and 10 percent for R10 000 upwards,
- Job guarantee and full pay for workers detained under the state of emergency (three months at half salary with no guarantee),
- Four weeks annual leave for workers with more than five years service (three weeks), and
- Two days time off for all per month (one day)

tion battles tricity dept

Christmas have been tremendously delayed The meat which was in the fridge has rotted and each time we phone we are told to be patient," Mr Mavuso added

Problem

The acting town clerk, Mr Rene du Toit, who is also Soweto's chief electrical engineer, said he was not aware of Shap's problem but promised to investigate

Workers at the centre repair calculators, Kodak cameras, manufacture protective clothes for the mines, manufacture underground lighting cables, notebook pouches and tablecloths

Store strike wrangle

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Cape Times 24/2/87

THE two-week strike of Ellerines Stores has slipped into a wrangle between the company and the union over mediation proposals.

A spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) says Ellerines has accepted a proposal that the dispute go to mediation, but on condition that sales targets are not negotiable, that workers unconditionally offer their services and drop their demands, and mediation would be on the company's wage offers only

The Ccawusa spokesman said these conditions were not acceptable

"We question the company's willingness to settle the dispute through mediation," he said.

"We find this attitude high-handed and arrogant which will further prolong settlement of the dispute"

Ellerines claims that 2 417 employees are on strike out of a total workforce of 6 567

Ccawusa disputes and claims at least 4 500 employees are on strike

Stores in the Cape, Transvaal and Free State are affected Natal workers have not joined the strike

The arena of strife moves from township streets to factory floor

Half-way through the year, a report calculated that 5,5-million days had been lost through strike action in 1987 And there were still more strikes to follow ERNEST SIDERIS reports

SOON after the beginning of this year's strike by more than 300 000 miners, journalists who had just returned from a union press conference were discussing the unexpected scale of the stoppage when the now-familiar strain of freedom songs filtered through their office window

Outside some 200 workers from a downtown printing firm were marching through the streets of Johannesburg to their union office after downing tools in protest at the refusal of the company to recognise the union

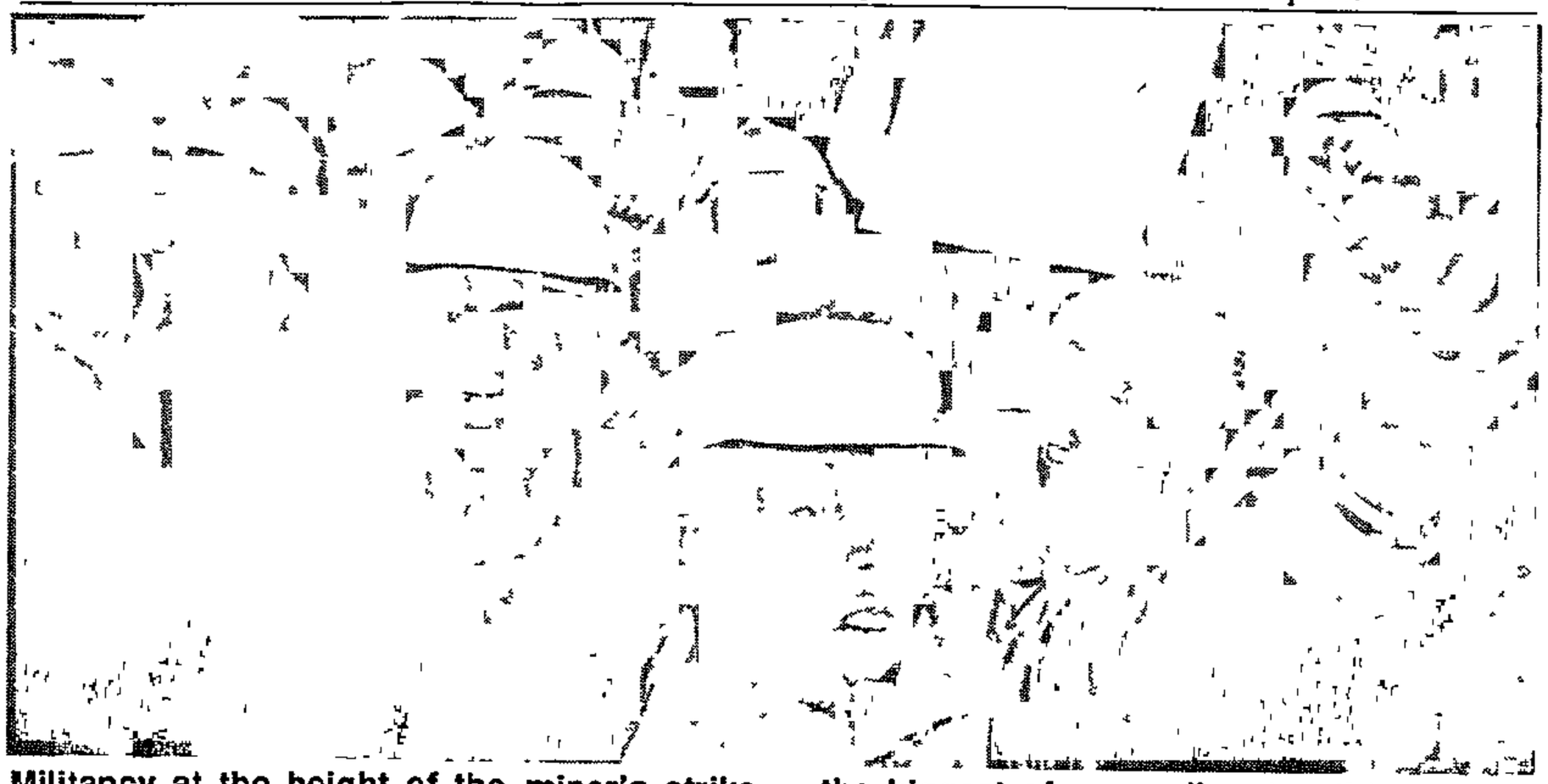
In August more than half a million workers were involved in labour conflicts ranging from nation-wide legal strikes and wage disputes to small wildcat stoppages

1987 was the year in which the drama of civil strife shifted from the arena of the townships to the industrial stage

By the end of August, the Institute for Industrial Relations reported that 5,5-million working days had been lost through strike action during the year — the highest figure in South African history and more than four times the number of days lost for the whole of 1986

The year began with a national strike in OK Bazaars stores across the country that would last 10 weeks and become the longest-ever in the retail industry, ending with agreement on a R100 across-the-board wage increase between the Congress of SA Trade Unions' Commercial, Catering and Allied Workers' Union and OK management. This was interpreted by workers as a victory and it added to their growing sense of collective strength.

Within a few weeks, a small stoppage by railwaymen, incensed by the dismissal of a driver at a Johannesburg depot of the South African Transport Services rolled across other Sats depots on the Rand to become a 12-week strike by 16 000 to 20 000 railway workers.



Militancy at the height of the miner's strike — the biggest of many disputes this year
Picture WALTER DHLADHLA, AFP

The stage was set for a year of dramatic industrial conflict in which hardly any sector was left unscathed Some of the major events included

- A marathon railway strike ended on June 5 after Sats lost over R50-million in earnings and damage to property — and 11 workers lay dead as the result of police shootings and clashes between strikers and non-strikers.
- Two major strikes in the postal sector began in April and indicated for the first time militant unions were making headway against conservative employers in the public sector In the second strike a June dispute over dismissals in the Eastern Cape turned into a national strike involving 16 000 to 20 000 workers .
- Strikes erupted at the Tongaat sugar mills in Natal, the Sapekoe tea estate near Richmond and the Magwa tea estate in Transkei as unions tried to organise farmworkers.
- A massive national strike on July 14 by some 80 000 metalworkers was called off after one day when it was effectively made illegal by an extraordinary Government Gazette The industry continued to simmer with large legal strikes at the Iscor steelworks and disputes over dismissals at Highveld Steel and Samancor.
- A strike in July by 5 000 workers at Sasol's Secunda plant followed wage talks between the parastatal and Cosatu's Chemical Workers' Industrial Union. In the same month, CWIU reported disputes involving 12 000 members in 12 plants.
- August 9 saw the beginning of the largest strike in this country's history. The National Union of Mineworkers claimed 340 000 members struck while the Chamber of Mines insisted it was 240 000. After three weeks, the union ended the strike without winning any major demands in the face of mass dismissals. Violence by security forces, strikers and non-strikers left nine miners dead. More than 30 000 workers were dismissed.

The main reason for this year's outburst of labour militancy was the trade unions' ability to survive the States of Emergency that had choked community-based organisations in 1985 and 1986 Organised labour came to inherit the mass anger that had fuelled township unrest.

Also important was the determination of Cosatu-affiliated unions to carry through the "living wage" campaign, which the federation focused on throughout the year Affiliates also developed the capacity to mount national strikes as Cosatu's policy of one-industry-one-union culminated in the formation of a dozen large national unions out of 33 smaller unions These affiliates, whose combined membership grew to nearly 800 000, were leading performers in all the major struggles of the year

The Inkatha-backed United Workers' Union of South Africa, launched in 1986 as a rival to Cosatu, claimed a membership of 100 000 during the year but failed to participate in a single reported dispute or recognition agreement. Most reports on the union body dealt with violent clashes between Uwusa members and Cosatu unions After Uwusa general secretary Simon Conco resigned in May the union faded into the background

However, another group of players, the unions affiliated to the 300 000-strong National Council of Trade Unions, were involved in a series of important sideshows The SA Chemical Workers' union, for example, was involved in major strikes at SA Pharmaceuticals and AECI while Nactu's Black Mining and Construction Workers' Union was active in a number of smaller mine disputes, especially on Northern Transvaal mines.

It was the resilience of migrant workers, who form the backbone of union membership, that gave an epic character to labour's performance.

Poverty in the rural areas devastated by eight successive years of drought and wages that had fallen by up to 20 percent in real terms since 1976 drove these workers to express their frustration in a series of strikes whose du-

ration and ferocity surprised even union officials.

But down in the aisles a serious group of critics was analysing the unfolding drama — with a view to rewriting the script.

During the miners' strike, Minister of Manpower Piet du Plessis assured businessmen major changes to existing labour laws would be introduced to "redress the present imbalance in favour of unions".

Although the result of the strike, a defeat for the miners, led to an affirmation of the "adequacy" of existing labour laws by the Chamber of Mines and the Department of Manpower, it was followed by the Labour Relations Amendment Bill which proposes far-reaching amendments designed to roll back the inroads made by the unions in the past decade.

In terms of the Bill, sympathy and secondary strikes will become illegal even if all conciliation procedures have been followed. Unions are no longer indemnified from claims for damages arising out of lost production during an illegal strike. Boycotts are defined as unfair labour practices for which employers will be able to claim damages.

Other notions of an unfair labour practice adopted by the industrial court have been excluded and some restrictions on the retrenchment and dismissal of workers have been removed. Functions of the industrial court have been streamlined, and its right to grant interim relief to unions or management in a dispute removed.

Conciliation board procedures have been altered, restricting the ability of unions to mount legal strikes. Unions must take a dispute to a conciliation board within 21 days or lose the right to strike legally. Conciliation boards also no longer have to resolve a dispute within 30 days and no time limit is placed on its proceedings — making it possible to delay a legal strike indefinitely.

Cosatu General Secretary Jay Naidoo has warned the Bill will become a major source of conflict and some Cosatu affiliates are considering calling special union congresses to discuss how to oppose it.

29/12/87 (152)

T-SHIRTS ARE NOT FORBIDDEN

Ellerines gives strikers an assurance

STRIKING Ellerines employees were free to wear their union's T-shirts, a spokesman for the furniture group said.

Ellerines human resources manager, Mr Pierre de Villiers, said there were no restrictions on the wearing of T-shirts or on the movement of employees currently on strike at Ellerines furniture stores countrywide

He was reacting to reports from strikers at Ellerines' Dendron store near Pietersburg, that they were being locked in the storeroom daily and guarded with rifles

Mr de Villiers denied that there was a management ban on T-shirts printed by the Commercial Catering and Allied Workers Union of South Africa (Ccawusa)

About 2 400 Ellerines employees were involved in the current wage strike at 144 shops in the Transvaal, Free State and the Cape, the Ellerines manager said

Ccawusa demands an across-the-board wage increase of R200 a month and a minimum wage of R550 a month In response, management has offered R94 to non-sales staff, a R340-a-month minimum wage for "external" sales employees and R464 for the "internal" sales force

The dispute between the two parties has been referred to a mediator, who is expected to resume proceedings this week A conciliation board set up by the Minister of Manpower failed to resolve the wage dispute

Ellerines begins mediations over Ccawusa strike

(152) B/day 29/12/87

BRONWYN ADAMS

ELLERINES Holdings and the Commercial Catering and Allied Workers' Union (Ccawusa) began mediation proceedings yesterday in an attempt to resolve the three week old wage strike.

Mediation was progressing with management motivating its reasons for remaining set on precluding sales targets from negotiations, said Ellerines human resources GM Pierre De Villiers.

Ccawusa representatives said they would put management's motivation on the issue to a general meeting of workers on January 3. The two parties will then meet on January 4 for further negotiations.

Ccawusa maintains the strike by more than 5 000 out of a total of 6 567 workers at 202 out of 291 stores will continue until the dispute is resolved.

These figures have been disputed by Ellerines management.

Discussions previously broke down when Ellerines management refused to allow sales targets onto the bargaining agenda.

Ellerines mediation stalls on sales

BRONWYN ADAMS

MEDIATION between the Ellerines holdings and the Commercial Catering and Allied Worker's Union (Ccawusa) broke down on Monday when management continued to refuse to negotiate sales targets, union spokesman Jackie Masuku said yesterday.

The mechanism of sales targets demands that workers either generate sales worth ten times their basic wages or face dismissal Ccawusa said that next to nothing had been achieved in the wage negotiations

This was disputed by Ellerines, who said the fact that neither party walked away from mediation, together with the setting of further discussions was indicative of committment to negotiations.

152 B/day 30/12/87

ELLERINES: NO END TO WORK STOPPAGE

Sowetan 30/12/87

By THEMBA MOLEFE

THE wage strike at Ellerines Holdings stores nationwide entered its fourth week yesterday with the workers' union saying mediation talks broke down this week as attacks on members escalated.

Strike co-ordinator for the Commercial Catering and Allied Workers' Union (Ccawusa), Mr Jackie Masuku, said mediation talks held on Monday broke down after Ellerines refused to negotiate the lowering of sales targets — a burning issue in the dispute

Mr Masuku said the union and management meet again on Monday in another attempt to settle the strike

"To put it simply, little progress was made at the negotiations and the parties have covered only 10 cm of a 10 km hurdle", he said

Mr Masuku said the strike at 202 stores, excluding Natal, involved more than 5 000 workers

These figures have been disputed by Ellerines' general manager, human resources, Mr Pierre de Villiers

He said 2 417 workers at 144 stores countrywide were affected

Mr Masuku said there was a large-scale victimisation of members by managers at various stores

Mr De Villiers said he had personally investigated the allegations which proved to be untrue

He also denied that mediation talks broke down on Monday and said talks would resume at Ellerines head office, Germiston, on January 4 at Ccawusa's request

Mr Masuku said the union holds a general meeting on Sunday in Burgersfort to seek a mandate and discuss "management's attitude"

Earnings per share climb 32%

Cape Times 5/11/87

Cheers for SAB's profits

From LINDA ENSOR

JOHANNESBURG — Cheering results from SA Breweries (SAB) have become almost a norm, and those for the six months to September are no exception

Earnings per share climbed 32% to 40c (30,3c) and an interim dividend of 16c — a 28% increase on the previous period's 12,5c — was declared

Turnover rose 19,4% to R3,8 billion (R3,2 billion) which Group MD Meyer Kahn regards as a remarkable achievement, given the fact that the beer price increases lagged inflation by about 30%

"I am very pleased with the results," Kahn said yesterday

"Every division did well relative to the industry in which they operate, and we achieved our objectives both in terms of the management of earnings as well as of assets Generally, there was not one weak link — and that includes Southern Sun

In the past six months SAB was struck by a series of labour disputes which Kahn said "certainly impacted on our bottom-line performance".

However, he added, the impact was "manageable"

Margins improved on higher volumes and increased productivity from 6,4% to 7,3%, which on the rise in turnover translated into a 36% increase in trading profit to R279,4m (R205,5m)

An 11% decline in finance costs to R57,7m due to low interest rates and the reduction in borrowings from R901m to R819m was offset by the significant hike of 15,4% in the tax rate — imposed so funds could be transferred into a tax equalisation reserve

This conservative accounting policy has been adopted since 1985 to maintain an even flow of earnings when the company, SA Breweries, becomes liable for tax in about 12 months time

Compared to the 36% rise in trading profit, after-tax income excluding outside contributions, rose by 22,6% to R119,7m (R97,6m)

A strong performance by associated companies such as Cape Wine and Distillers, Romatex and Sun International, meant a 60,8% rise in dividend income and equity accounted earnings to R39,4m (R24,5m) This lifted attributable income by 32,6% to R105,3m (R79,4m) after the deduction of a hefty R19m (R16,5m) for additional replacement cost depreciation (based on the revaluation of assets)

Beer volumes rose about 12% and the division's contribution to attributable earnings rose 30% to R69,3m (R53,3m) and the other interest's contribution was up by 38% to R36m (R26,1m)

The balance sheet is sound with gearing down to 45% (58%), due both to a reduction in borrowings and the R63,2m increase in shareholders' funds, which resulted from the acquisition of Lion Match Net asset value currently stands at 642,5c (507,4c)

Labour Update

Sacwu man is shot dead

A South African Chemical Workers' Union member, Mr Sixabaxiya Nqita, was shot dead by unknown men in Sasolburg on Tuesday night

Mr Nqita was among the more than 1 300 Sasol workers dismissed after participating in a strike last month, a Sacwu spokesman said

According to Sacwu, other Sacwu members were attacked by a group armed with pangas and knobkieries last weekend Their homes were also attacked

"During the same weekend, there was an attempt to burn down a local church used by the dismissed Sasol workers to convene meetings," the Sacwu spokesman said

A priest in charge of the church, Mr M L Mokgutu, later found half-filled petrol containers in the churchyard, the union said

The Sacwu members have reported the matter to the police

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5/11/87 Sowetan

UNION'S INTERNAL POWER STRUGGLE HOLDS UP PEACE TALKS ON STRIKES

S/Times 8/11/87

By CAS St LEGER

A POWER struggle within the Commercial, Catering and Allied Workers' Union (Ccawusa) has played a major role in the latest round of countrywide wildcat strikes and labour disputes.

So says Vincent Brett, manpower secretary of the Association of Chambers of Commerce (Assocom).

"One of the problems at the moment is certainly the Ccawusa split. Both factions claim to be the true union, which is creating much confusion for managements.

"Communication is another problem With the present Ccawusa split, it is difficult to know who one should be talking to

"It would appear that local shop stewards are sometimes acting without reference to the union, as well as workers acting without reference to the shop stewards," Mr Brett said.

The union, with a claimed membership of 55 000 and the third-largest affiliate of Cosatu — South Africa's largest trade union federation — has featured in several recent actions, including:

- The Checkers strike involving about 800 Ccawusa members after an alleged unfair dismissal, now resolved;
- Ellerine Holdings' wage dispute, now set for a conciliation board airing and affecting a potential 6 302 employees, of whom 2 704 are Ccawusa members;
- 150 striking employees of Benny Goldberg's liquor store in Wynberg, Johannesburg, over a wage deadlock;

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Takeover

- 90 strikers dismissed by Rondalia Holiday Resort, following claims by Ccawusa members that they were asked to work Saturdays and Sundays with no overtime pay.

Cosatu is to discuss the five-month-long Ccawusa dispute — culminating in one branch of the faction forcibly taking over the union's Cape Town office on Monday — in a central executive committee meeting this week.

One group, under general secretary Mr Vivian Mtwa, has the support of the Witwatersrand; the other is apparently aligned to the Durban and Orange-Vaal union branches and is supported by Cosatu general secretary Mr Jay Naidoo

The result to the employer has been a list of conflicting demands and communications breakdowns, resulting in "unnecessary" strikes

It took just 10 minutes on Wednesday to settle the illegal five-day strike of about 800 Checkers employees, said managing director Mr Clive Weil.

Workers stayed out at various outlets across the Reef after a woman shop steward of the Ccawusa working at the Emmarentia branch of Checkers was dismissed for an alleged till irregularity.

Rondalia Holdings was taken to court by Ccawusa in Pretoria on Wednesday, with the union alleging that its 90 members at the Buffelsport resort had been ordered to work weekends without overtime pay.

Faulty

The company was ordered by the Pretoria Supreme Court to reinstate the strikers — but in an urgent application on Friday the claims of the union were found to be faulty, according to a Rondalia spokesman, and the dismissals were upheld.

Ccawusa is asking Ellerines for a R200 across-the-board increase and minimum monthly pay of R550 — bringing the effective minimum to R750. In order to avert strikes at its 252 outlets, management asked for a conciliation board.

Asked if the increases were at all likely to be granted, Ellerines general manager (human resources) Mr Pierre de Villiers said: "Quite frankly, we would be contracting bankruptcy at those figures.

On Thursday, a telex was received from Minister of Manpower Mr Pietie du Plessis confirming approval of the board

Available dates will be submitted by union and management tomorrow.

The minister told a business luncheon earlier this week that 23,8 percent of the country's total workforce — or two million workers — now belonged to trade unions, leading to a need for more sophisticated and rational labour relations.

Cpress 15/11/87 (152)

Cosatu or Nactu – which will Mwasa members choose?

By MARTIN NTSOELENGOE

THE Media Workers' Association of South Africa has a very difficult decision to make at it's annual congress in Durban this weekend when it is to choose whether to affiliate to one of the two giant union federations

The union is to choose whether to affiliate to the Congress of South African Trade Unions or the National Congress of Trade Unions

A spokesperson for Mwasa said since the beginning of the year, the union has invited officials belonging to both federations to it's regional conferences to address it's members to prepare them for the decision

He added that Mwasa believed in democracy and that for the decision to affiliate to either federation to be taken, it was of paramount importance for its members to be well prepared for such a decision

"We believe that it is important for our members to know the policies of both the federations so that when they vote they should not be swayed by extraneous forces

"Our members must decide on the basis of what federation would accommodate the aims and objectives of the union," said the spokesperson

He also stressed that Mwasa members must know both federations, their policies, history and their relationship with the liberation struggle in the community

The Southern Transvaal region of Mwasa has already made a recommendation to the national executive to affiliate to Nactu

Dunlop strike goes on

CP Correspondent

CONCILIATION Board negotiations on the wage dispute between Numsa and Dunlop BTR have broken down for the third time

The union has accused the company of "union bashing"

The board was set up on October 29 after about 1 200 workers voted to strike when management refused to reinstate long-services bonuses.

The workers objected to a disciplinary clause in the payment of annual bonuses – Concord

Beauty and the C

By BONGANI HLATSHWAYO

KAIZER Chiefs will be holding the national finals of its beauty contest tomorrow after the team's needle match against Orlando Pirates at Ellis Park.

The winning beauty will represent the club at the Miss NSL beauty pageant

The judging will take place at Club 2000 in Johannesburg from 7pm There are 32 finalists drawn from throughout the country.

The club ma fans to attend

There will be top girls. The Premier Milling SMW

Entertainment provided by Yv William and the

STAFF GETS ULTIMATUM

MORE than 800 National Union of Public Service Workers members who stopped work at the Randburg Town Council, have been given until today to return to work

NUPSW general secretary, Mr Sipho Radebe, said the council had also threatened to evict the strikers from a council-owned hostel if they failed to heed the ultimatum

Town clerk Mr J Cronje was not available for comment

The union was scheduled to meet the council late yesterday, to discuss workers' grievances NUPSW members demand unconditional reinstatement of a dismissed colleague and recognition of their union

According to the union, the dismissed worker was accused of intimidating a colleague

Sowetan 4/11/87

Workers down tools at Highveld

5/11/87

WITBANK — Highveld Steel workers downed tools for six hours yesterday after three union members were dismissed by management for their activities during the recent month-long lock-out.

A National Union of Metalworkers of South Africa (Numsa) spokesman said the dismissed men were the first of 160 Highveld workers facing disciplinary hearings

Workers had returned unconditionally two weeks ago after management took a hard line on Numsa's refusal to accept the 1987/88 wage offer.

There was no comment from Highveld Steel. — Highveld Bureau.

UPiece 15/11/87 (390)

Grahamstown's 'greenflies' told ...

GO HOME!

(152)

CP Correspondent

MOST of Grahamstown's municipal policemen have been dismissed and sent home after participating in an illegal strike last week

One of the local "greenflies" as the township policemen are known, said that about 70 of the policemen had decided to stop work on Tuesday in an attempt to secure a pay increase

He had not joined the stoppage

He said "I earn only R219 a month and some earn less than that"

He said municipal policemen in other areas earned more

The policeman, who asked not to be named said the commanding officer had told them that they were not allowed to stop work

"He said that we must fill in forms listing our complaints All those who stopped working were dismissed," he said

"My grievances are the same as the other policemen but because I was born and bred in Grahamstown and I have nowhere else to go, I did not stop working"

Most of those dismissed came from Zululand and were sent back by bus Less than 25 municipal policemen remain in Grahamstown

This information was confirmed by two other 'greenflies' who also did not participate in the stoppage

One of them said more than 70 – all from Zululand had been fired

The station commander of the municipal police, W/O I Merrington said under the emergency regulations the municipal police were under the control of the SAP and he could not comment

The district commandant Major H Herselmann said only the police liaison officer for the Eastern Cape Capt Peet Grobler could comment

Grobler said the municipal police were under the control of the city council and he could only comment about unrest incidents

The mayor C Dryn said that Merrington or the town clerk, K Cilliers were in a position to make a comment

Cilliers refused to comment Ana

Chiefs

management has requested end.

ll be prizes galore for the three The contest is sponsored by lling, Sales House, Puma and

ment for the evening will be y Yvonne Chaka Chaka and d the Young Five.

Yvonne Chaka Chaka

Bid to get union 3 freed

THE Vukani Guards and Allied Workers' Union has instructed its lawyer to secure the release of three union members detained after a work stoppage at Isando Security Guards, a union spokesman said yesterday

But a manager of the company, Mr Marius Baartman, yesterday denied that his employees were on strike saying only six security guards had not reported for duty on Wednesday

"It happens now and then that they stay away from work," he said

He said he was not aware that three guards had been detained

A Vukani Guards spokesman said several union members downed tools at the company in support of four dismissed colleagues

Sowetan 3/11/87

SOWETAN, Friday, November 13, 1987

Con Roux strikers dismissed

By LEN MASEKO

MORE than 300 Con Roux employees were dismissed because they participated in the fourth illegal strike at the company this year, a company spokesman said yesterday.

A director of the company, Mr John Roux, said the main reasons for the work stoppages was these employees' demand for recognition of their union

He said the union, the Black Allied Mining and Construction Workers' Union, had failed to provide management with more information about its membership

Mr Roux said Bamcwu members had intimidated other employees belonging to the Building Construction and Allied Workers' Union to join Monday's stoppages BCAWU members refused to join the strike, he said

Bamcwu members were fired on Monday after they failed to heed an ultimatum to return to work

The general secretary, Mr Motsumi Mokhine, said union members downed tools demanding the reinstatement of 21 workers dismissed by the company over the past two months

He said attempts to meet management to discuss the matter this week had failed

Mr Mokhine said management was trying to "play our union against the BCAWU" He said his union would seek legal advice in a bid to force management to agree to a meeting

Bamcwu and BCAWU are affiliates of the National Council of Trade Unions

Strikers want excessive rises, says Ellerines

By SEFAKO NYAKA

THE wage demand by the Commercial Catering and Allied Workers' Union in the current round of negotiations with the Gencor-controlled Ellerine Holdings will increase the company's wage bill by 125 percent, according to the group's human resources manager, Pierre de Villiers.

But according to Ccawusa's representative, Jackie Masuku, the company has no excuse not to grant the proposed increases because its after tax profits last year amounted to over R15-million

"For a long time Ellerines have underpaid its workers. They have paid many workers even below the governments' minimum wage," he said.

And this week over 6 000 workers staged a six-hour work stoppage at 300 stores to "demonstrate to management the urgency of committing itself to conciliation board proceedings," according to Masuku.

The company has hundreds of furnisher retail stores countrywide and in Lesotho, Botswana, Swaziland and the "homelands" and trades under Ellerines, Volks, Town Talk, Royal, Oxford, Rheingold, Furncity, Jako and Fishers furnitures.

The union has accused the company of being reluctant to go for conciliation A conciliation board was appointed by the minister of manpower last week after the union declared a dispute with the company.

De Villiers said both parties had earlier agreed to refer the wage dispute to voluntary mediation

De Villiers said that of the more than 6 000 employees at the 252 stores in the country, only 2 704 are Ccawusa members

Negotiations between the two parties started in June but broke down three months later after agreement could not be reached on wages, sales target, sales commission, annual leave and time off

B-19 Nov 89 Human

(152) WMAIL 13-19 Nov 87

strikes sweeps the public sector

WEEKLY MAIL, November 13 to 19,

THE ECONOMY

A wave of

State and municipal employees, most of them not even covered by the Labour Relations Act, have struck twenty times in the past six months. SEFAKO NYAKA reports

THE recent wave of strikes in the public sector highlights employee frustration with a labour relations system which offers them far less than workers employed by industry.

In the past six months alone the public sector has been hit by more than 20 strikes involving over 33 000 workers

In all the strikes workers were demanding permanent employment status, improved working conditions and parity with their white counterparts

Most of the workers in this sector are not covered by the Labour Relations Act and are still regarded as "non-classified" staff employed on a "temporary basis" despite length of service.

This means that even a worker with 20 years service can be summarily dismissed on a day's notice.

Industrial action in this sector has involved strikes, go-slows, work-to-rule and a boycott of amenities.

The majority of strikes were in the municipal and "quasi-municipal" sector where 13 630 workers at 14 different local authorities engaged in industrial action.

Two months ago more than 5 000 "municipal" workers in Soweto went on strike demanding wage increases, improved working conditions and the recognition of their union

A few months earlier over 2 200 workers at the Diepmeadow council, Soweto, went on strike protesting against the transfer of 12 meter-readers to a private company.

The demands later included improved working conditions and increased wages.

The council agreed to reinstate the meter-readers and open negotiations on the outstanding issues.

Other municipal strikes in the past six months include:

- 200 workers at the East London municipality went on strike in May in protest over the transfer of a supervisor.
- 150 workers at the Durban Electricity Department began a work-to-rule in June, demanding a 20 percent increase.
- 700 workers at the Alberton council struck in July. They were demanding a R400 monthly minimum wage and an end to discriminatory practices.
- 800 workers at the Vereeniging town council went on strike in July, demanding a R500 minimum wage and the recognition of their union.
- 1 200 refuse removal workers at the Cape Town council began a work-to-rule when they demanded a R50 a week across the board increase.
- 350 workers at the Bekkersdal council, near Randfontein, downed tools in August over the government's 12,5 percent wage increase. The workers were demanding an 80 percent increase which they later reduced to 40 percent.
- 600 workers at the Vanderbijlpark town council in the Vaal were dismissed following a work stoppage over the dismissal of three colleagues. The authorities said the dismissed workers' were not performing well and their contracts had expired.
- 300 workers at the Witbank municipality were dismissed in August following a work stoppage.
- Last month, 500 workers at the Dobsonville council went on strike, demanding improved working conditions, a 20 percent wage increase backdated to July 4 and the recognition of their union.
- Thirty Heibron council workers last month downed tools, demanding improved working conditions
- This week the Randburg council was brought to a halt when the entire workforce of 900 went on strike. They were demanding the recognition of their union and the reinstatement of a dismissed colleague.

And at five hospitals more than 2 000 workers engaged in strike action.

The dismissal of 700 cleaners, cooks and porters at the Sebokeng and Vereeniging hospitals last week underlines the vulnerability of workers in this sector

The Vaal hospitals' strike was a culmination of a three-week go-slow which included a food boycott. The "non-classified" workers were demanding:

The recognition of the National Union of Public Service Workers, the removal of petty apartheid at work, an increase in minimum pay, an end to deductions from their pay for the building of a hall, the reinstatement of eight colleagues sacked for allegedly being behind the food boycott, and better food.

A few weeks ago the authorities at the Vereeniging Hospital informed shop stewards Joseph Ngonsa, Doctor Malinga and Augustina Ntsie that their services would be terminated from October 27.

The hospitals began recruiting new staff this week while the union was seeking an urgent supreme court interdict to have the dismissed workers reinstated.

Other hospitals affected by strike action involving "non-classified" staff are.

- Tembisa in the East Rand involving 600 workers.
- Natalspruit near Germiston (600 workers).
- Hillbrow in Johannesburg (600 workers)
- Pelonomi near Bloemfontein in the Free State (300 workers).

But the largest strike in the public sector has been the two-month-long strike by the 17 000 postal workers

Although the strike ended in September the issue remains as contentious as ever with the Post and Telecommunications Workers' Association claiming that the Post Office authorities were not sticking to the conditions of the settlement.

Labour relations in the public sector lag far behind those of other sectors.

The lack of job security, racist practices and an outdated grievance and wage negotiation procedure lie at the root of the wave of strikes in this sector.

Workers are represented by employer-created staff associations which are racially divided. And membership to these is compulsory.

Emerging unions in this sector are relatively young and have, as their major task, the consolidation of their potentially huge membership.

Employers, on the other hand, see the unionisation of their workforce as a threat and have adopted a "hardline" attitude towards strikers and their unions In most cases employers in this sector have resorted to mass dismissals and police intervention in cases of labour unrest.

The post office and railway strikes were marked by clashes between the security forces and the strikers.

During negotiations members of the Potwa negotiating team were cautioned not to demand more than their negotiating power allowed them to.

In an attempt to make the warning clear the Home Affairs and Communications Minister, Stoffel Botha, rejected aspects of the agreement that had been negotiated during almost 40 hours of talks.

Post Office officials also made it clear that concessions made to the railway strikers would not be repeated, once again demonstrating their "high-handed" handling of the workers' grievances

"The outdated labour relations system in this sector can no longer guarantee or maintain industrial peace and need to urgently reform otherwise we will see an escalation of such strikes," said the Cosatu information officer, Frank Meintjies.

Randburg indaba

(152)

THE National Union of Public Service Workers is to meet the Randburg Town Council today to discuss the dismissal of about 900 council employees after a work stoppage.

A NUPSW spokesman said his union wanted all the dismissed workers to be reinstated.

NUPSW members at the council downed tools last week.

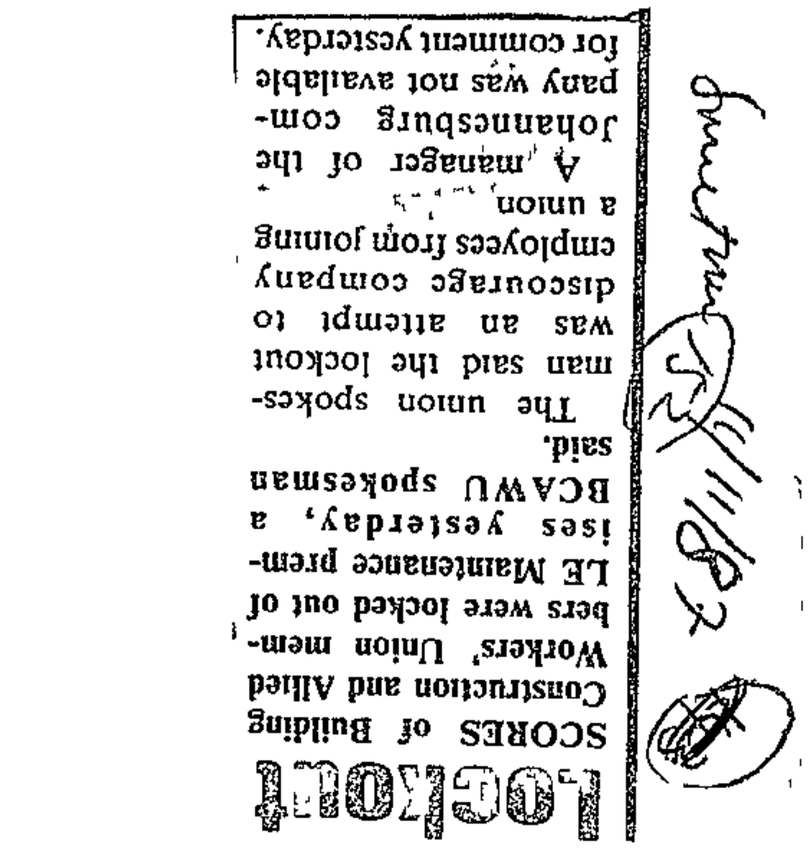
Rally

10/11/87

CEMENT MANUFACTURING INDUSTRY, R.S.A.

AREA A: Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Durban, Germiston, Inanda, Johanesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Nigel, Pinetown, Pretoria, Randfontein, Roodepoort, Simonstown, Springs, and Wynberg, Municipal Area: Port Elizabeth;

AREA B In all other areas.



LOCKOUT

SCORES of Building Construction and Allied Workers' Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.

11/11/87 (152)

Labour update

More stoppages at Ellerines

SCORES of Commercial Catering and Allied Workers' Union of South Africa members staged work stoppages at several Ellerines group stores throughout the country on Monday, a Ccawusa spokesman said.

By LEN MASEKO

Ccawusa official Mr Jackie Masuku said stores in Cape Town, Nelspruit and the Eastern Cape were among those affected.

Mr Masuku said union members at these stores were "demonstrating to management the urgency of committing itself to Conciliation Board proceedings."

Willing

The wage dispute between Ellerines and the union has been referred to the Conciliation Board. But Ccawusa has accused management of being reluctant "to meet the union at Conciliation Board".

Ellerines group personnel manager, Mr Pierre de Villiers, said management was willing to resolve the wage dispute through Conciliation Board proceedings. He said the problem was that the Minister of Manpower had not furnished the two parties with dates for board sittings

Meanwhile Ccawusa has accused management of attempting to "draw out the teeth of the union" by sacking active union members The company had started dismissing workers who did not meet sales targets, according to the union.

"They (management) have gone about in calculated ways by selecting active union members who have been threatened with instigating the dispute." Mr Masuku said

He said his union demanded the reinstatement of all those dismissed as this action "has severely prejudiced negotiations"

Mr de Villiers said the dismissals were part of "corrective, disciplinary action" which has been in practice within the company for the past 37 years He said there had been "no escalation of these disciplinary measures".

11/11/82

(152)

Sowetan

Randburg indaba

THE National Union of Public Service Workers is to meet the Randburg Town Council today to discuss the dismissal of about 900 council employees after a work stoppage

A NUPSW spokesman said his union wanted all the dismissed workers to be reinstated

NUPSW members at the council downed tools last week.

Union waits for firm to arrange talks on dispute

Daily Dispatch Reporter

EAST LONDON — The Food and Allied Workers' Union (Fawu) said it is waiting for Imperial Bakery and Confectionery in Queenstown to arrange talks on a dispute which led to a strike at the two plants

The union said the dispute began at the start of October and the entire labour force was dismissed on October 21

Both the bakery and the confectionery plant are owned by the Pillay family of Queenstown

The manager of the business, Mr Pat Pillay, said the upheaval started on October 10 when the workers demanded that he employ a casual labourer on a fulltime basis

He said the workers had not been fired but had walked out on October 21 and had been replaced

The organiser of Fawu, Mr Ngcola Hempe, said the strike had been caused by the unfair dismissal of five employees between October 6 and October 13

He said four women workers at the confectionery plant had been fired after they had been assaulted by a management official who accused the workers of bringing liquor into the plant

The four women were Nozibele Batani, Doris Zondani, Lulama Ganyaza who was fired for making a statement to the police that she had witnessed the assaults on her two colleagues, and Pamela Tyakala who was sacked after she had been accused of tampering with the staff register

Mr Hempe said a bakery worker, Mr Mongezi Mrubata, was fired after he had failed to procure liquor after hours for a relative of the owners

Mr Hempe said when he reported the assaults to management on October 12, no action was taken but Mr Mrubata was fired

Approached for comment on Mr Hempe's allegations, Mr Pillay confirmed the four women had been assaulted but declined to comment on the allegation that Mr Mrubata had been assaulted

Cape Times 12/1/87

152

Workers at Chicks strike

Labour Reporter

ABOUT 240 workers downed tools for the third day yesterday at Chicks Scrap Metals (Cape) (Pty) Ltd in Epping.

A spokesman for the South African Allied Workers' Union (SAAWU) said workers were striking because management had refused to recognize the union, and over a dismissed worker.

Employees at Chicks joined SAAWU in October last year but, according to the union, management had used "delaying tactics" to put off recognizing the union.

Workers were demanding the reinstatement of the man without loss of benefits and that management recognize the union, he said.

The managing director of Chicks, Mr C Abbott, declined yesterday to comment on the stoppage.

Shop strike now over

Sowetan 12/11/87

DOZENS of Commercial Catering and Allied Workers Union of South Africa members have resumed duty at Ellerines group stores after staging a one-day stoppage this week.

A Ccawusa official, Mr Jackie Masuku, said the action was aimed at demonstrating to management the urgency of committing itself to conciliation board proceedings

He said 24 union members had been dismissed by management for allegedly failing to meet sales targets He said the dismissals had escalated since the dispute between the union and the company started

"Ccawusa demands the reinstatement of all those dismissed and calls on the company to desist from such bad faith acts which have severely prejudiced the negotiations," Mr Masuku said

Action

He said there was an attempt by management to single out union members and to take action against them

Ccawusa members are demanding R200 across-the-board increases and a minimum wage of R550 a month They also demand a lowering of management's sales targets

Management has offered R94 across-the-board to non-sales staff, and R340-a-month minimum wage for "external" sales employees and R464 for "internal" sales employees

Mr Pierre de Villiers, Ellerine group personnel manager, was not available for comment yesterday

The Minister of Manpower has set up a conciliation board to resolve the dispute The proceedings, however, have not started as yet

Smithers

11/87

350 fired by firm

ABOUT 350 Black Allied Mining and Construction Workers' Union (Bamcwu) members were sacked at Boksburg's Con Roux after they downed tools on Tuesday.

Bamcwu general secretary, Mr Motsumi Mokhine said the workers took part in a work stoppage on Monday, demanding the reinstatement of 21 colleagues dismissed by the company.

He said shop stewards of the union were among those dismissed He said the dismissals took place over two months.

Dozens of Bamcwu members at various Con Roux plants in the Transvaal downed tools on Tuesday in solidarity with their colleagues

Mr Con Roux (junior) could not be reached for comment, despite several attempts.

Restraint order on 'kitskonstabels' granted by court

10/11/87 Argus (152)

Supreme Court Reporter

RESIDENTS of the Eastern Cape town of Hofmeyr about 60 km north of Cradock, are living in fear of attacks by special constables, the Supreme Court has heard.

This was said in papers in the Grahamstown Supreme Court when 14 special constables were temporarily interdicted and restrained from illegally arresting, detaining, assaulting, threatening or intimidating residents of Hofmeyr

The temporary order was granted by Mr Justice Kroon after an urgent application by the residents Mr Mbhithi Fuba, Mr Mondile Duna, Mr Patrick Methule, Mr Winana George Tasana, Mr Simile Luvuyo Jaya, Mr M Ndenzile Mantla and Mr Kaya Nohatla

The matter was postponed for the filing of further papers.

Mr Rob Watson, a research assistant at the University of Cape Town's Institute of Criminology, who took affidavits from Hofmeyr residents, said they alleged they had been intimidated and humiliated when they tried to lay charges agains "kitskonstabels" for allegedly unlawful assaults

On October 30 this year he and an advocate, Mr Graham Taylor, who were gathering information in the area for an interdict application, received an assurance from the acting station commander at Hofmeyr, a Warrant Officer Pretorius, that he would see that his men would not take part in unlawful acts, Mr Watson said

"The next day residents informed me that after we had left the township the 'kitskonstabels' had 'gone on the rampage' and shot seven people without apparent lawful reason.

"A 14-year-old girl ran from shots in the dark and at home found she had multiple gunshot wounds in her back, face, neck, arms and hand."

Township cops mutiny

Cape Times 11/12/87. K 2

JOHANNESBURG. — Dozens of black municipal policemen mutinied against their white commander, tried to run him down and then became involved in a shoot-out with riot police, authorities said.

Seven constables and one riot squad member were hurt in the clash at Sebokeng, a black township 35 kilometres south of Johannesburg, police said.

It was believed to be the first large-scale gun battle between two branches of the security forces.

Nineteen of the 60 rebel constables were taken into custody and were being investigated for mutiny, attempted murder and malicious damage to property.

Police headquarters said the constables mutinied for unknown reasons after being ordered to conduct a routine inspection of their vehicles.

A source in the Vaal Triangle township said, however, the municipal police had been striking over a pay issue.

It is not yet clear what sparked the attack.

A black newspaper editor, speaking on condition of anonymity, said some of the constables gave a different account

He said they reported being stopped by the riot squad while driving in their official vehicles to a meeting where they planned to air grievances about pay and alleged job discrimination.

Riot squad

The editor said the constables reported that they were ordered out of the vehicles, started to proceed on foot, and then were fired on with tear gas, provoking the clash.

According to police headquarters, the mutinying constables tried to run down their commanding officer, then fled before being confronted by the riot squad

The constables opened fire, and the police responded with tear gas and buckshot, the police statement said

Two constables were wounded by buckshot, five suffered other minor injuries and one riot policeman received a slight knife wound to his hand, the statement said.

Lieutenant Colonel J M Labuschagne, a police spokesman, said an investigation of the mutiny was under way.

Police also said charges of attempted murder were being investigated.

The constables belong to the municipal police force of Lekoa, a group of six townships that includes Sebokeng and Sharpeville.

Those townships have experienced extensive anti-apartheid unrest in recent years, a period in which black policemen have been frequent targets of activists

It could not be established whether other municipal policemen would be back on duty today.

Some strikes by black constables have been reported previously, but no full-scale mutinies. — Sapa-AP and Own Correspondent

Reuter.

Cape Times 11/12/87

Ellerine staff on wage strike

JOHANNESBURG. — Up to 5 000 of about 6 500 employees at 291 Ellerine furniture stores were out on the third day of a legal wage strike yesterday.

Union spokesman, Mr Jackie Masuku, said 5 000 were out on strike.

These figures differed with management's 2 308.

Mr Masuku said three stores in the Eastern Cape came out today and brought the total to 180.

The strike is over a wage dispute between Ellerine Holdings and its members of the Commercial Catering and Allied Workers Union. — Sapa

Claridges staff stop work over food quality

Argus 10/12/87 (12)

Labour Reporter

STAFF at Claridges Hotel in Green Point stopped work today in protest at the quality of staff meals.

They said all staff, about 80 people, had downed tools when they arrived for work.

There was no dining-room or other service available.

Spokesmen said the problem had become worse over the past year, but representations to the management had not produced results.

"About four weeks ago we spoke to the general manager about the meals and were promised improvements and a staff menu, but nothing has happened.

"OFTEN OLD"

"It's not only the quality of the food, which is often old, but the way it's served to us," they said.

The employees are all members of the Liquor and Catering Trades Union, but they said this was independent action,

The general manager, Mr Paul Gums, said: "I have a small internal problem which will be solved soon."

He would not comment further.

Ellerines strike gains momentum

(152) 10/12/87 B/day

BRONWYN ADAMS

THE wage strike at Ellerines stores gained momentum on its second day yesterday, although management and union claims about its extent continued to differ widely

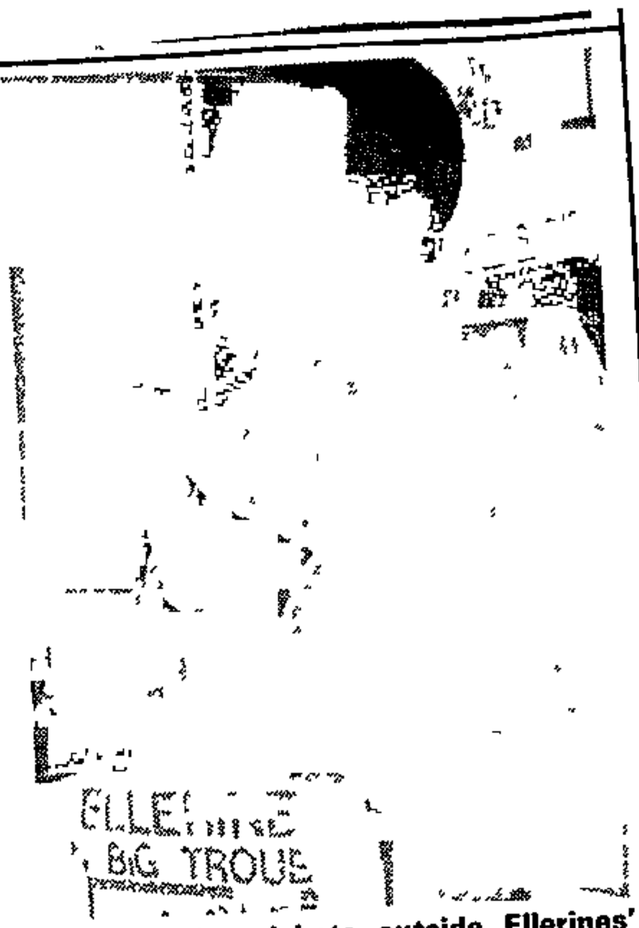
The Commercial, Catering and Allied Workers' Union (Ccawusa) said 53 stores joined the strike yesterday, bringing the number involved to 117 More than 4 000 workers were out.

Ellerines human resources GM Pierre de Villiers said 127 stores were affected. The number of striking workers had increased from 1 574 on Tuesday to 2 153. The company employs 6 567 workers at 291 stores.

Ccawusa spokesman Jackie Masuku said the only area still unaffected was Natal, where members were expected to join the strike today

Masuku accused management of spreading rumours that Natal was not supporting the strike because of internal power struggles within the union He said this was an attempt to divide and rule

De Villiers rejected the allegation, saying it was in management's interest to deal with one representative body



One of the pickets outside Ellerines' Kerk Street branch Picture PHILIP LITTLETON

Masuku said Ccawusa was ready to negotiate an end to the dispute as soon as management agreed to negotiate the issue of sales targets

De Villiers said if the strike became more general, or continued too long, contingency plans would have to be put into action over the Christmas season Casual workers might have to be be employed

Store strike grows

10/12/87 Sowetan

THE number of Ellerines furniture stores out on strike throughout the country rose to 177 yesterday, the Commercial Catering and Allied Workers Union has said

Ccawusa's strike co-ordinator Mr Jackie Masuku yesterday told a Press conference that members at the 41 stores in the Free State and the Northern Cape were on strike and the total stores involved in the Transvaal had risen to 132 by yesterday morning

Accusing management of involving police in a legal strike Mr Masuku said 35 Ccawusa members were arrested in acts of intimidation and violence in some parts of the country

Target

"Management told us the issue of lowering sales targets — apart from our minimum demand of R550 a month was not negotiable," Mr Masuku said

Ellerines has offered an increase of R94 to all employees, a R340 for "external" sales staff and R464 for "internal" sales employees Ccawusa is demanding R200 across-the-board

• Ellerines executive spokesman Mr Pierre de Villiers denied management was involving police to weaken or crush the legal strike

Strike ballot threat

By VUYO BAVUMA

ABOUT 5 000 workers in the Western Cape textile and garment industry are set to hold a strike ballot in a dispute for better wages.

The workers, members of the Amalgamated Clothing and Textile Workers Union (Actwusa), have rejected the offers of management at six factories.

The union and management will go into mediation next Tuesday. If the deadlock is not resolved, a strike ballot will be held.

At Actwusa's Western Cape launch attended by about 2 500 workers at the University of the Western Cape last Sunday, it was resolved that a strike ballot would be held if negotiations failed.

The rally was punctuated by the singing of freedom songs and shouts of "Amandla". Banners proclaiming worker unity were displayed.

The union's Western Cape regional secretary, Mr Ebrahim Patel, reported that the union was deadlocked at six factories over wage increase negotiations.

Dispute

At South African Nylon Spinners in Bellville, where there are 1 200 paid-up members, the union rejected management's offer of an 18,5 percent wage increase. It stuck to its demand of a 25 percent increase.

Other demands were time-off for shopstewards; three week's salary as a Christmas bonus; and a paid holiday on June 16.

At Nettex in Bellville, where the union declared a dispute over wage demands, talks are continuing. Management's offer of a R27 weekly increase is R4 less than the worker's demand. Their demand for a holiday on June 16 had been met.

At Amalgamated Coating the workers lowered their demand for a wage increase to R20 while management offered R13,50.

At Africa Altex in Bellville workers have demanded a R40 increase while management offered an R8,20 increase, as well as R8,26 in June next year.

In a key address last Sunday, the national president of Actwusa, Mr Amos Ntuli, described the merger of the Western Province Garment Workers Union and the Natal-based Garment Workers Industrial Union as "divisive rather than unifying the workers".

Messages of support from several organisations, including Cosatu, were read at the rally.

Lunch break sit-in

10-16/12/87 South

ABOUT 240 workers at SA Nylon Spinners in Bellville this week staged a two-hour sit-in when they heard that management had summoned shop-stewards before a disciplinary committee for 'incitement'.

No disciplinary action was taken however

Workers stretched their half-hour lunch break to two hours when they heard about the proposed action.

Industrial strike action planned, no-work-no-pay situation looms

9/12/87 (152)

Daily Dispatch Reporter

EAST LONDON — Workers at Metal Box here have voted in favour of industrial action following a dispute with the company, and the company's management warned yesterday that if a strike took place workers would not be paid for the duration of the strike

The results of a ballot held at the company showed that 70,4 per cent of the total workforce and 86,4 per cent of the workers who voted were in favour of the strike A total of 88 workers voted

A statement issued through the South African Allied Workers' Union (Saawu) and signed by the union organiser at Metal Box, Mr L B Tuluma, said the union would give management two days notice before a strike started

The ballot was held following a deadlock in wage and working conditions negotiations between management and Saawu members at Metal Box last week.

The union was demanding an increase of 89c an hour across the board and a reduction of the working week by two hours The management's final offer was a 53c an hour increase and no change in working hours

The general manager of Metal Box, Mr J M. H Buys, said that if a strike took place, the strikers would not be paid for the duration of the strike

"It will be a no-work-no-pay situation," he said

Mr Buys said yesterday was a normal working day at the factory and added that he had not been given a date when a strike would start

He said he regretted that negotiations had broken down because there had always been good labour relations at Metal Box in the past

Mr Buys said the average minimum wage in industry was R250 a month below what Metal Box were paying their workers

"Our absolute minimum wage will be R703,95 a month if they accept our offer of an increase of 53c an hour," he said.

Mr Buys said he felt a strike action would be detrimental to everyone concerned

Cape Times
9/12/87
152

Store workers on strike

Own Correspondent

JOHANNESBURG. — Scores of Ellerines stores in the Transvaal and Western Cape were hit by strike action yesterday by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The action is the culmination of a long-running wage dispute.

Ellerines human resources general manager Mr Pierre de Villiers said 1 574 workers at 89 stores — of which 84 are in the Transvaal — had gone on a lawful strike.

Ccawusa spokesman Mr Jackie Masuku claimed 4 800 members at 124 stores were involved. He said stores in Natal and the Free State were expected to join the strike today.

Mr De Villiers said the company had no plans to dismiss workers or employ temporary labour at this stage.

Furniture workers strike

ARGUS 9/12/87 52

Labour Reporter

A NATIONAL legal strike has started in the Ellerines furniture group with about 4 800 workers involved on the first day, according to their union.

The Commercial, Catering and Allied Workers Union (Ccawusa) said today the strike had affected mainly the Western Cape and Transvaal with action at 124 stores in 60 towns.

Stores in Natal and more in the Transvaal were expected to follow today.

The union claims about 6 800 members at 252 stores.

The strike over wage demands follows last week's failure of a conciliation board appointed by the Minister of Manpower to settle the dispute.

Ccawusa demanded a minimum of R550 a month, a R200 across-the-board increase and lower targets for sales staff.

The company offered a minimum increase of R94 across-the-board, a R340 minimum for external sales employees and R464 for internal sales employees.

10/12/87 STAR (152)

Ellerines 'exploiting union split'

As the wage strike by thousands of Ellerines workers spreads to more stores, the Commercial Catering and Allied Workers' Union (Ccawusa) accused management of attempting to exploit the split in the union to break the strike.

At a press conference yesterday, Ccawusa spokesman Mr Jackie Masuku said Ellerines had made separate offers to workers in the Natal and Vaal regions even though all negotiations between the union and the company had been at national level.

This was denied by Ellerines' human resources manager, Mr Pierre de Villiers, who said the company had been approached by the Natal and Vaal workers. This made negotiation with Johannesburg-based officials difficult.

Ccawusa's Natal regional spokesman, Mr Steven Zungu, denied that Natal workers had sought a regional settlement and said they might still join the strike.

Ellerines' management put the number of strike-bound stores at 127 while Ccawusa said it was 176.

STAR (152) 8/12/87.

Chemical workers still out

Labour Reporter

A meeting to resolve a 12-month dispute between Matthey Rustenburg Refinery and the Chemical Workers Industrial Union (CWIU) — which has led to a lockout of 200 workers — failed yesterday, the union said.

The dispute was sparked by the company's decision to relocate the Wadeville platinum refinery to Bophuthatswana.

CWIU branch secretary Ms Chris Bonner, said the lockout was an attempt to force workers to accept the relocation.

At yesterday's meeting, the company had refused to withdraw the lockout and to negotiate a return-to-work, said Ms Bonner.

Company comment was unavailable yesterday, the union said.

Sowetan 9/12/87.

(152)

Strike hits 89 Ellerines stores

SEVERAL thousand Commercial Catering and Allied Workers' Union of South Africa members yesterday started a legal strike at 89 Ellerines furniture group stores in various parts of the country.

The wage strike follows the failure of the State-appointed Conciliation Board to resolve a dispute between the company and its more than 6 000 employees

Stores affected by the strike were in the Transvaal (84), Free State (one) and the Cape (four), an Ellerines spokesman said

By LEN MASEKO

The Ellerines spokesman said 1 574 employees were involved in the strike at the group's 89 stores

"Ccawusa's Natal branch has indicated that they do not wish to participate in the strike, and negotiations are continuing between the company and this group," he said

Ccawusa official Mr Jackie Masuku said Ellerines employees in Natal, Free State, Vaal Triangle and the Eastern Cape would join the industrial action today

"The Natal branch (Ccawusa) have confirmed that they are still part of the national negotiations — contrary to claims by management with a view to considering their offer," Mr Masuku said

Ccawusa members demand a minimum wage of R550 a month and R200 across-the-board increase Ellerines has offered an increase of R94 to all employees, a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees

B/Day 9/12/87

Major strikes dominate

GERALD REILLY

PRETORIA — Strikes in two major sectors of the economy — mining and railways — dominated the industrial relations scene in 1987, says Manpower director-general Piet van der Merwe.

He said they would have a major influence on 1987 strike statistics, because of their duration and the large numbers involved.

Although complete statistics for the year were not yet available, it could be said far greater use was made of the conciliation machinery laid down in labour relations leglisation.

It was likely the number of boards appointed would double to about 40 000 compared with 1986.

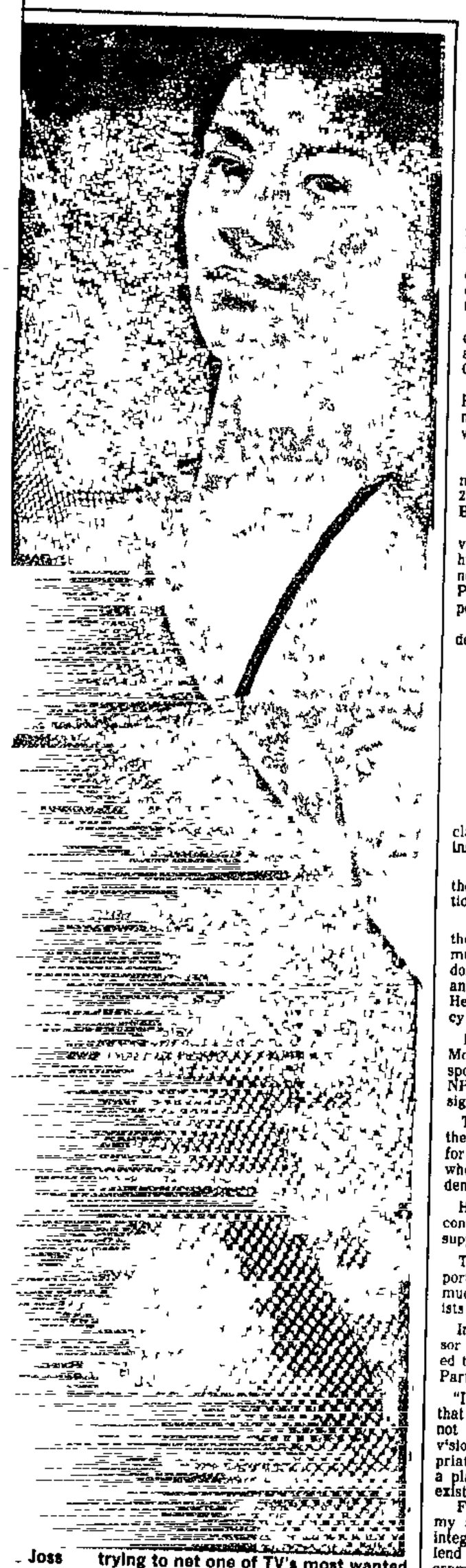
A record number of disputes had also been taken to, and settled at, the industrial court.

"There is no doubt in the labour relations field we are growing up fast There is a greater maturity on both sides, and a greater acceptance of the procedures laid down before legal strikes can be declared."

New bombshell for P W as Stellenbosch professors rebel

MORE TOP NATS DEFE

22/2/87 SIT



Joss trying to net one of TV's most wanted — as a slave girl Picture HORACE POTTER

By LESTER VENTER
Political Correspondent

A NEW bombshell hit the National Party yesterday when one of its most eminent theoreticians — Professor Sample Terreblanche of Stellenbosch University — resigned

And he delivered a withering, implicit indictment of President P W Botha s leadership

He said in a statement The Government under its present leadership does not possess the will or the vision to bring about appropriate reforms

Professor Terreblanche is deputy chairman of the SABC and was a close advisor to the NP s Cape leader Mr Chris Heunis

Another top Matie academic Professor James Fourie also announced his resignation from the NP yesterda

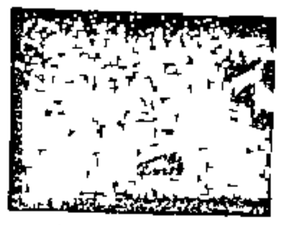
Others may follow

The two resignations follow an acrimonious meeting on Friday between 27 Stellenbosch academics and Mr Botha

All who attended the three hour private encounter in Cape Town s Tuynhuis agreed to maintain secrecy and neither Professor Terreblanche nor Professor Fourie would say what happened

However, one of those present later described the meeting as 'a fiasco'

Another said 'The Government



clarified its position, but it was uninspiring'

And defections by New Nats in the lead up to the May 6 white elections could be turning into a flood

The NP has already been rocked by the resignation of South Africa s much admired ambassador to London, Dr Denis Worrall This week he announced that he would oppose Mr Heunis in the Helderberg constituency as an Independent

Dr Worrall is supported by Mr Jan Momberg a wealthy ex farmer, top sports administrator and prominent NP figure in the area who also resigned from the party this week

The first shock for Mr Botha was the resignation last month of the MP for Randburg Mr Wynand Malan, who is also standing as an Independent

He and Dr Worrall are combining to conduct a national campaign to rally support for faster political reform

They have received massive support from all parts of South Africa much of it from disaffected Nationalists

In his statement yesterday Professor Terreblanche said I have decided to end my ties with the National Party

"I have become convinced that the Government does not possess the will or the vision to bring about appropriate reforms and also that a plan for reform does not exist

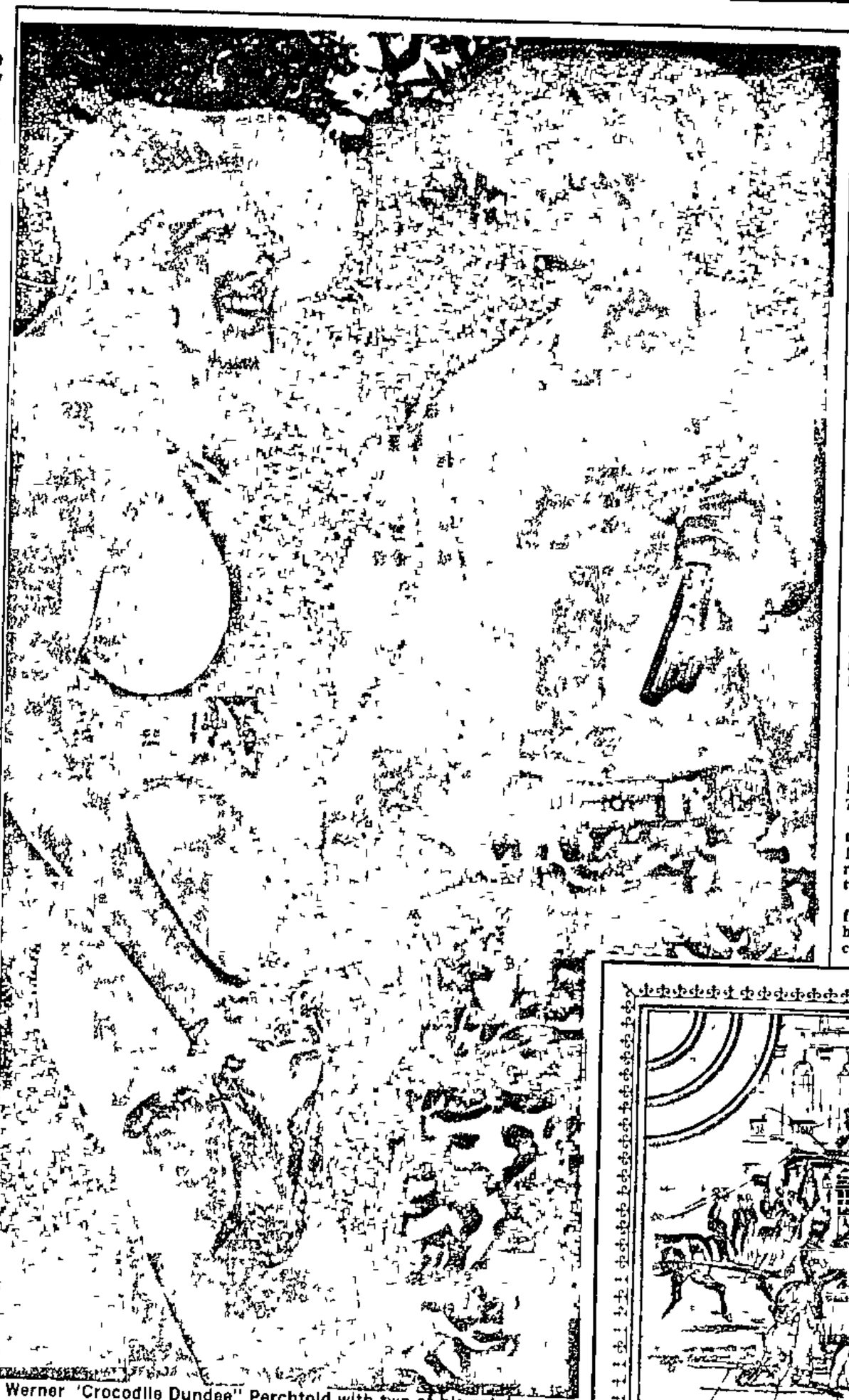
For many years I placed my academic freedom and integrity at risk in order to lend credibility to the Government s alleged reforms

"As a social scientist I co-operated for a long time to bring the true nature of the South African problem to the attention of people in Government circles but without the necessary success'

The term of Professor Terreblanche, an economist, as a member of the SABC board expires on March 31 Other verligtes will now be waiting to see whether his appointment is renewed

Last-ditch

Professor Fourie head of



Werner 'Crocodile Dundee" Perchtold with two of his catches — a scaly reptile and model Paula Clark Picture HORACE POTTER

Iron Her sho met

By SUPER Fa meyer a 22 cal teacher College new Iron Man An crossed the Park lapsed in friend L warm of spectato He c noe, 98km marathon 37min ahead ard Holliday for the first

Holliday s 50min and Reynolds 7hrs 52min The toil 10 minutes record held twice winner from the 6am himself to canoe and

Hundreds want to be usky TV slave girl

DOUGLAS GORDON
TV Correspondent

than 800 girls have the Eva hunt — includ- Eve Joss' have swamped the of the Huguenot TV epic who an in the Sunday Times granny — staked their claim to play Eva this week

But casting director John Carson said "No decision will be made until we have seen all the applications and auditioned the best girls nationwide"

Producer Elmo de W

Our own 'Crocodile Dundee' set to take on Swazi man-eater

SOUTH AFRICA's own Crocodile Dundee is about to take on a man-eating Swaziland crocodile single-handed

Four Swazi villagers have been killed by the croc Now the Swazi government has sent out an SOS for a hunter to rid them of it

By JANINE LAZARUS

Werner Perchtold, 46, a former big game hunter who now runs a curio business in Johannesburg said "I received a letter from the Swaziland Department of Agriculture and Forestry in which they asked me to come over to hunt down a dangerous crocodile

It has apparently been

One close call came one night when Werner realised there was a crocodile swimming under his small boat while crossing the Usuthu River in Swaziland

'The water was reasonably shallow and I expected

Sowetan 4/12/87

(157)

THE 80 employees of the Randburg Town Council dismissed during a strike last month have until 4pm on Monday to re-apply for their jobs.

By THEMBA MOLEFE

The town council announced yesterday that it reached a settlement with the National Union of Public Service Workers (NUPSW), which represents the workers, following Rand Supreme Court proceeding on Tuesday brought by four employees

The council, however, emphasised that the settlement did not mean the workers were being reinstated but that "new service contracts will be concluded". The workers were dismissed on November 4

The authorities also said they would apply a "no work, no pay" rule for those workers re-employed They will not lose their pension benefits and the council has undertaken to "use its best endeavours" on behalf of the dismissed workers to pay all outstanding pension fund contributions owed since November.

Settlement

Other major terms of the settlement were that

- The town council will be entitled to institute disciplinary proceedings for misconduct and intimidation during or after the events which led to the dismissal of the employees The employees will have the right to challenge any decision through arbitration,
- The council and NUPSW will resume negotiating a recognition agreement at the beginning of next February and commit themselves to negotiate bona fides towards the conclusion of a written recognition agreement

The settlement will become a court order after a final hearing where both parties will be represented

A spokesman for NUPSW said the union was not prepared to comment "at this stage"

Recent examples of da

Cape Times 4/12/87

152

Strike possible after deadlock

Labour Reporter

NEARLY 5 000 workers in the cotton textile manufacturing industry are one meeting away from a possible strike ballot after the Amalgamated Clothing and Textile Workers' Union (Actwu) and management deadlocked this week over wage and other demands

At the second industrial council meeting on Monday, union delegates rejected the Western Province Cotton Textile Manufacturers' Association (WPCTMA) offer of a 45c hourly increase

The chairman of the WPCTMA, Mr D Garrish, confirmed yesterday that the third and final meeting would be held on Tuesday

Mr Garrish said the union still had to reply to their final offer

Recent examples of da

Cape Times 4/12/87

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On-off case on

THE on-and-off case in which 500 employees of the Sebokeng and Vereeniging hospitals are challenging their dismissals after a two day strike over wages, working conditions and union recognition, will be heard today in the Rand Supreme Court Sowetan 7/12/87

Cape textile workers threaten strike ballot

Cape Times 7/12/87

Labour Reporter

MORE than 2 000 workers from the cotton textile manufacturing industry yesterday rejected their employers' latest 45c wage increase offer.

The decision was taken at a rally at the University of the Western Cape.

Mr Ebrahim Patel, a spokesman for the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), said workers from SA Nylon Spinners (Pty) Ltd, in Bellville, the major yarn manufacturer in the Western Cape, employing more than 1 200 hourly-paid workers, also rejected the management's offer of an 18,5% across-the-board increase and an extra week's Christmas bonus.

Actwusa and the Western Province Cotton Textile Manufacturers' Association meet again tomorrow for their third and final Industrial Council meeting. If they fail to reach an agreement the 5 000-strong cotton textile industry could face a strike ballot.

Workers, he said, were demanding 25% across-the-board and three weeks' holiday instead of the present one week's leave.

Wages strikes hits Coca Cola

2/12/87 B/day

CAPE TOWN — Canning workers at three Coca Cola plants are on strike.

A Food and Allied Workers' Union spokesman said management had refused to increase a wage offer of R182 a week, against a union demand of R198

About 250 workers at plants in Cape Town, Natal and the Transvaal are involved

Meanwhile, Vadek Paints has obtained an Industrial Court order restraining employees from going slow or banning overtime.

The order was issued after workers took action to support demands for a R900 minimum wage and R70 across-the-board increases, a spokesman for the SA Chemical Workers' Union said.— Sapa.

Workers rehired as Dunlop strike ends

By CARMEL RICKARD, Durban

THE strike at Durban's Dunlop tyre factory was settled yesterday — a month to the day after 1 200 workers downed tools over a wage dispute

Last week management enforced a lock-out, claimed the entire workforce was dismissed and began hiring new staff.

However, on Wednesday evening, after an eight hour meeting, a new package was negotiated which workers accepted yesterday.

In terms of the settlement, management has agreed to reinstate all the workers, most of them members of the National Union of Metalworkers of South Africa.

Dunlop management has also agreed to drop their insistence that the wage agreement be valid for 18 months, and instead have agreed it will last the normal 12 months

Workers on the lowest level will be paid a 53c increase in two stages while other grades will have an increase roughly equal to inflation

27/11-3/12/87

152

W/Mail

152

3/12/82

Strikers claim milling company's gates locked

Daily Dispatch Reporter

EAST LONDON — Workers at KSM milling company claimed that they found the gates locked and could not get into the premises yesterday

The workers had gone on strike following the deadlock of wage talks with the company's management

The secretary of the workers' committee, Mr Z Jack, said the management called the committee and told them that negotiations could be started again as soon as workers resumed working

The managing director of the company, Mr Gordon Minkley, said the workers had gone on strike without following the recognition agreement

Referring to the claims of a lock-out, Mr Minkley said "The gates were open for any person wanting to work".

Mr Jack said that the company's representatives had also told the union that they would be willing to sit and negotiate if workers went back to the R4,11 an hour wage demand

"They said they will also increase their offer of R3 an hour, though they did not say how far they were prepared to go", Mr Jack said

Mr Jack said the workers were adamant that they would not go lower than R4,11 an hour in their demand for what he termed "the minimum living wage".

The workers would go back to work tomorrow morning if the management agreed to resume negotiations.

The strike by 200 Chemical and Industrial Workers Union members at Matthey Rustenburg Refiners is not only in protest against the company's intention to relocate to Bophuthatswana — but is also a statement against the Government's Labour Relations Act Amendment Bill, the union has said

CIWU general secretary, Mr Rod Crompton, said yesterday members elected to strike because if the workers waited until next year any action would be outlawed if the Bill became law.

The workers went on strike on November 26 in protest against MRR's disinvestment and relocation to Bophuthatswana an independent homeland which has no labour laws nor recognises trade unions.

* * *

152

Sowetan 3/12/87

Cape Times 3/12/87

Paper workers extend strike

(152)

Labour Reporter

ABOUT 40 workers at Nampak Paper Mill, Bellville, yesterday continued their work stoppage over grievances related to central bargaining.

Workers downed tools on November 29.

The Paper, Wood and Allied Workers' Union have demanded that Nampak Paper accept central bargaining

The company could not agree to this level of bargaining because each mill was managed independently, the general manager of Nampak, Mr D Sabbatini said yesterday.

The union could not be reached for comment.

BRIEFS

THE Engineering and Allied Workers' Union (Eawu) is to set aside R11 000 to buy Christmas food hampers for 90 Steel Window workers dismissed by the company after a work stoppage early this year.

Eawu official, Mr Shepstone Sothoane, said the decision to assist the families was taken at a branch executive meeting this week.

He said the 90 union members downed tools in February, demanding increases of 50 cents an hour. The workforce was sacked and scab labour recruited by the company, he said.

Sowetan 3/12/87 (152)

r Des Hynch, rentals have not yet been fixed spin-off

LABOUR AFFAIRS
DICK USHER

W/E MAGS 31/10/87 152

Striking facts behind those misconceptions

IT IS a common misconception of many employers that when it comes to industrial action it's all done by the union telling its members what to do.

This occurs mostly among those who have recently hatched into the real world of union/employer relationships

They tend to see it as a situation where a union organiser turns up at the plant, stirs it up a bit and then calls the workers out on strike.

I would hate to go on record as saying that this never happens, but it is far more common that, when a plant is organised by a union, a lot of simmering grievances come to the surface.

The workers become enthused by their new-found unity and some turbulence occurs

The Electrical and Allied Workers' Trades Union (EAWTU), an affiliate of the National Council of Trade Unions (Nactu) has recently been involved in a spate of actions.

Much of this action has been at newly-organised plants — where they claim a considerable measure of success in getting employers to confront issues troubling workers

During one of these actions — helping to illustrate that they're not haphazard or instigated merely for the sake of stirring — I spent several hours in the union office sitting in on discussions between workers and union officials

After debate that lasted most of the day, the workers decided to go back to work the following day and take things from there

The important element was the length and depth of the debate and the acceptance by the minority of the majority decision

It was a decision in which the officials had an advisory role, but there was no way they could have forced their advice on the workers

EAWTU has been involved in a string of strikes in the 10 months from February to October, many of them involving employers for whom it was their first experience of a relationship with a union

At one point in October there had been five strikes in eight working days

As they organise workers, union spokesmen say, they uncover a wide range of problems and abuses

"Often these are problems which the workers have raised with employers, without success," said Brian Williams, assitant general secretary of EAWTU

"Wages under the industrial council agreement are low enough, but we came across one employer who was paying some workers below the set rate

IGNORANCE

"Then there is widespread evasion or ignorance of health and safety regulations — people not getting required protective gear, unsafe machinery, defective wiring, people working with noxious fumes in enclosed spaces without extractor fans

"The problem is that the handful of inspectors are simply overwhelmed

"You could say they've got an impossible job, so it's important that the union take steps to ensure compliance by employers

"And often poor conditions go along with a poor employer attitude

"There's so many of them who don't respect their employees and their needs and ignore general conditions of comfort, don't have toilets cleaned and that sort of thing

DISMISSAL

"We also get a lot of employers who still think they can fire workers at will, without any reference to to guidelines for fair dismissal laid down by the Industrial Court."

But there are some roses among the thorns

"One employer made a genuine effort to change things.

"He even agreed to us bringing in industrial health experts to inspect the plant and make recommendations — after the workers had been complaining for years," said Williams

CAPE TIMES 1/12/87

Epping workers down tools

Labour Reporter

ABOUT 60 workers at Amalgamated Beverage Canners Pty Ltd in Epping downed tools for the second day yesterday — joining a further 240 softdrink canning workers nationally who began stoppages after wage negotiations deadlocked.

An organizer for the Food and Allied Workers' Union, Ms Renee Roux, said yesterday that workers were "frustrated" over management's failure to budge from their R182 a week minimum wage offer.

Workers are demanding R198, which represents a R48 increase on the present minimum wage of R150.

The director of the ABC plant in Epping, Mr L Cizlak, could not be reached for comment.

money, cosmetics, clothing and gift vouchers Picture: [illegible]

ARGUS 1/12/87 (152)

Coca-Cola workers on strike

By DICK USHER, Labour Reporter

CANNING workers at three Coca-Cola plants are on strike following a breakdown in wage negotiations.

A Food and Allied Workers' Union spokesman said the strikes started after management refused to increase a wage offer of R182 a week at talks in Johannesburg on Friday.

He said: "Management said a dispute could not be declared because they were still willing to negotiate but they also said R182 was their final offer.

"We started with a demand for wages to be increased to R240 a week and came down to R198."

About 250 workers at the plants in Cape Town, in Natal and in Transvaal are involved.

6 500 workers poised for strike

Labour Reporter 2/12/87

About 6 500 workers are poised to go on a legal strike at Ellerines in the next week, after the breakdown of conciliation board talks yesterday between the Commercial, Catering and Allied Workers Union (Ccawusa) and management.

Ccawusa said the decision was taken as a last resort. It is opposed to the company's practice of setting performance targets for sales personnel.

A spokesman for Ellerines, Mr Pierre de Villiers, said the union had declined to have the dispute referred to mediation or arbitration. Ccawusa had rejected a suggestion that the question of lowered sales targets should not form part of the negotiations, he said.

● About 200 members of the Chemical Workers' Industrial Union, locked out at Matthey Rustenburg's Wadeville plant have been given until today to return to work.

year was 1 545.

Strike dispute over central bargaining

2/12/87

(152) B/Day

A STRIKE at two Nampak mills continued today with the Paper, Wood and Allied Workers Union and management disagreeing on the union's request for "central" bargaining

About 40 workers out of a total workforce of 120 at the Bellville mill refused to work today. Production has been maintained at satisfactory levels, management said.

At the Roslynn mill, about 125 out of a total workforce of 150 are on strike. Production has not been affected because management has been making use of emergency teams.

General managers at Nampak's mills at Roslynn and Bellville said they could not agree to central bargaining because each mill was managed independently, by a general manager who was accountable for all aspects of the operation

Each plant had its own specific characteristics and attendant problems.

The union said plant-level negotiations were time-consuming and costly, with excessive travelling and accomodation required during negotiations.

There was also the lack of uniformity of payment for the same grade of jobs at the various mills. — Sapa.

SOWETAN, Wednesday, December 2, 1987

IEFS

Sowetan (152) 2/12/87

pak mills have gone on strike to back demands for national wage negotiations.

The strikes began on Sunday at the company's paper mill at Rosslyn, Pretoria, and was joined by workers at the Bellville plant

A spokesman for the Paper, Printing, Wood and Allied Workers' Union (Ppawu) said the dispute started on September 22.

A conciliation board hearing on November 19 failed to reach a settlement

A company spokesman said no dispute had been declared in terms of Nampak's recognition agreement with Ppawu and the company could not agree to the union's demand for decenfralised bargaining, he said

Protest over 'T-shirt dismissal'

Cape Times 27/4/89

Labour Reporter

WORKERS at the Cas Dalan engineering company in Maitland conducted an hour-long work stoppage yesterday after a shop steward was dismissed, allegedly for wearing a union T-shirt.

A spokesman for the Electrical and Allied Workers' Trades Union said the shop steward at the Observatory branch of Cas Dalan, Mr Mortimer February, had been dismissed in the morning for wearing a union T-shirt.

He said workers at the Maitland branch began the hour-long work stoppage in solidarity with the shop steward in the afternoon.

The union said management had informed the workers that the stoppage was illegal and had told workers to clock out and go home, which they did.

A spokesman from Cas Dalan declined to comment yesterday.

CAPE TIMES 29/11/84

Union restrained from strike action

JOHANNESBURG. — The Rand Supreme Court yesterday granted an interim interdict to Ellerines Holdings Limited which severely restrains its employees from being involved in strike action.

Ellerines — a furniture retail company — has been locked in a wage battle with the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) since June this year.

The order restrains workers from instigating strikes, go-slows and work stoppages in terms of Section 65 of Act 28 of 1956.

Ellerines said that since illegal stoppages which took place while the Conciliation Board was sitting, the company decided to seek an interdict against Ccawusa to prohibit illegal action and interference with the business of the company.

Over the past two days, 69 out of the 291 stores have experienced illegal work stoppages. Ccawusa is demanding R550 minimum plus R200 a month across-the-board increase. In response, the company has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to non-sales employees. — Sapa

CAPE TIMES

October 30, 1987 11

Bakeries agree on wages

THREE of the bakeries involved in the recent two-week bread strike have reached a settlement with the Food and Allied Worker's Union

A spokesman from the two Tiger Oats bakeries — Silverleaf and Goodhope — Mr Tom Bingle, said that the company had settled on a minimum wage of R134 a week, ranging to R152 a week.

About 1 000 bakery workers struck earlier this month after managments refused to accept demands of a R32 a week increase The minimum wage was R110. Mr Dingle said the increases stood until further negotiations on July 4

Meanwhile, a spokesman from Duens Cadora said workers yesterday formally accepted its offer of R132 from August 1 and a further R2 a week from February 1

Silverleaf and Goodhope agreed to an annual bonus of two weeks pay, while Duens Cadora agreed to three weeks wages

The group manpower manager for Sasko's bakery division, Mr George Koning, said Enterprise would be holding a meeting with Fawu next Wednesday

Board to hear dispute

(152)

Sowetan 30/11/87

THE Conciliation Board meeting to resolve the wage dispute between Ellerines and its employees resumes tomorrow.

A Ccawusa official, Mr Jackie Masuku, said an informal meeting between the union and management ended in a stalemate last week.

Ccawusa members demand — among other things — an across-the-board R200-a-month increase and a minimum wage of R550 a month. In response, management has offered R94 to all employees and a R425 to R689 a month minimum wage to its non-sale employees.

Plessis has told us to keep out of the Troph. What figure do you foresee?

27/1/87 (152) 8 days

Dunlop strike ends after talks

ALAN FINE

A FIVE-WEEK wage strike by 1 200 workers at BTR Dunlop's Durban tyre plant has been resolved after lengthy negotiations.

According to a company statement, the workers who were all dismissed last week after a lock-out would be reinstated and receive a phased-in 53c-an-hour increase.

The union had also given assurances that employees who did not strike would not be intimidated.

The National Union of Metalworkers said workers felt they had successfully challenged management's lock-out strategy.

Crew killer not guilty of murder

Own Correspondent

DURBAN — Former Durban businessman Luciano Memeo was acquitted yesterday by the Mauritius Supreme Court of having murdered two crew members on his yacht in July last year.

His yacht Lucky Gypsey has been returned to him.

According to his defence lawyer Guy Ollivry, the jury found him not guilty on the grounds of self-defence. Memeo had admitted shooting Alfred Bennetts and Ian Worthington but said he had feared for his life, believing the two young men had hijacked his boat.

Sea Harvest strike set to go international

(152) South NOV 26 - Dec

THE Food and Allied Workers' Union claims Sea Harvest management is not prepared to end the dispute with the union.

Sea Harvest in Saldanha Bay, dismissed more than 300 workers in September after they protested against management's refusal to allow them time off to attend a meeting.

About 200 workers refused to go to work in solidarity with the dismissed workers. About 18 have returned to work while others have been out of work for over two months.

The dispute threatened to become an international issue after Fawu threatened to approach Pescanova, a Spanish fishing company which owns 50 percent of Sea Harvest

"The International Union of Foodworkers, to which we are affiliated, have also taken up the matter," a Fawu statement read.

The union had since been negotiating with management for the reinstatement of workers and a wage increase.

Proposals

Fawu rejected management's offer to re-employ workers once vacancies were available

They claimed Sea Harvest intended to continue paying low wages and to destroy the union Fawu is determined to see all workers back in their jobs.

Sea Harvest managing director Mr H E Kramer, said proposals to end the dispute were again forwarded to the union last week, but that he had not received their response.

Fawu said it had intended to approach the chairperson of Sea Harvest and Old Mutual, Dr J van Der Horst

Van der Horst was not available for comment.

LABOUR DISPUTE

KGANARE FACTION WOOS ELLERINES

Company asked not to deal with Mtwa faction

THE conflict between two Commercial Catering and Allied Workers' Union of South Africa factions has come to a head again — this time over the Ellerines wage dispute.

Mr Jackie Masuku, official of the Mtwa-led Ccawusa said the Kganare-led Ccawusa group had sent a telex to Ellerines' management requesting it to deal with only their union henceforth

Ccawusa was rocked by a split in June this year when the Papi Kganare-led section of Ccawusa merged with three other smaller unions The Vivian Mtwa group objected to the merger and the adoption of the Freedom Charter as a guiding document.

The Congress of South African Trade Unions recognises the merged Ccawusa

Mr Masuku said the Ellerines shop stewards council, which held a meeting in Springs at the weekend, had objected to the Kganare-led Ccawusa's decision to claim sole recognition from Ellerines

"The council said they had never given leave for Ccawusa (Kganare group) to contact Ellerines' management," Mr Masuku said

He said the shop stewards council reaffirmed its support for the Mtwa group He said branches represented at the meeting included Natal, Johannesburg, Pretoria, Klerksdorp and Northern Transvaal

"Council members feel that the Cosatu decision favoured one group against the other, therefore promoting two unions within the commercial sector This is contrary to the policy of "one union one industry" Mr Masuku said

Mr Kganare, general secretary of the merged Ccawusa, said the Ellerines shop stewards council meeting ended in chaos after some branch stores walked out He said shop stewards who walked out were from Ellerines stores in Pretoria, the Vaal, Eastern Cape and Natal

Mr Kganare said workers respected Cosatu's decision to recognise the union which merged with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union

Ellerines spokesman, Mr Pierre de Villiers, said the Kganare group had requested management for a meeting Ellerines had agreed to meet the union at a date still to be decided

"We are not interested in Ccawusa's internal politics, but are interested in the welfare of our employees," Mr de Villiers said

high worker absenteeism

HIGH absenteeism forced Volkswagen to close its Uitenhage plant yesterday, costing it about 230 vehicles in lost production

This followed a four-day strike at the plant exactly a month ago.

Production was back to normal today.

Mr Ronnie Kruger, the public affairs manager at VWSA, said today that "a couple of hundred" workers did not turn up for work yesterday.

While absenteeism tended to be higher on Mondays, he said production was only affected when absenteeism was concentrated on certain areas, causing bottlenecks — as occurred yesterday.

Instead of paying workers not to produce, he said, they were told to go home

Mr Kruger said a closure due to high absenteeism had happened at VWSA before, but he could not say how often

VWSA produces about 230 vehicles a day.

152 Eastern 24/11/87

Employees go back to work

AMALGAMATED Plastic Industries (API) and the Paper, Wood and Allied Workers Union (PWAWU) have negotiated a settlement which has resulted in a return to work of dismissed employees, after a work stoppage on November 9.

API and PWAWU said they believed the agreement would form the basis for the development of positive and orderly industrial relations for the future.

PWAWU accepted its allegations of instant dismissal of two employees for theft were incorrect and were made in error.

Sapa

(152) B/Day 24/11/87

A 'wonderful way' to avert strikes

Star 20/11/87

From a workshop on "Communication in Conflict", held in Johannesburg this week by the Public Relations Institute of South Africa.

Creating a facility where people know they can go for redress for problems and grievances is a wonderful way of avoiding conflict in the workplace

Expounding this view, Mr Ian Crowther, human resources director for the Murray and Roberts construction group, said that as South African business management was often faced with potential unrest situations through work stoppages and strikes, it was important to plan and rehearse the presentation of solutions and to have them assessed by a neutral observer

"A few *in situ* decisions taken when confronted, for example, with a large crowd could have dramatic consequences if they turned out to be wrong."

Mr Crowther

When addressing a large crowd, it was necessary to speak loudly, slowly and articulately Sufficient time should be given for interpretation into second and third languages It was of extreme importance that the interpretation was accurate and, wherever possible, it should be checked beforehand

Golden rules for management mediators included never giving any indication of annoyance, acceptance of employees' views, and being flexible, fair and confident

It was important to make sure one could carry out any promises made

Mr Ike van der Watt, president of the South African Boilermakers' Society, said a lot of communication between union and management was deceptive and dishonest.

It had to be understood that communication structures in a company or organisation were there for the benefit of efficient management rather than to address industrial grievances

Dr Denis Worrall, former South African ambassador to London, revealed 11 fundamental communication guidelines he embraced during his diplomatic term

● One had to accept South Africa would be debated, that the South African stuation was regarded internationally as one of the major moral problems of the latter part of the 20th century

● South Africa had to be presented "warts and all". It was no use trying to be selective in the image one portrayed of the country

● Distinguish between justification and explanation The Group Areas Act could be explained but it was a different thing to try to justify it.

● Style of presentation and the nature of the engagement was of vital importance The bearer of the news affected reception With regard to interaction with the audience, the aggressive, or warrior-like stance, especially on television, worked well in a homogenous society, yet could be disastrous in a divided society.

● Set realistic goals Dr Worrall said his goal was to raise the level of debate, which gave him the opportunity to talk of the complexities of the situations in South Africa

● Appeal to reason Admit problems but appeal to audience ot be part of solution rather than of the problem

● If the intention was to convey hope, or positive feeling, one had to do so without raising expectations Be wary of making predictions

● Be pro-active rather than reactive Originate ideas instead of, for example, simply replying media questions on developments

Dr Worrall

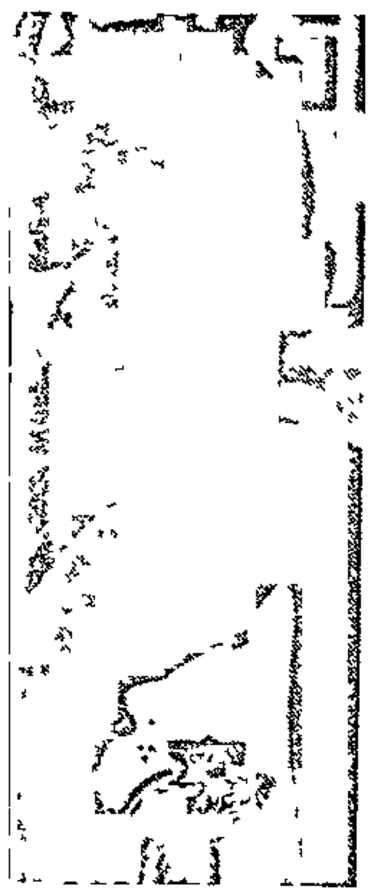
● Personal contact was vital for people in public affairs Adhering as much as possible to an open-door policy often had a reciprocal effect

● Plan and prepare any interview thoroughly, trying to determine the interests of the audience being addressed

● After public interviews get as much feedback from people as possible to determine where mistakes were made.

CITY PRESS, November 22, 1987

Firms sidestep the unions



ydney Mafumadi

CP Correspondent

SEVERAL East London companies involved in industrial disputes with black workers earlier this year are employing white workers in their place

About 200 South African Allied Workers' Union members were dismissed by Hoover in September following a wage and recognition dispute The company has since employed about 160 white workers in their place

Personnel manager Alistair Geddie did not say whether there were still vacancies or whether there were still some black workers at the plant

At Barlows, 150 black workers were dismissed in August after a dispute about working conditions. Again, white workers took over at least some of the jobs

Geddie said Hoover hoped that the new workers would be permanently employed

"Things are going so well that we'd hate to get rid of the people we're employing," he said

Corder Tilney, who took over Hoover when the US parent company disinvested earlier this year, confirmed that whites were employed after the dismissal of the black work force

However, he denied there was a conscious policy to employ whites rather than strongly unionised blacks and emphasised that his company employed anyone, irrespective of race

He said that former workers had been involved in an illegal dispute and the company had gone through all the correct procedures, including asking them to return after they were dismissed Tilney said about 18 of the original workers, those who had not supported the dispute, were still employed at Hoover

He said Hoover had not intended to employ whites "We employed people who wanted to work," he said "We've never worried whether people are white or black"

However, Geddie said that union activity among the dismissed workers had been disruptive and that this was no longer the case with the white workers He said the company was "very happy" with the work force and was almost back to full production

He said there were a lot of unemployed white workers who were willing to take the jobs

Referring to the white workers, he said "The females are more stable, slightly better quality than the males The males are dropouts who had problems"

Both Tilney and Geddie said that the new work force had started off with lower wages than the dismissed workers, as they were less experienced Wages are believed to have started at R3 an hour, although increases followed within a few weeks

"Everyone is very happy If you walk through the factory in the morning they smile at you," he said

Another East London company, Raylite, also employs whites in jobs previously held by black workers, but denied that this was a result of industrial action at the factory

Manager David Saunders confirmed that his company employed whites, but said this was simply because it was an equal opportunity employer

"It's an experiment," said Saunders "So far it's gone off quite well"

He said Raylite workers all received the same wages and used the same facilities – Elnews

Agencies threaten law suits

(152)

22/11/87

CP Correspondent

EAST London employment agencies have responded with threats of legal action following news reports that they supply replacement labour to strike-hit firms.

The reports quote representatives of various employment agencies confirming the practice – which is contrary to the regulations of the Voluntary Association of Personnel Services Organisations.

One of the agencies mentioned, BCL Personnel, claimed the reports contained "libellous accusations" and demanded a full retraction. – Elnews.

A TIMES MEDIA PUBLICATION

Cosatu affiliate, white union in accord

blday 19/11/87

ALAN FINE

TWO trade unions — one a Cosatu affiliate, the other a key part of the rightist, whites-only SA Confederation of Labour — have reached an accord aimed at ending racial violence at the Volkswagen plant in Uitenhage

The accord followed two physical fights last month between white foremen — members of the SA Iron, Steel and Allied Industries Union — and black workers

The first occurred after a black worker refused to obey a foreman's order. He was dismissed, and a work stoppage by 5 000 National Union of Metalworkers of SA (Numsa) members led to the shutdown of the production line for four days

They returned to work on October 27 after management agreed to refer the matter to arbitration and the foreman involved was "sent on holiday" pending the hearing

The second happened soon afterwards and, according to a Numsa shop steward at the plant, was precipitated by the racially-provocative behaviour of a foreman The foreman was dismissed, he said

The steward told Business Day concern about serious racial conflict led to talks and, finally, an agreement between representatives of the two unions

The agreement was accepted by Volkswagen management

In terms of the accord, the three issued a joint statement to the workforce condemning violence, intimidation and racist remarks.

They appealed for tolerance and adherence to laid down grievance and disciplinary procedures.

It was further agreed that the two dismissed workers should be reinstated with final, written warnings and the suspended foreman should resume his work.

The planned arbitration has been cancelled.

A Volkswagen spokesman described the agreement as a positive move by all the parties concerned.

Former GM workers Khayalethu Ngqonde (left) and Siphiwo George working on an engine in a New Brighton yard

Industrial Court to rule on GM strike

From MBULELO LINDA

PORT ELIZABETH — The 13-month-old dispute between General Motors and the 3 000 workers who were fired following a dispute over a severance agreement is to be settled by the Industrial Court

While they wait, workers have become involved in various casual jobs including township mechanics workshops, bricklaying, dance and drama

Following an announcement that the company was pulling out of South Africa, more than 3 000 members of the National Automobile and Allied Workers' Union (Naawu) and the Motor Assembly and Components Workers' Union (Macwusa) issued management with a set of demands on October 22 last year

The workers at General Motors, now Delta Motor Corporation, downed tools after their demands for severance pay, pension refunds and the right to appoint two directors to the board of the new company were turned down

On November 5 last year, strikers who refused to leave the Kempston Road plant were evicted. The next day the Supreme Court granted an interdict declaring the strike unlawful

A series of meetings between management and workers reached a stalemate The matter was referred to the Industrial Court, and a year later, the workers are still waiting

Some workers returned to their jobs with the South African management

Naawu representative Fred Sauls said the number of unemployed strikers who still regarded themselves as GM workers had been reduced from 2 000 to 500

More than 20 former GM workers are employed at a mechanical workshop in New Brighton

"Because we could not get jobs anywhere in PE, we organised ourselves to use the skills we have," said Mzolisi Ngqolana

Ngqolana, 29, was a trimline worker at GM for five years "We don't worry about those who stabbed us in the back, they are still our comrades

"I work as a panelbeater to support my four brothers, sister and children "

Workers share the earnings at the end of the week — *Pen*

bloodshed. A malicious and irresponsi-

BTR strike: 50 return to work

(152) ALAN FINE B/day 19/11/87

ABOUT 50 of the 1 200 strikers at BTR Dunlop's Sydney Road tyre plant in Durban yesterday responded to the management ultimatum to return to work or be finally dismissed, the company's labour relations chief Glen Sutton said.

Sutton confirmed Dunlop would begin recruiting today to replace the remainder.

He said he understood the National Union of Metalworkers of SA (Numsa) was planning a meeting with workers this morning, but yesterday's deadline would not be altered.

Numsa spokesman Ian Weir confirmed the planned meeting was scheduled for 7am. All options would be considered, but he could not rule out the possibility of a repeat of the lengthy and bitter struggle between the union and BTR Sarmcol which began before the latter's merger with Dunlop.

800 TGWU members in work dispute

20/11/87 Sowetan

152

HUNDREDS of Transport and General Workers' Union (TGWU) members are involved in a work stoppage at South African Security Services (Sass) in Springs.

The TGWU members downed tools last week, demanding the reinstatement of seven colleagues dismissed by the company

TGWU information officer, Miss Kelly Foster, said union members were on the verge of returning to work on Wednesday, but rescinded their decision after 10 shop stewards were detained

"Our attempts to meet management to resolve the matter have been unsuccessful Our negotiation team was turned away by management this week," Miss Foster said

The union has put the number of security guards on strike at 800, while management says half the number were involved in the industrial action

Solidarity

A Sass spokesman confirmed that the company's employees were involved in a stoppage, saying "massive intimidation has been keeping honest working people from work and depriving their families of the daily bread "

The Unemployed Workers' Co-ordinating Committee has expressed solidarity with the striking security guards

• A northern Natal official of the TGWU, Mr Nkosinathi Nhleko, has been detained, the union said

Miss Foster said the TGWU organiser was detained in Empangeni last weekend

Another senior TGWU official, Mr Albert Ndlovu, is still in emergency detention, according to the union He was detained in the trouble-torn Maritzburg area on October 10

Mine strikes cut timber demand

CAPE TIMES 20/11/87 (152)

Sales cutback hits HLH profit

From LINDA ENSOR

JOHANNESBURG — The miner's strike had a dramatic impact on the sales of timber group, Hunt Leuchars & Hepburn Holdings (HLH), in the six months to September with turnover lagging inflation by only rising 11,2% to R138,8m (R124,8m)

CE Neil Morris said that for the months of August and September sales of timber to the mining industry — which constitute about 60% of the group's total sales — were severely cut The mines took some time after the two-week strike, he said, to get full production going.

Having to cover fixed overheads, the real decline in sales resulted in margins dropping from 17,4% to 16,4%

Borrowing

This plus a hefty increase in interest paid from R985 000 to R3,1m — due to the higher level of external borrowing by the group's operating timber company — also hit pre-tax profits which dropped by 5,2% to R19,7m (R20,7m)

However, attributable earnings rose 21,8% to R10m (R8,3m) on account of a sharp dive in the tax rate from 30,7% to 10,8%.

This was due to development allowances for timber planting as well as to higher dividends received by HLH

Earnings per share — including the share of the retained earnings of HLH's operating company — rose 20% to 21,6c (18c) and excluding this amount from 9,1c to 10,7c

An interim dividend of 8c (6,5c) was declared

Cash

HLH presently has cash resources of R65m for future investment Its directors believe the second half of the year will continue to show an improvement.

Huntcor which derives its income from subsidiary HLH declared an interim dividend of 16,25c per share (13,25c) for the half year to September Earnings per share of 42,7c (35,4c) were notched but excluding Huntcor's R3,2m share of the net income retained by HLH, this dropped to 21,2c (17,8c)

Huntcor's attributable income rose 21,3% to R6,4m (R5,3m), benefitting from a dramatic cut in the tax rate from 23,3% to 1,8% Huntcor's share of HLH's retained earnings climbed 23% to R3,2m (R2,6m).

LABOUR REPORT

Sit-in strike at Ellerines denied

BOTH Ellerines Holdings management and the Commercial, Catering and Allied Workers' Union have denied reports that a sit-in is affecting the company's stores on the East Rand.

Ellerines human resources manager, Mr Pierre de Villiers, denied any knowledge of the sit-in, saying the only industrial action that had affected the company was last Monday when 2600 workers downed tools in a nationwide work stoppage

Ccawusa organiser, Jackie Masuku, also denied reports of the sit-in

Meanwhile, Ccawusa has confirmed that it is in contact with the Department of Manpower and is making an urgent application to the Minister of Manpower to intervene in the union's wage dispute with Ellerines

Earlier, the union had suspended communication with the company after Ccawusa alleged the company failed to honour a conciliation board appointment

But Mr de Villiers said the company had been more than willing to a conciliation board hearing

He said Ellerines had been in personal contact with the Minister to set a date for the hearing

The company was still trying to get the union to mediation as they had agreed to it in the first place — Sapa

Union 'did not break agreement', court told

Staff Reporter

MANAGEMENT at Pepsi Cola's Epping plant were unavailable when contacted during a go-slow and did not attempt to involve the South African Allied Workers' Union (SAAWU) in resolving the strike

This was said in affidavits yesterday by SAAWU officials on the return date of the temporary order granted to Pepsi Cola, restraining the union and its shop stewards at Epping from participating in or initiating any illegal form of strike or go-slow.

Mr Zuzile Ramncwana denied the union was in breach of the recognition agreement between them and the company and said management had made no attempt to inform any union official of the go-slow strike

He said a court application would have been avoided if Pepsi Cola had given the union proper notice of the court application

Mr Justice Lategan was on the Bench

BTR Dunlop to replace strikers

BTR Dunlop has told the National Union of Metalworkers of SA (Numsa) it will tomorrow begin replacing the 1 200 Sydney Road, Durban, plant employees who have been out on a wage strike for three-and-a-half weeks.

ALAN FINE

According to Numsa spokesman Ian Weir — whose account of events was confirmed by Dunlop's Glen Sutton — both sides made concessions at talks yesterday. However, agreement could still not be reached.

The company implemented a lockout and dismissed strikers on Monday afternoon. Workers who wish to apply for re-employment will be required to sign a document indicating the acceptance of Dunlop's "demand".

Weir said the union dropped its demand for a 2c an hour annual long service allowance, which the company has refused to contemplate. It was replaced with a 75c an hour across-the-board wage demand, which could be split into two stages.

Dunlop increased its offer by 1c an hour for each of two six-monthly increases. For the lowest-paid category of workers, this represents hourly increases of 15c now and another 25c in six months

Sutton said the company would issue a full statement later.

Workers can get jobs back

(152) Sowetan 17/11/87

By LEN MASEKO

THE Randburg Town Council has called on more than 800 former employees who were recently dismissed after a work stoppage, to re-apply for jobs.

The council, in an advertisement in the *Sowetan* yesterday, asked the sacked workers to apply by today.

"The Council will employ all such ex-employees in the same position they held before dismissal, provided they apply for employment prior to 16h00 on Tuesday, November 17, 1987," says the advertisement.

Any applications submitted later than this date would be considered with those from the public, says the advert

The council has extended the dealine for the dismissed employees to vacate council-owned hostels from November 13 to November 19

Dismissed

About 900 council workers, all members of the National Union of Public Service Workers, were dismissed after they downed tools on November 4

They were demanding recognition of the union

The NUPSW general secretary, Mr Sipho Radebe, could not be reached for comment yesterday.

OK staff guilty of strike violence

(152) 17/11/87 Star

Twenty workers from the OK Bazaars warehouse at Alrode in Alberton were convicted yesterday of committing public violence during a wage strike on January 6 this year

Four of the 20 were also convicted of intimidation by Johannesburg Regional Court magistrate Mr T S Prinsloo.

Another five were acquitted on both charges

All are members of the Commercial Catering and Allied Workers' Union of South Africa.

State evidence was that the strikers had intimidated employees going to work during the strike.

OK manager Mr Hubert Balzer presented the court with photographs he had taken of strikers around the car of an employee, Mrs Honery Roodt, as she entered the warehouse premises.

Another witness said he had been punched in the face by strikers who Mr Balzer identified from the photographs

Sentences will be passed on Thursday.

70 dismissed

(152)

Sowetan 17/11/87

ABOUT 70 Paper, Wood and Allied Workers' Union members have been dismissed at Springs-based Amalgamated Plastic Industries, a union spokesman said yesterday.

The Pwawu spokesman said these workers were dismissed after they downed tools in protest against the sacking of two colleagues.

The two workers were "dismissed without any inquiry", he said.

"A major dispute is looming between the Congress of South African Trade Unions' affiliates and the company, which is controlled by the Dutch-based Van Leer," the spokesman said.

Pwawu has called for the unconditional reinstatement of the dismissed workers.

'Stores are warned'

A NUMBER of Ellerines group stores were hit by work stoppages yesterday, a day before the sitting of the Conciliation Board convened to settle the dispute between the company and its employees.

The Conciliation Board, appointed by the Minister of Manpower, meets for further negotiations today

The Commercial Catering and Allied Workers' Union of South Africa (Vivian Mtwa group), which represents Ellerines employees, said yesterday's stoppages were "a warning to management to stop dragging its feet and resolve the dispute"

Ccawusa official, Mr Jackie Masuku, said management had refused shop stewards and the union access to telephone facilities at the shop floor

He said management had also replaced union members, who operate cash tills, with white cashiers

Ellerines spokesman Mr Pierre de Villiers confirmed that a number of group stores had been affected by stoppages, saying "we view this as an act of bad faith especially in view of the pending Conciliation Board meeting"

Ccawusa is demanding a minimum wage of R550 a month and a R200 across-the-board increase Management has offered an increase of R94 to all employees, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees

Cape Times 16/11/87

NP to introduce new anti-strike legislation

152

Political Correspondent

PRETORIA — Changes in labour legislation next year would bring irresponsible and militant unions to heel, the Minister of Manpower, Mr Pietie du Plessis, said at the weekend.

Mr Du Plessis was replying to delegates at the National Party's Transvaal congress who complained that the politicization in the union movement had "become a monster", that South Africa could no longer afford "the luxury of unnecessary strikes" and that certain unions were "hell-bent on destabilizing the economy and the social order".

Mr Du Plessis said that in terms of new legislation, an "unfair labour practice" would from next year include cases of union intimidation, the encouragement of boycotts and sympathy strikes

Unions would in future also not be allowed to strike over the same issue more than once in a 12-month period

The most important provision of the new legislation would allow courts to award damages against unions which had contravened agreed procedures or engaged in wildcat strikes, he said.

However, Mr Du Plessis stressed that local trade unions were going through an "evolutionary education process" and that in the past four years "some of the most radical unions had calmed down and it is obvious that many are becoming more realistic"

Statistics showed that strike figures in South Africa were "much lower" than in the United States, the United Kingdom, the Netherlands and even Japan

Strikes in South Africa had not reached unmanageable proportions as the average strike lasted only three days, 49% were settled in the first day and only 7% lasted longer than two weeks

100 BCAWU men locked out

17/11/87

152

Sowetan

ABOUT 100 Building Construction and Allied Workers' Union members were locked out of SA Timber and Joinery Works Company in Johannesburg yesterday, a union spokesman said.

A BCAWU official, Mr Shepphard Siyila, said the lockout occurred after union members downed tools in support of about 15 colleagues retrenched by the company last Friday.

Mr Siyila said the company had refused to discuss alternatives to retrenchment. The workers had refused to return to work until their colleagues had been reinstated unconditionally.

The managing director of SA Timber, Mr Jan Hoogendyk, said his company had decided to retrench some employees because of "lack of business".

He said a number of employees were resigning in protest against the retrenchments

Meanwhile scores of BCAWU members returned to work at D B Thermal in Vereeniging yesterday after participating in a work stoppage, a BCAWU spokesman said.

The spokesman said workers took part in a work stoppage last week in support of wage demands and in solidarity with 19 colleagues retrenched by the company. He said these workers were retrenched while wage negotiations were underway.

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RESEARCH UNIT, THE DEPARTMENT OF SOCIOLOGY (UNIVERSITY OF NATAL)

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Research Project within the Department of Sociology.

Aims and Objectives:
To provide a service to the independent trade unions in the Natal region.

Current Programme:
Wage and Profit Analysis in the Construction, Food and Textile Industries of Natal.

DD 7/1/88

2 striking Ellerines workers lay charges

(2)

(152)

EAST LONDON — Two striking Ellerines workers were involved in two incidents with two members of management here yesterday, both the workers and the company's general manager, Mr P. de Villiers, confirmed.

Different versions of the incidents were given by the parties concerned.

Neither of the incidents involved any physical violence.

The two workers said they had laid charges. — DDR

Too Late for Classification

Deaths

FOREMAN Veronica Lois, passed away peacefully at Grey Hospital, KWT, on the 30th December, 1987. Sadly missed by her husband Frank, mother Dorothy, and children Lynna and Bevan

Memorial Service

FOREMAN The memorial service for the late Veronica Lois Foreman, of 20 Eales Street, KWT, will take place in the Sacred Heart Catholic Church, KWT, on Monday, January 4, 1988, commencing at 10 a m. The cremation will take place privately No floral tributes by request Donations in lieu thereof to charity of own choice — McKenna's Funeral Services, 78 Cambridge Road, KWT. Phone 23538

2 striking Ellerines workers lay charges

EAST LONDON — Two striking Ellerines workers were involved in two incidents with two members of management here yesterday, both the workers and the company's general manager, Mr P. de Villiers, confirmed.

Different versions of the incidents were given by the parties concerned.

Neither of the incidents involved any physical violence

The two workers said they had laid charges — DDR

swerved to avoid hitting a car and crashed head-on into the other. Cape Times 4/1/85

Checkers workers strike

JOHANNESBURG. — Workers at 18 Checkers stores have downed tools in protest against the dismissal of a colleague, the Commercial, Catering and Allied Workers Union said yesterday.

152

Sowetan 4/1/88.

Strike at 18 stores over firing

WORKERS at 18 Checkers stores have downed tools in protest against the dismissal of a colleague, the Commercial, Catering and Allied Workers Union said at the weekend.

A union statement said the stoppage had affected Volksrust, Standerton, Delmas, Barberton, Bethal, Evander, Ermelo, Middelburg, Nelspruit, Groblersdal, Witbank (two branches), Heidelberg, Secunda, Primrose, Springs, Nigel and Benoni.

The workers have struck in sympathy with Mr R Xaba of Checkers' Evander branch, who was allegedly fired without a proper hearing being held.

Warnings

They are also protesting against "unfair warnings" given to all shelf packers at the Evander store on December 23.

A meeting called to resolve the dispute broke down on Wednesday with both parties accusing each other of violating procedures.

Meanwhile, the company and the union have been trading proposals in an attempt to resolve the matter, the statement said.

Strike over at Checkers

B/day

ALAN FINE

A STRIKE at as many as 18 Checkers stores was resolved yesterday when the Commercial, Catering and Allied Workers' Union (Ccawusa) agreed to a management proposal that the dismissal which sparked the stoppage be referred to arbitration

The strike, which occurred at eastern Transvaal and east Rand outlets, began at the Evander branch on Christmas Eve and spread to other stores on December 31, was in protest against the dismissal of an Evander worker

The dismissed worker, who will be paid his wages until the outcome of the arbitration, was one of a number of employees at the branch who received warnings for taking their monthly day off without clearing it with management

Final warning

Because he already had a final warning on file, he was dismissed

Union branch secretary Kaiser Thibedi said the employee did not receive a proper hearing before being dismissed Talks between the union and management broke down the day before the strike spread to other branches.

Checkers spokesman Andy McLaurin said a hearing had been held. However, a small matter had blown up into a big one because of a degree of inexperience on both sides.

He said 15 stores had been affected. Thibedi put the figure at 18

Tough employer response likely

More, longer strikes forecast for SA in 1988

INCREASING and longer strikes in support of wage demands are likely to occur this year, predict industrial relations consultants Andrew Levy and Associates in their annual report yesterday.

The report says but at the same time a greater preparedness on the part of employer's to implement tough responses to potential or actual strike action is perceived

The union movement was the most comprehensively organised black force in SA and its power potential remained greater than ever.

"But there are areas of weakness, two of the greatest being its vulnerability to state supression, and its own lack of pragmatism and flexibility, based upon its ideological structures Both of these factors can potentially limit the value of organised labour as the most powerful agent for change in southern Africa"

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue

"Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes the labour movement has continued to make progress, although such progress could not be judged simply in terms of disputes won or lost

Cosatu had emerged unchallenged in the centre court of labour relations and had managed to maintain a position of public prominence and, at least, a superficial credibility.

The report says "It undoubtedly emerges from the year with an enhanced public and international reputation, especially in the political arena, despite the fact that it has fewer spectacular victories in the purely labour-related arena

"There is no doubt that what Cosatu achieves today becomes standard employee practice tomorrow and, in this respect, it is the trendsetter for the South African employment scene in many respects."

The black labour movement had generally met with far less success with its political agendas than with its organisational or economic ones

"It must now be clear to all but the most unimaginative that the arrival of a socialist Azania is further away than was contemplated in March 1986 How the labour movement comes to terms with this and what tactical and strategy changes will result, has yet to be seen" — Sapa

Hours of talks on Ellerines strike

Business Day Reporter

ELLERINES management and Commercial, Catering and Allied Workers' Union (Ccawusa) representatives spent several hours yesterday locked in negotiations aimed at ending the four-week-old wage strike at at least 144 of the company's outlets.

By evening, the talks were still under way and negotiators could not be reached for comment

Sapa reports the union said yesterday the talks were in jeopardy after the alleged petrol-bombing of a union member's home in Potgietersrus.

Ccawusa research officer Salim Vally claimed the union had evidence linking a certain Ellerines employee to the alleged petrol-bombing of the Mahwelerng township home of Maria Mothibak, also an Ellerines employee and a union member.

He said the house was allegedly petrol-bombed about 1am on December 23.

Vally claimed yesterday to have the remains of the petrol bomb at the Ccawusa head office in Johannesburg

After the bomb was hurled on to the roof of the house, the vehicle containing two alleged attackers became stuck in mud, enabling Mothibak's son to note its registration number.

He claimed a check with traffic authorities revealed the registered owner of the vehicle was an Ellerines employee.

He said the union viewed the alleged incident in a serious light.

At talks with management yesterday, the union asked that the issue of alleged harassment be included on the agenda

Ellerines director Sydney Ellerine had no knowledge of the alleged petrol-bombing "other than what has been mentioned in (yesterday's) meeting (with the union)".

He said the fact that Ccawusa had supplied the registration number meant nothing.

"The number could easily have been obtained by workers at the store in question," he said

It was not clear whether the union had laid charges with police against the alleged bombers

Cape Times 5/1/88 (152)

'Longer strikes likely'

JOHANNESBURG — Increasing and longer strikes in support of wage demands are likely to occur in SA this year, predict industrial relations consultants Andrew Levy and Associates in their annual report, released yesterday

But at the same time a greater preparedness on the part of employers to implement tough responses to potential or actual strike action is perceived, the report says

The union movement was the most comprehensively organized black force in SA and its power potential remained greater than ever

"But there are areas of weakness, two of the greatest being its vulnerability to state supression and its own lack of pragmatism and flexibility, based upon its ideological structures

"Both of these factors can potentially limit the value of organized labour as the most powerful agent for change in Southern Africa," maintains the report

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue.

Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes that the labour movement has continued to make progress — Sapa

Checkers strike is over

The strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) at 18 Checkers stores in the Transvaal has ended

The strike started after the alleged unfair dismissal of Mr P Xaba

Checkers management has agreed to suspend Mr Xaba with pay, pending arbitration

problem and stop trying to deal with the effects. — Ray Capel

Wage strike talks continue

STAR 5/1/88

Negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Ellerines management continued today over the national wage strike now heading for its fourth week.

Yesterday, the union said the talks were in jeopardy following the alleged petrol-bombing of a Potgietersrus house belonging to a union member.

Mr Salim Vally, a research officer for Ccawusa, claimed the union had evidence linking a certain Ellerines employee to the alleged petrol bombing of the Mahwelereng township home of Mrs Maria Mothibak, also an Ellerines employee and a union member, on December 23.

An Ellerines director, Mr Sydney Ellerine, had no knowledge of the alleged petrol-bombing incident.

He said the fact that Ccawusa had supplied a vehicle registration number meant nothing. "The number could easily have been obtained by workers at the store in question," he said. — Staff Reporter and Sapa.

More wage strikes likely this year, predicts report

152

5/1/88

More and longer strikes in support of wage demands are likely to occur in South Africa this year, predict industrial relations consultants Andrew Levy and Associates in their annual report.

But at the same time a greater preparedness on the part of employers to implement tough responses to potential or actual strike action is perceived, the report, released yesterday, says.

The union movement was the most comprehensively organised black force in South Africa and its power potential remained greater than ever.

"But there are areas of weakness, two of the greatest being its vulnerability to state supression, and its own lack of pragmatism and flexibility, based upon its ideological structures Both of these factors can potentially limit the value of organised labour as the most powerful agent for change in Southern Africa," the report states

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue

Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes that the labour movement has continued to make progress, although such progress could not be judged simply in terms of disputes won or lost

The Congress of SA Trade Unions (Cosatu) had emerged unchallenged in the field of labour relations and had managed to maintain a position of public prominence

"It undoubtedly emerged with an enhanced public and international reputation, especially in the political arena, despite the fact that it had fewer spectacular victories in the purely labour related arena," the report says

The black labour movement had generally met with far less success with its political agendas than with its organisational ones

"It must now be clear to all but the most unimaginative that the arrival of a socialist Azania is further away than was contemplated in March last year. How the labour movement comes to terms with this and what tactical and strategy changes will result, has yet to be seen." — Sapa.

Southern Sun dispute: lockout possible

(152)

B/Day 6/1/88

ALAN FINE

THE Southern Sun hotel group yesterday threatened to implement a lockout against members of four trade unions involved in a wage dispute with the company since late November.

The dispute involves 8 500 workers at 53 hotels, including the Southern Sun-owned Holiday Inn chain, countrywide.

Union spokesman Alan Horwitz said the threat was made at a Cape Town industrial council meeting.

Southern Sun personnel director Peter Cumberlege confirmed this, but said the two sides were now close to agreement.

The parties meet in Cape Town for further talks today.

CAPE TIMES 6/1/88

Strike ballot for Sun hotel unions

Labour Reporter

THE Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the Liquor and Catering Trades Employees' Union and the Hotel and Restaurant Workers' Union have announced their intention to begin a strike ballot of workers, a Southern Sun Hotels spokesman said yesterday

The groups declared a dispute with Southern Sun — which also runs Holiday Inns — in November, over wage and conditions of service demands

The parties will meet today in a further attempt to avoid strike action by 8 500 workers at 53 hotels

Southern Sun group personnel manger Mr Peter Cumberlege confirmed yesterday that the group had refused the alliance permission to use its premises for strike ballot, although it was legal in terms of the Labour Relations Act

More strikes in '88 – report

By JOSHUA RABOROKO

THERE will be more wage strikes this year, according to a report released this week.

The Andrew Levy Associates Company says in "Labour Relations in South Africa" that at the same time employers will be prepared to "implement tough responses to potential or actual strike action"

The report says the union movement enters 1988 a "most comprehensively organised force" Its power potential remains greater than ever, but it has weaknesses, too

Two of these weaknesses are the unions' vulnerability to State suppression, and its own lack of pragmatism and flexibility based upon its ideological structures, the report says

"Both of these facts can potentially limit the value of organised labour as the most powerful agent for change in Southern Africa," it says. The report said this year's disputes may be settled unfavourably for the unions

It noted that the Congress of South African Trade Unions has emerged unchallenged in the centre court of South African labour relations and has managed a high public profile

Ellerines strike talks today

Sowetan 7/1/88

NEGOTIATIONS between Ellerines and the Commercial Catering Allied Workers Union of South Africa would continue today in an attempt to resolve the strike which has been in effect since December 8 last year.

In a statement, a spokesman for Ellerines Holdings Ltd said the strike which has affected 144 stores in the group, was still in progress and the situation remains unchanged

The spokesman said negotiations between Ellerines and Ccawusa would continue today

sidered but the site fa- DDR

Cold storage men stop work

DD 11/1/88

(152)

Daily Dispatch Reporter

GONUBIE — Workers at a cold storage business here stopped work and demanded wage increases of more than 200 per cent of the wage of the lowest paid workers

The acting branch secretary of the Food and Allied Workers' Union (Fawu), Mr Mzwandile Matiwane, said the workers were demanding a new minimum wage of R150 a week, compared with the present minimum of R45 per week, for general labourers

The managing director of Gonubie Cold Storage, Mr Tony Gunton, said that the 14 workers had reported at the premises but refused to work, demanding pay increases

He said management had offered to discuss the demands, "which would double some of the lower scale wages", but the workers had refused to negotiate

A meeting was later arranged between management and Fawu officials

Mr Gunton said the workers, including drivers, driver's assistants and warehouse labourers had undertaken to return to work while negotiations were underway

them a little uncertain as to what is actually in store at next month's meeting.

NUM finally agrees with Anglo mines

ALAN FINE

AFTER more than three months of negotiations, the National Union of Mineworkers (NUM) and three Anglo American gold mines have reached agreement on independent adjudication of the fairness of thousands of dismissals carried out during the August mine strike.

In terms of the agreement released yesterday, Advocate William Schreiner, SC, will preside over a hearing scheduled to last initially from March 1 until April 8

The adjudicator will have the same powers as an industrial-court member considering a final determination under section 46 of the Labour Relations Act.

Anglo American dismissed close to 40 000 workers during the second half of the strike. It is estimated, though, that nearly three-quarters have since been re-employed, in terms of a post-strike agreement giving former employees preference as the affected mines began their remanning programme.

Mines party to the agreement are Vaal Reefs, Western Deep Levels and Free State Consolidated.

layta | in Transkei, ap

Ellerines strike talks resume today

Negotiations to resolve the four-week wage strike by Commercial, Catering and Allied Workers' Union members at Ellerines stores will resume today, a company spokesman said.

Workers went on strike on December 8 demanding R550-a-month minimum plus a R200-a-month across-the-board increase. They also want a revision of the company's sales target policy. The company has offered a minimum increase of R94 to all employees and a R425 to R689-a-month minimum to its non-sales employees.

The two parties reached agreement on paid holidays on June 16 and at the beginning of May, guaranteed job security for employees on maternity leave, provision for job and income security for detainees under certain conditions and payment of the annual bonus in December

Sowetan 8/1/88

Checkers admit unfair dismissal

THE strike by members of the Commercial Catering and Allied Workers Union which began on Monday at 18 Checkers outlets over the "unfair dismissals" of a worker is over.

A spokesman for Ccawusa yesterday said that members began returning to work on Tuesday after management reinstated Mr Percy Xaba and suspended him with full pay.

Mr Xaba worked at the Evander branch of Checkers. He was allegedly fired without a proper hearing being held.

The matter has been referred to arbitration he referred to arbitration, he said.

A union statement said the stoppage had affected Volksrust, Standerton, Delmas, Bethal, Evander, Ermelo, Middleburg, Nelspruit, Groblersdal, Witbank Heidelberg, Secunda, Primrose, Springs, Nigel and Benoni.

• Ellermes management and Ccawusa officials were yesterday locked in talks to resolve the five-week-old strike at more than 200 stores throughout the country. The company has said 144 stores were affected.

Workers went on a legal strike on December 8 demanding a R550 a month minimum plus a R200 across-the-board increase. They also demand a revision of the company's sales target policy.

Management has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to its non-sales staff.

The parties were still negotiating by late afternoon yesterday.

Meeting on pay at cold storage today

8/1/88 DD 152

EAST LONDON — The meeting arranged between officials of the Food and Allied Workers Union and the management of Gonubie Cold Storage was postponed yesterday.

It is due to take place this morning.

Some 14 workers went on strike on Wednesday and demanded wage increases of more than 200 per cent of the wage of the lowest paid workers.

They returned to work yesterday while negotiations were being arranged. — DDR

holidays began on December 9.

Cape Times 8/1/88

Checkers strike ends

152

JOHANNESBURG. — A strike affecting 16 stores of the Checkers group ended yesterday when an arbitrator was appointed to investigate the dismissal of a worker whom workers alleged was discharged without proper investigation.

Reports by Sapa and Own Correspondents

Singh, a Sikh, in Mahanwala village, 240km west of the state capital of Chandigarh.

Star Times 8/1/88 (152)

Hospital workers back

JOHANNESBURG. — A group of 49 workers at Hillbrow Hospital were reinstated yesterday following negotiations between Hospital Services and the National Education Health and Allied Workers' Union (NEHAWU), a union organizer, Mr Monde Mditshwa, said. This followed a work stoppage in October last year involving all 600 "unclassified" workers at the hospital. All but the 49 were re-instated last year.

D/D 9/1/88

Gonubie cold storage workers return

(152) **Daily Dispatch Reporter**

EAST LONDON — Workers who staged a walkout at Gonubie Cold Storage earlier this week decided yesterday to return to work

They did not, however, obtain the desired wage increase they had previously demanded

A meeting between the parties, the management, and officials of the Food and Allied Workers' Union (Fawu), took place yesterday

Union officials persuaded the 14 workers to return to work while the issue was resolved

The acting branch secretary of Fawu, Mr Mzwandile Matiwane, said the action had been taken because the walkout had been illegal

"The issue will be resolved some time in the future," Mr Matiwane said

A spokesman for Gonubie Cold Storage could not be contacted yesterday to comment on the outcome of discussions

W/E ARGUS 9/1/88

Revamping benefit packages

LABOUR AFFAIRS

DICK USHER

(152)

THE push by unions for funds more attuned to their members' needs than existing pension schemes is starting to take effect in the industry.

Old Mutual, South Africa's largest insurance company, in its latest review of employee benefits, says that with the rise of an articulate and well-organised work force, employers are increasingly reconsidering their employee benefit packages.

The review draws attention to strike figures which "obviously reflect a widespread and growing dissatisfaction with, among other issues, current remuneration packages".

In 1982 the Department of Manpower recorded 394 strikes In 1986 there were 793, an increase of 101 percent

Total work days lost in 1982 were 365 337. In 1986 they were 1 308 958, an increase of 248 percent.

Total wages lost in 1982 were R4 544 362 In 1986 they were R23 166 278, an increase of 409 percent

Old Mutual says the picture is one of changing demands and increasingly articulate and powerful communication of these demands

"In themselves, these developments should not give rise to great concern What would cause concern, however, would be a nation whose business managers were unable or unwilling to respond appropriately to an increasingly vocal work force

RETIREMENT FUNDING

"While approaches have obviously varied between employers, retirement benefit funds have generally been implemented without consultation.

"Employers and their advisers have decided what would be best for their employees on the basis that

- Retirement funding is complex and best left to experts,
- People are often irresponsible about planning their future security, and
- A substantial portion of the cost of the benefits is borne by the employer," says the review.

Relatively few changes and developments had been made to these, but there were usually three ways in which packages were re-evaluated

Two, which Old Mutual considers less than suitable, were to retain the existing approach or to avoid all involvement and call in a third party.

"The third, and in Old Mutual's opinion, a more viable approach in general, is to develop an employee benefit package through negotiation ...

"Participation and consultation are among the key demands being made by trade unions and, to date, these demands have not been fully met.

"What is needed to facilitate an acceptable solution is a flexible base from which every employee's real needs can be met, a base which will give the parties scope and authority to communicate and which will give employers and their employees confidence in the validity and endurance of the solution."

day January 11 1988

Sappi strike over wages continues

Labour Reporter

A STRIKE at Sappi's Montagu Gardens plant over pay demands continued today.

About 65 workers downed tools on Friday after a meeting between management and the Paper, Printing, Wood and Allied Workers' Union failed to resolve the dispute.

A union spokeswoman said the company had refused to increase its offer of 70c an hour on the minimum rate of R2,41 an hour.

She said workers were demanding that Sappi give increases to bring wages in line with other companies in the industry.

NOVEMBER

Wage negotiations had opened in November and a dispute was declared by the union when talks deadlocked.

Mr M J Sharkey, general manager of Sappi Cape Kraft, said the company had telexed the union informing them the strike was a contravention of their recognition agreement and that, if necessary, it would seek a court order to force employees to return to work.

The union spokeswoman said they had asked for another meeting with management on condition that no disciplinary action was taken against the strikers and management gave an undertaking to make a substantially better pay offer

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Report predicts more, longer strikes

Labour Reporter

MORE and longer strikes in support of wage demands have been forecast for this year by Johannesburg-based industrial relations consultants Andrew Levy and Associates in their annual report on South African labour relations

The report also predicts greater preparedness by employers to respond toughly to strike action and a growing willingness by employers to avail themselves of the industrial court.

Strike action reached unprecedented levels last year, the report said, with increasing emphasis on the state sector Key features of 1987 were increased secondary sympathy action and the lengthening of strike action

While such action did not always succeed, worker militancy and solidarity remained exceptionally high

There was a continuing tendency, due mainly to the state of emergency, for industrial relations to be strongly politicized, and for disputes to be couched primarily in political terms

Towards the end of 1987 internal tensions grew within the Congress of South African Trade Unions, raising speculation that new alignments were possible

Cosatu maintained a high political profile during 1987, and at its mid-year conference rededicated itself to the socialist cause

Its weaknesses lay in its vulnerability to state suppression, and its own lack of pragmatism and flexibility due to ideological structures These weaknesses could limit the value of organized labour as the most powerful agent for change in Southern Africa

The report concluded that union activity would continue to be a crucial factor in the progress that South Africa and all its citizens make towards "unravelling their political, social and economic knot"

The report said the union movement entered 1988 as the most comprehensively organized black force in South Africa

destined for

Ellerines strike could end soon

JOHANNESBURG. — A breakthrough in negotiations between Ellerines and union representatives could soon bring an end to the strike which began on December 8.

Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman Mr Jackie Masuku said workers had accepted a management proposal on sales targets.

He said resolution of this issue meant the dispute was halfway towards settlement.

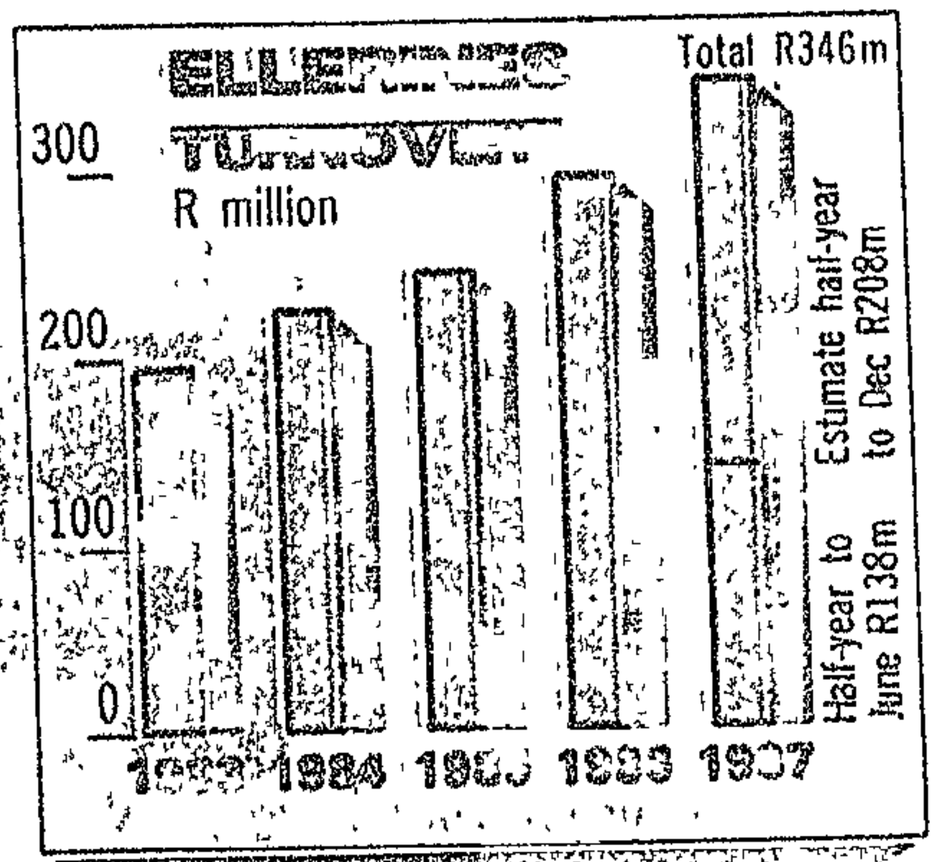
Breakthrough in Ellerines' talks

12/1/88

ALAN FINE

THERE was a significant breakthrough yesterday in negotiations between Ellerines and union representatives aimed at ending the strike which began on December 8.

Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman Jackie Masuku said workers had accepted a management proposal on sales tar-



Graphic FIONA KRISCH Source ELLERINES

gets. In terms of the proposal, the monthly sales target will be set at R2 500, instead of 10 times the employees' monthly wage as in the past.

The two sides have also negotiated a disciplinary proceedure to be used when

To Page 2

Ccawusa accepts some of Ellerines' proposals

From Page 1

employees fail to reach that target

Masuku said resolution of this issue meant the dispute was halfway towards settlement However, the strike would continue until all issues had been resolved

The two are scheduled to meet again today to discuss union demands for a R550 minimum wage, a R200 across-the-board increase and other issues. Management has offered R425 and R94 respectively

Meanwhile an Ellerines' spokesman said turnover figures for December were not yet available and it could not be said how badly the group had been hit by the strike Picketers have stood outside store premises throughout the strike and central city branches were noticeably quiet during the festive shopping season

A retail furniture industry source said December takings in the sector normally represented 13% to 14% of annual turnover

(152) Sowetan 12/1/88

Ellerines strikers in breakthrough

By THEMBA MOLEFE

STRIKERS at Ellerines stores yesterday decided to accept part of management's offer but resolved to continue with the action until all demands are met.

The strike, affecting more than 200 Ellerine Holdings stores nationwide, is in its fifth week

Shop stewards of the Commercial Catering and Allied Workers' Union (Ccawusa) decided at a meeting in Johannesburg to accept management's offer of reduced sales targets — a burning issue in the dispute.

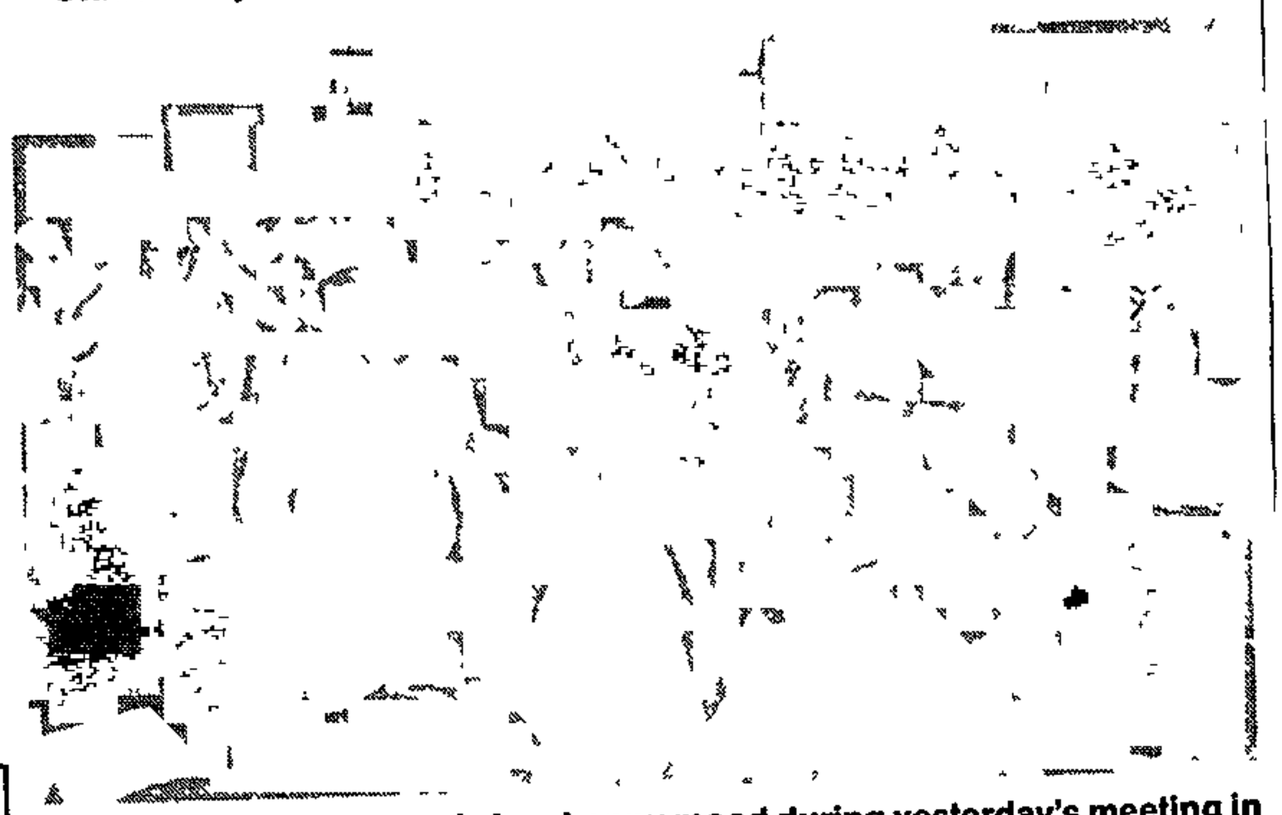
The union said the offer was a victory because the company had initially regarded it as not negotiable

Ccawusa said it, however, would continue with the strike in support of its demand for a R550 monthly minimum plus an across-the-board increase of R200

Ccawusa rejected the company's offer of a R94 increase

Strike co-ordinator Mr Jackie Masuku said Johannesburg shop stewards would meet today

- The Azanian Youth Unity and the Azanian People's Organisation yesterday sent messages of support to the striking workers
- Ccawusa and the company meet again today in another attempt to end the strike which began on December 8



CCAWUSA shop stewards in a happy mood during yesterday's meeting in Johannesburg.

Cape Times 13/1/86

Sappi wage strike extended

152

Staff Reporter

THE wage strike at the Sappi Kraft mill at Montagu Gardens, Milnerton, entered its third day yesterday.

A spokesman for the Paper, Printing, Wood and Allied Workers' Union, which represents 64 workers at the plant, said yesterday that workers had downed tools on Friday in protest against management's final offer of 70c on the hourly wages of the lowest-grade workers.

Workers are demanding an across-the-board increase of R1,30 on the minimum wage of R2,41.

The spokesman said management had refused to give the union an undertaking to continue negotiations if the workers returned to work.

Sappi, the spokesman said, had experienced record profits last year, yet paid the lowest wages in the industry.

The mill's manager, Mr M J Sharkey, said yesterday that the strike was illegal, and in breach of the union's recognition agreement with the company.

Split unions give Ellerines ammunition

(152) Sowetan 13/1/88

THE conflict in the Commercial Catering and Allied Workers Union surfaced yesterday with Ellerines saying the split has delayed an agreement to end the five-week strike at its stores.

Ellerines general manager, human resources, Mr Pierre de Villiers, said in a statement yesterday that it was unacceptable that "two factions of Ccawusa as a single union expect separate and different agreements" that would end the strike

Mr de Villiers said the union claimed a national mandate was obtained on December 11 but that telexes received from the Orange Vaal, Free State, Northern Cape, Pretoria, Natal and East London branches refuted that a national mandate existed.

He sent the statement at the end of another round of talks attended by a delegation led by Mr Jackie Masuku

Factionalism could delay end of strike

13/11/93

ALAN FINE

THE long-running internal dispute between two factions of the Commercial, Catering and Allied Workers' Union (Ccawusa) raised its head yesterday as an issue in the Ellerines strike.

It seems likely the factionalism will delay the strike's resolution which previously appeared to be close.

Ellerines human resources GM Pierre de Villiers said after yesterday's talks four branches of Ccawusa had told the company no mandate had been given for concluding a national agreement.

The four branches, which recognise Papi Kganare as general secretary, have been recognised by Cosatu. The four are demanding separate negotiations with Ellerines, said De Villiers.

Most of the negotiations have been conducted with Johannesburg and other branch leaders which recognise Vivian Mtwa as general secretary.

De Villiers said Ellerines had told union leaders it did not wish to be involved in Ccawusa's internal affairs and had asked that the negotiating committee be "properly constituted" in order to conclude a single agreement.

He said the company found it unacceptable for the two factions to expect separate negotiations which could result in different agreements being reached.

A spokesman for Mtwa's group said the issue would be clarified at a media conference today. However, he said, the opposing group represented only a small minority of the Ellerines strikers.

at least 400 lowly-priced houses are to be built

AWU battle

A CONFRONTATION is set to break out between the Zakheni Transport and Allied Workers Union and the Daveyton City Council since the union has accused the management of unfair labour practices concerning 26 bus drivers.

Back at work

THE 90 members of the Transport and General Workers Union who this week downed tools for three days over the dismissal of four women bus cleaners at Impala Tours and Rand Coach resumed work yesterday.

Recognition

MEMBERS of the Transport and General Workers Union employed by Pritchard Security and Cleaners will discuss the company's refusal to recognise the union at a meeting to be held in Johannesburg on Sunday.

Star 15/1/88

(152) 15/1/88.

W/Mail 15-21/1/88

152

Union row disrupts Ellerines strike

By SEFAKO NYAKA

THE settlement of a strike at Ellerine Holdings has been disrupted by the dispute between two factions of Commercial Catering and Allied Workers' Union

The long-running battle between the two Ccawusa groups comes to a head in the Rand Supreme Court next Tuesday

An urgent interdict was brought on Christmas eve by Vivian Mtwa, general secretary of the group that does not recognise the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurants Workers' Union

The respondents, who are defending the application, are general secretary Papi Kganare, vice president Herbert Mkhize, organiser Chris Mohlatsi, education officer Jay Naidoo Jnr, treasurer Dinah Nhlapo, Mxolisi Godana, Alan Horwitz, Rawu and Harwu

The anti-merger group has accused Ellerines and the pro-merger group of deliberately trying to prevent workers at the furnisher retail outlet from achieving their demands

Strike co-ordinator Jackie Masuku said the overwhelming majority of workers on strike had complete confidence in Ccawusa

"Only a few officials with a handful of supporters were trying to sabotage talks with management," he said

In a statement early this week Ellerines said according to telexes received Ccawusa's national negotiating team had no mandate for a national agreement to workers' demands in December last year.

But Masuku said the union had received its mandate in May last year before talks with management began He claimed the telexes sent to Ellerines were issued by the Orange Vaal co-ordinator of the Kganare group, or pro-merger faction

Yesterday Ellerines agreed to continue negotiations

In papers Mtwa asks the Rand Supreme Court to restrain the Kganare faction from using the name Commercial Catering and Allied Workers' Union of SA and the acronym Ccawusa.

Mtwa also asks the court to prevent Kganare faction members from:

- Holding themselves out to any person or company as office bearers of Ccawusa.
- Conducting any campaign against officials of the Mtwa group
- Holding out that Ccawusa has merged with Harwu and Rawu
- Replacing national or branch officials in the Mtwa group
- Making statements on behalf of Ccawusa

He also requests that the court restrain Mkhize and Nhlapo, who were allegedly suspended from the union on December 13, from calling an annual conference or any other national or branch meeting

He also submits that the proceedings of the merger meeting on June 28 last year was of no consequence to and did not affect Ccawusa or the position of its office bearers at the time of its constitution

The confusion in Ccawusa has resulted in some companies with which the union has recognition agreements refusing to deduct monthly subscriptions from wages of union members

The crucial question of whether the funds of the workers will be used to pay the astronomical costs involved in a supreme court matter will, say both antagonists, be decided only after costs have been awarded by the court

The simmering tensions in the third largest union in the Congress of SA Trade Unions blew into the open at the proposed merger meeting held at the University of the Witwatersrand last year in June

No agreement could be reached between delegates and the credentials committee at the start of the meeting

The meeting was reconvened in the absence of delegates from the Pietersburg, Johannesburg, Klerksdorp and Western Cape branches and new office-bearers were elected The Mtwa group immediately announced that no merger had taken place

The battle for control has been raging ever since.

There have been accusations, and vehement denials, from both groups about the other using violence in a bid to gain control of the union

At Cosatu's congress in July last year, the differences in the union flared up again The federation appointed a commission of enquiry to try and heal the rift

In November last year Cosatu came out in support of the Kganare, or pro-merger group, accusing the Mtwa group of anti-Cosatu activities based on the Mtwa group's close ties with Cosatu's black consciousness counterpart, the National Council of Trade Unions

Union unites to end strike at Ellerines

C/Press 17/1/88

(152)

By BONGANI HLATSHWAYO

THE dispute between the two factions of the Commercial Catering and Allied Workers' Union could be nearing an end, with the two agreeing to deal with the Ellerines strike as a team

Ellerines management claimed the long-running internal dispute had hampered negotiations.

The latest development could hasten the end of the five-week-old strike.

This week, the co-ordinator of the faction which recognises Vivian Mtwa as general-secretary, Jackie Masuku, told a Press conference that the end of the dispute was in sight

"But that doesn't mean the factions have merged. We are facing the same problems, which we have to negotiate as Ccawusa.

"If the other group, (four regional branches which recognise Papi Kganare as general-secretary), does not approach the talks as Ccawusa, that's a different story.

"We have finally agreed to solve our dispute with Ellerines management first. We will deal with our internal issues later," he said

Masuku said his faction had strong objections to management's claim that the negotiating team had no mandate

He saw this as an attempt by management and others to prevent Ellerines workers from achieving their demands.

In December last year, management said it had received telexes from a number of union branches – Orange/Vaal, Free State, Northern Cape, Pretoria, Natal and East London – refuting that a national mandate existed.

Masuku said the national negotiating team was chosen in May last year with all the branches present

He said officials from the dissenting branches had rarely attended negotiations with management.

Ellerines human resources manager Pierre de Villiers said after a relatively successful round of talks on Tuesday that four branches had demanded separate negotiations with the company.

The company did not wish to be involved in the union's internal affairs and asked the negotiating team to constitute itself in such a way that a single agreement could be reached.

Media workers opt for strike

18/1/88

The Southern Transvaal region of the Media Workers Association of South Africa (MWASA) yesterday decided to call a strike in an attempt to pressure the managements of South Africa's two biggest English language newspaper groups into meeting the union's wage demand

The decision was taken at meeting of the union in Soweto and announced by the Mwasa general secretary Mr Sithembele Khala. A national decision on industrial action is expected during the course of this week, depending on the outcome of meetings in other Mwasa regions

Times Media Limited management could not be reached for comment this morning An Argus spokesman declined to comment on the Mwasa statement

Transvaal publications affected by the dispute are The *Sowetan*, The Star, *Sunday Times*, *Business Day*, *Pretoria News* and the *Financial Mail*.

Mwasa has tabled the following demands

- A basic salary increase of 20 percent
- The reinstatement of Mr Mojalefa Moseki, allegedly dismissed from The *Sowetan* while on study leave overseas.
- The immediate appointment to the staff of The Star of 11 members, allegedly used as casual labourers on the newspaper for nearly two years

Natal joins Ccawusa strike at Ellerines

THE Commercial, Catering and Allied Workers Union made a breakthrough yesterday in their strike against furniture chain Ellerines Holdings, when 35 workers in one of the Natal stores went on strike.

The Ladysmith store was the first store in Natal to band together with strikers in the three other provinces in their battle for increased wages.

Union negotiator Jackie Masuku said he was "awaiting confirmation from other stores in Natal on the strike situation in the province" as there was a strong possibility that workers in "a few more stores in the area" had begun striking yesterday

Management figures

According to Ccawusa's figures, workers at 132 stores in the Transvaal are on strike, while 41 stores in the Free State have been affected by the strike, two in the western Cape and 25 in the eastern Cape.

However, a statement from Ellerines GM, human resources, Pierre de Villiers put the total number of stores on strike at 144 Of these, 110 are in the Transvaal, 14 in the Free State and 20 in the Cape Of a workforce of 6 567, De Villiers said, 2 402 were taking part in strike action

"Negotiations continue today with the understanding that Ccawusa will be represented on a national basis," he said

Sales targets

Talks between the union and management continued for the most part of last week, but although talks on one of the major issues — salesman's targets — had been successful for both parties, agreement on the central issue — wages and increases — had not yet been reached.

Ccawusa is asking for an across-the-board increase of R200 and a minimum wage of R550 a month So far, Ellerines has proposed an increase of R95 a month — Sapa

Store strike talks

19/1/88

152

TALKS to end the six-week wage strike at Ellerines stores resumed yesterday with the Commercial Catering and Allied Workers saying more workers in Natal had joined in the action.

Ccawusa strike co-ordinator Mr Jackie Masuku said the total stores involved in the action had risen to 203, with about 6 000 members out on strike.

Ccawusa is demanding a R550 monthly minimum plus a R200 across-the-board increase, while management's final offer is R425 and R94 respectively.

The company has already acceded to a major demand of the union by reducing sales targets to R2 500 from R3 400 a month. The strike began on December 8.

Strike spreads to Natal stores

20/1/88

Labour Reporter

The Ellerines wage strike yesterday spread to two Natal stores as negotiations between the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) continued.

Ccawusa spokesman Mr Jackie Masuku said in addition to workers at Ladysmith, staff at Dundee had joined the strike, which began on December 8.

Mr Masuku said the number of workers striking was more than 5 000 in 204 stores.

A spokesman for Ellerines said 2 421 workers were involved in the strike in 144 stores in the Transvaal, Free State, Natal and the Cape.

Ccawusa demands include an across-the-board increase of R200-a-month plus a monthly minimum wage of R550-a-month Management's last offer was a R95-a-month increase.

MEMBERS HELD?

● The Pretoria branch of Ccawusa has reported that over the past week seven members involved in the Ellerines dispute have been held by the police

A branch spokesman named those allegedly held as Mr Gabriel Twala, Mr Titus Malapane, Mr Jonas Baloyi, Mr Kenenia Motaung, Mr Cliff Makaga, Miss Rosina Matlala and Mr John Ndou.

Approached for comment, the public relations division of the police in Pretoria sent the following telex yesterday "According to our present records, none of the persons mentioned in your telex are being held under security legislation."

Labour up

2 stores join strike

TWO more stores have joined the six-week Ellerines strike, as talks to end the dispute continued yesterday

According to the Commercial Catering and Allied Workers' Union (Ccawusa) the total stores affected was now 203, after workers in Ladysmith and Dundee downed tools over the last two days

Strike co-ordinator Mr Jackie Masuku said the total number of workers involved exceeded 5 000

He said all Ccawusa shop stewards in the furniture chain are invited to a meeting at its Johannesburg offices on Thursday at 10am Issues to be discussed will include negotiations and developments

Refusing to be drawn into commenting on the progress of the talks, Mr Masuku said some move forward had been made

Ellerines' general manager of human resources Mr Pierre de Villiers said the situation remained unchanged, with 144 stores out of the group's 209 stores still out on strike.

He said the number of workers on strike had risen to 2421.

Sowetan

20/11/85

Strike negotiations continue

Daily Dispatch Reporter

EAST LONDON — Negotiations to resolve the month-old dispute between the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) and Ellerines Holdings, continued yesterday after a marathon meeting on Tuesday that ended late in the evening

Ellerines' general manager (human resources), Mr Pierre de Villiers, said talks had progressed, "with Ccawusa representing employees on a national basis"

It had not been necessary to re-negotiate the issues decided upon last week before the Ccawusa negotiating team had a mandate its national membership to negotiate on their behalf, he said

"We have had to provide some clarity now that we have a full Ccawusa representation at the meetings, but in the end the issues were accepted as was agreed origionally

"We finally reached agreement on the field representatives' fixed retainer, their commission structure and corrective and disciplinary procedures," he said

Mr De Villiers said there were still many other issues that had not yet been tackled, including a new deal for outside area representatives and sales advisors, as well as across-the-board increases and days off

Ccawusa is demanding an across-the-board increase of R200 for their members and a minimum wage of R550 per month Management's last offer was a R95 per month increase

"Our thinking is that we should tackle the remaining issues as one entity We would like to put the whole package to bed as soon as possible," he said

Mr De Villiers added that employees at one store in the Eastern Cape had returned to work while two stores in Natal had joined the strike, bringing the total number of Ellerines stores affected by strike action to 145 out of 290

Some 2 444 workers of a workforce of 6 567 are now participating in the legal strike action.

Negotiations are continuing

● Meanwhile, Sapa reports that the strike is rapidly gaining support in Natal, with a further four Ellerines stores in the province downing tools in sympathy with the strikers

A statement from Ccawusa said workers in a total of 208 stores were now supporting the strike

Strike action was predominant in the Transvaal, with 122 stores involved In the Free State, 41 stores were participating, with four in the Western Cape, 25 in the Eastern Cape and six in Natal

New May Day problems loom

152 B/day 21/1/88

ALAN FINE

THERE are signs that a host of complications could make May Day a controversial industrial relations issue again this year

May 1 falls on a Sunday and one company in the Premier group has received a demand from the Food and Allied Workers' Union that Monday, May 2, be given as a paid holiday, Premier director Theo Heffer said yesterday

Workers' Day, promulgated by President P W Botha last year, falls on Friday, May 6 this year. However, the day has been rejected by most unions as an inappropriate substitute

In addition, the legal situation means Workers' Day is applicable only to shops and offices. In order for it to be extended to mines and factories it would be necessary to pass amendments to the Basic Conditions of Employment Act and the Mines and Works Act.

Labour Act amendments

Pretoria Bureau

Star 19/12/86 (166)

Draft amendments to the Labour Relations Act published in the Government Gazette today outlaw certain boycotts and restructure the definition of an "unfair labour practice".

The Bill also provides for:

- A special labour court to hear appeals from the industrial court
- A definition of an "unfair dismissal"
- Streamlining the appointment of conciliation boards

The Director-General of the Department of Manpower, Dr Piet Van der Merwe, said yesterday that the amendments would streamline the Act and keep pace with the latest developments.

See Page 13.

Teachers who stayed away face inquiry

EIGHT Johannesburg College of Education teachers who failed to report for work on June 16 in 1986, in sympathy with the United Democratic Front call for a national stayaway, are facing charges of misconduct.

Now the Transvaal Education Department has convened an in-camera commission of inquiry to consider the charges that:

- They absented themselves from their post without valid cause on June 16, 1986
- They disobeyed a lawful order given to them to report for service on that day as instructed by the Rector of the Johannesburg College of Education.

The teachers being charged are: Michael Gardiner, Frances Faller, Gillian Brokensha, Yvonne Reed, Geraldine Goldblatt, Gillian Adler, Tessa Welch and Marilyn Wood.

The sittings of the commission of inquiry, which start on Monday, will be held entirely *in camera*. It will be chaired by a senior Johannesburg magistrate and two weeks have been set aside for the hearing.

WMail 22-28/6/86

W/E ARGUS 23/1/88

Busy year for unions, employers

LABOUR AFFAIRS

DICK USHER

ALL the signs are that it is likely to be a busy year on the labour relations front

Not only will unions be maintaining the pressure on economic issues and defending those gains they've already made, but the question of freedom of association in the public sector is still outstanding, there are major changes to the Labour Relations Act in the offing and the pressures for holidays on Sharpeville Day, May Day and Soweto Day will probably intensify

All of these, and others, are issues on their own But in the nature of things in South Africa today they are also bound together

Their economic gains are seen by the unions as a result of working class organisations which have been created

But the Labour Relations Amendment Bill and other legislation such as the Temporary Removal of Restrictions on Economic Activity Act are viewed as direct attacks, a State backlash, against the gains and the institutions

The Bill is seen as a major attack on the right to strike and on working class unity in that, in its present form, it will outlaw sympathy strikes and other support actions by unions

Other areas where unions feel these are under attack are the Government's proposals for privatisation of State-owned and parastatal industries and moves to end subsidies on basic food items such as bread

Given that wages are continually being eroded by inflation, it is highly possible that legislated moves to limit organisation — and therefore further economic gains — will be strongly resisted

At the same time, if last year's pattern continues, many employers are going to show tougher responses to potential or actual strike action

Major areas of confrontation will probably be the public sector and the mines

The opening salvoes in what promises to be a long and hard battle for the right to organise public sector employees were fired last year with the South African Transport Services (Sats) and Post Office strikes

A commission under Professor Nic Wiehahn has made recommendations about employee organisation in Sats, but these have yet to see the light of day

The public sector occupies a central position in the overall economy and employs many thousands of workers The issue of their organisation is not going to remain dormant

So another major strike is possible

Although the outcome of the miners' strike last year was hailed by some as a victory for South Africa's industrial relations system, not only is this system likely to change if the proposed Bill passes Parliament, but there are several issues outstanding which the National Union of Mineworkers will certainly take up again this year

Mwasa to go ahead with strike action

25/1/88

The Media Workers Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to strike, following management's refusal to meet the union's wage demands

Another deadlock was reached during last Friday's meeting with Argus and Times Media Limited, which together own this newspaper, *Sowetan*, *Pretoria News*, *Cape Argus*, *Daily News*, *Financial Mail*, *Business Day* and *Sunday Times*

Yesterday's decision, taken at a meeting held at the Orlando DOCC hall, means that Mwasa will apply to the Minister of Manpower, Mr Fred du Plessis, to appoint a conciliation board to resolve the dispute, failing which a ballot would be taken for a legal strike

A spokesman for Mwasa today said that the union's lawyers would be consulted this week on the strike action

Mwasa is demanding a 20 percent across-the-board wage increase, while the two companies are offering 16 percent

The spokesman said other demands were being resolved at plant level

The Argus newspaper chapel of the Southern African Society of Journalists yesterday voted to delay acceptance of the wage package offered by management at this year's negotiations

Their decision is in support of Mwasa's standpoint

Mwasa to take strike a [illegible]

THE Media Workers Association of South Africa has resolved to go ahead with a legal strike following the refusal by two newspaper companies to meet their wage demands.

This decision was taken at the Southern Transvaal regional meeting of the union at the DOCC Hall, Soweto yesterday.

A spokesman for the union said they would seek legal advice on the matter today.

The union would apply to the Minister of Manpower, Mr P T C du Plessis, to appoint a conciliation board to resolve the dispute which the union has declared with the Argus Printing and Publishing and the Times Media Limited, two companies [illegible] own the Sowetan, the Star, Pretoria News, Cape Argus, Daily News, Financial Mail, Business Day and *Sunday Times*.

The union [illegible] the dispute [illegible] the companies [illegible] its demand for 20 [illegible] across-the-board [illegible] increase.

The two companies are offering a total of 16 [illegible] the-board [illegible] increases.

The union will this week have another meeting with its lawyers in preparation for the strike.

The meeting decided that other issues it had raised with the two managements were being negotiated at plant level. Should these negotiations deadlock then the national working committee consisting of Mwasa and management officials would try to resolve the issues.

when his car left the Concordia [illegible]
Saturday night.

Cape Times 26/1/88 (152)

Union plans to strike

JOHANNESBURG. — The Media Worker Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to go on strike, following management's refusal to meet the union's wage demands. Mwasa will now apply to the Minister of Manpower to appoint a conciliation board to resolve the dispute.

M645 26/1/88 (152) CITY ANTONYM

Textile industry faces first national strikes

By DICK USHER, Labour Reporter

THE first national strikes in the textile industry are looming in two sectors involving about 10 000 workers.

The Amalgamated Clothing and Textile Workers' Union has declared disputes with employers in the Cape-based cotton textile industry and the Natal-based textile manufacturing industry.

In the cotton textile industry a dispute was declared late last year after wage negotiations for the industry deadlocked.

The union gave notice of its intention to hold strike ballots and last weekend held meetings to inform members about the negotiations and the implications of a strike

In the textile manufacturing industry strike ballots among the 6 500 workers covered by the industrial council will be held in the next few days, according to union general secretary Mr John Copelyn.

"Ridiculously low"

He said the employers' wage offer was "ridiculously low" and workers would be forced to accept increases as low as R3,75 a week.

"These increases are totally out of line with the general trend of wage increases negotiated by our union

"This is the lowest final offer we have been confronted with in all our negotiations recently," he said

The biggest employer is the Frame Group, employing about 3 800 of the industry's workers.

Mr Copelyn said other employers, wary of impending strikes, had agreed to plant-level negotiations.

"In all these negotiations the settlements have been way in excess of what the Frame Group is offering," he said

ARGUS 26/11/85

Unionist free after 33-day protest fast

152 185 384

The Argus Correspondent

JOHANNESBURG — Mr Thozamile Taai, the trade unionist who went on a 33-day hunger strike to back his demand that he be charged or released from detention, walked free from hospital after the State withdrew charges it had brought against him 10 days earlier.

The charges of participating in and inciting an illegal strike were formally withdrawn before a Johannesburg magistrate yesterday. Mr Taai, a shop steward in the South African Railways and Harbour Workers' Union, was not in court.

HOSPITAL

He had been charged 10 days before in a court convened around his hospital bed. By then Mr Taai, a 44-year-old diabetic, had been refusing to take food for 33 days

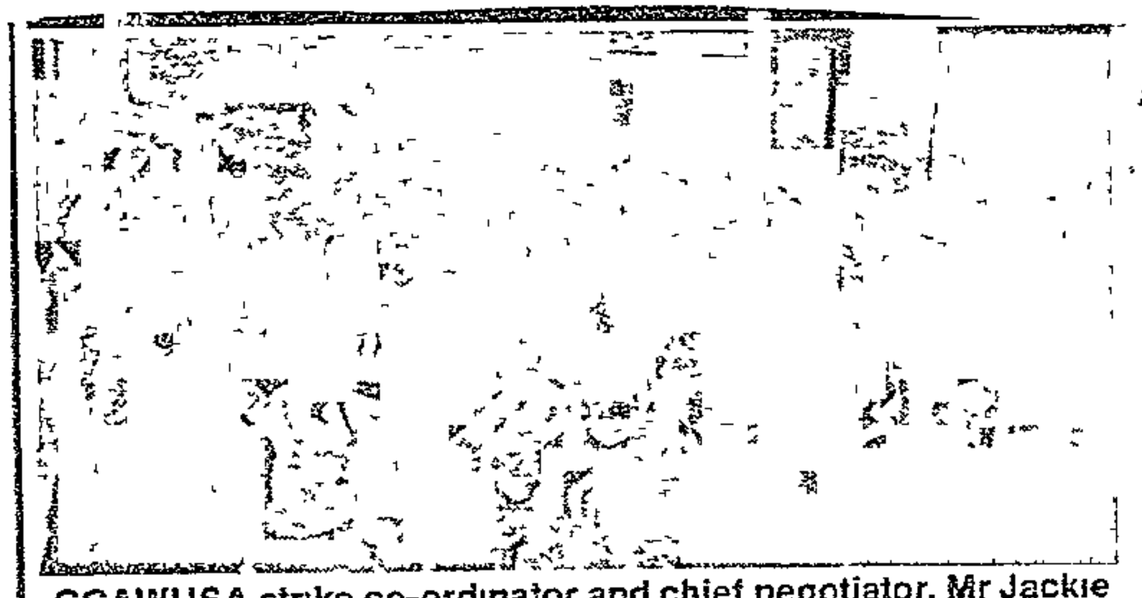
Immediately after he was charged he resumed eating and within a week had regained about 5kg of the 17 kg lost during his protest fast, he said

Ellerines strike is 'near end'

A SETTLEMENT to end the seven-week wage strike at Ellerines stores could be reached today, both management and the Commercial Catering and Allied Workers Union indicated yesterday.

Ccawusa strike negotiator and leader of the union's negotiating team, Mr Jackie Masuku, could only say progress had been made and that a settlement could be reached today

Sowetan 26/11/88



CCAWUSA strike co-ordinator and chief negotiator, Mr Jackie Masuku, is carried shoulder high by Ellerines workers at a report-back meeting in Johannesburg yesterday.

ELLERINES STRIKE OVER

THE wage strike which affected 208 Ellerines stores nationwide ended yesterday in its seventh week.

The Commercial Catering and Allied Workers Union (Ccawusa) and Ellerines management reached an agreement in Johannesburg last night.

Ccawusa accepted the company's offer of a R110 across-the-board increase plus a new minimum of R441 a month.

The increases will be paid retrospectively to July 1, when the dispute began.

Earlier, during the strike Ellerines conceded to the demand that sales targets be reduced from R3 400 to R2 750 a month.

Field sales representatives will now earn at least R500 a month plus commission.

The parties also agreed that workers detained during the strike would have their jobs guaranteed for 13 weeks or until they were charged or released.

June 16 and May 1 would be recognised as paid holidays.

Workers agreed to resume work next Monday.

27/8/88 Sunday Times

CITY NATIONAL 18/1/88

Textile workers start voting on strike today

By DICK USHER, Labour Reporter

THE first ballots about a possible strike in the cotton textile industry were to be held in factories today.

A spokesman for the Amalgamated Clothing and Textile Workers' Union (Actwusa), representing the industry's 5 500 workers, said ballots would be held at Tygerberg Spinners, Svenmill and Romatex Home Textiles

Ballots at other factories will be held in the next few days

Second dispute

The ballots are part of the required procedures for a strike and follow a deadlock in the industrial council over wage negotiations.

In a second dispute involving Actwusa, workers in the textile manufacturing industry have voted for a strike

Mr Peter Richardson, vice-chairman of the Textile Manufacturers' Association, said today the union had agreed to a meeting on February 5 to attempt a resolution of the deadlock

He rebutted a statement by Actwusa that employers had offered an increase of R3,75 a week at the lower grades.

"The association made two proposals to the union, one of which was for a wage increase and another which also included a long-service allowance

"The second proposal did offer a basic wage increase in line with that mentioned, but taking the long-service allowance into account it represented a significant benefit to employees — at considerable cost to employers.

Present negotiations were for a six-month period, he said

"Realistic" offer

On an annual basis the employers' offer represented a 15 percent increase which he described as "realistic, given the state of the industry, compared with other industries in different circumstances."

Union allegations about management action since 1986 at the Frame Group, of which he is human resources director, were unfair and unfounded

The group employs about 3 000 of the industry's workers

"Since then there have been considerable improvements to wages and other conditions of employment of which the union is well aware

"I am satisfied Frame's record speaks for itself," said Mr Richardson

Wage dispute ended after 7-week strike

The Argus Correspondent

JOHANNESBURG. — The Ellerines wage dispute has been resolved, ending a seven-week strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The agreement, reached last night after intensive negotiations over the past two weeks, was announced today by Ellerines spokesman Mr Pierre de Villiers.

According to Mr de Villiers, workers had to resume duties by Monday, but those wishing to return from today were free to do so.

He said further details of the agreement would be announced in a later statement.

Ccawusa comment was unavailable.

The strike, which began on December 8, centred on workers' demands for higher wages and a review of the company's sales target policy.

Between 2 000 and 5 000 workers took part in the national strike.

Unions agree not to poach from each other

Sowetan 29/1/88

TWO unions in the food industry have undertaken not to poach each other's members at the Premier Milling Company plant in Newtown, Johannesburg.

They are the Food Beverage Workers Union and the Food and Allied Workers Union

The agreement was signed at the company's headquarters in Johannesburg on January 19.

Problem

The FBWU team was led by Mr Chris Dhlamini while Fawu was represented by Mr Longway Kwelemthini and Mr Leonard Sikhakhane.

Premier joint managing director Mr Willie Wolthers said the two unions agreed that their members would refrain from intimidating and harassing each other into resigning from or joining either union

They agreed that any

By TEMBA MOLEFE

worker had the right to join a union of his choice and that any problem that arose between the two would be discussed

Threats

Mr Wolthers said the agreement followed a series of threats and intimidation of workers on both sides regarding allegiance to each union

He said that although there had been no incidents of violence at the plant itself the undertaking would guarantee freedom of association to which Premier adhered

FBWU has majority membership at the plant and is recognised by the company.

FBWU is affiliated to the National Council of Trade Unions and Fawu to the Congress of South African Trade Unions

Wrangle ends

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16 000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council

The dispute was the first in 40 years of negotiation between employers and employees

Previously salary levels were set unilaterally by employers

1 400 locked out on strike poll

Cape Times 30/11/88 Labour Reporter

ABOUT 1 400 Berg River Textiles employees in Paarl were locked out by management yesterday when they began a stoppage after a dispute over arrangements for a strike ballot.

Balloted members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) in various factories, including Tygerberg Spinners, Svenmill, and Romatex Home Textiles, this week indicated that 95% were in favour of a strike, spokesman Mr Ebrahim Patel said.

LABOUR AFFAIRS
DICK USHER

Ellerines strike shows union still has muscle in spite of split

W/E ARGUS 30/11/88 152

THE seven-week strike against Ellerines has been settled and employees are expected to return to work on Monday

This is the second significant event for the Commercial, Catering and Allied Workers' Union (Ccawusa) within a few days as the breach in the union was resolved last week through an out-of-court settlement in Johannesburg

The split opened in June last year at a congress which was supposed to complete a merger with two other unions in the commercial sector — the Retail and Allied Workers' Union (Rawu) and the Hotel and Restaurant Workers' Union (Harwu) — and became somewhat bitter as the months passed without a resolution

FORCED OUT

One incident saw the group in control of the Western Cape offices forced out for three days before they were able to mount a counter-offensive and take them back again

In many areas, including the Western Cape, parallel structures emerged and one of the settlement terms was that these should be "dismantled in the spirit of reconciliation by the holding of branch general meetings and a national conference".

The settlement, basically, returned everything to the pre-split position, with office bearers being those elected before June and leaving a final settlement to a national conference to be held before May 15

Parallel structures caused a great deal of confusion among both workers and management, who often did not know who they were really dealing with

In the Western Cape this confusion tends to persist, with the "merged" group pushing for recognition by Checkers at Parow

This group alleges that the branch had been run undemocratically because branch general meetings had not been held every six months as required by the constitution A Ccawusa spokesman said this claim was "partly true" No branch meeting had been held in 1986 and one scheduled for 1987 failed to raise a quorum

This week the Western Cape branch issued a statement hailing the settlement as "a victory for working class unity and democracy" and calling on the other section to dismantle its structures, close their offices and to cease operating as Ccawusa

Adding to the confusion was a decision by Cosatu (Congress of South African Trade Unions), to which Ccawusa is affiliated, to recognise one section — the section which claimed that the merger with Rawu and Harwu had been successfully carried out at the June congress

Cosatu accused the "unmerged" section of being anti-Cosatu at one stage and there is a degree of residual unhappiness about its actions

Ccawusa is one of the unions within Cosatu which has not — unlike the federation — adopted the Freedom Charter

At its national congress in June, before the "merger" congress, the union noted that because some members of Ccawusa supported the Charter and others the Azanian Manifesto, endorsing either of these documents laid the union open to serious divisions

"SOCIALIST PROGRAMME"

It resolved "to discuss at all levels of our union and our federation the importance of a socialist programme of action which will bind together all workers regardless of political affiliation"

There was also some suspicion of Ccawusa because the union accepted an offer of temporary office space from the National Council of Trade Unions (Nactu) after their offices were damaged by the bomb at Cosatu House

Significantly, in spite of all these tensions, the union appears to have been sound enough to mount the lengthy strike against Ellerines

owned Sizanani Mazulu

Meanwhile, an Imbali

pants of the vehicle fired at

a "fracas" between his sons

Polio epidemic claims Natal boy

By S'BU MNGADI

NATAL's current polio epidemic this week claimed its first victim – a four-year-old black boy from Mariannhill, outside Pinetown – sparking a scare as more people with polio are found.

Meanwhile, a major campaign to combat the disease has been launched by the Department of National Health, in co-operation with KwaZulu's Health Department

The campaign involves innoculation shortly after birth up to the age of three months, again four to six weeks later; then again another four to six weeks after that and finally just before school age

No injections are involved The anti-polio medicine is merely dropped onto the tongue

A spokesman for the Department of National Health said that apart from Inanda, where an immunisation campaign would be conducted today, no other areas had yet been pinpointed as polio danger areas

Places at which innoculation will be done in Inanda include the Amaoti bus rank, the Amatikwe Clinic and the Inanda Social Centre

The unidentified Mariannhill boy died in hospital on Tuesday after being admitted on Monday

It has been confirmed that a child in the Eshowe Hospital has polio, while five others in the same ward are suspected of having the disease

The 13 children admitted to Durban's King Edward VIII Hospital since Christmas have since been transferred to Clairwood Hospital According to the doctors treating them, they were still paralysed, but their breathing was not affected and their condition was considered satisfactory.

The one patient at KEH was still on a respirator and his condition was described as stable

Ellerines strike agreement

By MARTIN NTSOELENGOE

THE seven-week-old Ellerines strike is over – to the relief of both workers and management

The Commercial Catering and Allied Workers' Union and Ellerines agreed on a R110 across-the-board increase plus a minimum wage of R441 a month

It was also agreed that sales targets be reduced from R3 400 to R2 750 a month

The increases will be paid retrospectively from July 1, when the dispute started

It wasd also agreed that workers who were detained during the strike would have their jobs guaranteed for 13 weeks or until they were released or charged

Another victory for the union was that May 1 and June 16 would be recognised as paid holidays

Workers throughout the country return to work on Monday

More than 4 000 workers belonging to Ccawusa downed tools before Christmas after initial wage negotiations fell through

Workers had demanded a R200 across-the-board increase, a minimum wage of R550 a month and the lowering of sales targets

Negotiations on Tuesday lasted 13 hours and agreement was finally reached late on Wednesday

On Wednesday, Ccawusa secretary-general Vivian Mtwa said the union and management were still busy ironing out the final differences, though he declined to elaborate

Labour Update

(152) Sowetan 2/2/88

Wilgespruit workers strike

THE entire workforce at the Wilgespruit Fellowship Centre in Roodepoort was still on strike yesterday after downing tools last Friday over the dismissal of a colleague and labour expert Mr Mandla Seleoane.

The workers also want the directors of the centre to allow them to form an independent staff association and formulate a grievance procedure and code of conduct

According to the *Sunday Star*, a seminar of the Baptist Church scheduled for the weekend was cancelled because of the strike

The workers also threw food prepared by senior staff at the centre into rubbish bins

The centre's curator, the Reverend Dale White, tore posters which alleged intimidation by management and which referred to certain workers as sellouts

The newspaper quotes Mr White as saying the posters were put up without permission.

Mr Seleoane was dismissed two weeks ago after the directors said he was insurbordinate. Mr Seleoane had refused to explain his travel expenditure claim for 1987 as requested by management

Mr Seleoane, who is also in the labour secretariat of the Azanian People's Organisation, has appealed against his dismissal

The 27 workers on strike said in a statement yesterday that their action was a painful decision on their part It showed the absence of a grievance procedure and code of conduct at the centre, they said

Members of the board of directors could not be reached for comment yesterday

• The Wilgespruit Fellowship Centre is owned by the Anglican Church

The directors included Mr White, his wife, Mrs Letitia White, Mr Griffiths Zabala, Mr Ishmael Mkhabela and Miss Lindi Myeza

Strike is over

Sometun

THE strike by Wilgespruit Fellowship Centre employees — which lasted a week — ended on Sunday and the workers have returned to their posts, a centre spokesman said yesterday.

The spokesman said the board of directors will meet representatives of the 32 workers at the centre today. 4/2/88

DD 5/2/88

152

Work stoppages disrupt MBSA

Daily Dispatch Reporter

EAST LONDON — Sporadic work stoppages have caused temporary disruptions on production lines at the Mercedes-Benz of South Africa (MBSA) plant here for the past week.

The Eastern Cape regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Les Kettledas, said the issues that had caused the stoppages involved dissatisfaction on the part of workers with the way in which disciplinary procedures were conducted at MBSA.

He said the problems were "addressed and resolved as they occurred", and there had been no incidents at the plant yesterday

A spokesman for the company said although vehicle production had been maintained "despite hiccups along the line", a few units had been lost as a result of work stoppages in different sections of the plant.

She said the reasons for the disruptions ranged from challenges of disciplinary action taken by management against workers to issues currently under negotiation with Numsa

A wage agreement which increased the minimum wage of MBSA workers on the lowest grade from R3,70 an hour to R4,50 an hour was signed in October last year after a two-month strike, and is valid until the end of this year

Mr Kettledas said the current negotiations, which began at the end of last year and were resumed in January, concerned a recognition agreement and procedures of employment, including the grading of staff according to job categories

He said the union regarded the grading of staff as a matter of priority as it believed that certain workers were incorrectly graded and that the system of grading needed revision

Negotiations to conclude a substantive agreement between Numsa and MBSA continue today

Unless arbitrators or a conciliation board manage to resolve a two-week-old wage dispute, it seems a strike by black media workers (Mwasa) against Argus and Times Media Ltd (TML, owners of the *FM*), is certain.

The parties reached deadlock on Monday over Mwasa's demand for a 20% increase across-the-board. TML has offered 17% to weekly paid staff and 16% to salaried employees, which includes journalists. The 16% comprises 8% across-the-board and 8% determined on merit. Argus's split is 12% to all and 4% on merit.

TML's Barrie Harris says Mwasa haven't justified their demand, bearing in mind the inflation rate, the level of increases granted by the market generally, the company's higher-than-average bonus; and the improved housing subsidy, which has been doubled to R6 per R1 000 with a maximum of R240 and which now applies to those with three years' service (it was five).

Mwasa's Sam Mabe, a news editor on *The Star*, replies: "In the previous year, when the company claimed to be performing badly, it offered 15%; now, when it says it is doing far better, they are offering 16%." He also says the union wants to improve its members' quality of life and keeping pace with inflation is not enough. Bonuses, he believes, are deserved by his members since "we worked for it." According to Mabe, only a handful of members, the journalists, of which there are around 170 in Mwasa, could benefit from the housing subsidy, few among the rest, some 4 500 media workers countrywide, can afford houses, he says.

There are various other issues Mwasa is contesting with the Argus company, such as an alleged unfair dismissal and harassment at the *Sowetan*; alleged forced membership of the SA Typographical Union, and the status of 11 casual employees of The Newspaper Printing Company. But "to avoid clouding the main issue," Mabe says these should be dealt with at plant level. Argus reserved its position on this point.

Harris says TML believes its offer is fair and reasonable. Mabe says his members are prepared to strike over the issue. A strike ballot may well be Mwasa's next step.

Nearly all the employees, Ccawusa members, who began a legal strike at 142 of Ellerine's 290 stores last December 8, returned to work on Monday. From a workforce of 6 567, some 2 418 took part in the seven-week action

In terms of the settlement signed on January 27, the company agreed to a R110 a month across-the-board wage increase starting February.

This takes Ellerine's minimum in its five job grades to R441, R511, R534, R545, and R705 — somewhat less than the union's opening demand last May of R550 minimum plus R200 across-the-board

Ccawusa general secretary Vivian Mtwa says the strike "resulted in a national agreement, marking a major breakthrough in the struggle of Ellerines workers for a living wage and better working conditions"

Most of the rest of the conditions had been agreed to by last September, when Ccawusa declared a dispute (*Current affairs*, November 6 1987)

The package includes paid holidays on June 16 and "a day in May" — whether May 1, or the first Friday in May, is to be decided; regional pay differentials for the same job are eliminated, a sliding scale of commissions for sales staff, a lump sum R770 payment to non-sales staff in lieu of retrospective pay, less interim payments already granted; field and outside area sales reps become permanent employees with certain backdated benefits.

Employees detained under emergency or security laws will be guaranteed their jobs back and 50% of their wages for a period stipulated in the agreement

The company committed itself to concluding a recognition and procedural agreement with Ccawusa within 6 months Negotiations will continue regarding maternity provisions, compassionate leave and assistance for housing.

Ellerine's human resources manager Pierre de Villiers describes the company's first brush with organised labour as "a very tough round of negotiations and both sides played by the rules."

Their next round of wage talks starts in April, for the period July 1 to June 1989

F/M 5/2/88

West Bank
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Star 10/2/88

Maitland strike

Staff Reporter

WORKERS at the Jungle Oats mill in Maitland yesterday downed tools and picketed for a R40 weekly wage increase.

While a Food and Allied Workers' Union (Fawu) spokesman said that 120 of its members at the factory were on strike, deputy managing director Mr M Paddick put the number at 70 out of a complement of 230.

The Fawu spokesman said the strike followed a strike ballot on Monday night.

Workers were demanding an across-the-board increase of R40 on their current minimum wage of R115,75 while the management offer was R30, he said.

"A dispute was declared after mediation deadlocked and the union applied for a conciliation board. The strike is legal," the spokesman said.

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Centre strikers stay out

THE central figure in the Wilgespruit Fellowship Centre dispute, Mr Mandla Seleoane, has returned the institute's vehicle while workers calling for his reinstatement continued with their strike yesterday.

The workers, who downed tools on January 29, over Mr Seleoane's dismissal, said yesterday that they were prepared to return to work but insisted that their colleague should be reinstated unconditionally.

They also said that their demand for an independent staff association still stood, as well as the establishment of a grievance procedure and code of conduct.

Management has denied that the majority of workers had downed tools demanding Mr Seleoane's unconditional reinstatement and the formation of an independent staff association.

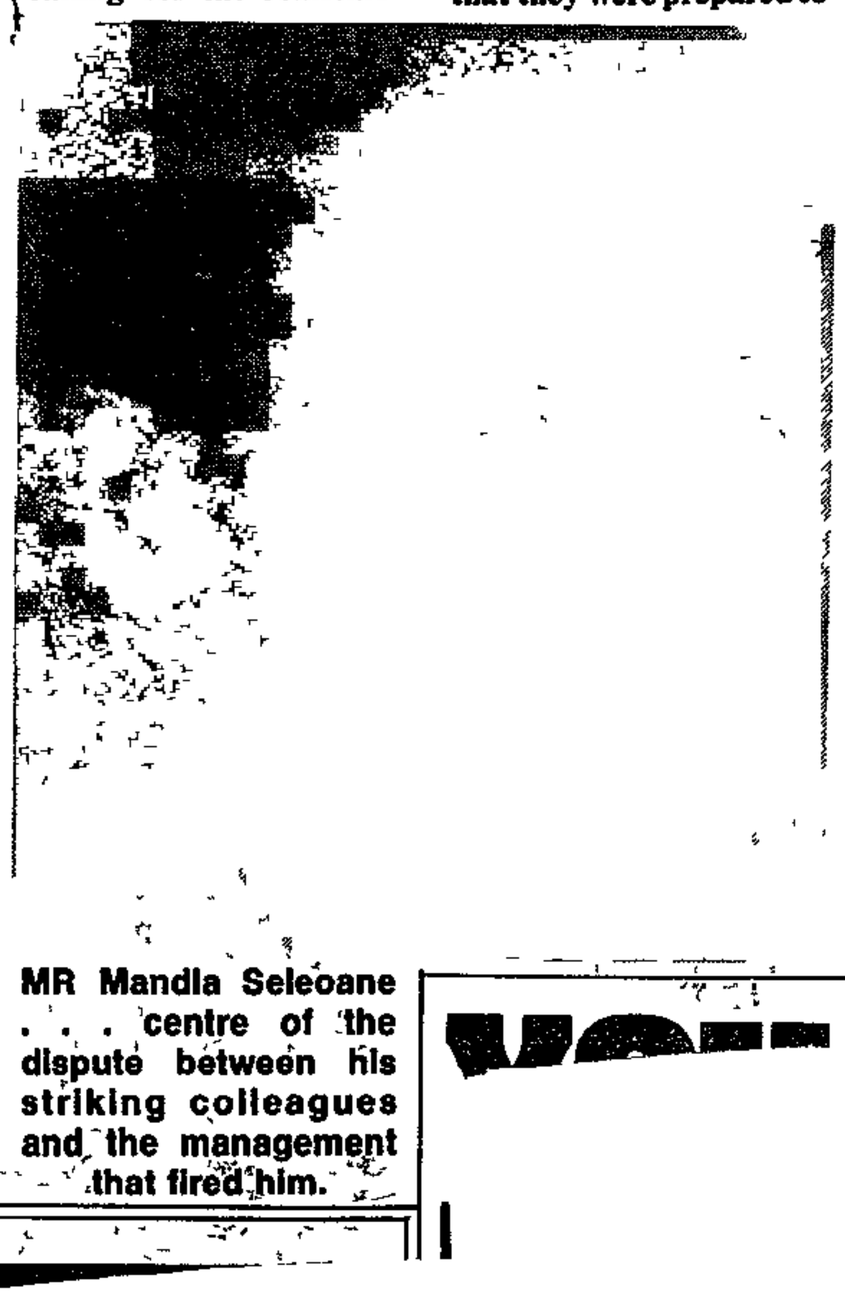
The directorate said about 45 workers, who consituted the majority of staff at the centre, were back at work, while 18 were on strike.

Of the 45, six are domestic and ground staff, 38 are programme staff and seven are members of the directorate.

Ten of the striking workers are domestic workers and ground staff, and the rest are programme staff.

Meanwhile, negotiations between the directors and the 18 striking workers continued yesterday following the directorate's ultimatum that they return to work or be suspended.

Chairman of the executive council, Father David Nkwe, could not be reached yesterday. Mr Seleoane was also not available.



MR Mandla Seleoane . . . centre of the dispute between his striking colleagues and the management that fired him.

The three dismissed farm workers, from left front, Tobekeli Gamane, Nyulu Ntsonguyi and Lulamile Mcamelen

11-17/2/88 Sowetan (152)

Anglo farm strike

By GEORGE HILL and AYESHA ISMAIL

FORTY-FIVE farm workers went on strike in solidarity with three dismissed colleagues at the Anglo-American owned Rhodes Fruit Farm in Klein Drakenstein on Monday

This is the first strike by farmworkers organised by the Cosatu-affiliated Food and Allied Workers Union in the Western Cape

Workers said they went on strike when three workers were dismissed for refusing to work overtime on Saturday

The strike was confirmed by Mr Alan Burgess, personnel manager of Amfarm

Three short-term contract workers were dismissed following a disciplinary inquiry about an assault on an employee, he said

"The workers are all contract workers from the Transkei Some of their contracts will expire in June this year"

A spokesperson for the striking workers said the three were told to sign final warnings on Monday but all workers decided to sign in solidarity The three had refused to work overtime on Saturday

A worker who refused was pelted with peaches He told the farm manager he was assaulted by the three workers

The workers then all took responsibility for it

After travelling on a trailer, the three workers were told to get off at the office They refused All the workers then walked to their living quarters, the spokesperson said.

On Tuesday the senior manager, Mr Herman Hanekom, told the workers their three colleagues were dismissed and all the others had to report for duty the next morning

"We told him we won't go back until the others are reinstated," the worker said

The Food and Allied Workers Union had 2 222 signed-up members on farms in the area, of which 1 722 were paid-up, union organiser Ms Lizzie Phike told SOUTH

Shops' interdict is withdrawn

14/2/88 Argus

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ELLERINES management in East London has withdrawn an application for a court interdict against striking workers, clearing the way for their return to work.

A shop steward for the Commercial, Catering and Allied Workers Union, Joe Putye, said Ellerines East London management had applied for an interdict preventing the workers from entering shops' premises after they were accused of intimidating customers.

The interdict application remained an obstacle to settling the dispute in East London, even after the national strike was called off. However, Putye said management had last week agreed to drop the court action. – Elnews

Feb. 1988 (152)

Strike in textile industry averted

Daily Dispatch Reporter

EAST LONDON — The possibility of a national strike in the textile industry was averted this week when workers accepted the Textile Manufacturers Association (TMA) final offer on wage increases and conditions of employment

The agreement applies to some 3 800 employees of the Frame Group, including those in East London, among others in the industry

The package includes three basic wage increases over an 18 month period, revised night shifts, increased long service bonuses, annual bonuses and agreement on shift patterns

In terms of the new agreement, workers on grade one will receive an immediate R6 per week increase, R8 per week in July and a further R8,25 per week in January 1989

In addition, a long service allowance of 50c per week, per year of service, is to be introduced immediately.

The industrial council minimum wage at the lowest grade was R75,85 per week in peri-urban areas such as East London, although employers such as Frame have historically paid more than the minimum rate

The vice-chairman of the TMA, Mr Peter Richardson, said the employers had only increased their offer on the basis that the union agreed to extend the wage agreement to cover an 18 month period

"The TMA is pleased to have averted a strike which would have been costly to both workers and employers," he said

The general secretary of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), Mr John Copelyn, said he was "very pleased with the package"

"We believe that this is a fair and successful compromise "

Three unions previously competed in the textile industry, until two of them merged last year to form Actwusa, and the third was expelled from the industrial council

The wage dispute arose out of a deadlock between Actwusa and the TMA at industrial council negotiations in October last year

The union instituted an overtime ban and work-to-rule The issue remained unresolved after a ten-hour meeting held on February 5

Mr Copelyn said the threat of a national strike had been "a very real possibility" until a final offer by management on February 9, when the TMA "agreed to all the union's demands tabled at the meeting on February 5"

Cosatu warns employers against Bill

ARGUS 16/2/88

The Argus Correspondent

JOHANNESBURG. — The Congress of Trade Unions (Cosatu) has warned it would take "the strongest action" against employers if they did not "satifactorily" oppose the Labour Relations Amendment Bill.

This was one of the resolutions taken by the federation's central executive committee at the weekend, and announced by Cosatu general secretary Mr Jay Naidoo yesterday.

The Bill, expected to be tabled in Parliament this year, would, among other things, render unions liable to be sued for damages in the event of illegal strikes and outlaw sympathy strikes and consumer boycotts against employers in dispute with unions.

MASS CAMPAIGN

Mr Naidoo said the Bill was discussed by all affiliates of the federation, resulting in a "mass campaign" to pressure the Government not to pass it.

Mr Naidoo said: "Cosatu will be approaching managements and if we are not satisfied with their response, we will call a special central executive committee meeting to discuss the strongest actions at our disposal to bring home to them our total rejection of this Bill."

18 accused of killing during Sats strike

JOHANNESBURG — Eighteen men accused of kidnapping, assault, robbery, murder, attempted murder and intimidation appeared briefly in the Rand Supreme Courty

Mr Johannes Joja Ngcobo, 24, of Highpoint, Johannesburg, was the secretary of the regional committee of the South African Railways and Harbours Workers Union and the other men were employed by South African Transport Services during the Sats strike last year

It is alleged that on April 28 last year they kidnapped five Sats employees who were not taking part in the strike, took them to Cosatu Hous· where two of them were robbed, then took all five into the veld near Prolecon where four of them were assaulted and murdered

Mr Albert Phuluwa escaped The bodies of Mr Vhulani Joseph Mulaudsi, Mr Cati John Sebopelo, Mr Mulatelo Petrus Moremane and Mr Jerry Rudolph Goodman were found later that night

SET ALIGHT

They had been stabbed, hit on the head with a heavy stone, doused with petrol and set alight

The other accused are· Mr Bongisi Sibisi, 33, Mr Wilson Matshili, 35, Mr David Dzevhe, 30, Mr Jacob Thapelo Machaka, 33, Mr Patrick Molefe, 27, Mr Phineas Metshitungulwane, 25, Mr Takalani David Mnamphaga, 25, Mr Mafemane William Rikhotso, 33, Mr George Maungedzo, 36, Mr Daniel Condilizwe Nkholoktho, 36, Mr Freddie Mothisi, 30, Mr Isaac Mogorosi, 30, Mr Jacob Mmatloa, 33, Mr Wilson Mushaishano, 33, Mr Johnson Mogesi, 36, Mr Simon Mulomoni, 42, and Mr Michael Ikaneng, 38

By agreement between the State and the defence, the hearing was postponed to April 11

The accused, who are all in custody, were not asked to plead — Sapa

DD 17/2/88

Workers refuse overtime in wage protest

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Daily Dispatch Reporter

EAST LONDON — Workers at Candy Tops (Pty) Ltd claimed yesterday that they had been threatened with dismissal after they refused to work overtime in protest against the company's refusal to give them a 50c an hour across-the-board increase.

The branch secretary of the Food and Allied Workers' Union (Fawu), Miss Debra Komose, said the company had told them their action constituted an unfair labour practice

"However, the workers know that under basic conditions of employment, overtime is not compulsory," she said.

Candy Tops (Pty) Ltd is presently under the judicial management of Paterson Trustees and the judicial manager, Mr Ken Paterson, said he had no comment as he considered the matter "confidential".

Miss Komose said the demand was "very fair" because the inflation rate in the East London area was 15,1 per cent and the supplementary living level offered by judicial management here was R118,31 a week

She said that presently the minimum amount earned in the company was R1,29 an hour.

Miss Komose said that the company offered to give workers different amounts of increases, but the workers saw this as a method of dividing them.

She said that dating back to February 8 workers decided to stop working overtime until their demand of a 50c an hour increase had been met

Last week nightshift workers were "banned" from talking while working and workers took this as provocation from the employers. They said it would force them to take industrial action

Miss Komose said that the workers did not want to take such action because Fawu had already proposed mediation to settle the dispute

She said that it seemed as if the judicial manager of the company did not want to settle the matter because Fawu had not yet received any response from him

The union condemned management's attitude

The whole 55-member workforce of the company had stopped working overtime.

Legal battle

(162) Sowetan 17/2/88

A LEGAL battle is set between Wilgespruit Fellowship Centre and dismissed worker, Mr Mandla Seleoane, as his attorneys prepare to challenge the institute in the Rand Supreme Court.

Mr Seleoane said yesterday his lawyers would file answering papers with the court before March 8, the return date following the centre's successful interdict against him on February 5

The Wilgespruit directorate obtained the court order which stipulated that Mr Seleoane return the centre's vehicle and keep off its property following a dispute over allegations of insubordination against Mr Seleoane

300 stage walkout

THREE hundred Chem-Workers Industrial Union members at the Kohler Xactics plastics plant in Benoni downed tools after the company failed to resolve a series of grievances by the workers

In a statement yesterday, CWIU said the company, instead of attempting to resolve the dispute, issued dismissal notices Later, the company called in police with dogs and teargas The workers left the premises

"The grievances relate to the employment of a group of trainee white machine setters, who workers fear are there to replace the current machine setters Workers are demanding their dismissal, and that internal promotions be made to fill the jobs

"The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said

* * *

THE National Union of Metalworkers of SA (Numsa) is to challenge the industrial court's decision to dismiss an application for the reinstatement of about 1 000 workers formerly employed by BTR Sarmcol

Numsa is to launch an urgent Supreme Court application next week asking for a review of the industrial court's decision, a union spokesman said yesterday

The industrial court judgment was handed down in September last year.

The workers were dismissed in April 1985 after going on strike, demanding that the company recognise Numsa (then known as the Metal and Allied Workers' Union)

The company, in a statement issued last week, acknowledged receiving notification from the union's lawyers about the move

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18/2/88 Sowetan

Stayaway protest over evictions

CAPE TIMES 18/2/88

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Own Correspondent

JOHANNESBURG — Hundreds of residents in White City Jabavu, Soweto, stayed away from work yesterday in protest against renewed security force evictions of families who have not been paying rent

At least 25 families were evicted in the area when a combined force of SAP and Soweto Council police moved into the area on Tuesday and yesterday morning and raided the homes of the families

The evictions were the first major action against rent boycotters in White City Jabavu since August 1986 when about 21 people were killed in clashes with security forces

Yesterday riot police used teargas and sjamboks to disperse a group of youths who threw stones while the evictions were being carried out

The police also ordered two gatherings at the White City administration offices to disperse after warning residents the meetings were illegal.

Residents said they were woken about 7am by council police who went from house to house demanding payment of rent arrears and evicting those who allegedly owed large amounts

Soweto town clerk Mr Nico Malan this week said residents owed the council R200m in rent arrears

Evicted residents yesterday claimed that some of their household goods had been loaded on to trucks and driven away by police and only goods of less value were left strewn around the yards

They said their television sets, refrigerators, radios, lounge suites and kitchen units — most bought under hire-purchase contracts — had been taken away by council police

A spokesman for a law firm yesterday said "It is illegal to confiscate goods bought under HP contracts if they have not been paid off"

The UDF condemned the evictions and said they would definitely not solve the country's housing shortage

Police in Pretoria said later yesterday that no shots had been fired by police and no one had been injured

"Incidents which occurred in White City today (Wednesday) will be considered for inclusion in our daily unrest report of tomorrow As you know, it is not our policy to issue interim unrest reports unless the seriousness of the incident warrants it"

CAPE ARGUS 18/2/88 152

Handicapped replace workers, claims union

Staff Reporter

FIFTY-three workers have been dismissed after a strike at an electrical appliances factory, amid allegations that workers are being replaced by handicapped people at much lower wages

According to a spokesman for the Electrical and Allied Workers Trade Union, workers at the Illumina factory, Epping, went on strike after 10 colleagues were retrenched and 15 put on short time after management contracted work out to the handicapped

Mr Brian Williams, the union's assistant general secretary, said the handicapped workers were paid far below normal rates and were jeopardising the livelihood off full-time workers

Mr Williams said the minimum weekly wage at the factory was R117,45 before deductions, while the handicapped workers were paid about R40 a month

Approached for comment, Illumina director Mr Abe Newman said "I have no comment I have been in the business for many years and know how to deal fairly with my staff"

The 53 workers struck on Wednesday and were dismissed on Friday Management had refused to reinstate them, although they had agreed to return unconditionally, Mr Williams said

The union is taking legal action against the company for alleged "unfair dismissals and retrenchments"

BEHIND THE OK STRIKE

LIFE has not been the same for a young Soweto couple since the OK Bazaars strike started on December 18 last year.

Mr Solomon Phiri and his wife, Charlotte, are among more than 10 000 workers from the giant retail company who are on a legal strike after last year's wage talks between the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and OK broke down

Mediation talks continue on Saturday afternoon and there is a glimmer of hope that the strike may soon be over

By LEN MASEKO

But for the Phiri family the past 15 weeks have been agonising They have four children and two other homes to support

Mr Phiri's mother lives alone and depends on the couple for support Charlotte's mother is widowed and also depends on the Phiris to make ends meet

Their children, Jabulile (13), Sisi (10), Geraldine (7) and Kagiso (4), are, like any other children, hungry all the time

These young and healthy appetites have had to contend with the strike

The family depends on subsistence from the union For the union to be able to maintain more than 10 000 people would be a Herculean task It is thus anybody's guess how much they get

But while the subsistence should be pretty low, the strikers, as shown by the determination of the Phiri family, are prepared to soldier on until the talks between the retail store and their union bear fruit

"The most painful thing is when your children don't understand why bread and tea suddenly become frequent items on the supper table" says Mr Phiri, who is employed as a document controller at OK's Hillbrow branch

Wages

However, Mr Phiri says, his family regarded the fight for better wages as a worthwhile exercise

"Obviously, we won't go back until our demands have been met," the couple says

"Our parents, who depend entirely on us for support, have been having it hard since we went on strike Fortunately, they understand our cause"

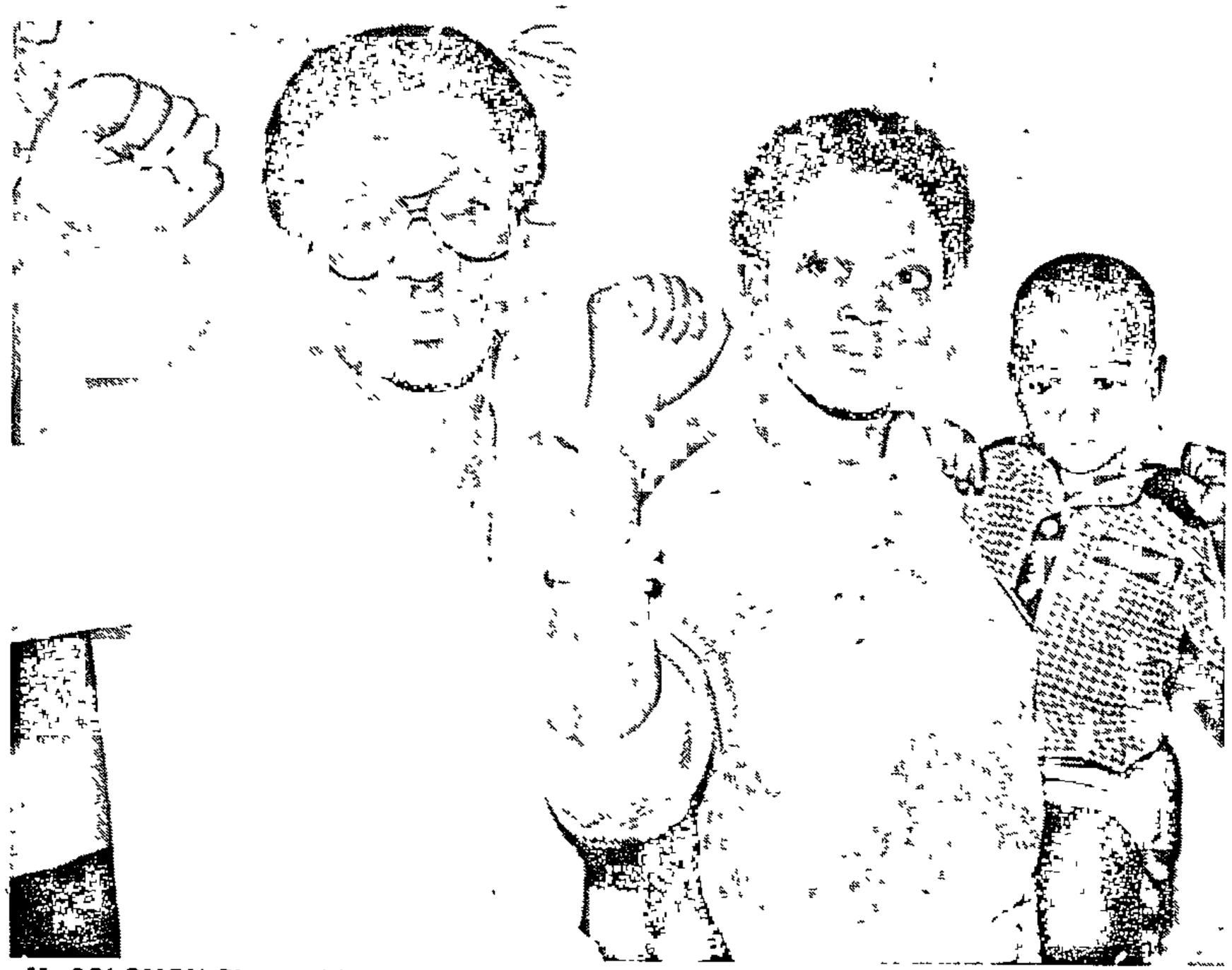
The couple reports daily at Ccawusa's Johannesburg offices where dozens of other workers converge for their *umzabalazo wabasebenzi* (workers' struggle)

There, a day spent attending meetings, listening to support messages from other worker groups, and waiting for the latest developments in the dispute

Sympathetic families and friends have also helped strikers But the pride of the union and its members has refused to see them throw in the towel. Every day they sing freedom songs and encourage one another

The OK workers' demands are

- A minimum wage of R450 a month,
- An increase of R160 a month,
- An end to the anniversary system of increases Workers are only paid the increase in the month that they first joined the company,
- The workers demand a 20 percent staff discount,
- They demand that women on maternity leave get the same increases when they get back to work, and
- They demand that workers from bantustans get the same benefits



Mr SOLOMON Phiri and his wife, Charlotte with their son, Kagiso Behind those smiles lies the determination that is characteristic of today's worker

OK management has said that the R160-a-month increases would cost the company about R40 million The company has since improved its original offer of R85 a month to an undisclosed amount

Victory in this strike, according to Ccawusa, is crucial if workers are to leave "their imprint" within the political arena and be respected as the leaders of the liberation struggle in South Africa

And for union members the wage dispute has meant nearly 15 weeks of sacrifice, going without income for that period, a drop in their lifestyle, and being involved in a nerve-racking battle in which there are victors and losers

Defeat, in this case, means jobs are on the line

300 strike to get whites dismissed

19/2/88 Star

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have downed tools at Kohler Xactics Plastics, Benoni, following a dispute over the employment of white trainee machine setters, the union said

In a statement the CWIU said workers had stopped work on Tuesday to back a demand that an undisclosed number of white workers employed recently be dismissed, and that staff promotions take place internally

Instead of resolving the dispute, the company had issued dismissal notices to the strikers, said the union

TEARGAS

Later management had called police Workers were then "forced off the premises with teargas and dogs"

"The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said

The chief executive of Kohler Limited, Mr Ian Willis, said both the morning and afternoon shifts at the Benoni plant had gone on an illegal strike on Tuesday, which resulted in the dismissal of 135 employees Negotiations with the union, aimed at resolving the dispute, were in progress, he said.

A spokesman for the police, confirming that police were called to the firm, denied that police had used dogs "When bottles were hurled at the police by workers who were told to leave the premises, members used aerosol-type teargas canisters to disperse the men."

● The Congress of SA Trade Unions (Cosatu) has condemned the raid yesterday morning on the East Rand home of its vice-president Mr Chris Dlamini

Four armed white men allegedly raided Mr Dlamini's home, demanding to know his whereabouts, and his reasons for visiting Cape Town recently During the incident, one person staying in Mr Dlamini's house was allegedly assaulted and an attempt was made to kidnap Mr Dlamini's daughter, according to Cosatu

Mr Dlamini, together with other Cosatu office bearers, has been involved in attempts to resolve the conflict in the KTC squatter settlement near Cape Town, and was briefly detained while visiting Cape Town last week

DD 19/2/88 (152)

Witnesses tell of assaults at work

Daily Dispatch Reporter

EAST LONDON — A former worker at Mercedes-Benz of South Africa (MBSA), Mr Gerald George de Kock, told the regional court yesterday he was assaulted and intimidated by another worker, Mr Matthews Draghoender, during the strike in August and September last year

Mr Draghoender has pleaded not guilty to five counts of intimidation

Mr De Kock testified that while he was working on a forklift in one of the stores on October 5 1987, about six men, led by Mr Draghoender, came up behind him shouting and swearing

"One of them said I should also stop working and when I carried on, I was hit on the back of my head with what I thought was a plank," he said

He fell onto the floor of the store and the men then went away

He said he was in hospital for ten days, suffering from concussion, epileptic fits and loss of use of one of his legs for two days

He testified that he could see his assailant clearly but did not know who he was at that stage

When Mr De Kock returned to work on October 19 he went from plant to plant to try to find his assailant but it was only on October 26 that he saw the accused again

"He ran away when he saw me but I chased after him and caught him," Mr De Kock said

He identified the accused by "his eyes, complexion and his short rough beard"

He said he had received threatening letters saying he should not identify the person otherwise his and his family's lives would be in danger

When counsel for the defence, Mr A N Jappie, asked him if he saw the blow to his head come, he said no

Mr De Kock testified that Mr Draghoender said in English "If we stop work, you whites must also stop work."

Mr Jappie said the accused could not speak English to which Mr De Kock replied "He was my assailant"

Another worker at MBSA, Mr Jedish Bhika, also testified that he had been intimidated and assaulted

Mr Bhika said he was pulled from his office, dragged along the floor, hit and kicked and then taken to the canteen where all the workers had gathered and told to stand on a bench

However, he could not say who had assaulted him

Mr Sidney Kosten, who also said he was intimidated, claimed that the accused had told him he was going to get hurt because he was working

Mr Kosten said he had been going to work on the back of a truck one day during the strike and when he got off, Mr Draghoender hit him three times at the back of his head

Another worker and friend of Mr Draghoender, Mr Mark Langeveld, said he was assaulted because he went back to work while the strike continued

The accused denied this but said he knew of no reason why Mr Langeveld should lie about him

Mr Draghoender admitted that he did take part in the strike but denied that he had assaulted or intimidated anyone

He testified that the first time he saw Mr De Kock was in court yesterday

He did know Mr Kosten but denied that he had hit him

He only asked him why he was working but did not hit or threaten him

The prosector, Mr H Hannan, asked Mr Draghoender to repeat some English words after him, which he did.

"So you can speak English quite well," he asked, to which the accused replied "Only when the words are put in my mouth"

The case continues today

Mr I C Kitching presided Mr H Hannan prosecuted and Mr A N Jappie appeared for the defence

WEEKEND ARGUS
February 19, 1988

Sowetan

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WFC WORKERS CLAIM 2 FIRED

THREE of the 10 members of the Wilgespruit Fellowship Centre directorate (from left) Mr Sipho Nkosi, Mr Sipho Mashinini, and curator, the Rev Dale White.

By THEMBA MOLEFE

THE strike by about 20 workers at Wilgespruit Fellowship Centre in Roodepoort is in its 19th day today with the strikers claiming two workers had been dismissed.

A member of the centre's directorate, Mr Ishmael Mkhabela, could yesterday not comment on the workers' claims and referred enquiries to the curator the Rev Dale White. Mr Mkhabela said Mr White was not available

The striking workers said in a statement that mediation attempts by the Interdenominational Churches for Workers Industrial Mission failed on February 3

They said the Wilgespruit directorate insisted that a general staff meeting be held instead of negotiating the dispute

"Instead, the directorate issued letters dated February 8 to staff members to report for duty and that failure to do so by 11 am on February 10 warranted suspension without pay

"The workers on strike have since not returned to work and in terms of these letters this means suspension

"For the rest of the staff (on strike) it is not clear what the directorate means by suspension 'until further notice'," the statement said

MR MANDLA Seleoane — taking his dismissal to court.

The dispute is over the dismissal of education officer, Mr Mandla Seleoane, whose services were terminated on allegations of insurbordination

The directorate earlier said about 45 workers, who constituted the majority of staff, were not affected by the strike and were back at their posts.

Mr Seleoane, who was interdicted by the directorate from entering Wilgespruit and ordered by the Rand Supreme Court to return its car, is to challenge his dismissal in the court on March 8

Cape Times 20/2/88

Wage strike at textile factory ends

Staff Reporter

A FIVE-DAY wage strike at the Berg River Textile Factory, in Paarl, ended yesterday with workers winning a R25,20 weekly increase.

The managing director of the factory, Mr J N Redelinghuys, confirmed the agreement yesterday between the company and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa).

Mr Redelinghuys said in a statement that the company had offered the workers a R25,20 increase before the strike had started.

"The union advised management that their members rejected this offer, but it appears that large numbers of workers were not aware of the company's offer, and therefore unnecessarily lost a week's wages."

But an Actwusa spokesman disputed this, saying that the company had based its offer on the erosion of workers' Christmas bonuses and extending the wage period by two months.

Workers drop strike plan

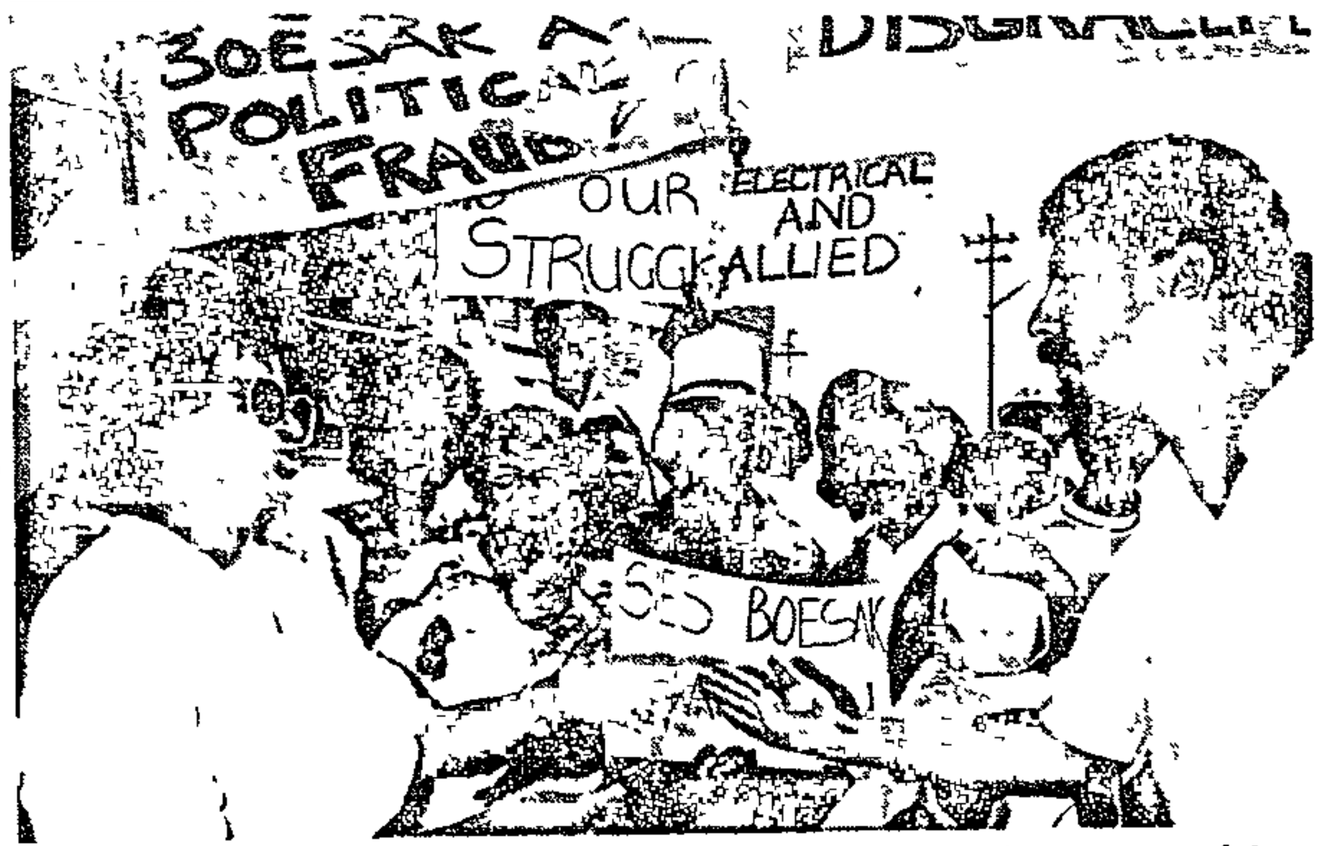
15

CP Reporter

THE possibility of a legal strike by more than 8 000 workers from the textile manufacturing industry in Durban has been averted due to the employers agreeing last week to workers' demands.

The workers, members of the Amalgamated Clothing and Textile Workers Union, last month voted in favour of a legal strike should the employers in the textile industry refuse to meet their demands.

The agreement between Actwusa and the industry includes provisions for three wage increases over an 18-month period, increased night shift allowances, increased long service bonuses, annual bonuses, agreement on shift patterns and a special provision to cater for boiler attendants.



DEMOS . . . Mr Brian Williams (right), assistant general secretary of the Electrical and Allied Workers' Trade Union, remonstrates with Ms Madeleine Boesak over a donation — rejected by union members — towards a strike fund, outside the Foundation for Peace and Justice. Picture ANNE LAING

CAPE TIMES 24/2/88

Fired strikers demo after Boesak 'gift'

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Staff Reporter

ABOUT 30 dismissed factory workers staged a placard demonstration outside the Bellville South offices of the Foundation for Peace and Justice yesterday because they were dissatisfied with a R300 donation granted towards a strike support fund.

An Electrical and Allied Workers' Trade Union spokesman for the workers — among 53 dismissed after a strike at the Illumina factory in Epping two weeks ago — said the donation was meant to cover their living expenses as well as those of their families for two weeks

He said the foundation — of which World Alliance of Reformed Churches president Dr Allan Boesak is director — "receives vast sums of money from overseas, yet all we got was a R300 voucher"

Shortly after the demonstration started about 3pm, Dr Boesak's sister, Madeleine, who does not work for the foundation, asked the workers to leave since Dr Boesak was not available

The workers at first refused and broke into song, chanting "we shall not be moved".

But about 10 minutes later Dr Boesak, who celebrated his 42nd birthday yesterday, arrived and invited the workers into the building to discuss their grievances

They emerged after half-an-hour and Dr Boesak said the matter was discussed "and we agreed that the whole thing was based on a misunderstanding" The workers echoed this statement

Dr Boesak, however, declined to say what the misunderstanding was about or whether the dismissed workers would receive further donations from the foundation.

Demo a misunderstanding — Boesak

Argus 24/2/88

Staff Reporter

DISMISSED members of the Electrical and Allied Workers Union have demonstrated outside the Bellville South office of the Foundation for Peace and Justice.

Dr Allan Boesak, who heads the foundation, said yesterday's demonstration was the result of a "misunderstanding", which had been sorted out. About 40 workers demonstrated over a cash gift towards a strike fund, which the workers said was inadequate.

The workers, who had been dismissed from a factory in Epping after a strike, were angry after being given only R300 by the foundation.

They picketed the office yesterday with placards reading: "Sies Boesak, skaam jou" (Sis, Boesak, you should be ashamed); "R300 an insult to our struggle", "We are the victims of apartheid" and "Why, Boesak why?"

They were met by Dr Boesak and later Mr Brian Williams, assistant general secretary of the union, said the matter had been settled.

He would not say whether the workers had been promised additional aid

Dr Boesak said after the meeting that the "misunderstanding" had been settled.

"The foundation would have helped them in any case," he said

Fifty-three workers were dismissed from the factory, Illumina, two weeks ago amid allegations that workers were being replaced by handicapped people at lower wages.

The union said 10 people were retrenched and 15 put on short time after management contracted out work to the handicapped

efs ★ ★

(152)

THE African Mining and Allied Workers' Union has asked union members dismissed by Concor after a strike in Welkom last year to report at its offices.

A union spokesman said these union members should report at Amawu's Westonaria offices before Monday next week.

Amawu is to challenge the dismissals in the Industrial Court next week.

Sowetan 24/2/88

Labour Briefs

(152)

WFC DISPUTE HOTS UP

• 10 fired • Azapo enters the fray

By LEN MASEKO and THEMBA MOLEFE

REV Nkwe: Chairman of Wilgespruit Fellowship Centre.

THE Wilgespruit Fellowship Centre council has fired 10 employees who are on strike over the dismissal of labour expert, Mr Mandla Seleoane.

The Reverend David Nkwe, chairman of the centre's council, said yesterday that the dismissals were effective from February 22 He said the council had reached this decision after "consideration of all circumstances and with due regard for the individuals concerned "

"Initially 21 staff members of the centre were dissatisfied and ventured into an uncanvassed demonstration' Since discussions involving staff, the Commercial Catering and Allied Workers' Union of South Africa and those staff members associated with them, only 10 staff remained intransigent," Mr Nkwe said

He said the council had supported the 58 staff members who had remained loyal and continued working during "the difficult times and circumstances "

Mr Nkwe said "disruptive events" at the centre included

• The continuing demonstration or stay-away from work by the 10 staff members,

• The continued disregard by these employees of "due processes applied within Wilgespruit" in an attempt to "normalise operations," and

• The bad faith and "disloyalty" displayed by the striking staff

Mr Nkwe said these employees had displayed "bad faith and disloyalty" through their involvement in intimidating other workers to return to work and unauthorised use of company vehicles in visits to various places "to discredit the centre and its good work "

• Meanwhile the Azanian People's Organisation said it found it unfortunate that the centre was unable to resolve the dispute that has rocked the institute for the past month.

Azapo said in a statement yesterday that "it is even more unfortunate because Wilgespruit is a centre which is supposed to give instructions to unionists on how to resolve disputes of this nature "

The organisation said the dispute, over the dismissal of its senior member, Mr Mandla Seleoane and which has led to a strike by about 20 workers, had assumed proportions which could no longer be ignored

"We are hopeful that the directorate would have resolved the dispute by now but its apparent failure makes it necessary for Azapo to enter the fray

"The irony of this matter is that one of the directors is a senior Azapo member and the fired man is also a senior member," it said

Mr Seleoane was dismissed on the grounds that he was insurbordinate when he allegedly refused to account for his travel expenses for 1987

He has since been barred from entering Wilgespruit property following a Rand Supreme Court interdict obtained by the centre's executive council on February 8

Mr Seleoane is challenging the dismissal and a hearing is expected to begin in the Supreme Court on March 8

The 18 workers were still on strike yesterday

2/2 - 2/3/88 Sowetan

Crippled worker to take action against police

DURBAN - A farm worker has been crippled and may lose his leg after he was allegedly shot by police who were called in to evict workers from a Natal farm.

Management had called police to the farm to load workers onto buses which had been arranged to take all contract workers back to the Transkei.

The 23-year-old Mbangiswa Lugojo is unable to walk without a walking stick after the incident on the Crookes Bros Farm, near Stanger, on December 18 last year.

The entire labour force of 360 workers had been dismissed after a work stoppage on December 16 in protest against the detention of the Natal farm worker organiser, Mr Richard Gumede, and a shop steward.

Gumede and the shop steward had been trying to negotiate a wage increase when management complained to police that they were intimidating and harrassing workers.

Lugojo said that on the day of the incident, he and another worker had gone to the shop when they heard that the workers had been instructed to get their belongings together and board the buses. They returned to the farm where police allegedly opened fire on him with birdshot.

He said he was shot at without warning and for no reason, as he was walking back to get his belongings.

He said the police then took him to the local hospital where he received no medical treatment. He was given pain killers and ointment to rub on his leg and discharged after two days.

He then went to Durban's King Edward viii hospital where he was told they would not be able to remove the bullets, as there were too many of them and they may have to cut his leg off.

The personel department of Crookes Bros have denied any knowledge of the incident.

Lugojo, a Transkei contract worker who had worked on the farm for three months, said he was worried as he did not know whether he would be able to work again.

He is living in a squatter shack now and is unable to go home as he has not been paid out. He worked nearly 12 hours a day as a sugarcane cutter, but earned only R100 a month.

Lugojo said he will be taking legal action against the police. Stanger police declined to comment. - *Concorde*

Cost of strike shows

25/2/88 KAY TURVEY B/day (152)

WIDESPREAD strike action in the furniture trade's traditionally stonger second half severely impaired Ellerines performance for the year to December

Attributable income at R16,6m was up a mere 5,3% after benefiting from an 11% lighter tax bill

Earnings a share at 241c showed a modest growth over the 229c of the previous year, resulting in a disappointing total dividend payment of 60c (57c)

Denied any benefits from the Christmas surge in consumer spending, turnover showed little real growth, rising 8,2% as operating profits dropped 3,8% to R30,1m Significantly lower financing costs, which were 20% down, failed to arrest the drop and pre-tax profits fell 1,5% to R27m.

Cape Times 26/2/88

Strike over union detainee

EAST LONDON. — About 2 800 employees, the entire black workforce of Daimler-Benz AG's South African subsidiary, have staged a strike in protest against the government's detention of a trade union leader, the National Union of Metalworkers said.

It was the first protest strike since the government on Wednesday virtually outlawed 17 anti-apartheid groups and issued a orders restricting political activists and trade unionists.

Workers downed tools soon after Cosatu official Mr Msiteli Nonyukela was detained.. — Reuter

B/D. 27/2/88

Workers back at MBSA plant

152

Daily Dispatch Reporter

EAST LONDON — Production returned to normal at the Mercedes-Benz of South Africa (MBSA) plant yesterday, after sporadic stoppages on Thursday

Workers in some sections of the plant had downed tools in sympathy with the alleged detention of a shop steward at union offices

The regional organisor of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said the workers returned to the shop floor yesterday morning, after hearing that the chairman of the shop stewards committee in East London, Mr Msiteli Nonyukela, had been released

Mr Gxarisa declined to comment on the brief detention.

He said union members who had been present at the offices when Mr Nonyukela was taken away by police had said that the premises had been searched

A spokesman for MBSA in Pretoria confirmed that production was back to normal

The company expressed its concern over the recent emergency restrictions imposed upon the Congress of South African Trade Unions — the umbrella body under which Numsa falls — in a statement issued after Mr Nonyukela'a release.

The spokesman said management had made "representations to secure his release from detention"

"The company believes that these developments will hinder the efforts for better industrial relations," the spokesman added

New protection for strikers

29/2/88 B/Day (152)

Court ruling outlaws race bias in pay

ALAN FINE

IN A KEY judgment, the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

And, in ordering the reinstatement of several hundred workers, the court also appears to have potentially strengthened the right to protection from dismissal for workers involved in a "legitimate" strike.

The case of Nactu's SA Chemical Workers' Union (Sacwu) v Sentrachem, presided over by Dr D G John, arose out of a nine week wage strike by 3 000 workers between May and July 1986, at seven of the chemical giant's plants. Management had issued dismissal notices on July 7, with an offer of re-employment to those who returned by July 15.

About 400 to 500 workers were not taken back — most because management said a restructuring of operations meant they were redundant. Alleged disciplinary offences during the strike led to 17 not being rehired.

Six months of negotiations and the implementation of conciliation procedures failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage, while management was offering a R470 a month minimum.

Sacwu also demanded the elimination of racial wage discrimination, which it said was prevalent in the company.

In the judgment delivered on Thursday, the court ordered Sentrachem to eliminate discrimination by August 31. The court defined discrimination as a situation where wages paid to black employees are lower than wages paid to other workers doing the same work — unless the difference is due solely to length of service in the job.

While there was some disagreement between Sacwu and Sentrachem on their definitions of the concept, evidence led by the company during the hearing was that it would cost R4m to eliminate discrimination fully

During negotiations Sentrachem had agreed to set aside an immediate R1,5m as a first step towards eliminating wage discrimination over a period of time.

The court noted Sentrachem representatives had acknowledged discrimination existed and was morally indefensible. It said there should have been greater efforts by the company to remove it.

The court also ordered the reinstatement of 400 to 500 workers and payment to them of eight weeks backpay.

The most important and far-reaching reason given for this decision was that, since the law grants unions and lawful strikers immunity from penal and civil sanctions, "it would be anomalous if workers were nevertheless penalised by

To Page 2

Court outlaws race bias in pay

From Page 1

dismissal for striking".

John also reaffirmed the view that "the employer should be prevented from applying selective dismissal, or selective re-employment, in the context of a strike"

The court added if a strike "was legitimate, this would go a long way towards finding that the dismissal of the workers was unfair and, likewise then, the failure to re-employ all of them"

The second reason given by the court was that, if the company — as suggested — had not re-employed workers, either because they were redundant or had committed disciplinary offences, it was obliged to follow the relevant retrenchment and disciplinary procedures. This had not been done.

Cape Town University-based labour lawyer Clive Thompson said this "suggestive judgment" differed from previous cases where strikers had been reinstated in that the court had been concerned only with the legitimacy of the strike.

In this regard, the court had merely noted that the union had exhausted conciliation procedures and the strike had been conducted peacefully on the whole.

Unlike previous cases — including the ground-breaking 1985 case of NUM v Marievale — the court did not find it necessary to examine in detail the length of the strike and the nature of the union's demands.

Sentrachem MD Dave Marlow said he did not wish to comment until he had studied the judgment.

decade ago, ... were gunned down in turn was wages ...

ie said.

Key judgment on discrimination

Cape Times 29/2/88

152

Own Correspondent

JOHANNESBURG. — In a key judgment the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

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About 400 to 500 were not taken back — most because management said a restructuring of operations meant they were redundant Seventeen were not rehired because of alleged disciplinary offences during the strike

Six months of negotiations, and the implementation of conciliation procedures, failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage while management was offering a R470 a month minimum

Sacwu also demanded the elimination of racial wage discrimination, which it said was prevalent in the company.

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R1,5m first step

While there was some disagreement between Sacwu and Sentrachem on their definitions of the concept, evidence led by the company during the hearing was that it would cost R4 million to eliminate discrimination fully

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The court also ordered the reinstatement of 400 to 500 workers and payment to them of eight weeks' backpay

The most important and far-reaching reason given was that since the law grants unions and lawful strikers immunity from penal and civil sanctions "it would be anomalous if workers were nevertheless penalized by dismissal for striking"

Sentrachem rejects court race ruling

ALAN FINE

SENTRACHEM is considering taking last week's industrial court judgment — which ordered the company to eliminate wage discrimination and reinstate several hundred workers dismissed after a strike — on review to the Supreme Court.

The case was brought by the SA Chemical Workers' Union (Sacwu).

Sentrachem MD Dave Marlow said yesterday the company unreservedly rejected racial discrimination in any aspect of its operations.

Hence it rejected the court's finding that it had implemented any such practice, as well as the court's criteria for legal strike action and fair dismissal of striking employees. Marlow said these findings were cause for serious concern to the company.

A decision on review proceedings would be taken soon, he said.

Nactu, to which Sacwu is affiliated, described the judgment as a victory for unionism and a vindication of the Sentrachem workers' struggle.

Work-seekers registered at labour bureaux

26 Mr P G SOAL asked the Minister of Manpower

How many males and females respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act No 62 of 1981 as at the end of each month in 1987?

The MINISTER OF MANPOWER

Figures up to October 1987 are as follows

Registered as Work-seekers

All Races

	January		February		March		April		May	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Bloemfontein	2 182	1 672	3 592	1 921	3 069	1 976	2 946	1 932	3 076	2 101
Cape Town	15 478	6 990	18 192	8 473	16 776	8 232	17 106	7 944	17 264	8 925
Durban	21 750	11 746	27 970	14 585	23 714	12 202	20 751	11 206	21 250	11 104
East London	3 288	2 068	2 467	3 423	3 518	2 283	2 779	1 619	3 225	1 721
George	1 637	629	1 597	713	1 663	777	1 776	836	1 771	879
Johannesburg	21 585	12 225	27 834	15 764	28 050	14 938	25 679	13 482	24 381	13 766
Kimberley	2 312	890	2 453	944	2 044	682	1 972	766	2 112	687
Port Elizabeth	10 007	3 788	9 830	4 715	6 772	3 049	6 979	2 892	5 777	2 755
Pretoria	10 079	4 992	12 548	6 233	12 537	5 907	10 844	4 995	11 611	4 773
Total	88 318	45 000	109 483	56 771	98 143	50 046	90 832	45 672	90 467	46 711

	June		July		August		September		October	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Bloemfontein	3 128	2 133	3 133	2 035	3 346	2 134	3 681	2 229	3 711	2 237
Cape Town	16 670	9 017	16 066	8 839	16 520	8 619	17 381	8 823	17 174	8 826
Durban	22 536	11 029	23 546	10 983	23 900	11 658	24 170	11 329	23 333	10 083
East London	3 187	1 718	2 726	1 404	2 618	1 188	2 870	1 344	2 749	968
George	1 739	821	1 924	876	1 449	805	1 718	978	1 748	1 087
Johannesburg	25 046	13 856	26 111	12 999	27 512	13 688	28 735	13 541	27 355	12 800
Kimberley	2 102	722	2 006	682	2 167	761	2 140	745	2 539	874
Port Elizabeth	5 900	2 582	5 981	2 652	6 081	2 230	5 871	2 781	4 923	2 272
Pretoria	12 482	4 713	12 751	4 851	12 836	5 400	13 590	6 002	12 493	4 934
Total	92 790	46 591	94 422	45 321	96 429	46 483	100 156	47 772	96 025	44 081

Persons registered as unemployed

27 Mr P G SOAL asked the Minister of Manpower

How many Whites Coloureds and Asians respectively were registered as unemployed in each inspectorate area as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER

	Whites	Coloureds	Asians
Bloemfontein	1 647	619	—
Cape Town	4 340	17 635	28
Durban	4 555	2 439	8 638
East London	238	296	2
George	407	1 581	—
Johannesburg	9 978	3 291	774
Kimberley	257	1 482	8
Port Elizabeth	1 220	1 631	5
Pretoria	2 109	232	57
Total	24 751	29 206	9 512

NOTE These figures are as at 31 October 1987

Religious objectors alternative service

30 Mr P G SOAL asked the Minister of Manpower

Whether any national servicemen who were granted the status of religious objectors have had to wait to be placed in alternative service, if so how many such religious objectors were not placed in alternative service for (a) 12 months (b) 9 months (c) 6 months and (d) 3 months in 1987?

The MINISTER OF MANPOWER

(a) 0

(b) 1

(c) 7

(d) 17

Strikes/work stoppages

32 Mr P G SOAL asked the Minister of Manpower

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1987 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER

(a) (i) Whites 53
Coloureds 14 855
Asians 2 181
Blacks 523 925

(ii) Whites 7
Coloureds 1 504
Asians 85
Blacks 48 781

(b) (i) and (ii) Whites 778 hours
Coloureds 750 138 hours
Asians 138 536 hours
Blacks 45 712 400 hours

(Separate statistics for strikes and work stoppages are not available)

Conciliation boards/mediator

35 Mr P G SOAL asked the Minister of Manpower

(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 1987 and (b) in respect of what percentage of the approved applications were the disputes settled in each case?

The MINISTER OF MANPOWER

(a) (i) (aa) 2312

(bb) 779

(ii) (aa) None

(bb) None

(b) Conciliation boards 33 5 per cent
Mediators Falls away

NOTE As at the end of 1987 272 disputes were still under consideration by conciliation boards

Strike-hit firms to hold talks — chemical union

BRONWYN ADAMS 2/3/88

NEGOTIATIONS between management at three strike-hit chemical sector firms and the Chemical Workers' Industrial Union (CWIU) are scheduled for today or tommorrow

CWIU spokesman Chris Bonner said a conciliation board would sit today to attempt to resolve the week-old legal strike at Unilever's Wadeville plant She said settlements had been reached at other Unilever plants at levels higher than that being offered at Wadeville Management was unavailable for comment. The union will also meet the management at Kohler Xactics in Benoni today. (152) B/dolp

65 DISMISSED AT OFS FIRM

Sowetan 2/3/88

(152)

SIXTY-five SA Chemical Workers' Union members have been dismissed after a strike at Protea Chemical Manufacturers in Bethlehem.

A Sacwu spokesman Mr Humphrey Ndaba, said union members employed by the company went on strike on February 15 after the union and management deadlocked over wage increases

Sacwu members were demanding

- Pay rises of R80 a week,
- Annual leave of 20 days;
- Annual bonus to be 13th cheque, and
- A 40-hour week

Mr Ndaba said the State-appointed conciliation board has failed to resolve the dispute between the two parties He said the company had offered R5 a week from February to August, and a further increase of R10 a week from September

Protea Chemicals managing director, Mr Alan Cohen, disputed a claim by Sacwu that the company's employees had downed tools after a wage deadlock between the two parties

He said the workers had taken part in "wrongful industrial action" on February 1 A conciliation board was subsequently set up by the Minister of Manpower on February 5, and the workforce returned to work

Mr Cohen said "The employees' in one department subsequently refused to work to agreed standards and after a series of disciplinary actions they were fairly dismissed on February 15

"The remainder of the employees then went on an illegal strike demanding the reinstatement of dismissed workers In doing so, they ignored agreed dispute procedures allowing for appeals, which were offered by management "

Disputes/work stoppages/strikes

37 Mr P G SOAL asked the Minister of Manpower

(a) How many (i) disputes (ii) work stoppages and (iii) strikes were reported in 1987 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) 123

(iii) (aa) 1025

(ii) (bb) and (iii) (bb) Work stoppages and strikes are not reportable to the Wage Board

(b) (i) and (ii)

Construction	84
Electricity	6
Finance and insurance	16
Government and services	54
Manufacturing	580
Mining	141
Trade and accommodation	220
Transport and communication	47
TOTAL	1148

NOTE The figures under (b) include strikes and work stoppages Separate figures for the different industries trades or occupations are not available

Farm/domestic workers, report on working conditions

88 Mr P G SOAL asked the Minister of Manpower

(1) Whether with reference to his reply to Question No 7 on 2 June 1987 consultations concerning the report of the National Manpower Commission on the working conditions of farm and domestic workers have now been completed if not (a) why not and (b) what remains to be done to complete this investigation, if so, when,

(2) whether the report has been released, if so when, if not (a) why not and (b) who took the decision in this regard,

(3) whether any action affecting the working conditions of farm and domestic workers is to be taken as a result of the findings of this commission, if not why not if so (a) what action and (b) when

(4) (a) when was this commission established and (b) what was the total cost of the commission as at the latest specified date for which figures are available?

The MINISTER OF MANPOWER

(1) No

(a) Consultations with organized agriculture are still in progress as the agricultural sector is diverse, comprising a great many interest groups at national regional and district level

(b) The nature of the sectors involved and the geographical diversity prevailing in agriculture necessitate drawn-out discussions and further investigation It is consequently not possible to give a precise indication as to when finality will be reached

(2) No

(a) The Labour Relations Act 1956 provides for the National Manpower Commission to submit its reports and recommendations to the Minister of Manpower who decides on any actions to be taken thereanent It is however not incumbent upon the Minister to release any report with the exception of the annual report

(b) The Minister of Manpower

(3) Whether any action is to be taken will be considered once consultations with organized agriculture have been concluded

(a) Falls away

(b) Falls away

(4) (a) 1 October 1979

(b) The total cost of the Commission up to 31 March 1987 amounted to R5 03 million

Blacks in independent states South African citizenship

95 Mr P G SOAL asked the Minister of Home Affairs

(1) How many Blacks in each independent Black state regained their South African citizenship in 1987 in terms 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) Owing to the provisions of the Restoration of South African Citizenship Act 1986 (Act 73 of 1986), which came into effect on 1 July 1986, no Black of any of the independent states applied in terms of section 3 of the National States Citizenship Act 1970 (Act 26 of 1970) as amended by the National States Citizen ship Amendment Act 1978 (Act 13 of 1978) for South African citizenship during 1987

(2) (a) and (b) Fall away

Johannesburg rapid rail transit system

106 Mr P G SOAL asked the Minister of Transport Affairs

Whether with reference to his reply to Question No 253 on 5 August 1987 a decision has been taken on the introduction of a rapid rail transit system for Johannesburg, if not why not if so, what decision?

The MINISTER OF TRANSPORT AFFAIRS

No The matter is still under consideration

Drivers' licences/identity documents

107 Mr P G SOAL asked the Minister of Transport Affairs

(1) Whether with reference to his reply to Question No 1 on 25 August 1987 the Commission for Administration has carried out a further investigation into the matter of whether drivers licences should be separate from identity documents if so

(2) whether the Commission has reported to the Cabinet Committee for Economic Affairs, if so

(3) whether this committee has reached a decision on the matter, if so, (a) what is the decision of this committee and (b) what decision has the Cabinet made in this regard?

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes

(2) Yes

(3) Yes

(a) and (b) The Cabinet has decided not to separate the two documents

Members charged/convicted bounds of duty exceeded

192 Mr K M ANDREW asked the Minister of Defence

(1) Whether in 1987 any members of the South African Defence Force were (a) charged with and (b) convicted of exceeding the bounds of duty while serving in any Black townships if so (i) how many and (ii) in respect of what offences in each case

(2) whether in that year, any civil actions were instituted against (a) him and/or (b) any members of the Defence Force for acts committed by members of the Defence Force while on duty in Black townships if so (i) how many, (ii) what were the circumstances surrounding each claim and (iii) what was the nature of the claim in each case

(3) whether any of these actions have been finalized if so (a) how many as at the latest specified date for which information is available and (b) what was the outcome in each case?

The MINISTER OF DEFENCE

	(i)	(ii)
(1) (a)	4	3 assault 1 assault and theft
(b)	1	1 assault

(2) (a) Yes

(i) As on 31 December 1987 97

(ii) To explain the circumstances surrounding all the actions would run to volumes and

Timber firm's workers strike

DD

3/3/88

152

Daily Dispatch Reporter

EAST LONDON — Some 150 Hodgetts Timbers workers began an illegal strike on Tuesday after declaring a dispute with management over wage increases.

The workers are members of the Paper, Printing, Wood and Allied Workers' Union, but the union's local organiser, Mr David Mabengeza, said it was union policy not to comment on a dispute until after consultation with the employers.

He indicated that a meeting had been arranged for yesterday afternoon.

A senior shop steward and spokesman for the strikers, Mr Otto Mpetha, said the dispute began with a demand of a R3,26 an hour increase on top of the present R1,45 an hour minimum wage at the company.

This would bring the wage in line with the minimum wage recommended by the Congress of South African Trade Unions.

Mr Mpetha said the workers had compromised to a point where they were demanding 55c an hour more — but management had indicated that it considered the demand to be unreasonable.

The general manager of Hodgetts Timbers, Mr K. Fleischman, said he saw "little purpose in commenting until there is finality in the matter"

Three Boland farms hit by strikes

'We've had enough!'

By GEORGE HILL

THREE fruit farms in Grabouw were hit by strikes this week when about 80 members of the Food and Allied Workers Union protested against low wages and bad working conditions

This week's strike is the third by farmworker in the last month Recently workers have gone on strike in Paarl and Kuilsriver

Workers, some have worked on farms for most of their lives, earned as little as R21 a week

The workers on Heideland, Highlands and Sherwood farms downed tools on Monday Negotiations between farmers and the union are continuing

Sherwood workers accepted a R28 increase on Tuesday, which is more than double their previous earnings of R27 a week

Salary

The workers at Highlands farm have refused an offer of a R4 80 a week increase

Workers at Heideland and Highlands farms told SOUTH they refused to continue working for starvation wages

Mr Henry Pietersen, a "heavy-duty" driver at Highlands farm, said he drove to Saldanha, Epping market and Worcester up to three times a week, but only earned R61

I sometimes have to weld and do building work on the farm for this small salary

'My eldest son had to leave school after finishing Std 8 because of the hardship He made the sacrifice for his six brothers and sisters to learn" he said

The men at Highlands earn R32,50 a week, while the woman earn R26

The workers were also angry about their living conditions

On Heideland seven families use one "toilet" — a hole in the ground under Mrs Christine Maloy's bedroom window

The stench is unbearable We cannot open the windows and when it rains the hole fills up and dirty water runs into the house

Workers claim their annual bonus amounts to R5 — a sum only paid if they worked a full year

Mrs Christine Roman said the workers have decided not to return to work

'Our treatment here is sinful If we pack 455 boxes of apples a week we get R21

The men must buy their own overalls How are they suppose to buy overalls with the small salary they earn?' We only paid R3 overtime if work until nine or 10 o'clock at night."

Fawu's farmworker organiser in the Western Cape Mr Petrus Aploon who lives with his wife on Heideland, has been given three days to leave

I will rather leave because I do not want any farmer to have a hold on me he said

Workers present at the negotiations alleged the owner of Heideland Mr Pierre Reevers, had told Aploon to voetsek out of his office and that he was a Cosatu gemors Reevers refused to comment this week

At Highlands farm opposite Heideland 21 workers downed tools The workers mainly Africans earn about R27 while some earn R35

Workers at both Heideland and Highlands work an average of 12 hours a day from 6am to 6pm African workers are not paid overtime

Workers are required to buy their own overalls and boots The farmer charges them R20 for an overall

When the workers started their strike on Monday their electricity was cut They pay R5 a fortnight for electricity and R10 for gas Workers are also unhappy because they must pay R5 extra when their wives stay with them

A worker, Mr Ezekiel Mokhachane, said workers had to pay their own medical expenses when injured on duty

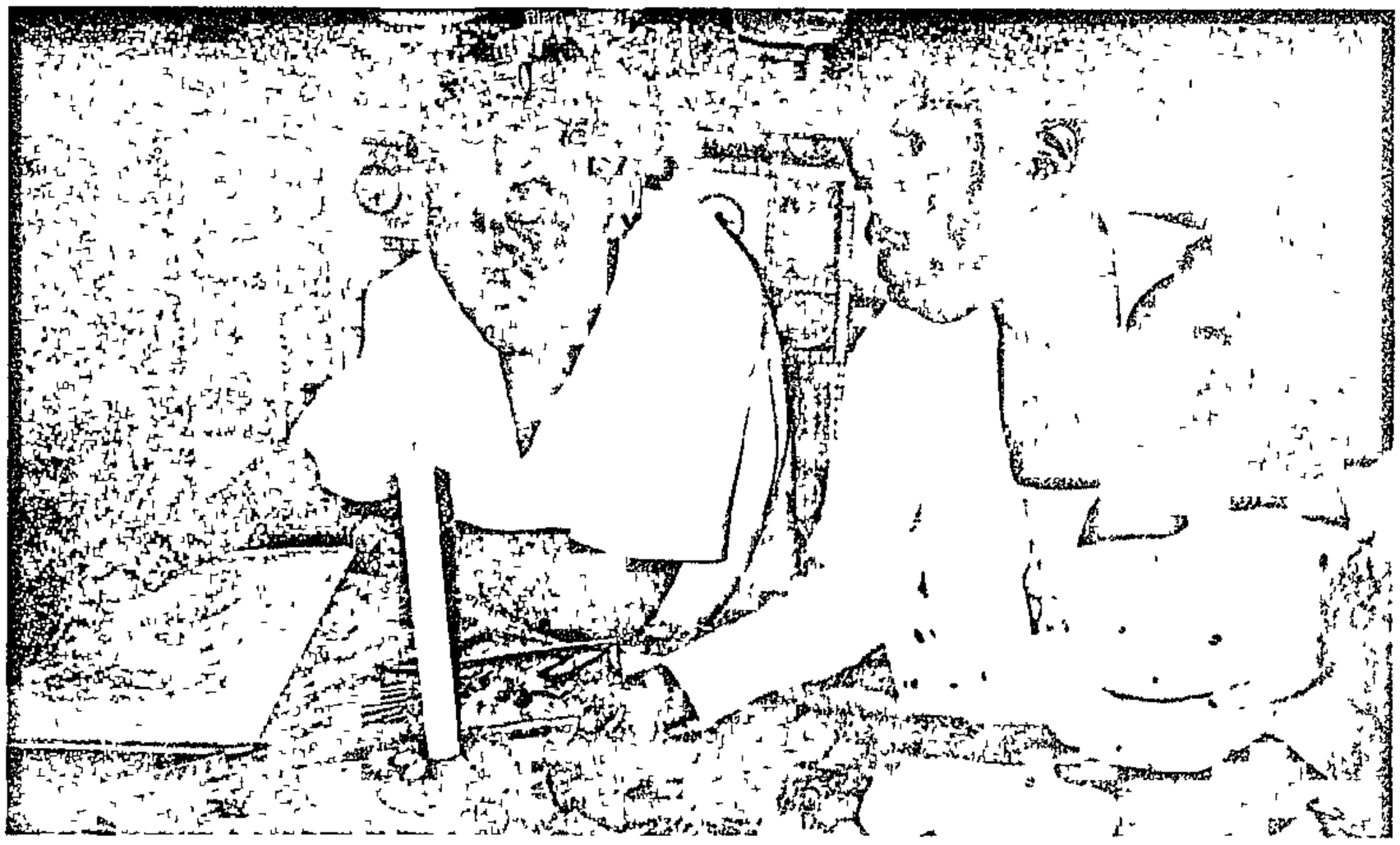
If the farmer pays its deducted from our wages

Daniel Khiwa, who could not recall his age said he had started with the present farmer's father many years ago He earns R27 a week

The 21 workers and their families share three toilets

Mokachane said he had started Highlands in 1971 earned R25 a week 'No matter what, we are going to see the strike out and stand together till the end he said

Reevers the owner of Heideland, said that the press always criticised the farmers and spread negative things about them He refused to comment further



Johana Malgas, 19, a matriculant at Groenberg Senior Secondary with her sister Cathleen Maloy 9, and brother Nelson Maloy, four months

Some of the striking workers Standing are Henry Pietersen, Philip Jacobs and Lourence Tyiyso Sitting are Owen Saayman and Charles Langenhoven

Ms Petros Jejana and her daughter Julia, 2, in kitchen of the house

Strike threat

Sowetan 3/3/88 152

ABOUT 160 workers at Cremark Chemicals in Johannesburg have threatened to take sympathy industrial action if 65 workers at the company's Bethlehem branch are not reinstated following their dismissal last month.

A statement from the SA Chemical Workers Union said Johannesburg Cremark workers were meeting the company this week to discuss the Bethlehem dismissals

If the matter were not settled "amicably" the workers would take industrial action, it added.

INDUSTRIAL COURT

Finding stings

Sentrachem, seriously concerned by the Industrial Court's finding that it was guilty of two unfair labour practices, looked like taking it on review to the Supreme Court

The grounds had not been announced as the *FM* went to press, but the company seems stung by the finding — which it rejects — that it practised wage discrimination against blacks (see **P59**) It also rejects the court's criteria for legal strike action and fair dismissal of striking employees.

The SA Chemical Workers Union (Sacwu) alleged two main unfair practices wage discrimination and failure to re-employ strikers in a strike the court found to be "legitimate" This is the first time wage discrimination has unequivocally come before the court Dr David John, presiding, "required" the company to redress (before the end of August) the lower wages it pays black employees doing the same jobs as other workers — unless length of service is a factor

Sacwu, an affiliate of the National Council of Trade Unions, described the order against Sentrachem as "a major victory against racism" Such discrimination on the shop floor, says secretary Humphrey Ndaba, means it is ridiculous to expect unions to remain aloof from politics

The second order requires the company to reinstate workers who were sacked during a wage strike in 1986

The court's rulings are not binding and, while there is no appeal, they may be taken on review to the Supreme Court. According to a labour lawyer, the Supreme Court doesn't like overturning industrial court findings

The Sentrachem case stemmed from a nine-week wage strike that began on May 12 1986 The company issued dismissal notices on July 8 (terminating the employment *contracts*) and offered to re-employ any applicants by the deadline on July 15 (which marks the end of the employment *relationship*)

The re-instatement order reaffirms the principle of industrial court protection of workers who take legal strike action — however much the strike may strain the employer's patience The suggestion is that the employer may not terminate the employment *relationship* (as opposed to the contract) in such an event, unless the correct procedures have been followed

In this case, there was selective re-employment (an unfair practice) when the union rejected the company's terms of re-employment on July 15 1986 Since that date, selective re-employment changed in "a chameleon way" to redundancy consequent on company reorganisation The union is not happy about this

The court decided that any retrenchment affecting the ex-employees or other black workers shall be conducted mainly in terms of procedures agreed on between the company and Sacwu last May The union, which says it does not have confidence in the court, is also unhappy with the condition that ex-employees re-apply by March 31 because members are scattered and it will be difficult to contact them in time

In explaining the re-instatement order, the court said that the question is *why* the employer terminated the employment relationship, not whether — objectively speaking — there were reasons for doing so This distinguishes the position in labour law, from what it would be under the law of contract under common law So the case had less to do with the legality of the strike (which was stoutly argued) and turned on the correctness of procedures of retrenchment and dismissal

In terms of the court's ruling, those reinstated are entitled to eight weeks' back pay It also means that although workers may since have become redundant, retrenchments must adhere to procedures agreed to by the parties last May

If retrenched, the service of the employees shall be counted from the day they first started in that service Their severance benefits "shall be in accordance with the last offer by the company to the union on this subject" Thus, retrenched employees will.

- ☐ Be given formal notice in terms of the applicable statutory notice period, plus one month They will be granted pay for that time,
- ☐ Be paid one week's wages for each completed year of service,
- ☐ Be paid their contributions to the pension fund, plus 6% compound interest, increased by 100%, and
- ☐ Their annual bonus on a pro rata basis

The re-employment of the 17 applicants not re-hired for disciplinary reasons will be subject to hearings

Meanwhile, Cosatu's lawyers are working flat out preparing a legal challenge to the restrictions government recently placed on the union federation Papers could be in court before the weekend ■

55

(152) 4/3/88

Timber workers to return to work

EAST LONDON — Striking Hodgett's Timbers workers decided yesterday to report for work this morning after a meeting between representatives of the Paper, Printing, Wood and Allied Workers' Union and management.

The union's local organiser, Mr David Mabengeza, said the dispute remained unresolved after the meeting, with workers sticking to their demand of a 55c an hour increase and back pay to November last year

He said the priority of the union was for the strikers to return to work and for the company to agree to pay them for the three days that they were on strike.

A strike ballot would be taken today as "the union has explored every possible avenue for resolving the dispute in terms of the law, including mediation, arbitration and the industrial council"

"The wage issue will be brought up again once production has been resumed and we hope to reach an agreement through negotiation," he said.

A spokesman for the company could not be contacted for comment on the dispute late yesterday. — DDR

Black taxis between Johannesburg/Messina: loss of revenue to SATS

486 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

What is the estimated loss of revenue to the South African Transport Services as a result of competition experienced from Black taxis running between Johannesburg and Messina for each of the latest specified five financial years for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

Although there has been a decrease in the number of passengers conveyed it is not possible to determine what percentage of this decrease can be ascribed to competition from Black taxis

Passenger/goods rail traffic, maximum safe speed

487 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) (a) What is the maximum safe speed applicable to South Africa s rail system in terms of (i) passenger and (ii) goods rail traffic and (b) what speed is permitted by the Transport Services in each case,

(2) what time-saving could be effected through the application of maximum safety speeds in respect of a (a) passenger and (b) goods train journey between Johannesburg and Cape Town?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) (i) 90 kilometres per hour except in the case of the Blue Train which is 100 kilometres per hour

(ii) Vacuum braked trains and air braked trains on the coal line loaded to a maximum of 26 ton/axle — 60 kilometres per hour

Vacuum braked trains with selected rolling stock and air braked trains loaded to a maximum of 20 ton/axle — 75 kilometres per hour

Air braked trains with a limited train length and selected rolling stock — 100 kilometres per hour

(b) Maximum speeds as set out in part (1) (a) (i) and (ii) of the reply except where otherwise restricted for technical reasons, e g track curvature, down grades, yard/station layouts and for any other safety reasons

(2) (a) and (b) None All trains are operated at their optimal safety limit which is dependent on factors such as rolling stock, track stucture, signalling, etc

Erection of Mankweng hospital, Lebowa

491 Dr W J SNYMAN asked the Minister of Education and Development Aid †

Whether his Department is involved in the erection of the Mankweng hospital in Lebowa, if so, (a) in what respects, (b) what is the (i) tender price and (ii) final cost of erecting this hospital (c) when (i) was the hospital completed and (ii) is the hospital expected to be in operation and (d) for how many beds has provision been made?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

Yes

(a) The Department of Development Aid is involved in an advisory capacity

(b) (i) R35 271 648

(ii) R38 550 100

(c) (i) The end of March 1988

(ii) This date will be determined after consultation with Lebowa in whose judicial area the hospital is situated

(d) 415

Blacks removed from Black spots

502 Mr P G SOAL asked the Minister of Education and Development Aid

(a) How many Blacks were moved from Black spots to Black states in 1987 and (b) (i) from which Black spots, (ii) to which Black states, and (iii) why were they moved in each case?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(a) None

(b) (i), (ii) and (iii) Fall away

Independent Black states size in hectares

504 Mr P G SOAL asked the Minister of Education and Development Aid

(1) What was the size in hectares of each of the four independent Black states as at the latest specified date for which figures are available,

(2) whether any land was added to any of these states in 1987, if so, how many hectares were added to each such state in that year?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(1)

Transkei	4 287 000 hectares
Ciskei	794 000 hectares
Bophuthatswana	4 187 813 hectares
Venda	707 513 hectares

(as at 1 February 1988)

(2) Yes

Transkei	None
Ciskei	47 000 hectares
Bophuthatswana	17 hectares
Venda	None

Training schemes offered for Whites

522 Mr C J DERBY-LEWIS asked the Minister of Manpower

(1) Whether his Department offers training schemes for Whites, if so,

(2) whether Whites being trained under such schemes received payment whilst being trained, if not, why not, if so, what are the relevant particulars of (a) these schemes and (b) the payment so received?

The MINISTER OF MANPOWER

(1) Yes Two training schemes are at issue, namely the training of trainees and the training of unemployed persons Both training schemes provide for the training of all population groups

(2) Yes

(a) The training of trainees
This entails the training of adult persons who meet the admission requirements for training as artisans or as entry level computer programmers

The training of unemployed persons
This entails the training of unemployed persons who are keen to improve their job proficiency

(b) Trainees during their training receive an allowance which varies from R48 to R78 per week, depending on the trainee's number of dependants

Unemployed persons younger than 18 years receive a daily allowance of R1,80 and persons older than 18 years receive a daily allowance of R2,40 whilst they are in training

Note Particulars on training appear in paragraphs 4 16 to 4 18 and 4 49 to 4 54 of Chapter 4 in the 1986 Annual Report.

Strikes, amount lost

534 Mr C J DERBY-LEWIS asked the Minister of Manpower

What amount is it estimated was lost in terms of production as a result of strikes in each of the latest specified five financial years for which information is available?

The MINISTER OF MANPOWER

As the submission of particulars on amounts estimated to be lost in production owing to strikes is not required by the Labour Relations Act, 1956, the Department of Manpower does not keep statistics thereanent and the requested particulars are therefore not available

Overseas visits

575 Mr P G SOAL asked the Minister of Manpower

(1) Whether he undertook any overseas visits in 1987, if so (a) which countries were visited and (b) what was the purpose of each visit,

(2) whether he was accompanied by any representatives of the media on these visits, if so (a) what were the names of the journalists involved (b) which newspapers or radio or television networks did they represent (c) to which countries did each of these persons accompany him and (d) why,

(3) whether any costs were incurred by his Department as a result, if so what total amount in that year?

The MINISTER OF MANPOWER

(1) Yes

(a) Spain

(b) Private

(2) No

(a) Falls away

(b) Falls away

(c) Falls away

(d) Falls away

(3) No

Christmas cards sent out

608 Mr P G SOAL asked the Minister of Manpower

(1) Whether (a) he and/or (b) his Department sent out Christmas cards in 1987, if so, (i) what total number of cards was printed, (ii) to whom were they sent, (iii) what was the total cost of producing and distributing these cards and (iv) who was responsible for printing them in each case

(2) whether postage stamps were used to send out these Christmas cards, if not, how were they distributed?

The MINISTER OF MANPOWER

(1) (a) yes

(i) 2 000 of which 621 are still at hand to be used in the future

(ii) To various organizations and people

(iii) R5 888,52

(iv) Government Printer

(b) No

(i) (ii) (iii) and (iv) Fall away

(2) Yes, but only in the case of cards sent abroad In all other cases the cards were posted under the ministerial office stamp

Unemployment insurance benefits applications refused

632 Mr P G SOAL asked the Minister of Manpower

Whether any persons who applied for unemployment insurance benefits in 1987 were refused if so, how many in respect of each race group?

The MINISTER OF MANPOWER

Yes the applications of altogether 52 724 persons who applied for the different types of benefits in terms of the Unemployment Insurance Act during 1987, were refused

The Fund does not differentiate between the various population groups and separate figures are therefore not available

Own Affairs

Johannesburg: accommodation units for aged Whites

8 Mr P G SOAL asked the Minister of Local Government, Housing and Works

How many accommodation units for aged White persons were built in the Johannesburg municipal area with financial assistance from the State in 1987?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS

116 units

School buildings constructed capital cost

36 Mr M J ELLIS asked the Minister of Local Government Housing and Works

(a) How many school buildings were constructed by his Department in 1987 and (b) what was the average capital cost of constructing these buildings?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS

(a) 7 school buildings have been completed

(b) R3 602 914

Pupils/school psychologists: ratio

38 Mr M J ELLIS asked the Minister of Education and Culture

What was the ratio of pupils to school psychologists in each education department falling under the control of his Department as at the latest specified date for which information is available?

The MINISTER OF EDUCATION AND CULTURE

Cape 1 3 180,15 December 1987
Natal 1 3 000, January 1988

OFS 1 1 547 9, February 1988
Transvaal 1 2 387,5, January 1988

Housing assistance to Whites amount spent

42 Mr J J WALSH asked the Minister of Local Government, Housing and Works

What amount was spent by the State in respect of housing assistance to the White population group in the latest specified financial year for which figures are available?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS

R94 930 789

Overseas visits

47 Mr P G SOAL asked the Minister of Education and Culture

(1) Whether he undertook any overseas visits in 1987, if so (a) which countries were visited and (b) what was the purpose of each visit

(2) whether he was accompanied by any representatives of the media on these visits, if so, (a) what were the names of the journalists involved (b) which newspapers or radio or television networks did they represent, (c) to which countries did each of these persons accompany him and (d) why,

(3) whether any costs were incurred by his Department as a result if so what total amount in that year?

The MINISTER OF EDUCATION AND CULTURE

(1) Yes,

(a) Mauritius

(b) private holiday visit,

(2) no,

(a) (b), (c) and (d) fall away,

(3) no

Illegal strikes: workers charged/convicted

463 Mr J B DE R VAN GEND 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 for the period 1 July 1986 to 30 June 1987?

The MINISTER OF JUSTICE

The information is not readily available in the Department In an effort to be of assistance to the hon member, the following information was obtained from the Central Statistical Services

(a)	Whites	0
	Coloureds	1
	Asiatics	0
	Blacks	126
	Total	127
(b)	Whites	0
	Coloureds	1
	Asiatics	0
	Blacks	19
	Total	20

Public violence persons charged

465 Mrs H SUZMAN asked the Minister of Justice

(1) (a) What total number of persons in each magisterial district was charged with public violence in 1987 and (b) how many of them were (i) under the age of 18, (ii) between the ages of 18 and 21 and (iii) over the age of 21 years

(2) whether any of these persons were convicted on these charges if so (a) how many in each age category and (b) how many of those convicted were sentenced to terms of imprisonment without the option of a fine,

(3) whether any of the persons so charged had the charges against them withdrawn, if so, how many in each of these age categories?

The MINISTER OF JUSTICE

The hon member is referred to my reply to Written Question No 458 of 1988

Males/females executed

469 Mrs H SUZMAN asked the Minister of Justice

(a) How many (i) males and (ii) females of each race group were executed in the Republic in 1987 and (b) for what crime or crimes had each death sentence been imposed?

The MINISTER OF JUSTICE

(a) (i) *Males*

Black	102
Coloured	53
White	9
Total	164

(ii) No females were executed during 1987

(b) *Murder*	Black men	86
	Coloured men	51
	White men	9
Rape	Black men	2
	Coloured man	1

Robbery with aggravating circumstances

Black men	3
Coloured man	1

More than one offence

(i) Murder and robbery with aggravating circumstances
Black men 5

(ii) Murder and rape
Black men 3

(iii) Murder, housebreaking with the intent to rob and robbery with aggravating circumstances
Black men 3

Companies placed under compulsory liquidation

476 Mr H H SCHWARZ asked the Minister of Justice

How many companies were placed under compulsory liquidation in the area of each Master of the Supreme Court in 1987?

The MINISTER OF JUSTICE

Cape of Good Hope	198
Northern Cape	14
Eastern Cape	43
Orange Free State	17
Natal	123
Transvaal	946
	1 341

Persons declared bankrupt

477 Mr H H SCHWARZ asked the Minister of Justice

How many persons were declared bankrupt in each Division of the Supreme Court in 1987?

The MINISTER OF JUSTICE

Cape of Good Hope	538
Northern Cape	92
Eastern Cape	195
Orange Free State	446
Natal	289
Transvaal	2 533
	4 093

Human Sciences Research Council research directives by Government

499 Mr P G SOAL asked the Minister of National Education

Whether the Government has given any research directives to the Human Sciences Research Council since 1 January 1987, if so, (a)(i) how many and (ii) what is the nature of each of these directives and (b) in respect of what date is this information furnished?

The MINISTER OF NATIONAL EDUCATION

Yes

(a) (i) 27

(ii) 1 American public opinion towards South Africa

2 Developing a procedure to evaluate clerical counter services in government departments

3 An enquiry into the attitude of Indians and Coloureds regarding a career/work in the SADF

4 Demand for and supply of manpower

5 Survey of the income and expenditure patterns of households in Ciskei and Transkei

6 The development of a selection battery for illiterates and semi-literates

7 The qualitative evaluation of management training in South Africa

8 Investigation into the development concept and the development of suitable training inputs

9 Estimation of under-enumeration during the census of 1985

10 A follow-up study among family planning workers in respect of attitudes towards occupational activities

11 Determining contraceptive continuation rates

12 Preventive health needs of men in the PWV-area

13 Perceptions of the public concerning aspects of the family-planning programme

14 The development of a crisis-intervention programme for victims of sexual crimes

15 Investigation into foster care

16 An assessment of the impact of intensive agricultural development on the inhabitants of the Makathini Flats

17 The monitoring of perceptions of socio-political change among Whites, Coloureds, Asians and Blacks in South Africa

18 The experience of members of Gay organisations in Southern Africa regarding the Acquired Immune Deficiency Syndrome (AIDS) in South Africa

19 The development of a training course in communication for senior officers (SA Defence Force)

20 Identification of the needs for negotiations skills among staff of the Department of Post and Telecommunications and the implementation of the findings in a newly designed training course

21 Optimalization of communication on nature conservation for Blacks

22 Evaluation of career education in the schools of the Department of Education and Training

23 Job opportunities for the disabled

24 The informal sector and zoning in Black areas

25 The value of training in prisons as seen by the prisoners them-

(152) B/Day 10/3/88

IN BRIEF

Only 20 convicted in 1987 for illegal strikes

HOUSE OF ASSEMBLY — Only 20 of the 591 421 workers involved in strikes and work stoppages in SA last year were convicted for taking part in illegal strikes and related conduct

Justice Minister Kobie Coetsee said yesterday 127 people, one coloured and 126 blacks, were charged with illegal strikes and related conduct and 20, one coloured and 19 blacks, were convicted

Manpower Minister Pietie du Plessis said recently 591 421 workers were involved in 1 148 strikes and work stoppages

Strike after R14 monthly wage

152

10-16/3/88

GRAHAMSTOWN. - Workers at a clothing factory in Peddie went on strike at the end of last month after some of them received as little as R14 a month for their work.

Workers at Kei Carpets in Peddie were paid R100 a month, or alternatively R80 if the payday was on the 25th of the month.

A white supervisor introduced a new payment procedure. She said each worker had to produce a complete jersey before getting R14 for it.

Ms Nkosazana Nonyukela said the supervisor told some workers to re-knit a jersey because it was not good enough.

"Sometimes we would make only one jersey a month, so we would only be getting R14 a month," said Nonyukela.

Workers then decided to leave the factory.

The owner of Kei Carpets, a Mrs Cutler, said they had introduced piecework only paid workers for each item they finished.

"Most of our workers make about ten to 12 jerseys a month, and only those who are weak do not measure up," said Cutler.

She said not all of the workers who left the factory had done so because of the strike. - *ANA*

Sowetan 11/3/88

THERE is still hope, say the Sacwu workers dismissed by Sasol

SCARRED . . . THEY WAIT IN POVERTY

FOCUS

By THEMBA MOLEFE

ON October 1 1987 about 2 000 workers at Sasol in the Free State went on strike over wages The next day they were dismissed Six months later — and still out of work — many bear the scars dating back to the day they made their demands

Mr Clean Gungubele (38) walks with the aid of crutches Although he broke his right ankle on October 2 last year he still needs those crutches His doctor says the ankle will take a long time to heal

Mr Gungubele a soft-spoken man who started working for Sasol in 1976 told the story as it happened on October 2 when about 20 armed men attacked him and his comrades at Hostel 4 at Zamdela township in Sasolburg

'They came there armed with an assortment of weapons and we formed a human wall to defend ourselves We had to retreat and run for it as a shot was heard

'I saw Ngcito Sexab a riva fall He was shot in the eye He has since lost sight of the eye

They trampled on my body as I fell and I broke my leg Mr Gungubele said

Mr Gungubele is perhaps one of the lucky few who escaped with *minor* injuries

One of the 2 000 members of the South African Chemical Workers Union (Sacwu) at Sasol Mr Ndiko Marune died inside a police van at the height of vigilante activity which followed the strike action

The police confirmed that he collapsed and died while being transported to the Sasolburg police station The cause of death was unknown they said

Sacwu shop stewards interviewed in Zamdela said the vigilantes who were bent on 'hounding Sacwu' out of the township 'were stopped when the union s lawyers intervened and the South African Police took action

Sacwu officials said the events which led up to the violence which also saw ordinary Zamdela residents caught in the middle as petrol bomb attacks escalated and houses were destroyed because they accommodated dismissed workers, began with a 2 pm return-to work deadline issued by management on October 2

The workers had downed tools after deadlock was reached over wage demands

Bail

The workers demanded a R200 across-the board increase after moving down from R300 Management s offer was R100 across the board Workers said they earned a minimum R470 a month

A dispute was declared and the workers went out on strike

Since that day many union members were detained others were arrested and charged with intimidation and later released on bail

The union an affiliate of the National Council of Trade Unions said it paid R1 200 to secure the release of four of its members One of them is a widow Mrs Florina Nketu

On February 3 this year two shop stewards Mr Michael Magazi and Mr Edward Kau were released from state of emergency detention They were detained on November 10 and November 7 respectively

Meanwhile the workers still hoping that all channels to have their jobs back have not been exhausted wait as Sasol continues with recruiting new workers

MR CLEAN Gungubele broken ankle

They say they have since been evicted from the two hostels owned by the company and had to move into the squalor of the accommodation rented from the council of Zamdela

On January 27 the workers say they received letters from Sasol inviting them to reapply for their jobs Those with experience and who had worked for the company before would be given preference

Hope

This was not to be as many of them who bothered to apply were replied by telegram They would regretfully not be given jobs However their interest in the company was appreciated the telegrams said

On March 16 and 17 a conciliation board appointed by the Minister of Manpower will sit to hear the dispute

This is one thread of hope which many of the 2 000 Sacwu members are clinging to

Meanwhile many had had to return to their homes in the homelands and wait in poverty there

The *Sowetan* found others at a bar in Zamdela drinking their sorrow away

As one of the workers put it Our sin was to demand better living wages Now we live like helpless humans with nothing to depend on except handouts

• Sasol management yesterday confirmed a conciliation board meeting with Sacwu was scheduled for later this month

A spokesman said it was committed to resolving the matter but said the company expressed its dismay at Sacwu's "steadfast refusal to accept the Sasol offer to fill some vacancies at their plants with dismissed Sacwu members

'Some of the vacancies had therefore of necessity been filled by recruiting from sources other than dismissed workers

The union throughout these negotiations not only rejected all the proposals for the employment of dismissed workers but also insisted that Sasol fire newly recruited workers,' management said

The company said the demand was unrealistic and would have been grossly unfair to the new employees

Political comment in this issue by J Lata kgomo and A Khaste Sub editing headlines and posters by S Matlhaku All of 61 Commando Road Industria West Johannesburg

• Write to the Editor at PO Box 6663 Johannesburg 2000 Nom de plumes can be used but full names and addresses should be supplied or the letter will not be published

Sowetan 11/3/88

Furniture shop workers strike

152

By LEN MASEKO

DOZENS of Commercial Catering and Allied Workers' Union of SA members started a wage strike at nine Triangle Furnishers' outlets in the Transvaal this week.

Ccawusa official, Mr Mike Tsotetsi, said the strike followed the conciliation board's failure to resolve the dispute between the two parties

The union demands

- An across-the-board increase of R90 a month retrospective to January 1, 1987,

Increase

- A further increase of R80 to be back-dated to July 1, 1987,
- A minimum salary of R500 for all categories, and
- A 13th cheque

Mr Tsotetsi said "We believe that the company is bargaining in bad faith because they have refused to disclose their financial position

"Our information is that the company can afford to pay the increases demanded by our members"

He said the union was willing to reopen negotiations to resolve the impasse

Bonus

Triangle Furnishers' spokesman, Mr Tom Roux, confirmed that the company's employees were participating in an industrial action

He said the company had — among other things — offered

- An across-the-board increase of R50 a month to be back-dated to January 1, 1987,
- A further back-dated increase of R50 a month across-the-board effective from July 1, 1987;
- A bonus of 10 percent of salary for each year's service

MR MIKE Tsotetsi . . . Ccawusa.

(152)

ISCOR, NUMSA SETTLE WAGE ISSUE OUT OF COURT

ALAN FINE

ISCOR and the National Union of Metalworkers of SA (Numsa) yesterday reached an out-of-court wage settlement arising out of a three-week strike by 7 000 Vanderbijlpark plant employees last July, according to Iscor's Piet du Plessis.

The strike was precipitated by a deadlock between the union's demand for a 75c an hour increase and Iscor's 34c offer.

The strike was suspended pending mediation. This failed and Numsa launched an industrial court application — claiming among other things that Iscor had negotiated in bad faith — which began earlier this week and which led to the settlement.

The settlement involves no change to Iscor's wage offer, but incorporates improvements in fringe benefits. The present R48,50 monthly deduction from wages for board and lodging will be reduced to R14,50 for lodging only, and workers will supply their own meals.

In addition, the corporation is to introduce a R13,50 housing allowance payable to each employee

The union suggested during the strike that workers supply their own food, as they felt they could do it for less than the company was charging them.

Numsa could not be reached for comment.

The council secretary, Mr Cas Naude, reported

pected that the council would be the main nego-

conducted inspections of dairies supplying

D/D 12/3/88

Fort Jackson limpet blast: responsibility not claimed

Daily Dispatch Reporter

EAST LONDON — No-one has claimed responsibility for the three limpet mines that exploded at a Fort Jackson electrical substation five days ago

A Ciskei Police spokesman, Colonel G A Ngaki, said it was not known who had planted the mines that destroyed a prefabricated shed and slightly damaged another building

Of the four mines planted, three exploded destroying the roof, an iron door and most of the wall panels of the pre-fabricated shed

No-one was injured during the incident, which occurred on Monday night

D/D 12/3/88

King workers walk out after dispute with management

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Daily Dispatch Reporter

EAST LONDON — Workers at the Anglo Cafe and Bakery in King William's Town staged a walkout this week after declaring a dispute with management over the mistreatment of workers

The regional organiser of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa), said a worker in the take-away department had complained to the owner of the bakery, Mr Reno Psiloyenis, of verbal abuse

He had been told to sort out the problem with the manager concerned

The manager, he added, then ordered a few of the take-away workers off the premises and 31 workers had walked out in sympathy

Mr Psiloyenis, who said he had laid charges of intimidation of customers and employees with police, denied that any of his staff had been fired

He said the workers had not followed the correct grievance procedure and no notice of dispute had been given

"As far as I am concerned they dismissed themselves by walking out, "Mr Psiloyenis said

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80 lose jobs: Court reserves judgment

Labour Reporter

JUDGMENT has been reserved by the Industrial Court in an application for reinstatement by 80 workers dismissed from Cape Lime at Robertson last year

The workers, members of the South African Chemical Workers Union (Sacwu), were dismissed in three groups in November

A stoppage on November 4 over police action against Sacwu strikers at Sasol was followed by further industrial action over proposed disciplinary action by the company

At sittings of a disciplinary committee on November 6, 9 and 11 the company implemented final disciplinary warnings issued against certain of the workers earlier in the year when they had stopped work in protest against the detention of Sacwu's national oganiser, Mr J Samela

Mr Joel Krige, appearing for the workers and Sacwu, said the dismissal procedures had been procedurally unfair and the company had failed to take into account the workers' service

This totalled 947 years and the longest serving employee had 40 years' service.

Mr P Roux presided Mr Krige was instructed by Mr John Hendry of K G Druker Mr A Blignault, instructed by Mr Merwe Scholtz of Jan S de Villiers appeared for Cape Lime

Days lost because of strikes increase

B/day 15/3/88 (152)

PRETORIA — The number of man days lost because of strikes rose to 5,8-million last year from 1,3-million in 1986, Manpower director-general P J van der Merwe said yesterday

The increase was attributable to the large mining strike.

Total trade union membership last year exceeded 2,1-million, or 24% of the entire unionisable labour force, Van der Merwe said — Sapa.

Durban

Western Cape

Eastern Cape

C. [illegible] [illegible] [illegible]

Bo-dwa

[illegible] X 4

15/3/88.

IN BRIEF

HOUSE OF ASSEMBLY — The black infant mortality rate in SA was more than 11 times as high as the white rate and more than double the coloured rate, Home Affairs Minister Stoffel Botha said yesterday.

The black infant mortality rate was estimated at 80 for 1 000 births

He said 72 955 white children were born in 1986, 769 000 black children, 81 825 coloured children and 19 560 Asian children.

B/day 15/3/88.

THERE were 1 128 strikes and work stoppages last year, 461 of which stemmed from wage demands, Manpower Minister Pietie du Plessis said in reply to Peter Soal (PFP, Johannesburg North).

The others were caused by grievances over working conditions, disciplinary measures and "various other reasons"

ARGUS 15/3/88

5,8-m working days lost to strikes

PRETORIA — The number of working days lost because of strikes rose to 5,8-million last year from 1,3-million in 1986, said the Director-General of Manpower, Dr P J van der Merwe

The increase was attributable to the large mining strike, he told a labour relations training programme organised by the research unit for labour relations of the University of Stellenbosch's management school.

Total trade union membership last year exceeded 2,1-million, or 24 percent of the labour force, Dr van der Merwe said

Unions achieved relatively high wage settlements in the second half of last year, averaging just under 20 percent — well above the inflation rate

Nominal

This was made possible by a conscious union push for higher wages and increased corporate profits

But most strikes ended with unions winning at best nominal improvements over pre-strike employers' offers.

A higher level of confrontation, violence and intimidation was discernible last year Employers were more prepared to lock out and dismiss workers.

Managements "seem to have acknowledged the strength of particularly organised black labour and appear to have been prepared to pay a premium on wages as a cost of labour peace," he said

But employers indicated there was a limit to the amount they were able or prepared to pay in this way.

Productivity

He reiterated National Productivity Institute findings that South Africa's gross national product per capita decreased by 2,05 percent between 1981 and 1985, while that of its trading partners was increasing

Labour productivity in the manufacturing sector decreased by 0,2 percent during the period 1982 to 1985 — Sapa

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ALAN FINE

Work stops Mercedes' Cape plant

A dispute in the paint shop last Thursday, over the achievement of production targets, resulted in the suspension of production at the Mercedes Benz plant in East London yesterday.

This is the latest in a rash of work stoppages at the plant over the past few months. Management met union representatives yesterday afternoon to discuss the dispute and the meeting was scheduled to resume last night.

A Mercedes spokesperson said afternoon-shift paint shop employees refused to complete the last hour of their shift on Thursday and the company applied the principle of no work, no pay.

On Friday all employees in the department refused to work unless their colleagues were paid for the time not worked, and on Monday workers in the bodyshop joined in the "unlawful" strike action, she said.

National Union of Metalworkers of SA regional secretary Viwa Gxarisa said workers in the paint shop believed they had fulfilled their production target for the day an hour early on Thursday. The Mercedes spokesman said that was not the case.

Strike holds up production

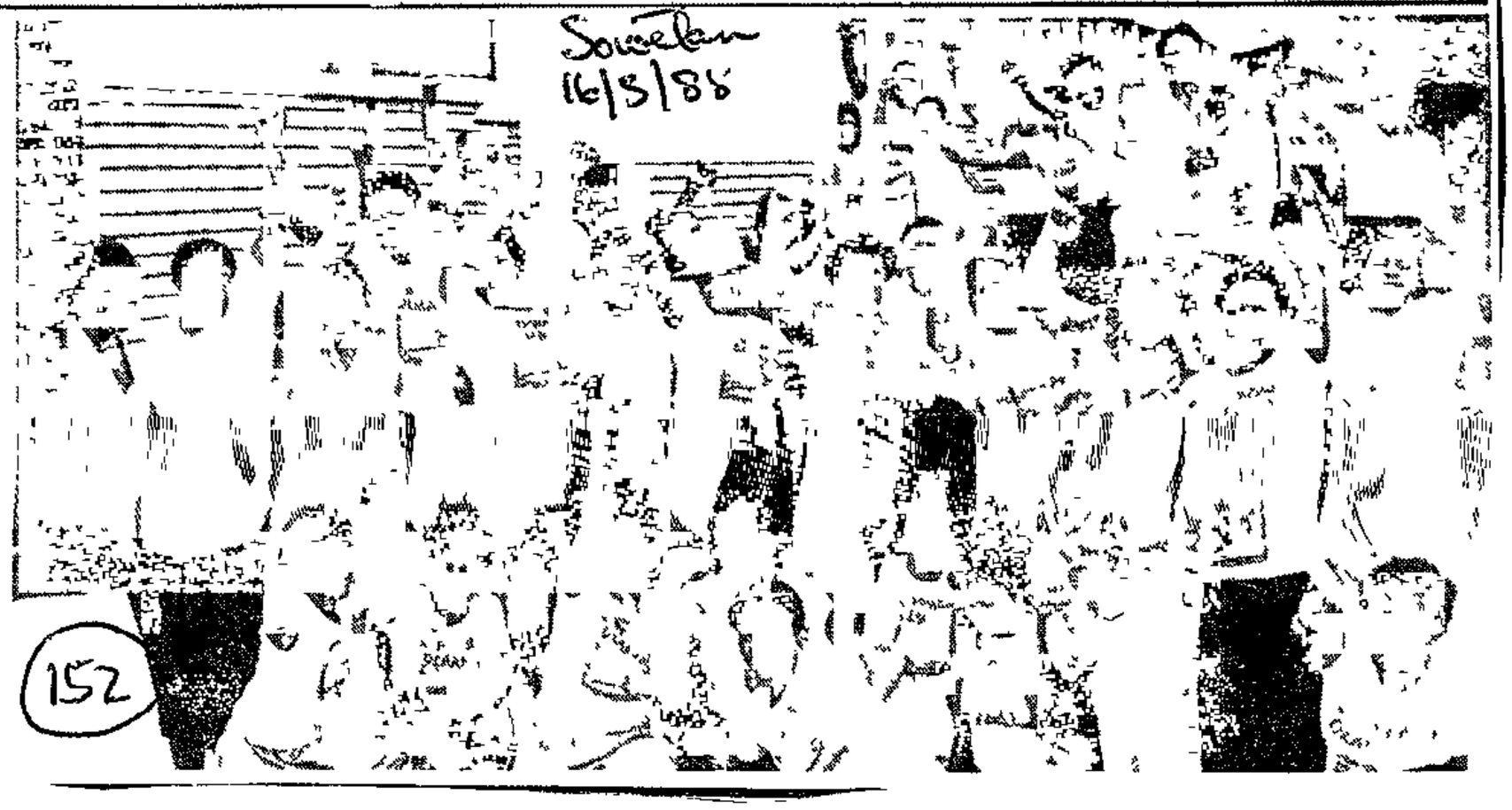
EAST LONDON — A strike yesterday halted production at the dispute-prone Mercedes Benz plant here, according to statements by union and management officials — Sapa-Reuter

16/3/89

Stoppage over demand for pay rise

ABOUT 50 workers employed by Transparent Packaging downed tools at the company's Johannesburg plant yesterday, demanding wage increases. They are members of the Paper, Printing and Allied Workers' Union.

Company official, Mr T Wall, was said to be in a meeting yesterday.



Sowetan 16/5/86

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STRIKES UP BY 69% LAST YEAR

Political Staff

THE number of strikes last year jumped by 69% compared with 1986, said Finance Minister Barend du Plessis

Du Plessis said strikes rose from 793 in 1986 to 1 148 in last year, resulting in lost "man-days" soaring from 1,3-million to 5,8-million

"For the first time there were major strikes in the public sector, notably Sats, the Post Office and Iscor.

"Most disruptive was the strike in the gold mining industry, with the year also marked by a continuation of stayaway actions on a large scale.

Du Plessis said the real decline in mining production of 3,5% in 1987 and 3,5% in 1986 could be attributed chiefly to falling exports of coal and to strikes in 1987 on the gold mines.

"The baneful implications of labour unrest emerged clearly in the fact that the volume of mining production in the third quarter of 1987 fell by 13,5% (at a real seasonally adjusted annual rate) as a result of strikes on the gold mines," he said.

The expenditure estimates for labour relations will jump from R6,270m in the 1987-88 financial year to R11,674m in the coming year

The amount allocated for the settlement and handling of disputes has been increased from R1,727m to R2,898m.

The amount allocated for exemptions, appeals, objections, inquiries and complaints will increase from R829,000 to R3,628m

Labour update

STRIKE HALTS BENZ WORKS

Sowetan 17/3/88

A STRIKE halted production at the East London plant of Mercedes Benz after employees downed tools over a pay dispute, union and management officials said yesterday.

The National Union of Metalworkers of SA (Numsa) spokesman said about 2 800 workers joined the strike in support of paint shop men whose pay was docked because they slowed work after meeting their daily shift target last Thursday.

The union said more than 3 000 workers had been affected by the halt in production.

The company claims some paint shop workers refused to complete the last hour of their shift, while Numsa says the men had completed their shift target of 66 cars and had merely slowed

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Argus ink suppliers face strike

THE major supplier of ink to the Argus Company faces strike action following the declaration of a wage dispute by the SA Chemical Workers' Union (SACWU).

Mr A Nielsen, the financial director of Sun General Printing Ink, yesterday confirmed that SACWU had applied for a conciliation board hearing after mediation failed to resolve the dispute.

The union represents 41 workers at the Montagu Gardens factory.

A SACWU spokesman said the workers had rejected the company's offer of a R25 across-the-board increase or a 15% rise — whichever was the higher — on the minimum weekly wage of R130.

Mr Fred Collings, Argus general manager, said he could not comment till he received further details on the matter.

D/D 17/3/88 (152)

MBSA, union talks remain deadlocked

EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Automobile and Allied Workers' Union (Naawu) remained deadlocked yesterday in their attempts to resolve a strike that began at the weekend.

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute.

The MBSA public relations officer, Mrs Delene MacFarlane, said intensive negotiations between management and Naawu were held yesterday in an attempt to resolve the issues in dispute but a settlement could not be reached.

The local secretary of the National Union of Metal Workers of South Africa, Mr Viwe Gxarisa, could not be contacted for comment yesterday. — DDR

Strike halts Mercedes producton

By LOUISE FLANAGAN, East London

MERCEDES-BENZ South Africa, which last year suffered the most expensive strike in South African history, has been brought to a halt again after a dispute over an hour's wage

The strike started late on Thursday in the paint shop and rapidly spread throughout the factory.

A representative of the National Union of Metalworkers of South Africa said employees slowed down after they reached the target of 66 cars per shift, while the company has accused the group of stopping work early. They were clocked off early, losing an hour's wage.

The union claims the entire workforce of about 3 000 is on strike, while management has said that only 1 000 are involved.

A nine-week strike over a minimum wage demand of R5 per hour, settled in October last year, cost the company about R300-million Workers lost about R5-million in wages.

Now the stage seems to be set for another costly deadlock. The company has accused the shop stewards of not using the correct grievance procedures and said the union was not prepared to change its demands or allow its members back to work until they had been met.

Negotiations are continuing. — El-news

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W/Post 18-24/3/87

P/D 18/3/85

New bid today to end MBSA strike

(152)

Daily Dispatch Reporter

EAST LONDON — There were no negotiations between Mercedes-Benz of South Africa (MBSA) management and the National Automobile and Allied Workers Union (Naawu) yesterday toward ending the strike at the MBSA factory here

MBSA management yesterday expressed disappointment at the failure to reach a settlement to the strike, which began at the weekend, adding that negotiations would continue today

Mr Viwe Gxarisa, the local secretary of the National Union of Metalworkers of South Africa (Numsa), which is affiliated to Naawu, could not be contacted for comment yesterday

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute

The MBSA public relations officer, Mrs Delene MacFarlane, said the dispute arose when a "small number" of employees in the paint shop refused to complete the last hour of the afternoon shift on March 10

"The employees maintained that they had reached their production target for that particular shift although management had clearly informed them that they had incorrectly perceived the production target," Mrs MacFarlane said in a press statement issued yesterday

Management could not persuade the employees to work the full shift, so they applied the principle of "no work, no work pay"

"As a result of this, unlawful industrial action was taken by employees in the paint shop," Mrs MacFarlane said

On behalf of the striking workers, Naawu said they would not return to work until they were paid for the time not worked on March 10

Mrs MacFarlane said that, as a result of the strike, production was suspended in the entire plant from March 15

She said the company offered to refer the dispute to arbitration during the initial negotiations, but Naawu requested that the dispute be treated by management as a grievance

"In an attempt to resolve the dispute without prejudice to its rights, management agreed to these requests but stated that any monetary advances would be made under protest and recoverable from the employees in the event of the grievances being found to be invalid"

"It further required an immediate return to work by all striking employees, she said

Mrs MacFarlane said Naawu indicated that the proposed agreement was acceptable but, after a report-back, stated that they were not prepared to sign the agreement

"Management hopes to resolve the dispute as soon as possible as it affects the whole work force, the majority of whom are keen to work"

Sharpeville remembered

Sporadic violence in big work stayaway

21/3/88

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Star

Staff Reporters

Work stayaways were staged around the country today to commemorate the 28th anniversary of the Sharpeville shootings, with violent clashes occurring in Durban.

The extent of the stayaway varied considerably from region to region.

Clashes were reported from the Durban area, where four buses were petrol-bombed, according to a Putco spokesman. One bus was burned in kwaMashu after a Putco bus driver attempted to enter the township.

After the incident drivers refused to leave the bus company's depot in kwaMashu. Several other buses were stoned in Inanda and Clermont

There was widespread intimidation and stoning of buses in other black townships around Durban.

The stayaway was particularly effective in Soweto, where thousands did not go to work.

Bus and taxi ranks and railway stations were deserted and only a few hospital staffers were seen waiting for transport to take them to work

Police and members of the Defence Force guarded transport pick-up points and patrolled empty streets

Many hospital staff members were late for work as taxis ran a skeleton service in Soweto. Most were ferried by hospital buses to Baragwanath Hospital and other clinics.

A few Putco buses which early today ran an internal service were escorted by members of the Defence Force but the service was withdrawn at 7 am.

Businesses, except for a few petrol stations, were shut.

The busy Soweto freeway and other roads linking Soweto and the city were also deserted

A bus carrying members of the Federation of Transvaal Women (Fedtraw), who were on their way to the Sharpeville Cemetery, was stopped and surrounded by plainclothes security policemen at an intersection in Zone 4, Diepkloof

Bus set alight

Among the occupants of the bus was Mrs Winnie Mandela and members of the Mandela Football Club. After about 30 minutes, the bus was allowed to proceed

The Star's correspondent reports that at Clermont, near Pinetown, a bus was extensively damaged when it was set alight by a mob last night

Brigadier Dries Laas, commissioner of the kwaZulu Police, said extra policemen had been deployed in anticipation of any problems

Witwatersrand and Soweto police launched a combined operation to combat possible intimidation of people ignoring the stayaway.

"We will take strong action against those who interfere with people who want to go to work," said Witwatersrand police spokesman Lieutenant Pierre Louw

In Pretoria, no taxis or buses were available to transport workers from Atteridgeville to the city.

Military roadblocks were set up in the area of Soshanguwe

A bus which collects Putco staff in Atterridgeville was held up and staff were warned their "lives would be in danger if they reported for work", according to Mr Paul Nucci, operations executive for Putco's northern Transvaal depot

In the Eastern Cape about 90 percent of black people stayed at home in the Uitenhage area and about 50 percent stayed home in Port Elizabeth.

SAP probe Sharpeville 'stayaway'

Cape Times 21/3/88 152

Own Correspondent

JOHANNESBURG — The police are investigating calls by several organizations for a stayaway today, the 28th anniversary of the 1960 Sharpeville shootings

Witwatersrand police spokesman Lieutenant Pierre Louw said it had come to the attention of the SAP that certain organizations, trade unions and individuals were planning a stayaway

"Persons involved in preventing people from going to work or otherwise intimidating them can expect strict action from police"

Brigadier Ernest Schnettler and Brigadier Johan Viktor announced that specific precautionary measures — additional manpower and others unknown — would be taken to facilitate a planned counter-action

Meanwhile, University of Natal Vice-Chancellor Prof P de V Booysen said all university activities would continue as normal today but that there would be no compulsory academic activities such as examinations and tests

● There will be no live performances at the Baxter Theatre today, Mr John Slemon, theatre director, said in a press release Scheduled films would be screened as they could not be rescheduled but "American Buffalo" will not be performed.

D/D 22/3/88 · (152)

Total stayaways at PE, two EL firms

Daily Dispatch Reporter

EAST LONDON — At least two large industries here experienced total worker stayaways in commemoration of Sharpeville Day yesterday, but indications were that most businesses and industries operated normally

The stayaway, on the 28th anniversary of the Sharpeville shootings, drew strong support on the Witwatersrand, in the Port Elizabeth-Uitenhage region and to a lesser extent in Durban, but was minimal in other parts of the country, according to police

Most East London industries contacted said they had experienced normal Monday absenteeism

One of the two industries contacted which reported a total stayaway was the South African Breweries (SAB) plant

The SAB area manager, Mr M Olsen, said a few workers had come to the plant's gates earlier in the morning, but no-one had reported for work

The other industry was Kohler Carton and Print where the company's personnel manager, Mr B Johnstone, said one of its factories had a 100 per cent stayaway while the other reported 100 per cent attendance

Some companies did not experience any stayaway as earlier negotiations between management and workers had provided for yesterday being a mutually accepted "holiday"

The personnel director of Johnson and Johnson, Mr Wayne Munroe, said last night, that yesterday had been a "negotiated" day of leave

The manager of Langeberg, Mr André Esterhuyse, said that apart from a mutually-agreed longer lunch time of one hour, there had been 100 per cent attendance

Attendance by municipal workers was about 98 per cent, the director of management services, Mr Leon Deetlefs, said Absenteeism was normal

The managing director of CTC, Mr John Armstrong, said buses had run normally and there had been no change in commuter numbers

The regional manager of Sats, Mr Louis du Toit, said commuter train services had also run normally

In Grahamstown, convenience meals, paper plates and plastic cutlery prevailed at Rhodes University residences where there was a stayaway of kitchen staff, most cleaners and garden staff

Every other large employer of black labour reported full attendance, apart from normal Monday absenteeism

Police estimated the stayaway rate at 80 per cent in Port Elizabeth-Uitenhage and on the Witwatersrand — although only 20 per cent in Soweto itself — and 60 per cent in Durban They said there was a 100 per cent stayaway from schools in Soweto and PE-Uitenhage

There were reports of students staying away from educational institutions in other parts of the country

A spokesman for the Department of Law and Order, Brigadier Leon Mellet, said intimidation by a radical minority had played a major role in the stayaway

Cape Times 22/3/88 152

Stayaway violence hits Natal

THOUSANDS of workers and students stayed away from work and classes yesterday to commemorate the 28th anniversary of the Sharpeville shootings

In sporadic incidents of unrest, police reported stoning attacks on a commuter train at Marianhill, near Durban, and a patrol firing teargas broke up a demonstration in KwaDengezi township

Putco suspended its service to Inanda/Newtown, Ntuzuma and Amoti after 20 buses were damaged during stonings and petrol-bombings, Mr Ashley Milanese, regional director of Putco, said yesterday

Police estimated the stayaway rate at 80% in the Eastern Cape and on the Witwatersrand — although only 20% in Soweto itself — and 60% in Durban They said there was a 100% stayaway from schools in Soweto and the Eastern Cape

The Federation of Chambers of Industries (FCI) reported a 70% stayaway in Port Elizabeth and between 80% and 90% in Uitenhage

It reported a relatively low 12% stayaway rate in Johannesburg, although SATS said train occupancy during the peak period from 4 30am to 8am varied from 1% to 20%

Business came to a standstill in Soweto yesterday Streets were empty as only the odd taxi taking nurses to Baragwanath Hospital could be seen

Although newspapers were easily available in the morning, news vendors had no new supplies in the afternoon

A spokesman for the Steel and Engineering Industries Federation of SA said no fixed pattern had emerged from a check he made of 29 member companies countrywide Of these 16 had indicated they had a more than 70% attendance

A spokesman for Anglo American said the stayaway had not affected their gold mines

OK Bazaars spokesman Mr Keith Hartshorne said 80% of its black employees had stayed away in the Johannesburg-Witwatersrand-Vaal area An equal number of black employees had not turned up for work in Port Elizabeth Pretoria stores were affected by a 20% absenteeism, and Durban 10%

At least 350 students at the University of the Witwatersrand gathered yesterday to commemorate the Sharpeville deaths

Thousands of pupils in Durban townships stayed away from schools

The universities of Cape Town and the Western Cape and the Peninsula Technikon were all closed yesterday and the campuses were quiet.

In Cape Town, Cosatu unions said they had no plans for observing the day and employers reported no significant increases in absenteeism

Mr Allan Lighton, director of the Cape Chamber of Commerce, said a quick survey had shown only "very isolated instances" where workers stayed home

Mr Colin Boyes, senior secretary of the Cape Chamber of Industries, said he did not hear of any affected industries, although a survey had been done

School attendance in the Peninsula varied — at Glendale Senior Secondary in Mitchells Plain, 12 pupils arrived for classes yesterday Alexander Sinton High School and Hewat College in Athlone ran alternative programmes

Pupils at Mondale High, in Mitchells Plain, said about 50% of pupils pitched up at school yesterday and took part in normal classes

The joint Student Representative Councils of Symphony, Excelsior and Belhar Number One schools convened an "alternative programme"

Pastor Peter Roman, chairman of the National Council of Trade Unions, said his organization had been unable to proceed with a planned Sharpeville commemoration service in St Francis' Church in Langa yesterday

● The Zimbabwean President and leader of the 101-nation Non-Aligned Movement, Mr Robert Mugabe, yesterday sent a message to the United Nations condemning South Africa's "brutality, barbarism and Hitlerite policies" to mark the anniversary

The day was marked in Britain with dozens of protests throughout the country and the Anti-Apartheid Movement said more than 500 000 people had worn special stickers declaring "Ban apartheid — sanctions now" — Sapa, Staff Reporter and Own Correspondents

Tigress bites | Britain to review IRA | Own Correspondent | Con accused has

Large stayaways in E Cape, Rand

Cape Times 22/3/88 152

Own Correspondent

JOHANNESBURG — The work stayaway called for yesterday, the 28th anniversary of the Sharpeville shootings, drew strong support on the Witwatersrand, the Eastern Cape and to a lesser extent in Durban, but was minimal in other parts of the country, according to police.

One labour expert predicted that the extent of the action would increase pressure on employers to add March 21 to the list of de facto public holidays — May 1 and June 16 — already widely enjoyed by their black workforces.

Police estimated the stayaway rate at 80% in the Eastern Cape and Witwatersrand — although only 20% in Soweto — and 60% in Durban They said there was a 100% stayaway from schools in Soweto and the Eastern Cape.

There were reports of students staying away from educational institutions in other parts of the country.

At least 350 students at Wits University gathered yesterday to commemorate the deaths at Sharpeville in 1960 and also to acknowledge the Sharpeville Six at present on death row.

The University of Durban-Westville police used teargas to disperse protesters and arrested some students who tried to force a class boycott.

● Violence hits Natal — Page 3

Protest draws varied support

Sharpeville: stayaway hits business

(152) B/day 22/3/88

ALAN FINE and BRONWYN ADAMS

THE WORK stayaway called for yesterday — the 28th anniversary of the Sharpeville shootings — drew strong support on the Witwatersrand, the eastern Cape and to a lesser extent in Durban, but was minimal in other parts of the country, police said

Police estimated the stayaway rate at 80% in the eastern Cape and on the Witwatersrand — although only 20% in Soweto — and 60% in Durban They said there was a 100% stayaway from schools in Soweto and the eastern Cape

There were reports of students staying away from educational institutions in other parts of the country

A Law and Order spokesman Brigadier Leon Mellet said intimidation by a radical minority had played a major role in the stayaway The most visible examples being two petrol bombings and the stoning of buses in townships around Durban

The Federated Chamber of Industries reported a 70% stayaway in Port Elizabeth and a 12% stayaway rate in Johannesburg, although Sats said train occupancy during the peak period from 4 30am to 8am varied from 1% to 20%

A Putco representative said there was an extremely small demand for buses in Soweto and Dobsonville, and operations had come to a standstill in Alberton, Edenvale and some Natal townships

A survey of businesses yesterday suggested the police figure on the stayaway in Durban could have been overestimated Pick 'n Pay, Checkers, Dunlop and Sats, among others, said they had not noticed a significant worker stayaway

Natal Chamber of Industries executive director John Pohl said employees from the Clermont and KwaDebaka areas near Pinetown had experienced severe transport problems resulting in "few people" at work

However, he said he did not expect the pattern of stayaways in Natal to be of the same extent as on the Reef

Labour relations consultant Gavin Brown said the extent of yesterday's stayaway — in spite of emergency regulations which bar organisations calling them, and last month's restrictions on Cosatu and political organisations — was due to a campaign which began more than a year ago

Brown noted demands for paid leave on March 21 had been on innumerable bargaining tables in that time and everyone had known for months that this would happen.

He said in spite of the increased pressures employers were reluctant to grant March 21 as a paid holiday Firstly, they were wondering what demand would follow once they gave in on that one.

Secondly, there was a tendency among employers toward the concept of

● To Page 2

(152) B/day 22/3/88

Varied support for Sharpeville stayaway

● From Page 1

"floating" unofficial holidays This approach recognised SA's divided society, but also tried to take into consideration that different sectors wanted to recognise different days

Most companies canvassed yesterday said they would adopt a policy of no work, no pay One exception was Dunlop's Benoni plant where workers took leave in terms of an agreement negotiated with the representative union

A Seifsa spokesman said a survey of members showed that about 50% suffered a stayaway of more than 30% Director Brian Angus said Seifsa was waiting for the government response to the President's Council report on public holidays before responding to union proposals on the issue

Sats said 15 000 workers (15% of the black workforce) countrywide failed to report for work Absenteeism was most noticeable in Johannesburg (65%) and Port Elizebeth (25%)

SAB said in the PWV area 2 000 workers (20% of the workforce) stayed away resulting in a minimal disruption of operations

The retail sector appeared more affected Pick 'n Pay reported a countrywide average absenteeism rate of 80-90% OK Bazaars personnel director Keith Hartshorne reported 50% of the black workforce countrywide failed to arrive for work The highest absenteeism rates of 80% were found in Johannesburg, Vaal Triangle and PE

A Checkers spokesman recorded similar figures with the exception of Port Elizabeth which was unaffected Sasol said its Secunda and Sasolburg operations were unaffected So was the Highveld Steel plant in Witbank

THEO RAWANA reports business came to a standstill in Soweto yesterday Streets were empty with only the odd taxi taking nurses to Baragwanath Hospital being seen Although newspapers were available in the morning, news vendors had no supplies in the afternoon

At least 350 Wits students gathered yesterday to commemorate Sharpeville and also to acknowledge the "Sharpeville Six" now on death row

Labour Party leader Allan Hendrickse said the party's presence in the tri-cameral system should be seen as a "dedication to the ideals" of the people who had died at Sharpeville in 1960 and at Langa in 1985

ASSAULT ALLEGED

Sowetan 24/3/88

152

A MEMBER of the Commercial Catering and Allied Workers' Union of South Africa employed by Shoprite in Pietersburg has alleged that he was kicked and assaulted.

Over 60 black workers employed at the store later went on work stoppage in protest against the alleged assault. This was on Monday.

Trouble

The assaulted worker, Mr Patrick Choshi, was later suspended for one day together with Mr David Moyaga — a co-worker.

The store's manager, a Mr du Preez, yesterday confirmed that there had been trouble at the store but said he had no comment on the allegations that Mr Coshi had been assaulted.

Benz strike ends

EAST LONDON - All workers at Mercedes Benz SA are back at work after a week-long strike over an hour's pay.

Workers in the plant's paint shop recently had an hour's wages deducted after they were accused of working behind schedule. They downed tools and the strike spread to other parts of the factory.

The National Union of Metalworkers of South Africa (Numsa) said the workers started cleaning up after reaching their shift target of 66 painted cars when they were accused of working too slowly

According to the union all 3 000 workers went on strike, but management claimed only 1 000 were involved.

W-30/3/88 Sowetan

In the union's agreement with management "they accepted our contention that they had unfairly deducted wages", a Numsa spokesman said - Elnews

D/D 25/3/88

Workers fired after striking

Daily Dispatch Reporter

EAST LONDON — Striking Border Wire and Metal Works employees were dismissed this week after demanding a R1,50 an hour across-the-board wage increase, a regional organiser of the South African Allied Workers' Union (Saawu), Mr Lawrence Tuluma, said

Some 56 workers represented by a workers' committee had been gathering at the works since a strike began on Friday last week, were given a statement of dismissal by management on Tuesday

Those who reported for work on Wednesday were told that they were no longer employed there, he said

Mr Tuluma added that the union, which is presently involved in negotiations for a recognition agreement, had contacted management to find out why they had not been informed of the decision to fire the workforce

"The strike was organised by the workers' committee, which felt it had a right to negotiate on behalf of the workers until the company had recognised Saawu"

A spokesman for Border Wire and Metal Works, Mr L Burgess, confirmed yesterday that the workers had been dismissed "after protracted attempts to resolve the dispute over a R1,50 an hour increase had failed"

Workers who ignored the call to stop work had been intimidated by striking employees, although he said no charges had been laid

Mr Burgess added that wages for the industry were presently being negotiated at industrial council level and the minimum wage agreed to there would apply to Border Wire and Metal Works

The chairman of the Border Wire and Metal Works workers' committee, Mr Elliot Ganati, said in an earlier statement that Friday's strike had followed two unsuccessful meetings to discuss the wage increase demand

The minimum wage at the plant was R2,34 an hour and workers were demanding a R1,50 an hour increase

"Management refused to negotiate with the workers' committee, saying wages were negotiated at a national level, through the national industrial council for the steel, engineering and metallurgical industries

"From March 18 to 22, the workers reported at the premises, but did not resume work while waiting for management to concede to negotiation," he said

DD 25/3/88

MBSA workers on go-slow

EAST LONDON — A number of employees in the paint shop at the Mercedes-Benz of South Africa (MBSA) plant here have been participating in a go-slow over the past three days, it was reported yesterday.

The public relations officer of MBSA, Mrs Delene MacFarlane, said yesterday that a number of employees had disregarded the agreement reached between management and the National Automobile and Allied Workers' Union (Naawu) signed last Friday.

The agreement made provision for monetary advances to be paid to the employees who had part of their wages deducted for stopping work before the end of their shift on March 10

This followed a strike which had begun a week previously when 1 000 hourly-paid workers downed tools after a pay dispute

Mrs MacFarlane said the employees who formed the second shift and were not responsible for last week's strike had "persisted in disregarding normal work standards and working hours

"They have for three days this week either left their place of work or engaged in a go-slow which has caused minor shortages on the assembly line," she said

The employees involved had been informed by the company that they were in breach of the agreement between Naawu and management on the matter, she said

Shop stewards, responding to a letter from management calling for adherence to the agreement by the resumption of work at normal levels, have addressed their members in the paint shop on the issue

"The large majority of employees have agreed to resume normal work at their normal shift starting time tomorrow," Mrs MacFarlane said, adding that management were monitoring the situation

Go-slow at Mercedes has ended

28/3/88. (152) B/Day

BRONWYN ADAMS

PAINTSHOP workers at the East London Mercedes Benz (MBSA) plant resumed work on Friday bringing to an end a three day go-slow, Mercedes representative Delene MacFarlane said at the weekend.

The work targets issue which led to the four-day strike two weeks ago emerged again, this time involving workers from another shift, McFarlane said. Some workers decided either to stop work once targets had been reached or increase the time taken to achieve them, she said.

After management called for shop stewards to adhere to the agreement signed with Naawu on March 18 — whereby workers resolved not to go slow until an investigation into the targets issue had been completed — employees returned to work.

□ At least 300 workers at Romatex's Romayarns factory in Reunion near Durban downed tools last week in protest over the alleged demotion of a fellow union member, Amalgamated Clothing and Textile Worker's Union of SA (Actwusa) spokesman John Eagles said at the weekend.

Management has obtained a court order requiring union representatives to appear in court today and, if workers have not yet resumed work, provide justification for this.

The union will be served with an interdict in effect preventing workers from embarking on further illegal strike action, management said.

DD 28/3/88 152

Court order restrains textile union workers

DURBAN — At least 300 workers at Romatex's Romayarns factory here downed tools last week in protest over the alleged demotion of a fellow union member, an Amalgamated Clothing and Textile Worker's Union of South Africa (ACTWUSA) spokesman, Mr John Eagles, said at the week end

Management has obtained a court order requiring union representatives to appear in court today and, if workers have not yet resumed work, to provide justification for this.

The union will be served with an interdict, in effect, preventing workers from embarking on further illegal strike action, a management spokesman said

According to the spokesman the worker was "promoted" on a temporary basis and returned to his normal position after a specified period of time had elapsed — DDC

Mr Norman Moleboge, said the on intelligence gathered during

Strike at hospital

Sowetan 29/3/88 (152) (136)

By ALINAH DUBE

MORE than 500 National Education Health and Allied Workers' Union members employed at the Garankuwa Hospital yesterday went on strike over demands for better pay.

The striking workers consist of laundry and kitchen workers, cleaners, gardeners and handymen They said they would not return to their posts until management has addressed their problems

According to a shopsteward the decision to down tools was taken after some employees' salaries were increased by an average of R110 last week. He said workers would not accept the management's "divide and rule" way of running the hospital

"Workers were supposed to have gone on strike on Friday (March 25) but did not do so after a planned meeting with the superintendent failed to materialise They have voiced dissatisfaction over management's action and have called on the authorities to treat them fairly," he said

He added that workers were also demanding R420 as a basic salary

When the *Sowetan* arrived at the hospital yesterday, members of the white staff, matrons and other personnel were down at work cooking in the hospital's main kitchen Dirty linen was seen piling near the wards as security guards were also helping carry out other duties

Dr A van Niekerk, a medical superindentent, told the *Sowetan* that workers were complaining about the parity in salaries which was effected recently He said others did not uderstand why their colleagues received increases

He would not say how much the workers were being paid and said the matter was still being looked into

Win a trip to the FA Cup — P31

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency

SOWETAN, Tuesday, March 29, 1988

BOOKSTORE, UNION IN LANGUAGE ROW

Sowetan 29/3/88

152

A WELL-known Pietersburg bookshop refused to deal with the Media Workers' Association of South Africa because of the union's refusal to write letters in Afrikaans, a Mwasa spokesman announced yesterday.

Labour Reporter

Mr Peter Mohlaka, administrative secretary of Mwasa's Northern Transvaal region, said Panorama Bookshop had informed the union that it would only respond to letters written in Afrikaans

Failure to use Afrikaans in correspondence with the company, Mr Mohlaka added, would mean that no negotiations can take place between the two

Panorama manager, Mr J Linde, said he had no comment to make on the allegation But correspondence shown to the *Sowetan* from Panorama clearly indicated that the company insisted on Afrikaans as a medium of correspondence "Please note that we shall not respond to any of your correspondence if the said correspondence is not in Afrikaans," Mr Linde wrote to the union in Afrikaans

Mr Mohlaka said over 90 percent of the black staff at Panorama were members of Mwasa

"This firm, which supplies books to black schools and universities in the north, refuses to deal with us just because we do not want to write letters in Afrikaans It is scandalous and we have written to them again requesting a meeting If this does not happen we will take legal action," Mr Mohlaka said

Mr Mohlaka also announced that Mwasa had scored a major victory when two workers were reinstated at a printing company

Closed

Mr Mohlaka said Mrs Elizabeth Seoka and Mrs Elizabeth Rapholo had been fired from Northern Review Printers in Pietersburg on January 4

Both however refused to return to work and accepted a monetary settlement of R400 each Because of the closed shop agreement between the printing industry and the South African Typographical Union, workers have to belong to this union in order to be employed

The secretary of the Industrial Council for the Printing and Newspaper Industry, Mr J Coetzee, confirmed that Review Printers had been ordered to pay the workers

Sixty four members of Union of South Africa (Ccawusa) employed by Pietersburg Wholesalers enter their 20th day of work stoppage today

Internal

The workers are demanding an immediate stop to alleged summary dismissal, recognition of the union and the opening of negotiations on wages

the Commercial Catering and Allied Workers'

The company was last year ordered by the Department of Manpower to pay arrears to its workforce after it was found to be paying below the stipulated minimum wage.

The company's manager, Mr Razak Ahmed, said he did not want to discuss the matter "It is an internal problem" he told the *Sowetan*

The union announced that three of the workers were arrested by police last week

Sharpeville Day stayaway: 90 workers jobless

MORE than 90 workers at the Inter-City transport company on the East Rand have been dismissed for staying away from work on March 21, the 28th anniversary of the Sharpeville shootings.

The workers, members of the Transport and General Workers' Union, went on strike after management threatened to take action against them for missing work last Monday.

The union's information officer, Ms Kelly Forest, yesterday said they viewed the matter in a serious light. The company had refused to negotiate the reinstatement of the workers with the union.

The company's managing director, Mr Gordon Glass, yesterday declined to comment. "I have no comment to make," he said and slammed down the phone. (152) Sowetan 29/3/88

(1) How many cases of assault on infants by parents were reported in respect of each race group in each province during the period 1 July 1986 to 30 June 1987,

(2) in how many cases in respect of each race group did the infant (a) die and (b) suffer serious injury as a result of the assault?

The MINISTER OF LAW AND ORDER

	(1)	(2)(a)	(2)(b)
Western Province	203	10	51
Natal	52	6	9
Orange Free State	35	1	8
Transvaal	63	6	25

Note Statistics of the race of persons are not kept, therefore, only the total with regard to all the race groups are being furnished

Detainees in police cells hospitalized

282 Dr M S BARNARD asked the Minister of Law and Order

(1) Whether any persons detained in police cells since 12 June 1986 have been hospitalized since 10 February 1987, if so, (a) how many, (b) in terms of what statutory provision was each being detained, (c) to what hospitals were they admitted, (d) for what reasons were they hospitalized in each case and (e) in respect of what date is this information furnished,

(2) whether he will furnish the names of the persons concerned, if not, why not, if so, what are their names?

The MINISTER OF LAW AND ORDER

(1) Yes

(a) 75 persons

(b) 25 persons in terms of section 29(1) of the Internal Safety Act, 1982 (Act 74 of 1982),

10 persons in terms of the emergency regulations,

40 persons in terms of section 50 of the Criminal Procedure Act, 1977 (Act 51 of 1977)

(c) Different hospitals country-wide

(d) For a variety of reasons *inter alia* —
Ulcers
Alcohol poisoning
Low blood pressure
Heart disease
Pain in the chest
Appendectomy
Gastro-enteritis
Pregnancy
Pneumonia
Epilepsy
Tuberculosis
Asthma
Diabetes
Infection
Malnutrition
Kidney disease

(e) Until 29 February 1988

(2) No It is not in the interest of the persons concerned to furnish the information

Thefts from cars: reported/recoveries

298 Mr H H SCHWARZ asked the Minister of Law and Order

(a) How many thefts from cars were reported during the period 1 July 1986 to 30 June 1987 and (b) in how many cases were recoveries made?

The MINISTER OF LAW AND ORDER

(a) 62 707 cases

(b) Statistics of the articles that are recovered are not kept

Cosatu House, Johannesburg: investigation into explosion

306 Mr S S VAN DER MERWE asked the Minister of Law and Order

Whether, with reference to his reply to Question No 15, standing over, on 6 October 1987, the investigation into the explosion in Cosatu House in Johannesburg on 7 May 1987 has been completed, if not, why not, if so, (a) what were the findings and (b) what action has been taken as a result?

The MINISTER OF LAW AND ORDER

No, because the guilty person/persons have not yet up until now been identified and traced

(a) and (b) Fall away

Hillbrow/Norwood/Lombardy: offences

309 Mr H H SCHWARZ asked the Minister of Law and Order

How many case of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in (i) Hillbrow, (ii) Norwood and (iii) Lombardy in 1987?

THE MINISTER OF LAW AND ORDER

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Hillbrow	61	12	246	960	94	596	4 126	551	1 829	3
Norwood	5	8	40	129	11	414	644	193	1 134	0
Lombardy East	6	6	24	67	15	51	377	101	757	0

Note I wish to point out to the honourable member that for the sake of efficiency, statistics were furnished for the period 1 January to 31 December 1987 All statistical reports will in future be furnished in calendar year periods

Labour disputes/work stoppages/strikes: SAP called to scenes

310 Mr J B DE R VAN GEND asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of (a) labour disputes, (b) work stoppages and (c) strikes in 1987?

The MINISTER OF LAW AND ORDER

(a) 148 instances

(b) 142 instances

(c) 353 instances

152

Medical University of Southern Africa/Vista University: amounts received by students

362 Mr A GERBER asked the Minister of Education and Development Aid †

(1) Whether any students at (a) the Medical University of Southern Africa and (b) Vista University receive any (i) remuneration, (ii) allowances and/or (iii) bursaries on a monthly basis, if so, what amount per month is so received, in each case,

(2) whether all such students receive these amounts,

(3) whether the amounts so paid are proportionally reduced in the case of students who boycott classes, if not, why not, if so, what are the relevant details?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(a) Medical University of Southern Africa

(1) (i),(ii) and (iii) No

Salaries are paid to paramedical and nursing personnel in training by the hospital authorities on a monthly basis as remuneration

(2) and (3) Fall away

(b) Vista University

(1) (i) Yes, R50 (ii) No (iii) Yes, R1 000

Remuneration is paid for 10 months from February to November

(2) No Only a few selected senior students who render services as assistants in laboratories and with marking receive R50 per month To one honours student this year a bursary amount of R1 000 per month is paid for services to be rendered to the University (Remuneration is paid for 10 months from February to November)

(3) Yes In all cases where prescribed services are not provided or cannot be provided, payment is suspended

Wards in State hospitals not integrated

404 Dr M S BARNARD asked the Minister of National Health and Population Development

(1) Whether any wards in hospitals administered by the State are integrated, if so, how many in each specified hospital, if not, why not,

(2) whether his Department plans to desegregate wards in State hospitals, if not, why not, if so, when,

(3) whether any studies have been carried out into the cost implications of desegregating wards in State hospitals, if not, why not, if so, (a) when, (b) by whom and (c) what were the findings,

(4) whether any wards in State hospitals are under-utilized, if so, (a) in which specified hospitals and (b) to what extent,

(1) How many persons were arrested by the security forces in 1987 in connection with the unrest-related offences of (a) public violence, (b) malicious damage to property, (c) arson, (d) murder and (e) assault,

(2) how many of those arrested in 1987 for the above offences (a) were charged and (b) were (i) under the age of 16 years and (ii) between the ages of (aa) 16 and 18 years and (bb) 18 and 20 years?

The MINISTER OF LAW AND ORDER

(1) and (2)

Although unrest has decreased, the revolutionary climate remains unacceptably high and unrest-related incidents still occur

The publication and distribution of this information can, *inter alia*, contribute to further increasing the revolutionary climate Therefore, I do not consider it to be in the interest of the safety of the public and the maintenance of the public order to be party to such actions

Unrest-related incidents: persons killed/injured

244 Mr S S VAN DER MERWE asked the Minister of Law and Order

How many persons were (a) killed and (b) injured in unrest-related incidents in each specified police district in the Republic in 1987?

The MINISTER OF LAW AND ORDER

(a) and (b)

Although unrest has decreased, the revolutionary climate remains unacceptably high and unrest-related incidents still occur

The publication and distribution of this information can, *inter alia*, contribute to further increasing the revolutionary climate Therefore, I do not consider it to be in the interest of the saftety of the public and the maintenance of the public order to be party to such actions

Riots: civilians killed/injured

245 Mr S S VAN DER MERWE asked the Minister of Law and Order

(1) (a) How many civilians were (i) killed and (ii) injured as a result of riots in the Republic in 1987 and (b) in which areas were they killed or injured in each case,

(2) how many such civilians were (a) killed and (b) injured as a result of gunshot wounds?

The MINISTER OF LAW AND ORDER

(1) and (2)

I refer the honourable member to my reply to written question 244 which I also regard to be a sufficient answer to this question

Unrest: juveniles killed/injured

246 Mr S S VAN DER MERWE asked the Minister of Law and Order

(1) (a) How many juveniles were (i) killed and (ii) injured as a result of action taken by the South African Police in unrest situations in the Republic in 1987 and (b) where did each (i) death and (ii) injury occur,

(2) whether any charges have been laid against the South African Police in respect of the deaths and injuries referred to above, if so, (a) in which specific cases and (b) what were the results of the investigations into each of these cases?

The MINISTER OF LAW AND ORDER

(1) and (2)

I refer the honourable member to my reply to written question 244 which I also regard to be a sufficient answer to this question

Illegal strikes: Black workers arrested

251 Mr S S VAN DER MERWE asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1987?

The MINISTER OF LAW AND ORDER

998 persons of all races were arrested Separate records in respect of the race of arrested persons, are not kept

Confrontation in Guguletu between Police/ANC. investigation

254 Mr S S VAN DER MERWE asked the Minister of Law and Order

(1) Whether, with reference to his reply to Question No 2 on 18 August 1987, the investigation into the escape of any person or persons during the confrontation between the Police and suspected ANC terrorists in Guguletu on 3 March 1986 has been completed, if not, (a) what aspects of the investigation remain to be completed and (b) when is it anticipated that the investigation will be completed, if so, what were the findings,

(2) whether any persons have been arrested as a result of this investigation, if so, what are their names,

(3) whether any further action is to be taken in regard to this case, if not, why not, if so, what action,

(4) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER

(1) No

(a) and (b) The suspected person or persons have not yet been traced, therefore, it is not possible to indicate when the investigation will be completed

(2) No

(3) Yes The investigation will continue until the suspected person or persons are apprehended

(4) No

Unrest detainees

273 Mr R R HULLEY asked the Minister of Law and Order

(1) With regard to 1987, (a) what total number of persons was detained, for reasons related to unrest, in terms of those provisions of the Internal Security Act, No 74 of 1982, the administration of which has been assigned to him, (b) in terms of what section of this Act was each detained and (c) for how long was each person held in detention,

(2) whether any persons so detained were (a) charged and (b) convicted, if so, how many in each case?

The MINISTER OF LAW AND ORDER

(1) (a) 49 persons

(b) section 29(1)

(c) I refer the honourable member to my reply to written question 48

(2) (a) Yes, 18 persons It is expected that their trial will take place shortly

(b) None

Emergency regulations, arrests

274 Mr R R HULLEY asked the Minister of Law and Order

(1) (a) What total number of persons has been arrested in terms of the emergency regulations since the declaration of the state of emergency in June 1986, (b) in which areas were these persons arrested, (c) for how long was each such person held and (d) in respect of what date is this information furnished,

(2) whether any of these persons have been charged, if so, (a) when and (b) what were the charges in each case,

(3) whether any of these persons (a) have been (i) released, (ii) found guilty and (iii) found not guilty, (b) have had the charges against them withdrawn and (c) are still awaiting trial, if so, how many in each case?

The MINISTER OF LAW AND ORDER

(1) to (3)

I refer the honourable member to my reply to written question 244 which I also regard to be a sufficient answer to this question

Sabotage: persons charged

277 Mr R R HULLEY asked the Minister of Law and Order

(a) How many persons were charged with offences relating to sabotage in 1987 and (b) for what period was each of these persons detained before being charged?

The MINISTER OF LAW AND ORDER

(a) 7 persons

(b) 3 persons for 4 months
1 person for 6 months
1 person for 6 months and 5 days
1 person for 6 months and 6 days
1 person for 6 months and 15 days

Assaults on infants by parents: cases reported

280 Dr M S BARNARD asked the Minister of Law and Order

Striking hospital workers return

Workers who downed tools at Pretoria's Garankuwa Hospital yesterday were back at work today, the superintendent, Dr A van Niekerk, said.

He said about 300 to 400 cleaners, laundry and kitchen workers, gardeners and handymen went on strike yesterday.

They demanded pay increases after certain black employees with white colleagues performing the same jobs received hikes as part of a pay parity programme

Office personnel prepared food for the patients and staff.
—Sapa

29/3/88

(152) B/day 31/3/88

BUSINESS DAY,

Police break up protest

POLICE broke up a demonstration of workers this week in Industria, Johannesburg, who were protesting against the Labour Relations Amendment Bill.

The 124 who were arrested appeared in the Johannesburg Magistrate's Court yesterday facing charges under the Internal Security Act. They have been granted R200 bail each and will be released today

About 500 workers from various factories — Steele Bros, United Tobacco Company, Transparent Packaging and Printpak — in the area took to the streets during their lunchtime, singing, dancing and waving placards, a witness said One placard read, "Down with the Bill"

Shop stewards from the factories which were organised by the Paper Wood and Allied Workers Union, Food and Allied Workers Union and the National Metalworkers Union of SA, co-ordinated the demonstration to protest against the proposed labour law, a union official said

Separate groups of workers from different factories congregated near Steel Bros in Springbok Road, the witness said.

Shortly afterwards, police arrived. After moving closer they warned the workers to disperse as they were gathering illegally

"At that point, most workers had completed their demonstration and were moving back into the factory gates There was only a small group left that sang even louder " The police then moved in with dogs and batons

Police in Pretoria said yesterday 124 people were arrested in the Industria and Longdale industrial areas after police dispersed a group, using batons and dogs — Sapa

DID 31/3/88 (152)

Drivers still on strike

CAPE TOWN — A wage strike involving 170 drivers and co-drivers of Transkei Blue Line Transport entered its sixth day yesterday.

The Brackenfell and Welkom depots of the company are affected by the strike.

A spokesman for the Transport and Allied Workers union (Tawu) said the drivers and co-drivers, respectively earning weekly minimum wages of R60 and R45, were demanding a weekly minimum wage of R200. The company offer was R120 and R100 respectively.

A company spokesman, Mr R. Wiehahn, said Tawu's information was "inaccurate" and that they had broken an agreement with the company "not to talk to the media". He declined to comment further. —DDC

CAPE TIMES 2/3/88

Wage strike enters 6th day

Staff Reporter

A WAGE strike involving 170 drivers and their assistants at Transkei Blue Line Transport yesterday entered its sixth day.

According to a spokesman for the Transport and Allied Workers' Union (TAWU), the drivers and assistant drivers — respectively earning weekly minimum wages of R60 and R45 — were demanding a weekly minimum wage of R200.

The company offer was R120 for drivers and R100 for co-drivers, he said.

Two of the company's depot are affected.