

INDUSTRIAL RELATIONS — STRIKES

1987

✓ AUGUST — OCTOBER.

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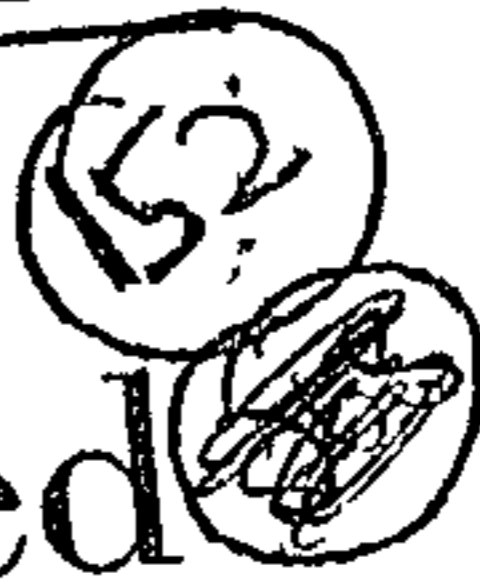
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Mercedes, postal strikes unresolved

27/8/67



Daily Dispatch Reporter

EAST LONDON — Both the Mercedes-Benz strike and the Post Office strike remained unresolved yesterday.

The two-month strike by postal workers remained unchanged, spokesmen for both the post office and the Posts and Telecommunications Workers' Association (Potwa) said yesterday.

Workers went on strike in the Eastern Cape in June to protest against the dismissal of three employees in January this year.

The strike subsequently spread country-

wide with the number of striking employees totaling about 13 000.

The three-week strike at the Mercedes-Benz of South Africa (MBSA) plant here also continued unchanged, a company spokesman, Mrs Delene MacFarlane, said from Pretoria yesterday.

Production at the plant had still not been resumed and no talks had been entered into with the National Union of Metalworkers of South Africa, she said.

A union spokesman confirmed that the factory was still closed and that no talks had been held.

Mercedes faces stock shortage

50
11/18/87

JOHANNESBURG — Mercedes-Benz and Honda dealers are running short of stocks as the two-week-old strike at the Mercedes-Benz's East London plant shows no sign of ending

The strike is also threatening next month's launch of the new Mercedes Benz 230TE station-wagon. Although the launch itself will go ahead as planned, Mercedes-Benz says few of the new vehicles have been built

A spokesman says the plant was already short of all vehicle stocks after good industry sales in July. There was only one working day this month before the strike

began on August 4. Mercedes-Benz cars and trucks, as well as Honda cars, are affected by the production stoppage

A dealer said yesterday "Mercedes car supplies in particular have always been tight. This strike has made it critical"

The situation will extend already long waiting lists on some models

"Waiting lists vary from model to model," said the spokesman. "On the six-cylinder models, it's about six months. The situation in East London will aggravate the wait" — DDC

Full Strike: Ripple Effect on Border

SI
8/10/87

Daily Dispatch Reporter

EAST LONDON — A Rhodes University economist and spokesmen from commerce and industry yesterday spoke of the ripple effect the prolonged strike at the Mercedes Benz South Africa plant here could have on the Border area.

If the strike was not settled soon, the effect would continue to be felt for a long time, the head of Rhodes' department of economics, Professor Philip Black, said

The chairman of the East London Chamber of Commerce, Mr Nico Cloete, said the strike could have a wide effect on the economy of the Border region

"A strike in a plant as important as this can cause a ripple effect throughout the economy of the area," Mr Cloete said

MBSA, which injects R120 million into the Border economy annually, has lost an average of 130 units per day, covering the full production range, since the strike began

The strike, which has now entered its eighth week of deadlock, is estimated by industrial sources to have cost the company more than R150 million in the first month after production lines were halted

A company statement this week said the 2 800 dismissed workers had each lost an average of R1 283 since the strike began

This is estimated to have reduced the flow of money to the city's retail sector by more than R3 million

The MBSA supplier industry, which includes several major factories in the industrial sector of the city supplying components for Mercedes and Honda vehicles, has been equally hard hit by the strike

Although spokesmen for the companies confirmed that there had been a significant effect on the output of their plants due to the MBSA strike, they declined to comment on the specific results such a prolonged drop in output could have

The president of the Border Chamber of Industries, Mr John Rich, said the chamber was concerned about the effect of the strike on the sector but said the situation was "extremely sensitive" and would not be improved by speculation on his part

Yesterday, two former MBSA workers who had been fired by the company were arrested by police outside the factory

A spokesman for the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said the men had been pointed out to the police by management shortly after the daily gathering of fired workers on an open plot next to the plant, at which it had been decided to meet every morning

An MBSA spokesman said the two had been arrested after a group of former employees had gathered at the factory gates and hurled abuse at a group of employees who wanted to work

The Border police liaison officer, Major Trevor Hayes, confirmed that two arrests had been made outside the plant yesterday

He declined to divulge the circumstances of the arrests.

The MBSA spokesman said in a statement last night that an employee had been confronted by a group of people when he tried to enter a section of the plant to start work in the morning and had fled after being threatened by them

Police had arrested two people "after the group rattled the gates and hurled abuse at the guard and a company official who was in the immediate vicinity and came to investigate the situation," the spokesman said

Full reports page 2

Mercedes starts recruiting drive

by PAM AGNEW and GARY CROMHOUT

EAST LONDON — Mercedes-Benz of South Africa (MBSA) will begin with a re-employment programme on Monday to rehire employees dismissed by the company on September 9 after protracted management-union talks faltered.

In a statement yesterday, MBSA also emphasised its commitment to remaining in South Africa.

The statement, issued late yesterday afternoon, said the offer of re-employment would remain open to all dismissed workers until 3 pm on Friday, September 25. An advertisement to this effect also appears in today's Daily Dispatch.

The statement said "The company guarantees such persons employment except in cases where a person's behaviour constituted gross unlawful misconduct during the period August 3, 1987, to date of application." Dismissed workers who applied for re-employment after this date (Sept 25) would not be given preferential consideration.

Workers are being offered wages commencing from a minimum wage rate equivalent to R752 per month at the lowest job grade or R4,04 per hour.

"MBSA plans to resume production at the earliest opportunity and if required will consider hiring new and/or additional employees."

In another development yesterday, a fence was being erected around the plant's administrative block after dismissed workers moved from the open area in front of the block.

They had decided to

gather there daily until the company resumed negotiations.

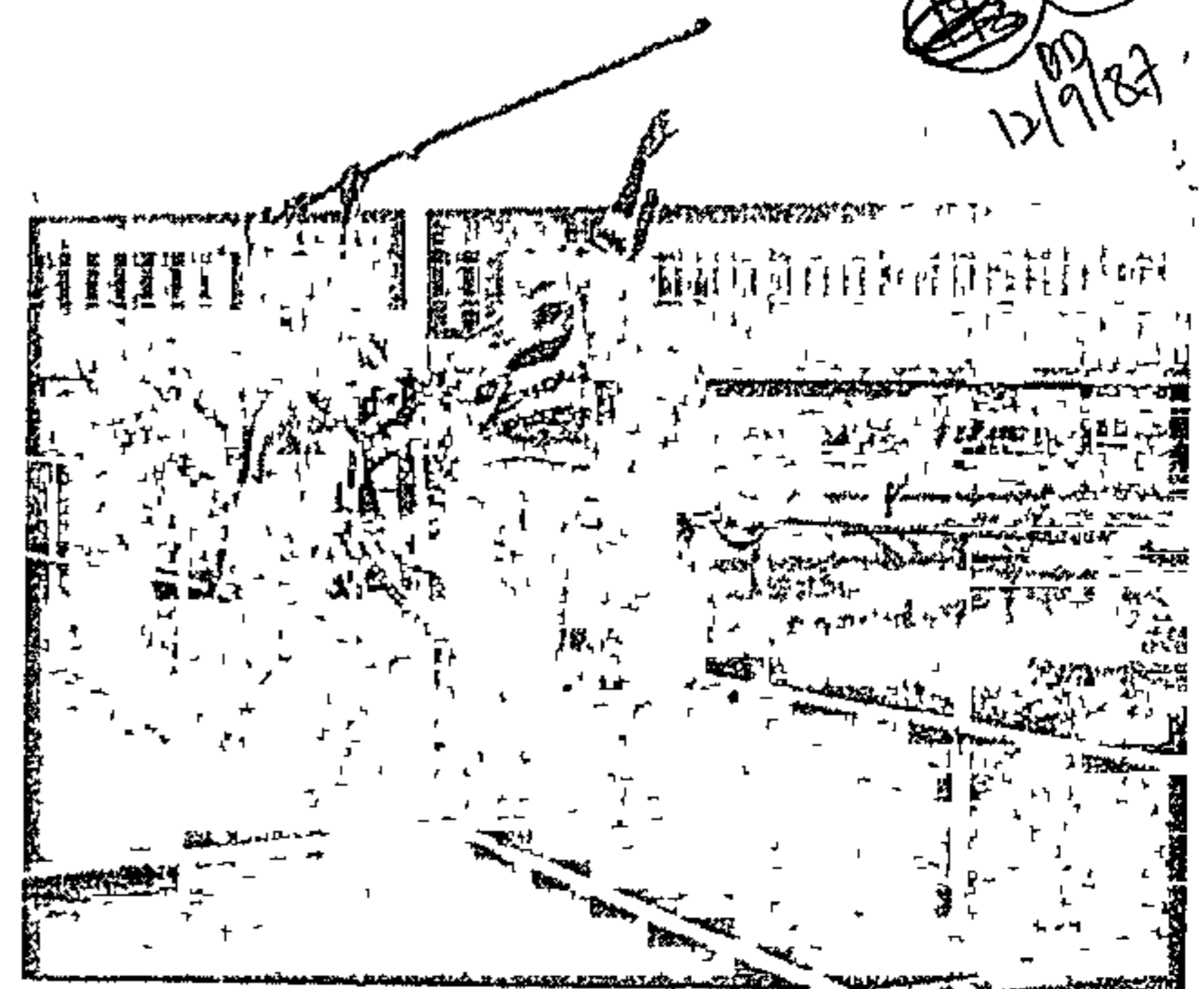
Reacting to the latest developments, the regional organiser of the National Union of Metalworkers of South Africa (Numsa), Mr Les Kettleidas said management could not hope to solve the problem by building a fence or by resisting further negotiations.

In Germany people are trying to break down the Berlin Wall and here they are trying to build one. It won't help it is not going to solve the issue, Mr Kettleidas said.

Approached for comment late yesterday afternoon, an MBSA spokesman said from Pretoria that she "did not know much about the erection of the fence, but said its construction was 'probably normal procedure'. She said she would investigate and "come back", but at the time of going to press she had not issued a reply.

By late yesterday afternoon Numsa had not been informed by MBSA of the intention to offer re-employment to dismissed workers but Mr Kettleidas said the move had been expected.

Informed of the content of the statement and advertisement Mr Kettleidas said it was clear that the company was trying to exclude the shopfloor leadership and undermine the



Workmen busy yesterday erecting a 3m high fence around the administration block of Mercedes Benz SA

strength of the union.

"It was grossly unfair that the workers were even dismissed when the collective bargaining process was still continuing," Mr Kettleidas said.

The company is now offering the same rate of pay that was originally unacceptable to the workers — it will definitely not save the situation," he said.

The MBSA statement also referred to rumours "arising from the protracted industrial dispute" in East London that the organisation was considering withdrawing from the Republic.

The statement said it was necessary to reiterate what has been said before by the chairman of its principal, Daimler-Benz AG, that it had a responsibility towards its workforce as

well as an obligation to its dealers and suppliers and their employees in the country.

In order to meet these commitments the company has to remain in business, as any other alternative would leave thousands of workers and their families without a reasonable standard of living, the statement said.

MBSA believed in an evolutionary process that would lead to a new society in South Africa, in which all its people would enjoy equal rights.

"The company is therefore, not prepared to bow down to any pressure which might hinder it from fulfilling its commitment to remaining in business in South Africa."

The MBSA spokesman said that the statements made on Thursday by

the German Greens Party MP, Mr Willi Hoss, concerning the minimum wage of R3,50 an hour for local workers compared to R16 an hour to those at the Daimler-Benz plant in Germany were irrelevant.

Mr Hoss said earlier that Wednesday's mass dismissals had "colonialist characteristics which fitted neatly into apartheid politics."

"We feel that he has not compared apples with apples because his figures were done purely on an exchange-rate basis and do not reflect the income and cost structure of the two companies."

"In South Africa a packet of cigarettes costs between R1,00 and R1,20 while the same size packs cost the equivalent of R4,50 in Germany," the spokesman said.

12/9/87

DD 20/8/87 152

Mercedes strike talks deadlock

Dispatch Reporter

EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Union of Metalworkers of South Africa (Numsa) reached a deadlock yesterday in their attempts to resolve a two-week dispute at the plant here

A spokesman for MBSA, Mrs Delene MacFarlane, said in view of Numsa's refusal to accept anything less than the union's original demands the "negotiations have come to a standstill"

The regional organiser of Numsa, Mr Les Kettleidas, said the MBSA offer had been rejected by the workers and "the company has

refused to negotiate further on the settlement of this dispute"

"This attitude by Mercedes-Benz has been reported to the workers, who decided they would return to the factory every day to hear the company's response to their demands," he said

Mrs MacFarlane said a final offer had been made to the union yesterday in an attempt to reach a settlement

"The final offer tabled included the implementation of an across-the-board increase approved at the Industrial Council earlier this year, part compensation for the reduction in working hour from 44 to 43 hours, an additional wage increase over and above that agreed at the Industrial Council and the reinstatement of the 188 dismissed employees"

The union had rejected the offer and demanded that the company continue negotiations, Mrs MacFarlane said.

She said the company believed its offer was fair and reasonable and viewed its outright rejection by Naawu (the National Automobile and Allied Workers' Union, a Numsa affiliate) as "confrontational"

Mr Kettleidas said the company had refused to pay the workers for the period of the dispute and refused to compensate in full for the reduction in working time

MBSA had offered half of the wages lost for

the reduction of working time and had offered increases below the demand of R5 per hour.

"The effect of the company's offer on wages is that six categories of workers, by far the majority of the company's employees, would be earning less than R5 per hour"

The offer had been rejected by the workers, Mr Kettleidas said

"If the company is serious about bringing this dispute to a speedy resolution, it should review its position and continue with negotiations as it is not in its interests to stop attempts through negotiation to end this dispute"

Mr Kettleidas said a joint meeting of shop stewards from all motor factories would be held on August 22 and 23 to report on the MBSA strike.

It would also be decided at the meeting what action would be taken in support of workers who were in dispute with other motor companies and parts manufacturers, Mr Kettleidas said.

Sewing machines for convicts

LONDON — Convicts at Dartmoor prison are breaking into the 20th century after sewing mail bags by hand for 100 years.

Officials say inmates at the grey, granite prison in southwest England will use sewing machines instead of thumbles to give them work experience. Sapa-

14/8/87.

Mercedes move for interdict rejected — union

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers' Union (Naawu) from inciting or participating in the strike at the company's assembly plant here, a union spokesman said last night.

The spokesman, Mr Les Kettleas, said in a statement that, as a result of the application to the court and the company's refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union's leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the it.

Mr Kettleas said the Industrial Court's decision "clearly confirms the criticisms of the union that Mercedes management has not attempted to address the problems confronting it".

Instead, it had "run for shelter" to the courts and the Industrial Council.

"We hope the industrial relations manage-

ment of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company."

Mr Kettleas warned that the union would consider withdrawing its leadership in disputes in which companies "ran secretly without adequate notice" to interdict the union, as had been done by Mercedes-Benz.

"The result of this will be that the companies will then have to negotiate with all their workers or negotiations and the industrial relations system will collapse."

Mercedes-Benz spokesmen could not be contacted last night for comment on the union's statement.

A spokesman for the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only dismissed 188 "believed to have been responsible for the strike".

More than 2 600 workers are now on strike at the plant, where production lines came to a halt more than a week ago.

11/8/87.

188 workers fired by EL car plant

DD

Dispatch Reporter

EAST LONDON — A total of 188 workers were dismissed from the strike-hit Mercedes-Benz of South Africa plant here yesterday.

Workers were given an ultimatum to return to work yesterday morning or face dismissal.

A company spokesman, Mrs Delene MacFarlane, said workers returned to the plant yesterday morning but did not resume production.

"Mercedes-Benz of South Africa issued a statement advising the small number of employees who had taken strike action that, unless they returned for duty when the plant opened today, they would be dismissed.

"The ultimatum was not adhered to and, in addition, workers did not commence work.

"Mercedes Benz of South Africa have, therefore, had no alternative but to dismiss the 188 striking workers"

Mrs MacFarlane said the plant would open for

production today and all attempts would be made to get employees to return to work.

The regional director of the National Union of Metalworkers of South Africa (Numsa), Mr Les Kettledas, said he had no knowledge of the workers being dismissed.

Management had called a meeting with shop stewards yesterday but the talks had broken down as three stewards were informed they had been dismissed.

The workers would return to the plant today but he was unsure that they would resume production, Mr Kettledas said.

The plant closed on Tuesday last week when some 300 workers in the chassis and body shop divisions downed tools in demand for higher wages and in protest against the introduction of short time.

The strike later spread to other divisions of the factory, a Numsa spokesman, Mr Viwe Gxarise, said last week

Tough new terms

CP Correspondent

FOUR hundred workers – members of the Municipality Workers' Union of South Africa – who have been on strike for over three weeks at the Kwa-Dabeka Construction site and subsequently sacked by the Natal Provincial Administration, were re-employed this week.

They were re-employed under the following conditions:

- That trade unions would not be recognised.
- Strikes would be illegal and all persons participating would be liable for dismissal.
- Workers should voice their grievances through management formulated workers' councils.
- Salaries would be lower in most cases, because workers had to be re-employed.

Mwusa officials were not available for comment at the time of going to Press.

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in terror from the vigilantes who allegedly assaulted them.

A union statement said: "Despite the fact that

management is aware of the identity of these people (the alleged vigilantes), it appears that no action has been taken against them.

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Police without NUM secre-

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SMA 9/9/87

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Mercedes meets union

Mercedes Benz of SA management met the National Union of Automobile and Allied Workers Union (Naawu) this week in an attempt to settle the wage dispute at the East London plant.

No agreement was reached.

Mercedes Benz said the company re-stated its previous offer on wages. The union delegation said it found the package inadequate. — Sapa.

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MBSA relents on wage offer

EAST LONDON — Mercedes-Benz of South Africa (MBSA) have reintroduced their offer of a R4-hourly minimum wage and the reinstatement of 188 dismissed workers, a National Union of Metalworkers of South Africa (Numsa) spokesman said late yesterday.

The company withdrew the offer last week and some 2 800 striking employees were given until Wednesday to return or face dismissal after negotiations to resolve the month-long

dispute broke down and workers ignored an ultimatum to return to work.

A spokesman for MBSA had not responded to requests for comment by the time of going to press

Numsa's regional organiser, Mr Les Kettle-das, said that in talks with company representatives yesterday the union had put forward further proposals for the company to consider and a response was expected at a meeting this morning.

Strike at car firm: Talks resume today

ARGUS 8/9/87 (152)

The Argus Correspondent

JOHANNESBURG — Talks between Mercedes Benz management and the National Union of Metalworkers are due to resume today in a bid to end the four-week strike at the firm's East London plant.

According to a union spokesman, the union made proposals for resolving the dispute yesterday. Management was expected to respond to the undisclosed proposals today.

At yesterday's negotiations, management again tabled its offer, withdrawn last week, to reinstate 188 workers dismissed last month and to increase the hourly minimum wage to R4.

The union has demanded a minimum of R5 and a reduction of working hours without loss of pay.

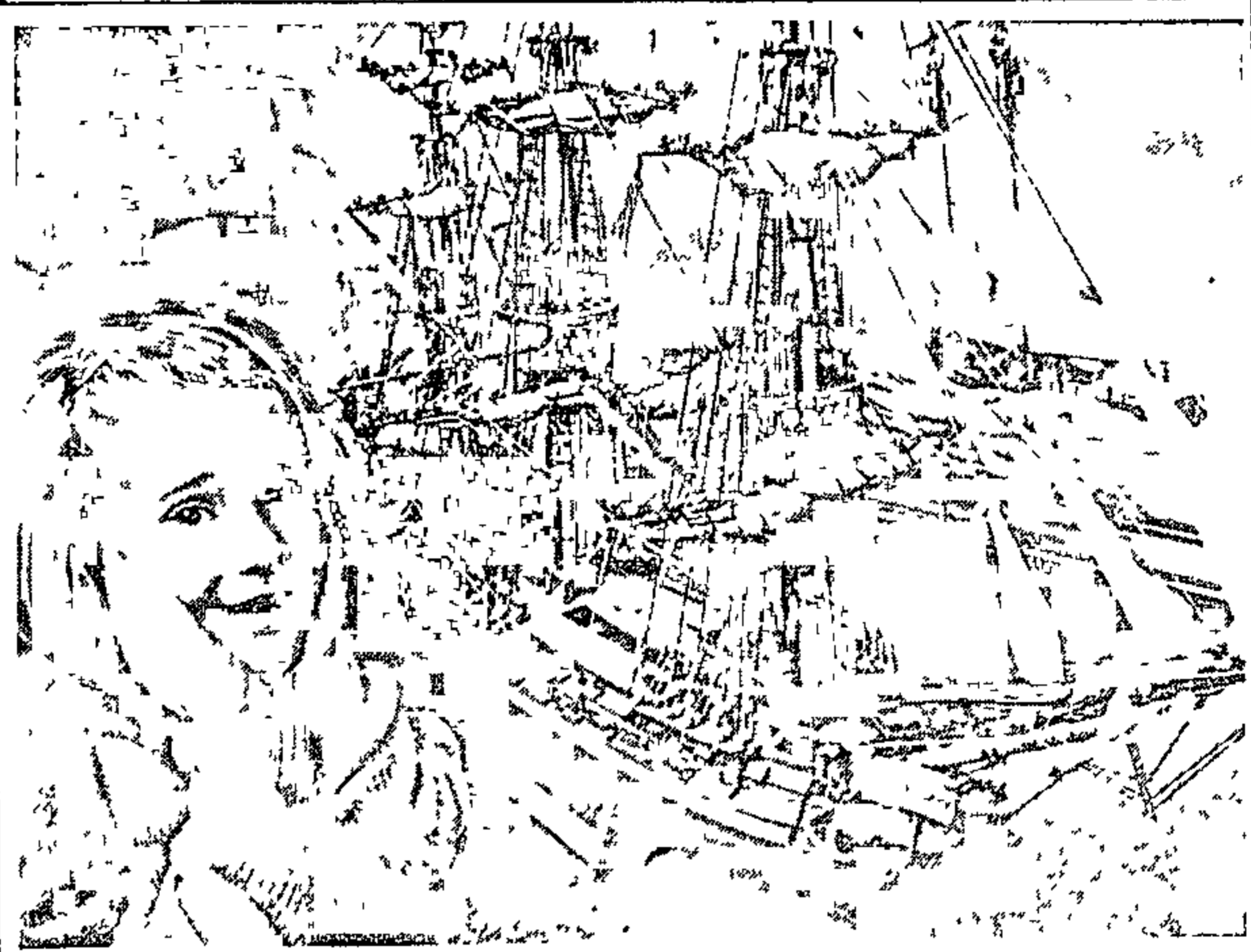
Post offices

The strike by about 2 800 workers is believed to be costing Mercedes between 110 and 120 cars and 11 lorries a day in lost production.

● More than 4 000 postal workers have returned to work after settlement was reached in the dispute with the Post and Telecommunications Workers Association last week, a Post Office spokesman said.

The spokesman said post offices in the townships of Daveyton and Tembisa were expected to reopen today. He said Soweto post offices will also open today.

● About 600 members of the National Union of Mineworkers stopped work at the Optimum colliery yesterday, the union said. A mine spokesman confirmed the stoppage but said workers had returned to work after talks with management. He could not say what the cause of the stoppage was.



Picture HANNES THIART, The Argus

MARITIME MINIATURE: Ahoy there. Little Sarah Gilbert, 5, of Rondebosch, encounters a model masterpiece at the maritime exhibition being held at a Claremont shopping centre until September 19.

Matie SRC president

Education Reporter
STELLENBOSCH University's new students' representative council president is Mr Francois Beukman, 21, a political science honours student.

Mr Beukman was one of three candidates nominated for the presidency of the 12-strong SRC following last week's student elections.

His vice-president is Mr Hein Brand, 22.

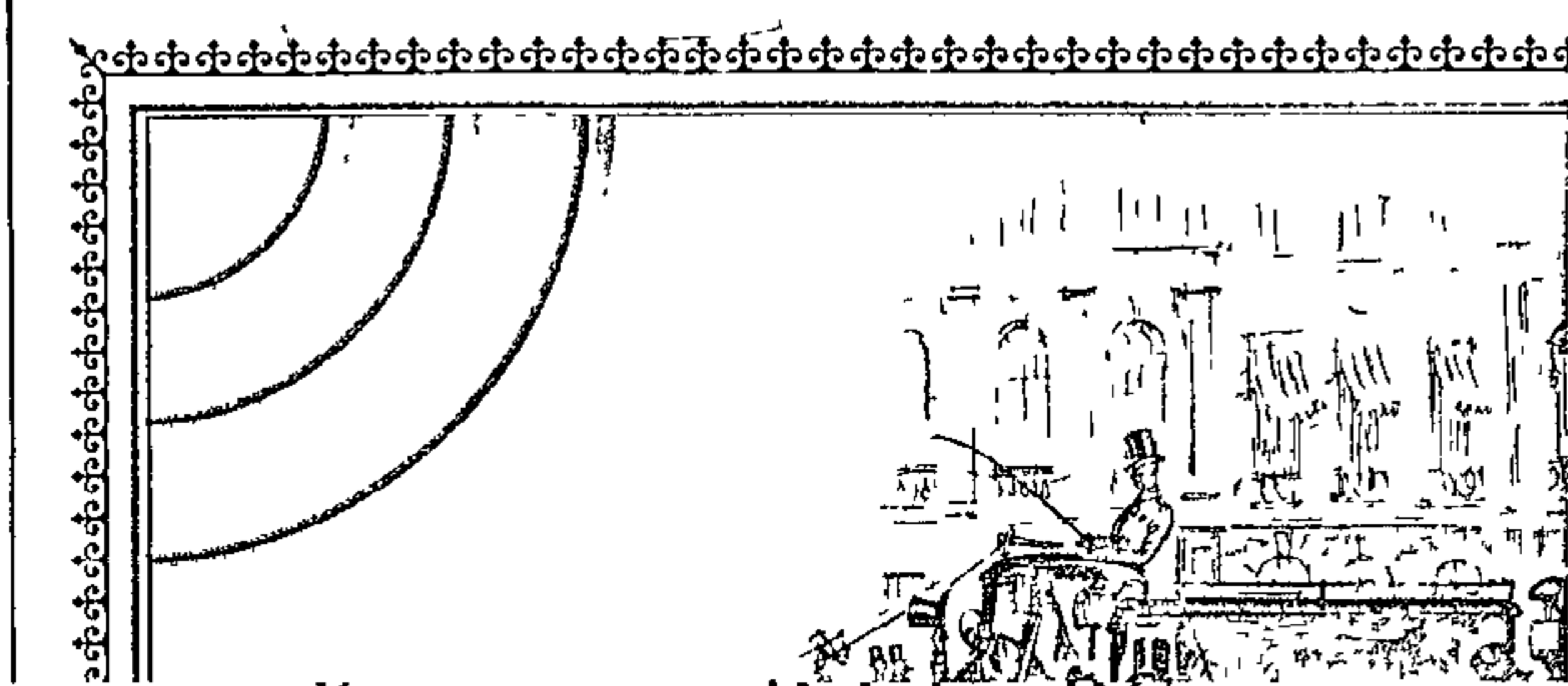
MacDonald killings: Dissident is shot dead

Argus Africa News Service

HARARE — Zimbabwean security forces have killed a member of the dissident gang which murdered former Springbok rugby player Andy MacDonald and his wife Netta.

The dissident, shot dead in a contact, had in his possession Mrs MacDonald's handbag and her husband's knife.

The MacDonalds were ambushed at the entrance to their Figtree smallholding west of Bulawayo in Matabeleland on August 18.



Post office strikers vow to stand firm

From EAST CAPE NEWS AGENCY

PORT ELIZABETH — The strike of Post Office workers in the Eastern Cape is entering its seventh week with no end in sight

Strikers seem determined not to return to work until their demands are met.

The ominous warning from Post Office management to workers "if you stay away you will get no pay" in pamphlets circulated recently, proved to be no idle threat on pay day last Friday.

The workers, represented by the Post Office Telecommunications Workers' Association (Potwa), went home with empty pockets

Several workers at the Post Office's Sidwell workshop here told about the strike and their hardships.

A 35-year-old clerk said he had been working at the Post Office for 13 years and had a wife and two children to support.

"My wife is annoyed with me for being on strike. She asks me every day when I am going back to work but she also says she will stay with me through these bad times"

Children

He said he could no longer afford to give his children money for food and school but was confident that Post Office workers in Johannesburg would be sending aid

A telephone repairman, 26, sole breadwinner for his mother and sister, said although things were getting harder, there was "no going back" on the strike.

"I want things to be right and I am confident that Potwa is trying to solve our problems that's why I'm willing to stick it out."

A 55-year-old woman canteen worker said "There's no more money to buy food for my three children, but I'm still strong

"Even after I have spent my last cent, I will still carry on. I don't feel intimidated by all these men, I can shout at them when they are wrong and they listen to me"

Workers interviewed did not want their names to be known for fear of harassment

Meanwhile, eight Potwa members who were detained last Wednesday have appeared in the Somerset East Magistrate's Court on charges of public violence

They are James Vena, 37, James Bathembu, 31, William Matshoba, 31, Timothy Sokhala, 26, Phillip Boo, 32, Nicholas Klaas, 33, Timothy Gxabashe, 32, and Max Boo, 22

The accused are from Middelburg, Graaff-Reinet, Grahamstown, Cookhouse and Somerset East.

The hearing was postponed and they were not asked to plead

In Port Elizabeth, two post office employees, Moses Tukan and Louis Johnson, were detained last week Tuesday

The lawyer representing Potwa workers said a telex had been sent to Pretoria and their detention was confirmed by the police

The Post Office strike, which affects over 2 500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth

Workers said the management was employing "scab labour" to keep some of the essential services in operation

"There's nobody here that is saying they've had enough. We're united and we will keep going," one of the strikers said

A spokesperson for the Department of Posts and Telecommunications refused to comment on the dispute



Potwa president Vusi Khumalo addresses delegates from the Eastern Cape at a meeting in Zwide last weekend

Council relents *Sowetan*

ABOUT 1 000 employees of the Diepmeadow City Council who stopped work for the last two days over the transfer of 12 meter readers to a private company returned to their posts today after the council rescinded its decision

The stoppage initially began with 500 workers who included township managers and senior administrative staff. Yesterday employees in all other departments, including refuse removal workers, downed tools.

The dispute began on July 31 when the town clerk, Mr Noel Gaum, told the 12 meter readers that they would be transferred to Messrs Oxen (Pty) Limited the next day.

The workers objected on the grounds that they were not informed in time because they would have looked for alternative employment. They said they feared losing benefits they enjoyed under the council's employ.

Workers met at the council's Central Camp

By **THEMBA MOLEFE**

in Diepkloof where they listed demands which included the dismissal of Mr Gaum and the reinstatement of the meter readers

They described Mr Gaum as an insensitive person who disregarded

their decisions. Mr Gaum is a former town clerk of the Tumahole and Lekoa town councils and began work at the Diepmeadow Council six months ago.

He was not available for comment yesterday as he was in a meeting with the council's executive committee.

6/8/87

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Work stoppage at motor plant

Dispatch Reporter

EAST LONDON — The Mercedes-Benz of South Africa plant here closed this week following a dispute with the National Union of Metal Workers of South Africa (Numsa).

The plant was still closed yesterday.

A Numsa spokesman, Mr Viwe Gxariso, said the plant closed on Tuesday morning after a dispute over hourly wages and short time.

A work stoppage by some 300 workers occurred in H plant — the chassis and body shop division — on Monday.

It had spread to some of the other divisions on Tuesday, and production was suspended.

A Mercedes-Benz spokesman in Pretoria said production at the plant had been "temporarily suspended" because of industrial action "by some employees which is considered by the company as unlawful."

"On Monday, August 3, approximately 250 employees stopped work and demanded that the company suspend payment wage increases agreed at the Industrial Council, and that additional increases of wages and conditions surrounding the hours of work are negotiated," the spokesman said.

He said workers were demanding they suf-

fered no loss of earnings as a result of the reduction of the working week from 44 hours to 43 hours.

They were also demanding a minimum hourly wage of five rand.

Management had offered an increase of 20c an hour which placed workers on R3,70 or R3,75 an hour.

"It is not even a living wage but a step forward," Mr Gxariso said.

The union wanted last-shift workers to be paid for the nine hours they used to work and not the eight hours recently introduced for the shift.

The Mercedes-Benz spokesman said the company had been part of an Industrial Council agreement with the automobile manufacturing industry in the Eastern Cape for wage increases and conditions of service in 1987.

"Mercedes-Benz of South Africa indicated that it had bargained in good faith and was not obliged to bargain beyond the agreement already reached at the Industrial Council."

"The company urged employees to return to work and this has been ignored."

"The company has requested an urgent council meeting to resolve the issue, the spokesman said."

150 dismissed

A JOHANNESBURG key manufacturing company has dismissed more than 150 workers in the last two weeks after a work stoppage over time regulations at the plant.

According to the National Union of Metalworkers of South Africa, incorporating the Metal and Allied Workers' Union, 20 workers a day have been dismissed by the company, Josiah Park, in Robertsham

The managing director of the company, Mr Terry Hime, said yesterday that the dismissals would be completed by the end of the day

He said these workers refused to sign time sheets thus violating company regulations

A union spokesman said the dispute began at the end of June when the contract regarding time sheets expired in terms of the agreement with the company

He said management refused to negotiate the contract and insisted on the old agreement. Workers then downed tools in protest

However, Mr Hime said the union did not turn up at an Industrial Court sitting after his company laid a complaint against it.

Sawetan
6/8/87



Labour Update

18 Potwa members held

AT least 18 Post and Telecommunication Workers' Association members, including one postmaster, were detained by police this week as the crisis within the post office deepened.

The detentions occurred at Ellisras, Dennilton and Nelspruit. At least 16 workers who had been on strike for over five days at Ellisras were arrested yesterday. The workers,

all labourers, were protesting against the dismissal of two colleagues two weeks ago. A police spokesperson at Ellisras yesterday said he could not confirm the number of people detained.

The Dennilton postmaster and Potwa shopsteward, Mr Lucas Digoane, and several Potwa members were detained on Monday, a union spokesperson said yesterday. Another

shopsteward was detained at Nelspruit.

The detentions marked a deterioration of relations between Potwa and the post office management over two long-standing strikes in the Eastern Cape and the Northern Transvaal. The 20 000-member union threatened a second national stoppage this week over the two strikes.

PO, Potwa in court today

AN urgent application for an interim interdict to restrain the Post Office and Telecommunication Workers' Association from encouraging strikes will be heard in the Pretoria Supreme Court this morning.

Tuesday because of the tight court schedule.

Mr Johannes Hendrik de Villiers, the Postmaster General, is bringing the case on behalf of the Minister of Posts and Telecommunications against Potwa and its president, Mr Y A Khumalo. This followed information that there was to be a strike on Monday.

Lawyers representing Potwa said the matter could not be heard on

The regional director for the Northern Transvaal, Mr J Badenhorst, yesterday confirmed the detention of Mr Digoane "and a couple of other telephonists". He said they were arrested in Siyabuswa, the KwaNdebele capital, for holding an illegal meeting.

He said he did not know about the Ellisras strike and arrests.

"All I was told was that four people had been on strike but later they told me the people returned to work," he said.

Sowetan

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Picture REUTERS

500 meat plant workers strike

Staff Reporter

ABOUT 500 workers at the Spekenam meat-processing factory in Stikland, Bellville, downed tools yesterday over a long-standing dispute concerning wage negotiations.

An office-bearer of the Cosatu-affiliated Food and Allied Workers Union (FAWU) said yesterday that workers were upset with management's view that wage negotiations would not take place with union officials, but only with a worker committee.

The unionist said the current minimum wage at the factory was R70 a week.

cartridges at the scene. ^{the entire prospecting}

New Iscor deadline

ALAN FINE

ISCOR yesterday agreed to extend the deadline of its ultimatum to 6 500 striking Vanderbijlpark workers from last night to 10pm on Monday, to enable them to consider a new company proposal, said an Iscor spokesman.

At a meeting yesterday, requested by the National Union of Metalworkers of SA (Numsa), Iscor said it would agree that the wage dispute which triggered the 18-day-old strike be referred to mediation.

However, it made this conditional on the union accepting three conditions: that members return to work; that the union again explains the Iscor wage proposal to them, and that the union withdraws the official dispute it has declared, the spokesman said.

Numsa requested additional time to discuss the proposal with members, and the ultimatum was then extended.

Numsa could not be reached for comment.

Political comment in this issue by Ken Owen Newsbills by Michael Acott
Headlines and sub-editing by Michael Allwright All of Times Media Ltd, 11
Dragonal Street, Johannesburg

Teargas, sjamboks used on 600 factory strikers

Labour Reporter

ABOUT 600 strikers at the Spekenam factory in Bellville were driven out of the factory by police with teargas and sjamboks.

Workers said the action happened about 7pm yesterday af-

ter a day of wage negotiations between the Food and Allied Workers' Union and the management

"Management was taking an incredibly hard line at the negotiations and at the end of the day workers decided to stay on union officials were to take

the premises," said a Fawu spokesman

"Later three van-loads of policemen arrived, went into administration offices and then came out and beat workers and tear-gassed them"

those injured to doctors for examination and treatment

They would also take statements about the police action

A police spokesman said that about 7 30pm police were called to the factory after about 600 people gathered on the premises, sang and held placards

The spokesman said the crowd was asked to disperse and when it failed to do so teargas from spray canisters was used

A group of people moved outside and attacked police vehicles, the spokesman said. Two men, aged 47 and 25, were detained for questioning

Workers denied that warnings were issued before the police action

Police confirmed that they used sjamboks and teargas to disperse the crowd

A spokesman said a 57-year-old man would appear in court on a charge of public violence. The other detained man had been released

Special constable stabbed after Langa stone-throwing

Staff Reporter

A SPECIAL constable was stabbed in the chest when security forces arrested stone-throwers at Langa Senior Secondary School.

Five youths and four girls were arrested yesterday

A police spokesman said the constable was out of danger

In Bonteheuwel a bus was set alight

The police report on unrest said 16 people were wounded, three seriously, when three hooded gunmen fired at blacks in Plessislaer, Maritzburg

A witness said the incident happened as about 50 people were returning from an Inkatha meeting

The body of a necklace victim, Mr Jabulani Mungwa, 20, was found in Kyalami Kloof at Kwadabeka, near Pinetown, last night

Mystery men

The union is also questioning the role of two unidentified men who were on factory premises during the day

"Management said they did not know who these men were

"But when workers were gathered in the yard one of them stood up and read a notice saying all strikers had been dismissed, should leave the premises and return the next day to collect their pay

"Workers had never seen this man before so they ignored him," said the Fawu spokesman

Riot police arrived soon afterwards

Workers today gathered at a church hall in Bellville where

45 Swapo guerrillas killed during July

Argus Africa News Service
WINDHOEK. — Forty-five

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AGS 7/8/77

Cleansers accept pay offer, end go-slow

Labour Reporter

CAPE TOWN municipal workers have accepted the City Council's pay offer — and the work-to-rule affecting the cleansing and electrical departments is over

About 9 000 members of the Cape Town Municipal Workers' Association (CTMWA) yesterday jammed the Good Hope Centre for a three-hour meeting to debate whether to accept the offer or to continue industrial action for a better deal.

After intense debate the members finally voted to accept the council's offer of R17 a week or 10 percent, whichever is the higher, backdated to July 1.

For the lowest-paid workers the R17 component will represent a 17-percent wage increase

The CTMWA executive was mandated by the meeting to continue pressing for a "living wage" to meet rocketing prices of rents, transport, food and electricity.

IMMEDIATE EFFECT

The decision to accept the offer came after months of negotiation in which the union demanded a R50-a-week across-the-board increase for its 11 500 members

The work-to-rule by the cleansing workers started on July 13 as employees moved to pressure the council into a better offer

Garbage piled up in several areas

Electrical employees joined the work-to-rule about two weeks later

CTMWA spokesmen said the action was over with immediate effect

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Waiting for a decision

SAMANCOR was yesterday awaiting a Rand Supreme Court decision after an urgent application was made to have more than 1 000 workers evicted from its Meyerton Metalloys plant because they were dismissed following an illegal two-day strike.

7/8/67

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152

Smefan

Samancor's general manager, Mr Bennet Carr, said the dismissals were finalised and that no further negotiations with the National Union of Metalworkers of South Africa (Numsa) were being planned "at this stage".

Mr Carr said the Numsa members breached an agreement with Samancor.

Stoppage closes plant

152 W POST 8/8/87
EAST LONDON — The Port Elizabeth and East London Everite plants were closed this week when workers went on strike in sympathy with striking workers in the Transvaal.

Everite's East London manager, Mr Ed Koller, said 300 people were on strike in East London and Port Elizabeth.

The majority of the strikers were in East London with "about a dozen" in PE. The East London plant closed on Wednesday and the PE plant yesterday.

Mr Koller would not comment on the cause of the strike.

● All black staff of the Wild Coast Sun in Port Edward went on strike for higher wages today.

Following a newspaper report yesterday, in which details of a favourable balance sheet were released, it was decided to strike for a share of the profits.

The Prime Minister of Transkei, Chief George Matanzima, and two Ministers were expected at the hotel this afternoon to try to help resolve the dispute. — Sapa

BMW car workers face dismissal

150
8/8/87
DD

Dispatch Reporter

EAST LONDON — Striking Mercedes Benz of South Africa workers here would be dismissed if they did not return to work on Monday morning, a company official, Mr W. I. Gardiner, said yesterday.

The company, whose East London plant was closed on Tuesday morning after a dispute with the National Union of Metalworkers of South Africa (Numsa), was granted an interim interdict yesterday calling on striking workers here not to continue their work stoppage.

The order was granted after an urgent meeting of the Industrial Council.

In an advertisement in today's Daily Dispatch, Mr Gardiner said the plant would reopen on Monday at normal starting times and begin production.

"We regret that employees who have wanted to work have been prejudiced by the unlawful action of a few."

"If the striking employees do not return on Monday, August 10, 1987, they will be summarily dismissed," Mr Gardiner said.

A Numsa spokesman here, Mr Viwe Gxarise, said talks had been held with members of the industrial relations division of the company yesterday but there had been "no change in attitude."

"Our strike is not illegal because our demand for our workers is just," Mr Gxarise said, adding that inflation had increased, but the company wanted to reduce working hours with a loss of earnings to employees and would not meet an hourly wage demand of R5.

Management had offered an hourly increase of 20c which would place employees on between R3,70 and R3,75.

Mr Gxarise said this week that workers would not return to work until their demands were met.

Help is needed for dismissed workers

Handwritten notes:
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Somerset
23/10/87

THE Azanian People's Organisation (Zamdela branch) has appealed to the local community to help provide accommodation to Sasol workers who were recently dismissed and kicked out of the company-owned hostels.

An Azapo spokesman said the dismissed workers needed community support in their fight for better wages and re-instatement. He appealed to priests and residents to accommodate these workers.

More than 1 300 Sasol workers, all members of the South African Chemical Workers' Union, downed tools at Sasol's plants early this month, demanding a R200 monthly increase. Management is offering a R100 across-the-board rise

Last week, Sasol management was granted a Supreme Court order evicting 450 dismissed workers from company-owned hostels in Sasolburg

✓
Cape Times 22/10/87

(152)
(188)

Duens offers to reinstate workers

Labour Reporter

AS THE bread strike entered its 10th day yesterday, Duens Cadora, one of the four strike-hit bakeries, announced it would reinstate all dismissed workers if they returned to work on Friday.

The bakery, owned by Bokomo, dismissed nearly 400 workers on Tuesday when they refused to return to work.

Bokomo group manpower manager, Mr J R Louw, said that workers who failed to return to work by Friday, would have until Monday to apply for new employment.

He said that after Monday, the bakery would engage all properly qualified applicants on a "first come, first served" basis.

Meanwhile, a spokesman from Pick n' Pay, Mr John Barry, said that the bread situation was "not as critical this week", since panic-buying had abated.

Enterprise will hold a meeting with the Food and Allied Workers Union today to discuss the strike.

CWIU, Plascon to mediate

THE Chemical Workers' Industrial Union and Plascon-Evans management have agreed to mediation to resolve the lock-out involving 89 CWIU member at the company's Port Elizabeth

plant. ^{(S) ~~15~~ ~~16~~ ~~17~~ ~~18~~ ~~19~~ ~~20~~ ~~21~~ ~~22~~ ~~23~~ ~~24~~ ~~25~~ ~~26~~ ~~27~~ ~~28~~ ~~29~~ ~~30~~ ~~31~~ ~~32~~ ~~33~~ ~~34~~ ~~35~~ ~~36~~ ~~37~~ ~~38~~ ~~39~~ ~~40~~ ~~41~~ ~~42~~ ~~43~~ ~~44~~ ~~45~~ ~~46~~ ~~47~~ ~~48~~ ~~49~~ ~~50~~ ~~51~~ ~~52~~ ~~53~~ ~~54~~ ~~55~~ ~~56~~ ~~57~~ ~~58~~ ~~59~~ ~~60~~ ~~61~~ ~~62~~ ~~63~~ ~~64~~ ~~65~~ ~~66~~ ~~67~~ ~~68~~ ~~69~~ ~~70~~ ~~71~~ ~~72~~ ~~73~~ ~~74~~ ~~75~~ ~~76~~ ~~77~~ ~~78~~ ~~79~~ ~~80~~ ~~81~~ ~~82~~ ~~83~~ ~~84~~ ~~85~~ ~~86~~ ~~87~~ ~~88~~ ~~89~~ ~~90~~ ~~91~~ ~~92~~ ~~93~~ ~~94~~ ~~95~~ ~~96~~ ~~97~~ ~~98~~ ~~99~~ ~~100~~}
A CWIU spokesman said both parties agreed to refer the matter to mediation during negotiations this week. He said there was, however, a problem regarding the mediator preferred by the two parties.

Bonus

"The mediator preferred by management and our union is not available to mediate in the matter," the union spokesmen said.

At the centre of the lock-out is the demand

by the workers that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6.

CWIU members had been involved in a go-slow since October 9, to pressurise management to accede to their demands.

The union has challenged the legality of the lock-out, saying the workers had voted to go-slow in a secret ballot.

A company spokesman said the workers had been locked out of the premises on October 20.

(152) 8/20/87 23/10/87

Plascon workers locked out again

PORT ELIZABETH — Workers at the Plascon-Evans plant in Port Elizabeth were again locked out of the premises by management yesterday

The lock-out, which started on Wednesday, involves 89 members of the Chemical Workers' Industrial Union (CWIU) who had been taking part in a go-slow since October 9. CWIU general secretary Rod Crompton said yesterday the go-slow had originated from a dispute in which the union was demanding that all workers receive a R10 bonus given to "scabs" who worked during a stayaway on May 5 and 6.

He said negotiations between union shop stewards and management to end the dispute had stopped on Monday when the company introduced clauses of an "illegalistic nature" Crompton said the lock-out was "clearly unlawful" "It was agreed that negotiation — to finalise agreement whereby the dispute would be referred for arbitration — would continue on Tuesday, but when workers arrived at the company premises they were not allowed in," he said.

Crompton accused Plascon of being "opportunistic" and of avoiding arbitration "The company is hoping to avoid having their illegal actions being exposed in court The lock-out is an attempt to starve workers into returning to work, so denying them their rights."

Plascon-Evans production director H Potgieter rejected the claims.

He said the lock-out would be maintained until mediation with the union early next week

"The company originally proposed arbitration, which was turned down by the union Since then we have repeatedly indicated that a peaceful means to settle the dispute would be to take the matter to the Industrial Court"

Potgieter said a small number of workers who were locked out had returned to work yesterday but said he could not disclose how many "Our information is that there is a certain amount of intimidation," he said

The company also had no intention of paying all the workers the R10 "performance bonus" awarded for work performed on May 5 and 6, he said — Sapa

Labour Update

Hope for an end to Putco strike rises

By THEMBA MOLEFE

THERE is hope that the Putco strike involving 500 workers in Wynberg, Johannesburg, and which has left thousands of commuters stranded in its wake, could come to an end today.

The company's industrial relations executive, Mr Louis Meyer, said yesterday that Putco was "cautiously optimistic" that some agreement could be

reached out of negotiations between Putco's and the Zakheni Transport and Allied Workers Union attorneys

Mr Meyer said the talks began yesterday and that he hoped to make public the outcome by late last night

He denied Putco had begun recruiting a new labour force to replace

the workers dismissed last Friday after failing to heed a return-to-work ultimatum

Zatawu general secretary Mr James Sikosana said yesterday that the strike was sparked off by the "unfair" dismissal of two workers at the depot on October 13

He said management had consistently refused to compromise in

negotiating its grievance and disciplinary procedures

Mr Sikosana said Putco's attitude was in "contrast with its corporate philosophy of respecting the dignity of the 250 000 black commuters it serves"

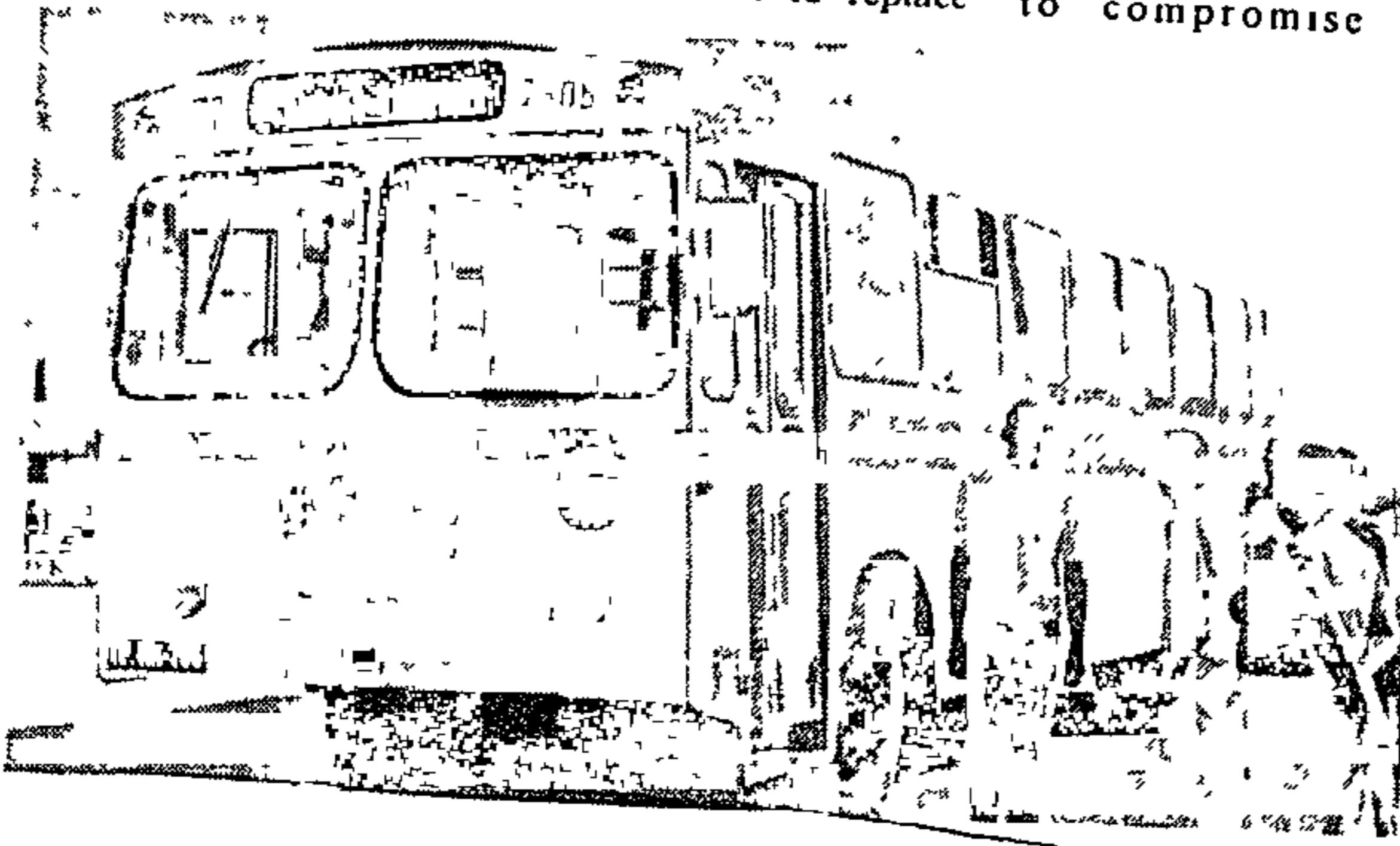
He called on Putco to speed up negotiations and ease the suffering of the commuters

The Wynberg depot serves commuters travelling to Pretoria, Halfway House, Johannesburg Sandton and other suburbs surrounding Johannesburg

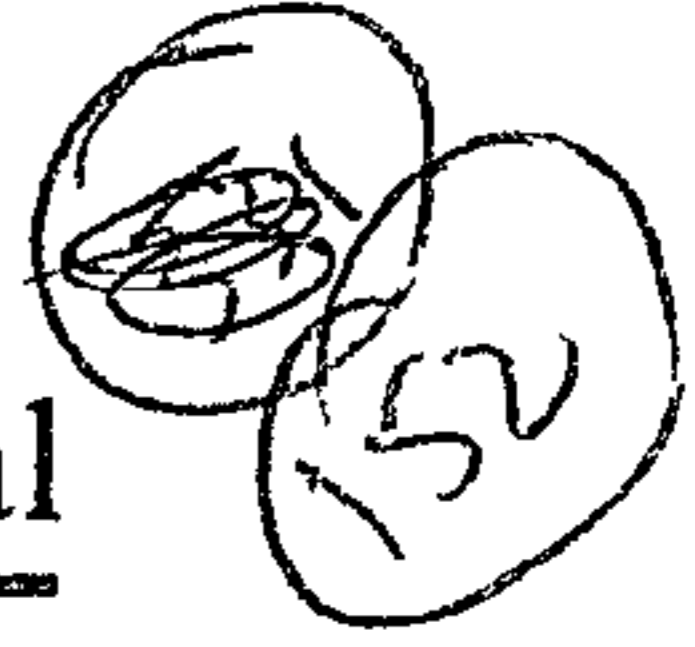
Since the strike began on October 13 stranded commuters had to resort to taxis or walk to and from work

The depot, situated next to the densely populated Alexandra Township, employs about 1 000 workers

Drivers and technical staff are involved in the stoppage



In-camera evidence at treason trial



Boycott leaflet 'ruined business'

THE owner of an Alexandra business told the Rand Supreme Court yesterday his turnover had dropped from R20 000 to R120 a month after a pamphlet urging a boycott of his shop was distributed last year.

The businessman, who may not be identified, was giving evidence before Mr Justice van der Walt at the treason trial of trade unionist Moses Mayekiso and four others.

Mayekiso, 38, Paul Tshabalala, 38, Richard Mdakane, 29, Obed Bapela, 28, and Mzwanele Mayekiso, 22, have all pleaded not guilty to treason, alternatively subversion and sedition.

The charges arise from their alleged involvement in the establishment of the Alexandra Action Committee, "organs of people's power" and "people's courts" in 1985 and 1986.

The witness said he had no problems until two pamphlets were distributed in about June last year urging Alexandra residents to boycott his business. Both pamphlets were handed in as exhibits.

The businessman said immediately after he got the first pamphlet, turnover dropped from R20 000 a month to about

SUSAN RUSSELL

R30 a week. Business was bad for eight months. He said he had never helped soldiers as the pamphlet alleged, nor had he dealt with the SAP or the Alexandra Town Council.

After an agreement between State and defence counsel, Mr Justice van der Walt ordered that the evidence of this witness and 11 others, either resident or owning businesses in Alexandra, be heard in camera.

The judge said the Press would be welcome to attend without identifying any of the witnesses.

He said the death sentence could be imposed for treason and in such a case he would have to summon two assessors to sit with him.

But on a reading of the indictment, the annexures and summary of substantial facts together with particulars supplied in relation to the trial, he was of the opinion at this stage that in the event of a conviction the death sentence would not have to be imposed. Therefore he did not intend to summon assessors. The trial continues today.

AK45 19/10/87

(104) (152) (106)

Peninsula bread shortage still critical

Labour Reporter

THE Peninsula bread shortage remained critical today, but the panic buying before the weekend appeared to have trailed off.

Shopkeepers suggested that the public had adjusted to the situation and were coping with it.

Bakeries not on strike and smaller concerns were still working flat out to meet the demand.

A spokesman for Attwell's, one of the bakeries not affected, said they could not expand production to cope with the added demand caused by the week-long strike for higher wages at four major bakeries.

LIMITS

"There are limits to how much bread we can produce and we have to make sure that our regular customers are served," he said.

Mr Kobus Laing, assistant general manager for Sasko, whose Enterprise bakery is one of those on strike, said that some deliveries were being made.

"There are some areas where we can't deliver and outlets from other areas are also trying to get our bread."

A spokesman for the Peninsula Schools Feeding Scheme, which normally distributes about 6 500 loaves daily, said their critical position had eased.

"We are getting about 2 500 loaves from Enterprise and Checkers is baking 500 for us."

Bakery workers were reported to be meeting in Guguletu this morning to discuss the situation.

New bid today to end beer strike

South African Breweries (SAB) and the Food and Allied Workers' Union (Fawu), representing 1500 striking workers, are meeting today in an attempt to resolve the wage-related strike at several of the company's plants and depots.

The strike has affected beer supplies in the Transvaal and the Free State.

On Friday workers at the Rosslyn, Pretoria and Bloemfontein breweries returned to work but employees at other breweries and depots are still out.

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SMC
19/10/87

Talks today in bid to end beer strike

19/10/87
SOPHIE TEMA
SA BREWERIES management and representatives of 1 500 striking Food and Allied Workers' Union members meet today to try and reach a settlement in the three-week work stoppage that has affected beer supplies in the Transvaal and Free State

The stoppage, which started after SAB dismissed six workers at its Isando plant for refusing to end a "go-slow", now affects six SAB plants. It is the second to hit beer production this year.

SAB public affairs manager Gary May said yesterday it was too early to tell whether the strike would affect beer supplies over the festive season.

"Shortages of beer in some retail areas have been reported and we are hoping that the situation will not worsen, because we are still producing a larger quantity than we did this time last year

"We are falling short because of the strike and we are concerned that retailers are affected

"However, it is still too early to predict what effect the strike will have on the Christmas season because this largely depends on the negotiations."

If the strike continued, SAB would have to make use of temporary workers.

In an application to the Rand Supreme Court earlier this month, SAB said the refusal by employees to work overtime cost the company about R150 000 a day.

Strike threat to Xmas cheer

By DON ROBERTSON

THE cheer may well go out of Christmas — beer could be in short supply.

The deadlocked strike at most of South African Breweries' plants has left the country short of beer, and even if the matter is resolved soon it is unlikely that enough can be produced before the traditional Christmas swill.

The month-old strike has hit beer supplies in major centres and is still unresolved. However, there are hopes that renewed discussions which start tomorrow will lead to a resolution.

The strike has resulted a shortage of beer in certain bottle sizes only, but SAB's public affairs manager, Mr Gary May, says there is no shortage of beer except in required packages

Deadlock

The strike is the result of a difference in the minimum wage increase of 43 percent demanded by the Food and Allied Workers Union (Fawu) and SAB's offer of 33 percent

Fawu's demands would push up minimum wages to R4,30 an hour compared with the offer of R4 an hour by SAB

Mr May, however, would not indicate what the cost of the union's demands would mean to the annual wage bill for its 5 000 workers.

Discussions reached deadlock after 15 days and, despite a call for the appointment of a conciliation board to adjudicate, this has not happened.

Some strikers have returned to work at the Bloemfontein and Rosslyn plants, and this is seen as an encouraging indication of a possible solution

SAB has indicated that at this stage it will not budge from its final offer, and will entertain a shift in this policy only if a productivity improvement is negotiated

Mr Chris Dlamini, president of Fawu, has indicated that there is room for flexibility in the discussions.

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Beating the bread scramble: Capetonians bake their own

by TYRONE SEALE
Weekend Argus Reporter

CAPETONIANS seem to have gone for home-baking in a big way this week in the wake of the bakery workers' strike and the scramble for bread

In the midst of the bread shortage many shopkeepers are reported to have charged up R1 for a loaf of brown bread, in many cases to defray the costs

of collecting bread from bakeries

The Consumer Council is investigating complaints from several people who had alterations with shopkeepers.

Yesterday, management at some of the Peninsula's leading supermarkets reported varying increases in the demand for bread flour and yeast, which they described in many cases as usually slow selling lines

Mr John Barry, general manager of Pick 'n Pay in the Western Cape, said "It seems that home baking is really taking off. We normally order bread flour once a week but this week was different"

Mr Abdullah Aziz of Elite Supermarket in Rylands, Athlone, said "There's definitely been an increase in sales of bread flour and yeast"

Mr Henne van Rooyen, divi-

sional marketing manager of Checkers in the Cape district, put the increase in flour sales at about 30 percent

Mr Wander Hoon, head of the Western Cape regional office of the Consumer Council, warned, however, that home-baking was a short-term measure which could turn into an expensive venture in the long run

W/Lemus 17/10/87

Retailers plan bread supplies

Copy - Title 17/10/87

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Labour Reporter

THE six-day-old Pensinsula bread strike showed little sign of drawing to an early close yesterday, and many retailers have made plans to bake over the weekend to ensure supplies are available on Monday.

Managements of Duens Cadora, Enterprise, Silverleaf and Goodhope said they were willing to continue talks with the Food and Allied Workers' Union, with a view to settling the strike.

A spokesman for the Sasko group, Mr George Koning, said strikers had left the Enterprise premises, but had not been dismissed.

He said production was normalizing after rescheduling of shifts and he expected deliveries to be normal from Monday. Customers could collect bread from the bakery today.

Fawu general secretary Mr Jan Theron said the union "sympathizes with charitable organization that rely on bread".

"At the same time it is important customers understand that if working people are not to be dependent on charitable institutions, there have to be real improvements in wages."

A Duens Cadora spokesman, Mr H Swart, said negotiations were still in progress and "both parties were keen to bring the strike to an end".

Pick 'n Pay regional general manager Mr John Barry said an additional 5 000 loaves had been flown in for weekend shoppers, and the store would be baking tomorrow night to ensure full shelves on Monday.

The owner of the chain of 7 Eleven "convenience stores", Mr George Hadjidakis, said 6 000 loaves of standard bread would be delivered to corner shops today — and a further 6 000 on Monday, from an unnamed up-country bakery.

4 000 steel workers fired

By STAN MHLONGO

MORE than 4 000 workers were fired by one of the country's major steel producers this week as the month-old strike intensified and mediation talks collapsed

The action by Highveld Steel and Vanadium was described as a "brutal step backwards in SA labour relations" by the National Union of Metalworkers organiser Peter Dantjies, who represents the sacked workers

Dantjies said members of the Inkatha-backed Municipal Workers' Union of

SA were being recruited to scab in the strike

Dantjies went on to say that his union could not accept a 41c an hour wage increase for its unskilled members

He pointed out that workers affiliated to the white Boilermakers, Iron and Steel Union have been offered an increase of 70c an hour

Numsa claims to have battled for long periods to meet the company's bosses to discuss the grievances of workers

One of the issues on which the union and the

company failed to reach a compromise was the October 13 deadline set for the re-employment of workers by the company

The striking workers were then dismissed for failing to report on the set date

The company would also not compromise on the wage offer and the lockout of workers

"The workers did all in their power to follow the procedures of the Labour Relations Act in processing the wage dispute, which arose from the com-

pany's decision to conclude negotiations by signing an agreement with the Boilermakers, Iron and Steel Union," said Dantjies

Asked for comment, Highveld Steel director RA Herbertson said the dispute was of no interest to outside parties and that the union was aware of the views of the company concerning the strike.



18/10/87
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TO ADVERTISE ON THIS PAGE — TELEPHONE EAST LONDON 26141

Potwa mum on negotiations ¹⁵²

Dispatch Reporter

EAST LONDON — Representatives of the Posts and Telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike.

The president of

Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals.

A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only

expected after the weekend.

He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday.

In Soweto, where all depots have been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said

AK 62 14/8/87

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Cape electrical workers to hold strike ballot

By DICK USHER, Labour Reporter

A MAJOR strike in the greater Cape Town electrical contracting industry hangs on the outcome of a strike ballot as talks aimed at settling a dispute about labourers' wages ended in failure.

A spokesman for the Electrical and Allied Workers' Union (Eawtu), an affiliate of the National Council of Trade Unions, said a strike ballot would be held of members in the area covered by the industrial council agreement, greater Cape Town and the Peninsula.

Eawtu members include all grades of workers in the industry. Under the industrial council agreement three conciliation meetings must be held after a dispute is declared. After that the union may hold a strike ballot. The spokesman said the third meeting was held yesterday.

"Bosses came to the meeting bankrupt. They had no new proposals and refused point-blank to change their position," he said.

EMPLOYER'S OFFER

The sticking point is the employers' offer for Grade 2 labourers of R2,56 an hour. The union is demanding R2,86 an hour.

"These workers have no pension, no industrial council sick pay, no dental or optical benefits, no industrial council death benefits, no medical aid and no maternity benefits."

Another point of friction is an employers' scheme to create a new category of workers who would do an artisan's work without the necessary qualifications at 60 percent of an artisan's pay.

A strike would also affect the building industry because electrical work has to be completed before building can continue.

Spokesmen for the Electrical Contractors' Association of the Western Cape were not immediately available for comment.

Tellers threaten go-slow strike

JOHANNESBURG (152) Tote tellers on the Highveld are threatening a go-slow strike in protest against faulty computer terminals.

Racecourses have also apparently lost more than R20 000 as a result of faulty tote software.

Gosforth Park's tote manager, Mr Graham McClarty, said problems started on June 13 when the computer system was modified to enable individual terminals to accept bets for meetings in the Transvaal and Natal.

Tote tellers' main objection is against having to pay out of their own pockets for shortages registered by the faulty terminals.

"At least 95% of tellers are unhappy with the new system," said one.

She added that "some of the tellers never make any money as they have to pay

in all their wages. They end up working for nothing."

Another teller, Mrs Molly Barnes, said: "Tellers have not received any training on the new system."

Mr McClarty said the problem with the sell-pay tote system was isolated to individual terminals, "but the system as a whole is not faulty".

The main problem was that a terminal occasionally took a long time to clear after a winning bet had been paid out. "This can lead to the wrong ticket being credited." WPOST 15/87

Attack in PE store

Weekend Post Reporter POLICE are looking for two men, aged about 30, who attacked the manager of a bottle store in Sidwell, in revenue.

Union yes to mediation

PORT ELIZABETH —
Plascon paint manufac-
turers here and the
Chemical Workers In-
dustrial Union (CWIU)
go to mediation today in
an attempt to resolve
the dispute that resulted
in 89 workers being
locked out of the factory
last week.

The 89 CWIU mem-
bers heeded a Cosatu
call to stay away from
work in May to protest
against the white parlia-
mentary elections

Plascon paid non-
union members and cas-
ual workers a R10 "pro-
duction bonus" for re-
porting for duty.
Workers who stayed
away have demanded
payment of the R10 —
Sapa

78/01/82

Cape Times 23/10/87 (152) (186)

Strike ends at two bakeries

By CHRIS BATEMAN and CLARE HARPER

WORKERS at two of the striking bakeries have agreed to go back to work and an end to Cape Town's bread shortage appears to be in sight as union organizers held a top-level meeting late last night.

A spokesman for Tiger Oats bakeries, Silverleaf and Good Hope, Mr Louis Greef, said yesterday that workers at the two bakeries had agreed to resume work on Sunday morning.

A Food and Allied Workers' Union (Fawu) spokesman confirmed this, adding that the decision came after the managements agreed in principle to discuss the lowest grade of salaries.

Good Hope workers will resume work at 6.30am and Silverleaf workers at 8.30am, both spokesmen confirmed.

Mr Greef said management had agreed to meet with Fawu to discuss

finally resolving the wage dispute on Sunday night.

The Fawu spokesman said last night that workers had agreed to return to work at the remaining Tiger Oats bakery, Albany, on Sunday if management agreed to negotiate the lowest salary grade.

The group manpower manager for Bokomo, which owns the Duens Cadora bakery in Epping, Mr Jannie Louw, said yesterday that the company's decision had not changed, but talks were still continuing.

Duens has said it will reinstate the nearly 400 workers dismissed on Tuesday, if they returned to work today.

Failing this, workers would have till Monday to apply for new employment and after that the bakery would engage all properly-qualified applicants on a "first come first served basis", Mr Louw said.

Bakeries back in production

CAPE TOWN — All four strike-hit Cape Peninsula bakeries are back in limited production.

Good Hope and Silverleaf started baking on Wednesday night, after an assurance from the Food and Allied Workers' Union that its members would not interfere with deliveries of materials or baked bread.

The other bakeries affected by the strike of about 1 000 employees are also in production — Duens Cadora since Monday night and Enterprise almost continuously during the 11-day strike.

A spokesman for Good Hope and Silverleaf said management and non-striking employees baked about half the normal production on Wednesday night and it was hoped to approach full capacity yesterday.

They were awaiting a reply to proposals for ending the dispute put to the union and to employees. — Sapa

ARGUS 23/10/87

Bakery strikers to return to work

By DICK USHER
Labour Reporter

THE first major breakthrough in the Peninsula's 12-day bakery strike came with workers at two bakeries agreeing to return to work on Sunday.

Their decision followed a day of meetings with company officials at which Good Hope and Silverleaf management agreed in principle to discuss minimum wages

A company spokesman said wage negotiations would start again on Sunday night

About 1 000 workers, members of the Food and Allied Workers Union (Fawu), have been on strike to back demands for higher wages.

One company in the industry reached agreement with Fawu on a R137,50 a week minimum from August 1 with a further increase of R1,50 a week from January

DEADLOCK

Wage negotiations with the other three — Sasko, Tiger Oats and Bokomo — were deadlocked at a minimum of R129,50 a week when their employees went on strike

About 400 Duens Cadora workers face a deadline today to report to the bakery at the start of their regular shifts for reinstatement following their dismissal earlier this week

Workers were locked in discussion all yesterday, but by early today it was not clear what action they would take

Duens offered reinstatement for workers who reported for work today or re-employment for those who reported by noon on Monday. Failing this, management said it would start hiring on a first-come, first-served basis.

A spokesman for Sasko, which owns Enterprise, said Fawu had contacted management yesterday afternoon and further talks would be held this morning.

"I do not know what will happen, we can only hope," he said

152 VW wait
for move
on strike
arbitration

Own Correspondent
PORT ELIZABETH —
Volkswagen workers are
undecided on an offer of
arbitration to settle a
strike of 4 000 workers at
the company's Uiten-
hage plant

Production at the
plant was shut down for
the third day yesterday

The strike is costing
Volkswagen 200 vehicles
a day and comes when
the company is pulling
out all stops to meet a
full order book.

The majority of the
black labour force is in-
volved

A spokesman for the
National Union of Metal-
workers of South Africa,
Mr Les Kettledas, last
night said workers
would meet on Monday
to decide on manage-
ment's offer to call in an
independent arbitrator

Union representatives
are scheduled to meet
management the same
morning

W/L ARGUS 24/10/87

LABOUR
AFFAIRS
DICK
USHER



'It's time overtime bans were tested in the Appeal Court'

LABOUR relations experts are suggesting that the time has come for the confused question of the legality of overtime bans to be tested in the Appeal Court.

These bans are a fairly common form of pressure exerted by workers on employers, and so far their legitimacy under the Labour Relations Act (LRA) has been tested in the Industrial Court and the Supreme Court — with varying results — different divisions have declared overtime bans to be both lawful and unlawful

In the Durban and Coast Division of the Natal Supreme Court, in a decision handed down in September, Mr Justice Galgut declared against them

This case involved an application by Plascon Evans Paints against the Chemical Workers' Industrial Union. The judge considered whether an overtime ban fell within the definition of a strike in section 1(i) of the Labour Relations Act and if it would be prohibited by section 65

"In my judgment the considerations relevant to the question disclose that a refusal by employees to perform overtime work which is not contractually compulsory, but which is nevertheless normally done, falls within the provisions of paragraph (a) [in section 1(i) of the LRA] of the definition

"In particular the overtime ban concerned amounts to a refusal by the workers, in the words used in paragraph (a), 'to continue to work'.

"Upon an ordinary interpretation, a 'refusal' by the workers 'to continue work' is an expression wide

enough to include any refusal to continue the same work that had been done prior to and until the said refusal, which in turn clearly covers work normally or usually done

"The inclusion of the word 'continue' is the key in this regard "

He argued that because there were at least two other acts or omissions in the definition which did not necessarily constitute a breach of contract, the interpretation was strengthened that the refusal to continue to work included a refusal to do work which employees were not contractually obliged to perform

But, in the same division during August, Mr Justice Broome, ruled that "it would constitute a very serious inroad into the rights of the Respondents were I to restrain them from inciting, calling for, supporting or organising an overtime ban

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself," he said

Earlier this month, in the Rand Supreme Court, Mr Justice Goldstone considered both earlier decisions and agreed with Mr Justice Broome.

Mr Justice Goldstone said the phrase "refusal to continue to work" was ambiguous and that to find that "work" meant work normally done would lead to uncertainty and confusion.

Union ends Putco strike

By STAN MHLONGO

PUTCO and the union representing 500 striking employees this week reached an agreement to end the strike which has cost R350 000 in loss of revenue.

A Putco spokesman said the losses caused by the strike of 500 members of the Zakheni Transport and Allied Workers' Union, had cost Putco R50 000 daily.

After talks with Zatawu, Putco agreed to re-employ the two workers whose sack-

ing on October 13 had sparked off the strike. *CLM 25/10/81*

In a statement, Putco said both the union and the bus company were looking towards a speedy end to the strike.

A work stoppage by 300 workers at Putco's Wynburg depot has also ended, said the spokesman.

A Zatawu spokesman confirmed that "a settlement has been reached and workers have returned to work".

1 000 workers to return to bakeries

By CLARE HARPER
Labour Reporter

THE two-week bread strike is over and one thousand workers at the four major bakeries affected will resume work tomorrow.

This was confirmed yesterday by managements of Albany bakeries (Good Hope and Silverleaf), Duens Cadora and Enterprise, and the Food and Allied Workers' Union (Fawu).

Employees return to work tomorrow and bread supplies, which were critical in the early stages of the strike, will be normal from Monday.

Yesterday workers at Duens Cadora and Enterprise decided to join Albany's bakeries, who agreed on Thursday to management's proposal that they return to work and then continue negotiations to resolve the minimum-wage dispute.

The 388 workers dismissed from Bo-

komo's Duens Cadora bakery on Tuesday have been reinstated without loss of benefits, after agreeing to return to work yesterday.

The workers began the strike after demands for a R32 increase on the minimum wage of R110 was refused.

It is understood that one of the bakeries had offered a R137,50 minimum wage from August 1, with a further R1,50 increase from January.

A spokesman for Sasko, which owns Enterprise bakery, Mr Kobus Laing, said workers had agreed to return to work "unconditionally" tomorrow.

He said Sasko had agreed to Fawu's request for the next round of talks on the minimum wage to continue on Tuesday.

The national organizer for Fawu, Mr Mandla Gxanyana, said all the bakeries had agreed to negotiate further, and a meeting with the four would take place early next week.

PE strikers are locked out

CP Correspondent

WORKERS taking part in a go-slow strike at the Plascon Evans paint plant in Grahamstown Road, Port Elizabeth, were locked out of the company's premises this week.

HE Potgieter, production director of the company, said 89 members of the Chemical Workers' Industrial Union had been locked out.

They had been taking part in a go-slow since October 9.

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25/10/87
The company had locked out workers after negotiations failed to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6 during the white elections.

In a statement yesterday, Potgieter said those workers who wished to drop the dispute would be entitled to return to work - Pen.

Who first called for May Day? Cosatu? Oh, no. It was the NP

PUBLIC holidays are political. They become landmarks in political struggle. At issue are the historical events and political figures to be commemorated.

The National Party's recognition of this was expressed as early as 1952 by TE Donges, then minister of interior, who piloted the first successful amendment to the Public Holidays Act through parliament. In introducing the amendment Donges stated:

"The holidays of a nation are to some extent a reflection of its history and of its philosophy of life and such a list of holidays is therefore liable to periodic alteration and revision."

The President's Council's report on public holidays is the latest evidence of this "periodic alteration" to our public holiday calendar.

The controversy around the report is but further confirmation of the essentially political nature of public holidays. The PC's recommendations reflect current change in South Africa. My concern here, however, is not these latest proposals, but with some earlier ones.

The original Public Holidays Act was the third act to be passed by the first parliament of the Union of South Africa. In its lifetime, Act 3 of 1910 survived two select committees, one commission of inquiry and five parliamentary debates before finally submitting to amendment by the newly elected Nationalist government in 1952. The longevity of the Act, the numerous attempts to change it, and the fierce resistance to these attempts give a very clear indication of the contentious nature of public holidays. Let us consider two specific historical examples which have a contemporary relevance.

● **May Day** Interestingly, the proclamation of a "Workers' Day" has long antecedents in the history of the National Party. As long ago as 1926, the party tabled a motion in parliament proposing the recognition of a "labour day" in May. The proposer was no less a personality than Dr DF Malan, Dutch Reformed Church minister, Afrikaner language rights campaigner and leader of the "purified" Afrikaner National Party, which broke with the "reformist" National Party in 1934 and finally took power in 1948 under the apartheid banner.

Malan was not alone in his views. He was joined in this motion by two prominent Nationalist leaders General JB Hertzog (prime minister from 1924-1933 and again 1933-1939) and CR Swart (first president of the Republic of South Africa in 1961).

The possibility that this was a chance mistaking of national socialism for international socialism is excluded by the repetition of the proposal by the same Malan to parliament some 10 years later. To quote the member of parliament:

"I believe in a Labour Day. I speak of a Labour Day and not of a Workers' Day. As South Africa is one of

If National Party veterans consult their memories a little, they will find a few precedents for the row over public holidays. In their own history, Nat old-timers may recall that the NP once campaigned fervently for May Day to be a public holiday. And as to stayaways on 'unofficial' public holidays, there's an Afrikaner nationalist precedent there too. TAFFY ADLER looks up the history books.



D F. Malan

the few countries which does not have one, there is no reason why South Africa should make a distinction in this respect.

"To all intents and purposes South Africa is not an exception in practice because on each 1st of May, the minister of the interior gives notice to all public offices that if there are any officials who can be spared on that day, who happen to desire to take part in the festivities, they can in fact do so with leave of their superior officers. Therefore the Union government is going out of its way to recognise that day as a public holiday.

"What is more, Labour Day is recognised as such by the civilized world."

The views of the party of the erstwhile church leader turned politician were once again expressed in 1941, when future Nationalist minister of labour, BJ Schoeman, proposed not merely that Labour Day become a holiday, but that the government should recognise May 1 as a paid public holiday.

It appears that at every parliamentary opportunity prior to their accession to power in 1948 the National Party supported the proposal that Labour Day should become a statutory holiday. Their tune changed rapidly after 1948, and at the first opportunity, Schoeman had the following to say in parliament:

"May 1 has been appropriated almost exclusively by the communist elements in the various countries in order to make propaganda for that ideology. We are not prepared to assist them in that. In addition May Day as a holiday in the public sector will be reviewed."

● **Kruger Day** The concept of Kruger Day first emerged during the upsurge of Afrikaner nationalism in the 1930s. The leaders of the nationalist movement fixed on the birthday of Paul Kruger, president of the Transvaal Republic which fought the imperial might of Britain in the Boer War, and symbol of a nation struggling to survive. Around Kruger, the

myth of devout Christians fighting for their destiny against both the black heathen and the greedy capitalists could be nurtured. Kruger Day was therefore developed as one of the symbols of emerging Afrikanerdom.

Successive South African governments prior to 1948 rejected the proposal that October 10 should become a statutory holiday. The reason, claimed Afrikaner politicians, was the refusal to give recognition to Afrikaner heroes, and of course, Afrikaner nationalism. It was in response to government intransigence that Afrikaners developed tactics which have some interesting parallels with the contemporary period.

Up until the 1940's Kruger Day was celebrated by small pockets of Afrikaners who would stay away from work or school to commemorate the day. Afrikaner politicians and preachers would also use the day to make public pronouncements on the goals, aims and achievements of Afrikaner nationalism.

From 1941 onwards the campaign to make Kruger Day a statutory holiday was pursued with greater vigour.

During the 1941 parliamentary session, the National Party proposed that October 10 be declared a holiday "in order to meet the wishes of the people and to prevent the occurrence of serious irregularities. The national urge is becoming so strong that it is already coming into conflict with authority. The will of the people is beginning to make itself felt strongly against the law of the country."

What was being referred to here was the fact that some of the more extreme nationalist organisations (and some which were not so extreme) were, in fact, urging schoolchildren to boycott school on that day. In effect the Nationalists were attempting to institute an unofficial holiday until they had the political ability to enforce a statutory one in parliament.

The high point of the campaign was in 1941 when Heroes Day was granted as a holiday for schools in the Nationalist-controlled Orange Free State, and boycotts did take place in schools in the Transvaal and Cape.

However, the proclaiming of Kruger Day as a official holiday had to wait until 1952 when the Nationalist government enforced it through an amendment to the Public Holidays Act. Although the newly-elected government first attempted to implement the change in 1950, concerted opposition by the United Party (until 1948 the governing party) as well as extra-parliamentary opposition of Afrikaners who still rankled at the Transvaal president's elevation above President Steyn, Kruger's Orange Free State contemporary, delayed the passage of the bill until 1952.

The establishment of Kruger Day was closely linked to the process in which Afrikaners fashioned their national identity. They used history as both the legitimator of action and the cement of group cohesion.

The demand for Kruger Day became one focus of a struggle, the success of which was dependent on their ultimate goal, political power. While in opposition, they used the tactics of boycott and demonstration to enforce its observance. Ultimately they achieved their goal by assuming political power.

The lessons for those currently in opposition are clear.

● Taffy Adler is a researcher for the Labour and Economic Research Centre.

BY GARRY TRUDEAU



Talks to resolve SAB strike resumed

JOHANNESBURG —
Talks aimed at resolving
a wage strike of more
than 1 000 South African
Breweries (SAB) work-
ers are underway, the
public affairs manager
of SAB, Mr Gary May
said yesterday

The talks, which are
being held between the
company and the Food
and Allied Workers
Union (Fawu), were ad-
journed last week after
two days of discussion

Fawu members at the
Isando and Alrode bre-
weries and the Denver,
Wadeville and East Lon-
don depots are on strike
to back demands for a 43
per cent wage increase

Mr May said at the
time that the "issue was
more complicated than
a wage per hour dis-
pute"

Allegations of worker
intimidation have been
a feature of the 18-day
strike

Fawu has described
these allegations as a
"smear campaign"
against the union

Last week, Mr May
said SAB had evidence
that Fawu members
were involved in acts of
violence at the work-
place

Two houses belonging
to SAB workers were pe-
trol bombed last week
and workers wanting to
work were sjambokked
by strikers, the SAB al-
leged

Mr May said yesterday
further incidents of viol-
ence had been reported,
and added he hoped re-
sults concerning the vi-
olence would emerge
from yesterday's talks
— Sapa

Iscor sets deadline for return to work

ALAN FINE

ISCOR yesterday delivered an ultimatum to the National Union of Metalworkers of SA (Numsa) that striking members employed at its Vanderbijlpark plant return to work tomorrow or they will be dismissed.

The 6 500 workers have been on strike since July 20 in support of demands for an improved wage offer.

According to a corporation spokesman, Iscor told Numsa it was suffering major losses as a result of the strike action, which is having a detrimental effect on clients. It was thus impossible to continue with the existing situation.

Numsa spokesman Bobby Marie said the union would take legal advice on the ultimatum and would hold a meeting of members to discuss their response.

Strikers told: ^{ARGUS} Work ^{START} or face ¹⁵² dismissal

The Argus
Correspondent

JOHANNESBURG — Iscor has warned 7 000 striking members of the National Union of Metalworkers (Numsa) to resume work at the Vanderbijlpark plant tomorrow or face dismissal

The workers have been on a wage strike for 16 days.

● About 1 000 postal workers on the Witwatersrand and in the Vaal Triangle are on a work stoppage, apparently in solidarity with 1 700 Eastern Cape colleagues on strike since June, a Post Office spokesman said

The Post Office's Supreme Court application to restrain the Post and Telecommunications Workers Association from "influencing" workers to strike is understood to be pending

● An Anglo Vaal spokesman confirmed that 50 workers had been dismissed last week after going on an illegal strike at the Lorraine gold mine, demanding that management secure the release of colleagues arrested by police on charges of murder

● Mediation has begun between the South African Breweries (SAB) and the Food and Allied Workers Union (Fawu) on the issue of the extended continuous working shift at the Rosslyn Brewery in Pretoria

Mr Gary May, SAB's public affairs manager (beer division), said mediators of the company and the union had met on several occasions and they were nearing a solution

JOHANNESBURG —
The National Union of Metalworkers of South Africa (Numsa) has condemned the decision by Iscor to fire 7 000 workers striking legally at its Vanderbijlpark works if they do not return to work today.

Numsa said the ultimatum was conveyed to union late yesterday afternoon.

Yesterday morning, a helicopter flew over the hostel and dropped thousands of pamphlets warning the workers not to be influenced by others and to come back to work so as not lose their jobs.

"This incensed the workers, who then made a demonstration in the hostel with posters demanding a living wage," Numsa said.

Numsa added: "The unseemly rush by Iscor management to implement the dismissal exposes their approach to

Numsa attacks Iscor decision

industrial relations.

"Prior to the start of negotiations, and before the company had heard the motivation from the union of their demands, the management had already set its final offer, which was issued to the unions after two days of negotiation, but dated the day before negotiations commenced."

Iscor representatives have repeatedly stated that they are bound by inflexible mandates from the board of directors.

Repeated requests from Numsa to meet the decision-makers have been refused. — Sapa

Sequel to two-day Metalloys strike

Samancor fires more than 1 100 Numsa members

MANAGEMENT at Samancor's Metalloys plant in Meyerton has dismissed more than 1 100 members of the National Union of Metalworkers of SA (Numsa) after a strike on Thursday and Friday last week.

The company is scheduled to bring an urgent application in the Rand Supreme Court today for an order evicting the workers from their hostel accomodation.

The strike was the latest in a series of events arising from disciplinary action taken by Samancor after the nationwide metal strike on July 14, which continued for another two days at Metalloys.

Numsa has already threatened to bring the ferralloys sector to a standstill, with the backing of the National Union of Mineworkers, in sympathy with the Samancor workers.

Last week's strike occurred shortly

ALAN FINE

after an agreement that the workers would not strike and management would not take further disciplinary action until the legality of the July 14 to 16 strike had been tested in the Industrial Court.

However, according to Numsa, management then dismissed about 20 workers and suspended a number of shop stewards for disciplinary offences arising from the mid-July strike, triggering last week's action.

Samancor spokesman Eddie Erlank said this action was legitimate because it was a consequence of disciplinary warnings issued before the agreement was reached.

Numsa spokesman Bernie Fanaroff said Samancor was the only company to have taken disciplinary action against participants in the mass wage strike.

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Iscor and Numsa for talks on pay strike

The Argus
Correspondent

THE National Union of Metalworkers and Iscor management were due to meet today to try to resolve the 17-day legal wage strike by up to 7 000 workers at Iscor's Vanderbijlpark works

The talks follow an Iscor ultimatum to the workers to return today or be fired

The union has criticised Iscor's "unseemly rush" to dismiss the strikers

A spokesman said "It is unacceptable for workers engaged in legal strike action to be pushed to decide between continuing their action and loss of their employment"

In a telex to Iscor yesterday, the union suggested that industrial council procedures be used to resolve the dispute.

POSTAL WORKERS

An Iscor spokesman confirmed receiving the telex but said management would not comment in view of today's meeting

● Postal workers in the Cape and Transvaal today continued a strike which began on Monday over various issues

A union spokesman said about 10 000 workers had stopped work in protest against a Post Office application for a Supreme Court interdict restraining the Post and Telecommunications Workers' Association from "influencing" workers to strike

The application, made last week after a two-day national work stoppage, was expected to be heard in the Pretoria Supreme Court today

w/g ARBUS. 5/19/87

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NEWS

Positive end to strike — Wiehahn

by DICK USHER
Labour Reporter

THE positive effects of the mineworkers strike far outweighed the negative considerations and had a ripple effect far beyond our borders, according to Professor Nic Wiehahn

Professor Wiehahn is one of the architects of South Africa's industrial relations system

Speaking at a South African-German Chamber of Commerce lunch in Cape Town yesterday, Professor Wiehahn said one of the positive effects was that the strike had shown South Africa and her friends abroad that negotiation could work to resolve disputes.

"Different style"

If negotiation could resolve such an important dispute it could work to create solutions in other areas.

Through the strike South Africa had entered a new era in negotiation, said Professor Wiehahn.

"It was a totally different style of negotiation out of which there were no winners and no losers," he said. "With the mines already preparing for next year's negotiations it showed that people could learn from these exercises."

CAPG Times
 28/10/87
 Beer
 strike
 is over

JOHANNESBURG. —
 The beer strike is over, South African Breweries (SAB) said in a news release here yesterday.
 The SAB 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 (Fawu) yesterday reached an agreement on wages at R4,02 an hour and on various conditions of employment, including allowances, bonuses and holidays.
 SAB's manager of industrial relations, Mr Rob Childs, said the Supreme Court decision on the status of overtime bans did not help matters and SAB hoped to have the uncertainty surrounding overtime bans clarified in the Appeal Court. — Sapa

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 28/10/87

Taycon case goes to court

THE case of 82 Taycon workers dismissed after participating in a work stoppage in protest against the sacking of their three colleagues has been referred to the industrial council.

The three workers were accused of allegedly assaulting a colleague who had not participated in a wage strike, according to Numsa official Mr John Capel.

Taycon has started hiring new workers to replace the dismissed workforce, Mr Capel said.

"Management did not follow the correct procedures when dismissing the three workers," the official said.

A spokesman for the company, Mr Steve Gregory, was not available for comment yesterday.

152 *Sametun*
27/10/87

BREAD STRIKE IS OVER

THE two-week bread strike is over and one thousand workers from the four major bakeries affected are to resume work. *(S) Sunday 26/10/87*

This was confirmed at the weekend by managements of Albany Bakeries (Good Hope and Silverleaf), Duens Cadora and Enterprise, and the Food and Allied Workers' Union.

Employees returned to work on Sunday and bread supplies, which were critical in the early stages of the strike, are expected to be normal from today. — Sapa.

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BID TO END SAB STRIKE

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Sweetman
27/10/87

TALKS aimed at resolving a wage strike of more than 1000 South African Breweries workers are underway between the company and the Food and Allied Workers Union, SAB public affairs manager, Mr Gary May said yesterday.

Fawu members at the Isando and Alrode breweries and the Denver, Wadeville and East London depots are on strike to back demands for a 43 percent wage increase.

Talks were adjourned last week after two days of discussion

Mr May said at the time that the "issue" was more complicated than a wage per hour dispute

He said the hourly rate of pay could be agreed on, "it's when these hours are

worked which constitutes the real problem."

Allegations of worker intimidation have been a feature of the 18-day strike Fawu has described these allegations as a "smear campaign" against the union

Last week, Mr May said SAB had evidence that Fawu members were involved in acts of violence at the workplace Two houses belonging to SAB workers were petrol bombed last week and workers wanting to work were sjambokked by strikers, SAB alleged

Mr May said yesterday incidents of violence had been reported, though he hoped results concerning the violence would emerge from yesterday's talks.

— Sapa

Strikers fired *Smetin*

THREE shop stewards of the National Union of Public Sector Workers at two Vaal hospitals have been notified of their pending dismissal at the end of the month, following a three-week go-slow strike and food boycott at the hospitals. ~~152~~ 152 26/10/87

A union spokesman told Sapa that Mr Doctor Malinga, Mr Joseph Ngonsa and Miss Augustina Ntse — non-classified workers and NUPSW shop stewards at the Vereeniging Hospital — had been told by hospital authorities that their services would be terminated from October 27. — Sapa.

The postal strike is now in its third month with no sign of a resolution. Staff Reporters MIKE SILUMA and ADELE BALETA spoke to Post and Telecommunication Workers' Association (Potwa) president Mr Vusi Khumalo and the deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers. Dateline JOHANNESBURG

PO strike: No end in sight

argus 31/8/87
(152)

THE Post Office introduced standardised salary scales for all races on July 1

Previously, whites, coloured and Indians were on the same salary scale, while blacks were on a different scale which effectively prevented them from filling top jobs

The new standardised scale provides for several salary notches. Although blacks are now on the same scale as whites, they have been placed on lower notches and so earn less

UNION Potwa is demanding notch parity so that a black and white worker of the same rank and with the same experience, qualifications and number of years service, will be paid equally

Although blacks now have scale parity this does not mean an end to discrimination in the Post Office. Black workers with the same experience are being paid between R88 and R300 less than their white colleagues

Although black workers will now be able to advance to the same positions held by whites this could take up to ten years

MANAGEMENT If we granted notch parity to blacks we would be compelled to apply the same principle to Indians and coloured

This would mean increasing salaries by a substantial amount for some people and would be in addition to the 12 percent increase granted in July

This would have to be budgeted for after considering the many implications attached to such a dispensation

Discriminatory practices and rank parity

UNION We are opposed to the attitudes of some people in authority who because of a political background, are accustomed to issuing orders

Unfair dismissals occur and strike action follows when this authority is challenged. Blacks with the same training as whites are not given the same authority

MANAGEMENT We have initiated supervisor courses to guide people on how to handle staff and on how to deal with dismissals

At present white technicians supervise both black and white employees while black technicians supervise other blacks

Potwa insists that blacks must also supervise whites. The situation may change in the future but it is difficult to say when this will happen. It is a question of evolution

Minimum wage increases

UNION We want the minimum wage to be pushed up from R310 to R600 for the general assistant grades. We regard this as a living wage and the demand is in line with demands by most workers throughout the country

MANAGEMENT This is negotiable and will be looked

into. The Post Office does try to pay market related salaries and salary adjustments are considered periodically depending on the availability of funds

Payment of salaries during the strike

MANAGEMENT We have told the union time and again that payment of salaries to striking workers is not acceptable and a non negotiable issue. No employer in the country would pay people who are on strike

UNION During negotiations workers have always insisted that the Post Office is responsible for dragging out the dispute by not addressing grievances

The workers feel they are therefore entitled to payment

During negotiations we were prepared to concede to no work no pay provided that we were given notch and rank parity and workers were reinstated

This has not happened and the strike continues

Employment of dismissed workers

Potwa is insisting on the unconditional re-employment of about 60 workers dismissed in the Eastern Cape since 1985

MANAGEMENT This is negotiable. We have told the union to submit cases where workers have allegedly been wrongfully dismissed so redresses can be made

Of the 15 000 workers who are on strike, about 12 000 are not skilled and can be replaced

However we will be losing a lot of expertise and experienced staff. It will be difficult to replace skilled workers with three years training and we won't have enough technical staff until we can train more

A total of 1 700 new unskilled workers have been hired so far

UNION The workers feel their demand for re-employment of dismissed workers is the only way to stop the Post Office from continuing to sack employees for no apparent reason

Postal services

MANAGEMENT We will not hire new workers to man postal services in the townships. Postal services in these areas will remain closed until the workers return to work.

UNION The Post Office is an essential service and should not be disrupted but as worker grievances have not been redressed we have no alternative but to continue with the strike

It has always been Potwa policy not to catch the community in the crossfire between the union and the Post Office

The community supports us as they recognise that this is a struggle for human rights and therefore affects all blacks

The Post Office service can only improve when manned by satisfied and contented workers

Cape Times 17/8/87
**Spekenham
rejects
settlement**

Labour Reporter

THE Vleissentraal group has rejected a Food and Allied Workers' Union (Fawu) proposal to settle Stikland's Spekenam meat factory strike, the union said last night.

Despite numerous attempts by the Cape Times, Vleissentraal spokesmen could not be reached for comment last night.

Fawu general secretary Mr Jan Theron said management informed the union on Friday that "it would not be in the long-term interest of the company to reinstate the dismissed workers".

Almost 600 workers have been sacked from the factory following a strike on August 5 over a dispute on whether union officials, who had not concluded a recognition agreement with management, could negotiate higher wages.

Mr Theron said many Spekenham workers earned only R70 a week.

Talks to end strike

REPRESENTATIVES of the Post and Telecommunications Workers' Association were reported to have met the Minister of Post and Telecommunications, Stoffel Botha, yesterday in an attempt to resolve a six-week postal strike. (152)

A Potwa spokesman said in Johannesburg that the president, Vusi Khumalo, was holding talks with the Minister in Cape Town.

A Post Office spokesman, Ben Rootman, said he understood the union had telephoned Botha for an interview but was unsure whether it had taken place. *C. Press 16/8/87*

Over 10 000 workers are on strike countrywide following the dismissal of 100 Post Office workers in the Eastern Cape last Friday.

Khumalo could not be contacted for comment. — Sapa.

THE Food and Allied Workers Union and 10 shop stewards at Albany Bakery in Germiston have been temporarily interdicted from encouraging, organising or participating in a strike or overtime ban by employees at the bakery's premises

Tiger Bakeries Ltd, trading as Albany Bakery, obtained the interim interdict after making an urgent application in the Rand Supreme Court late yesterday

The union and shop stewards have been stopped from inciting, organising and instigating any unlawful or illegal industrial action, in particular calling for or preventing employees at the bakery from working overtime pending the return date of the application on August 25

Bakery granted order on striking

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2/8/87

SUSAN RUSSELL

8 Day

In terms of the rule nisi issued the union and stewards must show cause on that day why an order should not be made restraining them from breaching the terms of the recognition agreement concluded between the bakery and the union last year.

The union must also show cause why they should not be ordered to take reasonable steps to ensure that their members at the bakery comply with their obligations in terms of the recognition agreement

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Claim: workers dismissed themselves 360 sacked in Eastern Cape in five days

PORT ELIZABETH — The dismissal of 80 PE Tramways employees yesterday raised the total of striking workers dismissed from Eastern Cape concerns to 360 in the past five days.

A total of 70 PE Tramways bus drivers and 10 work shop employees who had been on strike since Thursday "dismissed themselves" when they failed to return to their posts

Earlier this week, 188 workers were dismissed from the Mercedes-Benz plant in East London and on Friday, 100 East Cape Post Office employees lost their jobs after ignoring an ultimatum to return to work or be fired

The PE Tramways' managing director, Mr Carl Coetzer, blamed the union yesterday for the fact that the men had lost their jobs

"We deeply regret this action but found it impossible to negotiate with people who cannot even tell us why they are upset," Mr Coetzer said

Management issued an ultimatum on Monday whereby workers who failed to return to their posts by yesterday could "consider themselves dismissed"

Drivers from the Bay Depot downed tools on Thursday last week when the company refused to bow to a demand that a senior chief inspector be dismissed.

Bus services were back to normal by yesterday afternoon.

A number of new

bus drivers would be engaged, but due to a downturn in demand for the service, it was not necessary to replace all 80, Mr Coetzer said

At the Samcor engine plant in Struandale, 60 hourly paid employees on the engine assembly lines were sent home yesterday when a section of the plant shut down as a result of a two-day strike at the company's Pretoria plant

Samcor's public affairs manager, Mr Ruben Els, said the Struandale plant had been closed because it was pointless for engines to be produced when no motor vehicle bodies were being manufactured in the Transvaal

Workers on strike in the Transvaal yesterday agreed to return to their posts

today while negotiations continued, Mr Els said

Approximately 300 units had been lost since workers downed tools on Monday morning, he said

University of Port Elizabeth (UPE) employees who staged a sit-in on the campus on Monday continued their work stoppage yesterday, according to a spokesman for UPE, Mr Jan Barnardo

The 270 black workers are protesting against a 12,5 per cent increase given only to white staff members

Worst hit by the strike were the university residences where students and staff members had to be recruited to help in the kitchens, Mr Barnardo said

Mr Barnardo did not comment on the situation regarding employees from the university canteen

who joined the strike, but who are employed in a private capacity

No date had been set for negotiations, he said

Although open, East London's Mercedes-Benz plant did not resume production yesterday, despite the fact that a large number of employees turned out for work at the plant, a management statement said

Further demands for wage increases and changed conditions on the hours of work over and above those agreed upon at industrial council level had been made by the National Automobile and Allied Workers Union (Naawu), the statement said

The situation at Everite's East London and Port Elizabeth factories, where production halted

last week, was unchanged, the personnel director, Mr Evert Classen, said

Negotiations would only resume when 800 employees on strike at the Kliprivier plant and 260 strikers in the Eastern Cape returned to work

Employees at the Kliprivier plant downed tools on July 31, when management failed to comply with a demand that a supervisor be dismissed following an alleged assault on a subordinate

Limited production is continuing at the plants involved

Negotiations between officials from the Post and Telecommunications Workers Association and Post Office management on the seven-week old strike by 1700 workers in the Eastern Cape are expected to be resumed this week

Man tells of axe attack at Newlands brewery

Court Reporter

A MAN who worked for Ohlsson's Brewery as a casual labourer told the Wynberg Regional Court he was threatened with death if he did not stay away from work

Mr Michael Tete was giving evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who has denied intimidating three men, alternatively threatening them, alternatively assaulting two of them, outside the brewery on June 30

Mr Tete said he had been employed as a casual labourer since 1982 and on June 29 he was told by "some people" that if he did not want to die he should stop work

"I told them they were permanent (employees) but I was not and if I did not go to work I would lose my job"

THIGH SLASHED

The next morning Mr Tete arrived at the small gate near Newlands railway station at the usual time, 6am, and a Mr Taljaard, a brewery driver, told him to go to the main gate

On his way there he was attacked by a man with an axe and his right thigh and wrist were slashed.

He was "very confused" and was walking back to ask Mr Taljaard to take him to a doctor when Mr Nwezo approached him and told him it was dangerous for him at work and "indicated" that he should go home

"I just wanted to work because I was very hungry," Mr Tete said

SHOP STEWARD

He said the man who attacked him was a shop steward at the brewery.

Mr Welcome Jubiswa told the court that on June 30 he was unemployed and went to the gate of Ohlsson's with a friend to seek work. There a group of men threatened to assault them and told them to go home

Mr Jubiswa said he was assaulted

The hearing was postponed to August 24

Mr A S McCarthy was on the Bench, Mr P J Mostert appeared for the State and Mr A Chiat for Mr Nwezo

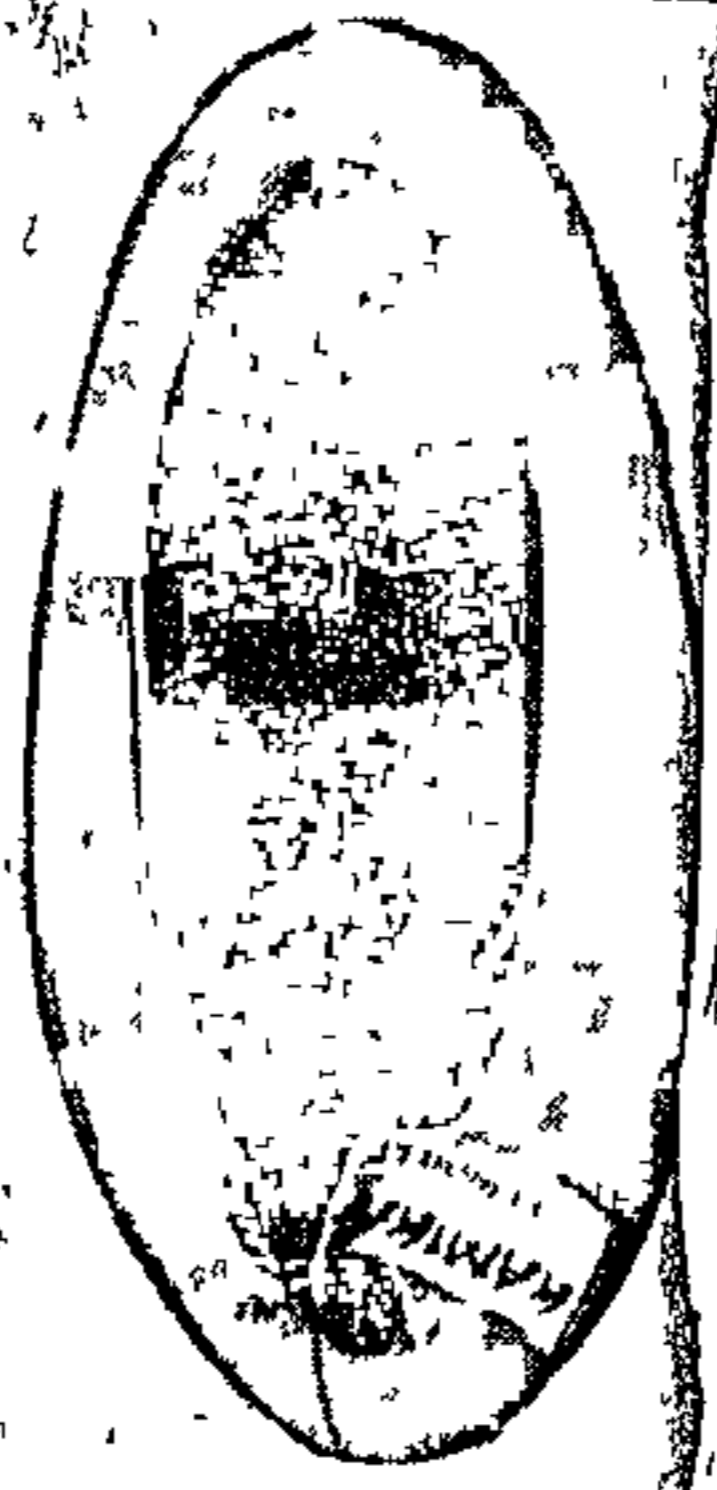
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NOW R6
Was R8,20
(54,43 kg)

60 kg KAMAK.

NOW R4
Was R6,40
(45,35 kg)

45 kg KAMAK.



NOW R4
WERE 55c

SNOEK SK



NOW R-
WERE R3,25

SPINNERS AND BLU-



Spook

ARGUS 12/8/86

Veg market workers strike for more pay

Labour Reporter

FOUR hundred workers at the Epping fresh-produce market stopped work today, demanding higher wages.

They are employees of the 10 market agents and members of the Food and Allied Workers' Union (Fawu).

The market is the chief source of fruit and vegetables for Cape Town.

Mr Dick Neethling, chairman of the Association of Market Agents, said produce was still moving in and out.

Most buyers had their own labour to load produce this

morning and he thought it probable that suppliers would do the same when they brought produce to the market later today.

The workers, who are employed mainly for loading and off-loading produce, gathered in one of the market halls after it opened this morning.

Mr Neethling said that a further round of negotiations between agents and the union would take place today.

He said agents paid most of their employees well above the prescribed minimum.

Fedhasa wants the Day of the Vow scrapped 152

KRUGER DAY and the Day of the Vow should be scrapped as they are "out of context in present times", Fedhasa has told a President's Council sub-committee.

Asked for comment on national holidays, Fedhasa submitted that Kruger Day was sectoral in origin and the Day of the Vow was "a sensi-

Business Day Reporter

tive deterrent in our human relations effort".

It also did not favour another holiday in May (Workers' Day), saying "it is uncertain whether the first Friday in May will satisfy the radical left". Fedhasa suggested Republic Day

and religious holidays be retained while an Environment Day be set aside "to remind us of our tremendous natural habitat" and a Heroes' Day be held on a Friday or Monday in November.

It proposed that new public holidays be non-political, non-disruptive, foster goodwill and have meaning for all South Africans

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600 sacked: Protests planned

Labour Reporter

DEMONSTRATIONS to protest about the dismissal of about 600 workers from the meat processing plant Spekenam are planned at about 60 factories in the Cape Town and Bellville areas today.

The workers were dismissed last week after they had been on strike for two days over wage negotiations and a delay in signing a recognition agreement with the union.

On Thursday evening the Spekenam management called in the police, who drove workers from the Bellville factory with sjamboks and tearsmoke.

The incident has angered unions and the Food and Allied Workers' Union, of which the strikers are members, claimed that management had provoked the strike to get rid of the union.

279 still jobless after election protest

152
Sowetan
13/8/87

AT LEAST 279 workers who were fired to "discipline" them for staying away from work during the May 6 whites-only elections are still battling to get their jobs back.

The workers, who are members of the National Union of Metal Workers of South Africa (Numsa) are employees of Karl Schmidt, a German company that is based in

By THEMBA MOLEFE

Alrode, near Germiston.

They were dismissed on June 22 following the dismissal of union shop stewards who were involved in the stayaway.

Union officials said yesterday the company disregarded complaints it made to the industrial council and also refused to go to arbitration over the "unfair" dismissal of the shop stewards.

When the union wanted to hold a strike ballot on May 20 the company frustrated efforts to do so and followed that by suspending a shop steward for six months, the union said

The dismissal came soon after workers demanded his reinstatement.

According to union

officials the company is anti-union and is bringing racial conflict into the dispute by employing coloured scab labour to replace those workers who are said to have been dismissed.

They said the workers will fight for their rights until they are all reinstated.

The *Sowetan* tried to contact the company spokesman yesterday without success.

Sacked striker demand to tal

by BARBARA HART

EAST LONDON — Fired Mercedes-Benz of South Africa (MBSA) workers decided yesterday morning to return to the plant daily until the company resumed negotiations with the union.

Some 2 800 employees were dismissed on Wednesday after lengthy negotiations to resolve a five-week wage dispute failed to reach an agreed settlement

In other developments yesterday a West German metalworkers' union, IG Metall, sent a telegram of support to workers, and a West German parliamentarian addressed the employees at the plant.

The workers met at the administration block after being refused entry to the trimline plant where they have met since the strike began

They decided to meet at the administration block every day at 7.30 am until the company agreed to re-enter negotiations with the National Union of Metalworkers of South Africa (Numsa)

The workers later left the plant peacefully, while police in five vehicles monitored the situation

An MBSA spokesman said management was aware that the workers would be meeting on the company grounds this morning. She declined to say whether they would be allowed to continue to do so.

She confirmed that the dismissed workers had not been allowed to enter the trimline division grounds yesterday, but denied that the gates were locked on Wednesday.

"All workers carrying identification cards who were returning to work were allowed to enter"

The spokesman declined to reveal details of the company's intended recruitment programme or when it would be implemented.

The president of IG

Metall, Mr Franz Steinkuehler, yesterday sent a telegram to Numsa's office here condemning the company for the dismissals

"We regret and condemn again the company's habit of using the ultimate threat of dismissals during a bargaining process

"These wild west methods destroy any climate of compromise

"To dismiss a whole workforce is not at all a sign of reasonable management attitude. It comes close to blunt dictatorship," Mr Steinkuehler said

Yesterday's meeting was addressed by a left-wing member of the West German Parliament.

Mr Willie Hoss, of the Greens Party, told the workers that their dismissal for striking "fits neatly into ruling apartheid politics".

"This monstrosity reminds me of the behaviour of early capitalist employers."

The mass dismissals had "colonialist characteristics which fit neatly into apartheid politics", Mr Hoss, a former shop steward at the Daimler-Benz plant in Stuttgart, West Germany, said.

The workers' minimum wage of R3.50 an hour compared with R16 an hour at the Daimler-Benz plant, he said.

Numsa's regional organiser, Mr Les Kettle das, said Mr Hoss had not been invited by the union to visit East London.

Mr Hoss is expected to address the workers again this morning.

Editorial Comment
page 14



A shop steward at MBSA, Mr Wellington Nomyukela (left), interprets for a German Greens Party MP, Mr Willie Hoss, during a meeting of striking workers, at the East London plant yesterday

Photograph by STEVE HILTON-BARBER (Reuters)

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Mercedes workers stay away

MERCEDES BENZ workers this week ignored a second management ultimatum to return to work.

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The company set 10am on Wednesday as a deadline for strikers to return to work or it would withdraw the final offer it had made in earlier negotiations. The deadline was postponed to 3pm the same day after a union request but that too passed with workers still on strike.

Mercedes Benz is believed to be unwilling to act strongly against its 2 800 workforce, partly because the majority are skilled workers and expensive to replace.

In addition, the German parent company Daimler Benz, which has been criticised for its involvement in South Africa, wants to avoid harsh action against strikers.

Local management dismissed the 188 workers who initiated the strike and Daimler Benz came under fire as a result.

Meanwhile, a deadline set by the

By CHRIS MABUYA,
East London

National Union of Metalworkers of South Africa is approaching. At a national meeting of Numsa shop stewards it was decided to put pressure on other motor managements to intervene in the Mercedes Benz dispute.

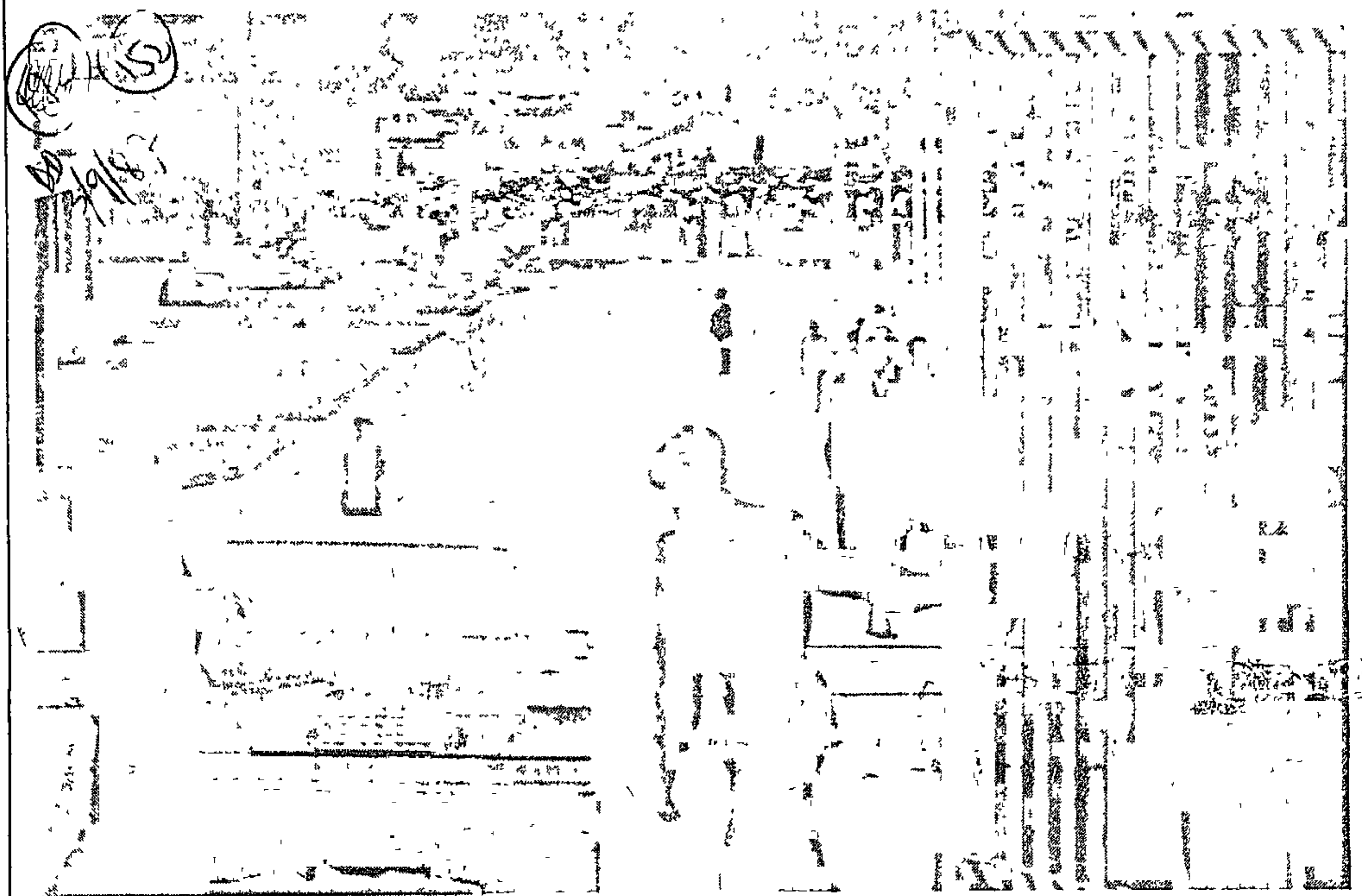
The situation will be reassessed this weekend regarding industry-wide solidarity action.

The strike began on August 4 over a demand for an increase in the minimum wages from R3,50 to R5. Workers also demanded that a planned cut in the working week should not lead to a loss in earnings.

Talks deadlocked two weeks ago after Mercedes Benz presented its final offer — to reinstate the 188 dismissed workers and to raise the minimum wage to R4 an hour, including an adjustment for the cut in hours. However, Numsa rejected this —

Elnews

Wpew



Striking Mercedes-Benz workers gather inside the factory grounds for a union feedback meeting yesterday. Pressmen were kept out by security guards

Mercedes strikers reject final offer

Daily Dispatch Reporter

EAST LONDON — The strike at the Mercedes-Benz of South Africa (MBSA) plant here remained unresolved yesterday as workers ignored a company ultimatum to accept a final pay offer.

However, the National Union of Metalworkers of South Africa (Numsa) and the company agreed late yesterday afternoon to continue negotiations tomorrow.

Hundreds of employees, who have been on strike since August 4, gathered at the trimline plant on the West Bank here this morning for a Numsa feedback meeting.

The company has suffered a production loss of 2 735 cars and heavy vehicles as a result of the strike.

The scene was peaceful as workers gathered in the grounds of the plant.

Company guards maintained tight security, and the Daily Dispatch was refused entry to the premises.

Union representatives, who met with the management on Tuesday afternoon, reported that MBSA had refused to accept a workers' demand of an hourly pay rate of R5.

A company ultimatum to accept a wage offer of R4 an hour, and an offer to reinstate 188 workers dismissed for refusing to return to work, by 3 pm yesterday, was rejected, Numsa's branch chairman, Mr Viwe Gxarisa, said.

An MBSA spokesman, Mrs Delene MacFarlane, said the company was "disappointed" that em-

ployees had rejected the offer.

"As a consequence the company has withdrawn its offer but is prepared to continue to seek a settlement of the dispute."

She did not disclose what new offer would be put to the union.

A meeting to continue negotiations was scheduled for tomorrow morning, she said.

Mr Gxarisa said the union was "looking forward" to the talks, and as had been stated before, wanted a resolution.

Workers were adhering to their demands that the hourly wage be R5, that striking workers be compensated for lost earnings, and that there be no loss of earnings owing to the working week being reduced from 44 to 43 hours.

All Mercedes strikers fired

CP Correspondent
MERCEDES Benz has dismissed its entire workforce of 2 800 workers for

failing to heed an ultimatum to return to work
The company announced the move in a

statement this week
The statement, issued by Mercedes Benz public relations manager Delene MacFarlane, said no wage settlement had been achieved despite "protracted negotiations during which Mercedes Benz of South Africa made substantial concessions"

The firm's final offer of R4,04 an hour as a minimum wage had been rejected at an earlier employees meeting, the statement said

The meeting closed at

10 30am on Wednesday with the employees dispersing without returning to their workplaces

"Employees have not commenced their normal work in accordance with an ultimatum issued by the company, and as a result have been dismissed," the statement said

A spokesman for the National Union of Metalworkers of South Africa, Viwe Gxarisa, said the dismissal was just an attempt to divide the workers

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CP News 13/9/87

Car firm makes pay plea following 23 days of strike

The Argus Correspondent

JOHANNESBURG. — Mercedes Benz has made personal appeal to its 2 600 workers to end a strike which has crippled its East London plant for 23 days.

Among offers made to workers in letters sent to their homes is a wage increase on a sliding scale over and above the 20c an hour increase offer ratified by the industrial council and the reinstatement of 188 workers dismissed on August 10.

The letter gave workers until 10am today to respond to the offer which would take minimum wages to R4 an hour.

The National Automobile and Allied Workers Union has demanded a minimum wage of R5 an hour.

The strike has meant lost production on 2 000 Mercedes Benz and Honda cars and 250 lorries, but a spokesman for the company declined to say what the strike had cost in financial terms.

The plant loses production of 110 to 120 cars and 11 to 15 lorries every day

Mrs Delene MacFarlane, public relations manager, said today there had been no response yet to the offer to workers

The strike has aggravated Mercedes Benz's already long waiting period for buyers.

Mrs MacFarlane said a price increase had been planned before the strike began. It would have to be introduced when the dispute was resolved

West German union backs EL strikers

Dispatch Reporter

EAST LONDON — The Metal Workers Union shop stewards at Daimler-Benz in West Germany have come out in support of the 2 800 striking workers at the plant here who have been fired

In a telephone interview from Sindelsingen in West Germany yesterday, the representative of the union, Mr Ludwig Kemeth, said they were shocked at the conduct of the management of Daimler-Benz South Africa in dismissing 2 800 colleagues.

He labelled the sacking "scandalous"

Mr Ludwig said a preliminary assembly at the weekend attended by 288 shop stewards "fully support our South African colleagues' demand for a R5 an hour wage."

"We insist that all 2 800 colleagues should be reinstated immediately without exception, without condition and without alteration to their terms of contract."

Meanwhile, rehiring at the West Bank plant starts this morning and management has emphasised rehiring remains open to all dismissed staff

A spokesman for the company, Mrs Delene Macfarlane, could not be contacted in Johannesburg last night. She was reported to be out of the country.

Briefs

(52)

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Sowetan

STRIKING workers of South Africa's metalworkers union last week have been informed individually by letter that if they do not go back to work by 10am tomorrow, the company's final pay rise offer will be withdrawn.

"We have put forward a final offer which has been rejected by the National Union of Metalworkers of SA. We believe this offer is extremely fair," MBSA spokesman, Mrs Delene MacFarlane, said last week. 2/9/87

THE Chemical Workers Industrial Union and various Transvaal companies recently reached settlement in the "living wage campaign", the union said yesterday.

Settlement has been reached with the following companies:

• At Vulco Latex in Johannesburg, a settlement covering 250 workers was reached just in time to avert a legal strike, which was due to start the next day, the union said. An increase of R29 per week or R125 per month was agreed

union. It will give women workers on the bottom scale a percentage increase of 29 percent.

Six months maternity leave was agreed with two months on full pay. May Day and June 16th were granted as paid holidays and Sharpeville Day would replace Workers' Day. Shift allowance was improved to 17,5 percent.

• At Reef Chemical in Boksburg, the new minimum wage agreed upon was R4,20 per hour or R800 per month. Minimum wage May Day and June 16 were given as holidays and Sharpeville Day would be swapped for another leave day.

• After a two-day strike, 300 Twins-Propan workers at the Durban and Wadeville plants settled their dispute. Increases of between R145 and R150 per month were agreed upon bringing the minimum wage to R740 per month. Maternity leave was increased to 4 months with 2 months on full pay. May Day and June 16 were also recognised as holidays, the union said — Sapa

NR645 3/9/87 (13) (104) (52)

Car workers say no to pay offer

PRETORIA. — Mercedes Benz employees have rejected a company offer on wages and hours of work.

Company spokesman Mrs Delene MacFarlane said the company was, however, prepared to continue to seek settlement of the dispute.

A further meeting with National Automobile and Allied Workers Union officials and employee representatives had been proposed and was scheduled for Friday morning.

The rejected offer included a wage increase over and above the one agreed at an industrial council sitting earlier this year, immediate implementation of an across-the-board increase, reduction in weekly working hours from 44 to 43, and the reinstatement of 188 employees dismissed for allegedly instigating the strike.

Mercedes Benz has lost production of 2 735 cars and heavy vehicles as a result of the strike by 2 800 employees. — Sapa.

ISO fm 24/9/87

Fired workers arrested near plant

EAST LONDON — Two former Mercedes-Benz of South Africa (MBSA) workers who had been fired by the company were arrested by police outside the factory here yesterday

A spokesman for the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said the men had been pointed out to the police by management shortly after the daily gathering of fired workers on an open plot next to the plant, at which it had been decided to meet every morning

He described the pair as "active in the union"

An MBSA spokesman said the two had been

arrested after a group of former employees had gathered at the factory gates and hurled abuse at a group of employees who wanted to work

The Border police liaison officer, Major Trevor Hayes, confirmed that two arrests had been made outside the plant yesterday

He declined to divulge the circumstances of the arrests

In his statement, Mr Gxarisa said the 2800 workers who had been fired by the company had walked down the road towards the plant

They had been followed by a police van and the vehicle of a senior member of the

MBSA management, he said

"When the workers came close to the fence, somebody came out of the industrial relations office and started to shout abuse at them

"The people maintained their discipline and ignored the insults but the police arrested two of them"

Mr Gxarisa accused MBSA of going back on a company assurance that the dismissed workers had until tomorrow to re-apply for work

He said the company had trucked about 100 unemployed labourers from the rural areas surrounding East London into the plant

He said union mem-

bers had spoken to the new labourers, who were not aware of the dispute, and after the situation had been explained to them they had decided not to apply for the jobs

The MBSA spokesman said in a statement last night that an employee had been confronted by a group of people when he tried to enter a section of the plant to start work in the morning and had fled after being threatened by them

Police had arrested two people "after the group rattled the gates and hurled abuse at the guard and a company official who was in the immediate vicinity and came to investigate the situation," the spokes-

man said

He denied any knowledge of truck loads of workers being brought to the company for employment

The spokesman said two queries had been received concerning the employment of new labour, one from an employer who had retrenched several workers and the other from a person who wanted 40 application forms

"In both instances these people were advised that individual applicants were to apply to the company in person and that each application would be treated on merit," the spokesman said

ROGER SMITH

THE agreement between Mercedes Benz management and the National Union of Metalworkers of SA (Numsa) that ended the nine-week East London strike has broken down.

A management spokesman said although the majority of workers reported for work yesterday, they had not gone back to work because of differing interpretations of the agreement.

She said meetings were taking place between management, shop stewards and the union in an attempt to resolve the issue.

A Numsa spokesman accused the company of not sticking to the agreement. He said Numsa members in Plant

Breakdown of Mercedes deal

8/day 6/10/87
Security were to have been integrated into production areas, but the company was saying that in so doing workers' grades could be changed at whim. He said the company wanted to downgrade workers without consultation. They had also set a written condition that employees agree to being transferred to other departments by the personnel department, which was "not part of the agreement".

The company's response to union allegations was unavailable late last night.

Despite firings, Benz strike talks restart

By CHRIS MABUYA,
East London

DESPITE the dismissal last Wednesday of the entire 2 800-strong workforce of Mercedes Benz, negotiations resumed this week in a bid to end the nearly two-month-old strike

At issue in the dispute between Mercedes and the National Union of Metalworkers of SA is a demand that a reduction in the working week not lead to a loss of pay, a wage demand of R5 per hour, and payment for the weeks the workforce has been on strike

Workers downed tools on August 3 to support their wage demand

Although the company obtained an industrial court interim interdict restraining the union from striking, the strike continued, and Mercedes dismissed 188 workers

Three weeks ago the company offered to reinstate the dismissed workers and to pay R4,04 per hour and compensation for the reduced working week

The offer was rejected and negotiations deadlocked.

Last week the company dismissed the entire workforce, then invited re-applications

According to Numsa organiser Les Kettleidas, none of the workers re-applied because "they don't recognise the dismissal"

Meanwhile company representative Delene MacFarlane said Mercedes has put forth a "revised and improved proposal" as a basis for the resumed negotiations — Elnews



Striking workers from the East London Mercedes Benz plant raise five fingers for their demand of R5,00 an hour
Picture: STEVE HILTON BARBER, Afrapix

(152)
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Another row at Mercedes

EAST LONDON — Re-employment of the 2 000 dismissed Mercedes Benz workers was suspended yesterday after some of the former employees found they had been demoted, a spokesman for the National Union of Metalworkers of South Africa said.

The local secretary of the union, Mr Viwe Gxarise, said the company had "violated the whole agreement".

"The workers decided not to return or sign a statement of the conditions of the agreement because of the demotions," Mr Gxarisa said.

A Mercedes spokesman said the majority of workers reported for work but "normal business was prevented because of incidents of violence in the plant". There had been conflicting interpretations of the agreement and this had created unfortunate incidents between workers and co-workers.

Mr Gxarisa denied that violence had occurred at the plant.

He said the workers were waiting for the company to "rectify the wrong they have done" before production would be resumed. — Sapa.

2800 car plant fires

by BARBARA HART

EAST LONDON — Some 2 800 workers were fired from the Mercedes Benz of South Africa (MBSA) plant here yesterday when they ignored an ultimatum to return to work by 7.30 am.

The grant motor manufacturing plant, which injects R120-million into the Border economy annually, has been closed for over five weeks following a wage dispute.

Industry sources estimate the strike to have cost the company some R150-million.

Protracted negotiations between the National Union of Metalworkers of South Africa (Numsa) and the company for an agreed settlement have been unsuccessful.

On Monday the company, after again failing to reach an agreement on a workers' demand of a minimum hourly wage of R5, issued a final ultimatum for employees to resume work by 7.30 am yesterday — or face dismissal.

MBSA's final offer was a minimum wage of R4.04 per hour, which includes compensation for a reduction in working hours.

In a statement yesterday, the company said employees had not started work in accordance with the ultimatum and as a result non-returning workers have been dismissed.

"The company's recruitment programme will be announced in

A spokesman declined to say when the recruitment drive would begin, or when the factory was expected to resume production.

Over 2 000 workers met at the trimline division of the plant yesterday morning, and after initially being barred from entering the grounds, held a three-hour meeting with union officials.

It was decided not to resume work until the company agreed to pay a minimum of R5 an hour.

The workers streamed from the plant and rans chanting across the Buffalo River bridge to the Buffalo Street bus terminal after the meeting.

With open hands held aloft, they called "Five rand an hour, five rand an hour".

Traffic police and about five police vehicles monitored the situation. No incidents occurred and no arrests were made, the Border police liaison officer, Major Trevor Haynes, said.

Numsa's regional organizer, Mr Les Kettle-das, said the workers would return to the plant this morning to discuss the situation.

He again criticised the company for "ending the company's work when

progress was being made".

He denied that the union was the cause of the protracted negotiations and the final breakdown, claiming the company had at times withdrawn items from the negotiating table which had had to be reintroduced at later discussions.

"The union wants a negotiated settlement yesterday (Tuesday) showed that the negotiating process is possible," Mr Kettle-das said, referring to agreement reached on compensatory payment for reduced working hours.

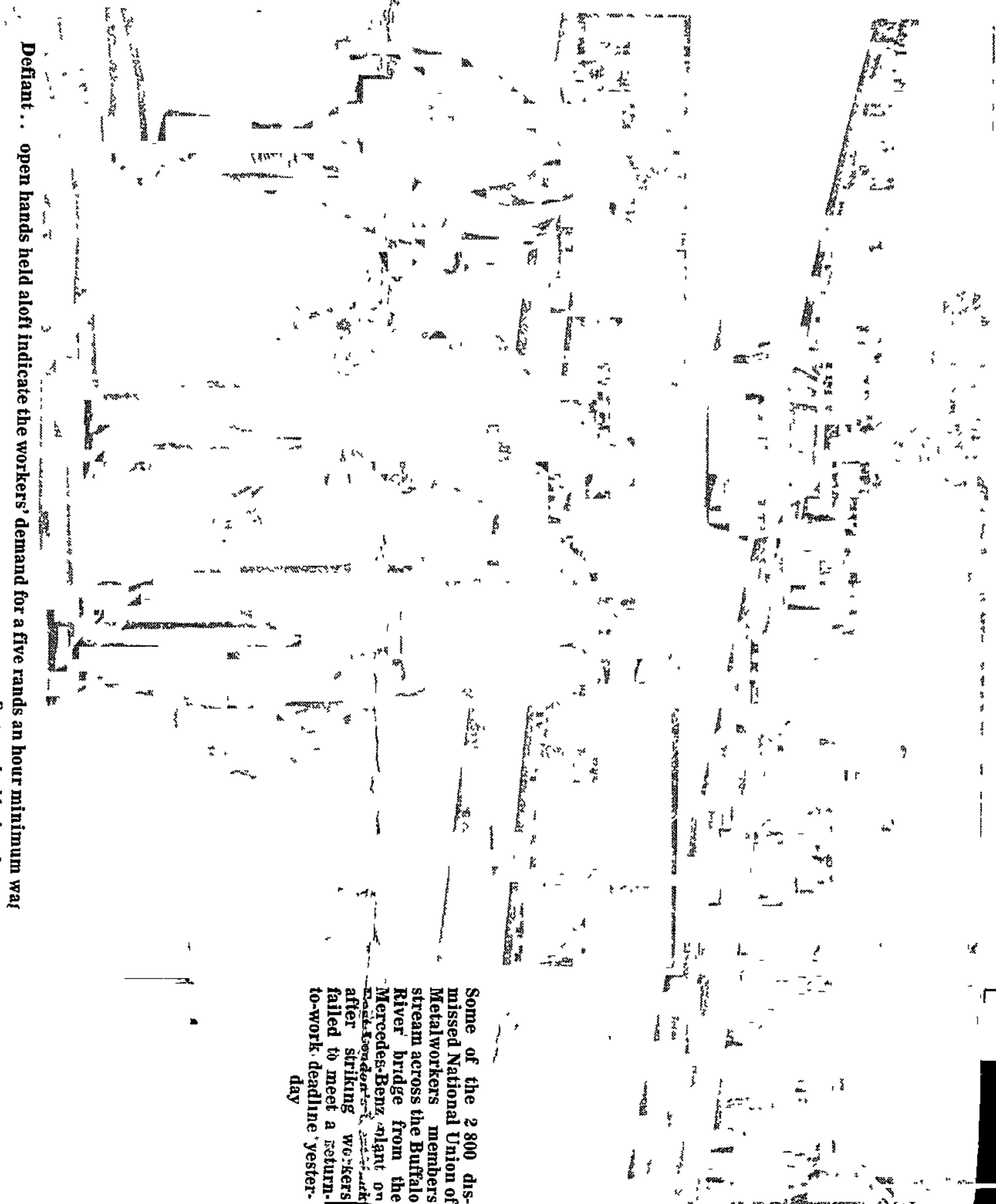
Numsa was prepared to continue negotiations, but no further discussions were scheduled.

Mr Kettle-das said the West German metalworkers union, I G Metall, had expressed support for the workers.

It had not indicated whether it intended acting on behalf of the union, he said.

Numsa's branch secretary, Mr Viwe Gxarise, said the issue would be raised in West Germany and on other international forums.

Mercedes-Benz's holding company, Daimler-Benz, is based in Frankfurt.



Defiant... open hands held aloft indicate the workers' demand for a five rand an hour minimum wage

Pictures by Marlene Venn

Some of the 2 800 dismissed National Union of Metalworkers members stream across the Buffalo River bridge from the Mercedes-Benz plant on Monday. The workers failed to meet a return-to-work deadline yesterday.

EAST LONDON — The prolonged dispute between Mercedes-Benz of South Africa and the National Union of Metalworkers of South Africa came close to resolution during negotiations yesterday, a union spokesman said last night.

The spokesman, Mr Viwe Gxarisa, said agreement had been reached on the major issues that had caused deadlock during the nine-week strike, although a newly introduced issue would have to be resolved before the 2 800 dismissed employees would return to the production lines.

The company had offered a minimum hourly rate of R4,50 and had agreed that all the dismissed workers would be unconditionally reinstated, Mr Gxarisa said.

These proposals were considered by the workers and found to be acceptable.

The workers had stuck to their demand of R5 per hour throughout the dispute and MBSA offered a maximum of R4,04 per hour up until yesterday.

"The national resolution of Numsa and the Congress of South African Trade Unions was that the minimum rate for workers in South Africa should be R4,50 per hour.

"The company's offer is therefore in line with that resolution," Mr Gxarisa said.

Negotiations began during the morning yesterday and continued until about 7 30pm.

A statement received from an MBSA spokesman said negotiations were continuing but did not expand on the achievements of the meeting.

Mr Gxarisa said the company had introduced an additional factor in yesterday's negotiations that had not been a cause of disagreement before.

"The company proposed that a minimum rate for July 1988 of R4,74 per hour be decided as part of these negotiations."

Discussions on this point would continue today and it was hoped that the issue would be fully resolved in order to allow the workers to return to work as soon as possible.

The recognition agreement of the union, which included agreement on working conditions, would be finalised by the end of November, Mr Gxarisa said.

"We believe that common ground will be found despite the change in the issues to be discussed."

Union representatives who had visited Germany to discuss the South African situation with union officials and metalworkers there returned in time to take part in yesterday's negotiations.

Mr Brian Fredericks, who travelled to Germany with Mr Les Kettleidas, said "A compromise position is on the tables."

If full agreement is reached tomorrow, it is likely that the workers will return to work on Monday.

"The trip to Germany was mainly an exercise aimed at putting pressure on the mother company, Daimler-Benz."

"We believe that international solidarity and especially the fact that the striking MBSA workers stuck together over a long period resulted in the favourable position in which the workers now find themselves," Mr Fredericks said.

Daily Dispatch Reporter

Mercedes settles agreement closes in

11/10/87
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CAPE TIMES

7, October 2, 1987 3

Mercedes labour dispute ends

EAST LONDON. — The Mercedes Benz labour dispute is over, the National Union of Metal Workers of South Africa reported last night.

The union said the workers had accepted conditions for an agreement on wages.

Mr Viwe Gxarisa, the East London Numsa local secretary, said the settlement of the dispute brought to an end a nine-week-long strike, which cost the company over R300m in lost production and the workers R5m in lost wages.

Mr Gxarisa said the agreement provided for a wage structure as from yesterday ranging from R4,50 an hour for grade 1 workers to R5,27 for grade 6 workers. — Sapa

Mercedes dispute: end is in sight

11/9/87
SML
(152)

The nine-week wage dispute between Mercedes Benz and the National Union of Metalworkers (Numsa) was on the brink of resolution today, following agreement on the company's latest wage offer, according to the union.

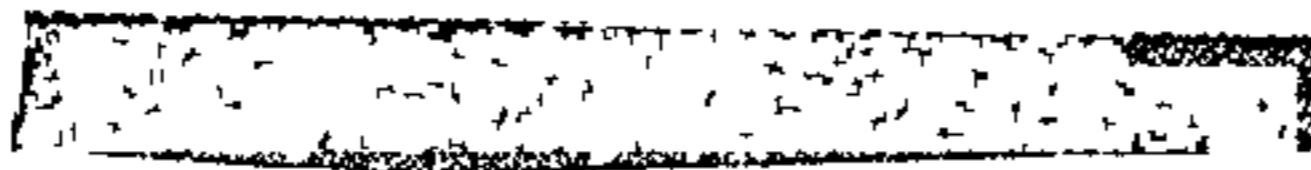
Numsa spokesman, Mr Viwe Gxarisa, said workers had agreed to accept the company's improved offer of a R4,50/hour minimum, an improvement of 46c on the last offer. He said management had agreed to unconditionally re-instate all dismissed workers.

About 2 800 workers were fired from Mercedes's East London plant about three weeks ago after striking to back a demand for a new hourly minimum of R5.

A company spokesman declined to comment while negotiations were in progress.

Mr Gxarisa said negotiations would continue today on a management proposal that the minimum be raised to R4,74 from July 1988.

The dispute has halted the supply of new cars, costing the company millions.



The downside of commitment

Look at the Mercedes strikes, and you can't help wondering — is political militancy replacing shopfloor sense? Mercedes' offer of a 37% wage increase, which would give its lowest grade workers R4,04 an hour (R752 a month), seems eminently reasonable. The package as a whole, says the company, "provides an effective living wage which, compared to the rest of the industry in the East London area, is most probably by far the best"

However, the National Union of Metalworkers (Numsa) is holding out for increases of between 50%-65%, even though it last week tempered its R5 an hour demand to R4,50. Numsa is an affiliate of the Congress of SA Trade Unions (Cosatu), is it on a "political" course that has as its strange objective the company's effective local destruction?

"This is difficult to judge," says Mercedes. "The basic demand deals with wages, but it is believed that the trade union... is probing whether the general demand of R5, set by Cosatu, is achievable or not." The company adds that the involvement of overseas organisations (specifically, the German trade union federation I G Metall) in the dispute can also be seen in a political light, since a "clear wage dispute would have been limited to the two South African parties". The company adds that, considering the

After eight weeks of stalemate in its wage dispute with the metal workers' union Numsa, Mercedes-Benz of SA, having lost production worth some R300m, this week began hiring replacements for the 2 800 dismissed workers at its East London plant.

union's membership of Cosatu, and Cosatu's recent call for all foreign companies to actively withdraw from SA, "one can only surmise that the union has disinvestment in mind"

Not at all, asserts Numsa's Wellington Nonyunkela, a senior shop steward at the East London plant. According to him, "The union's wage demand does not mean Mercedes-Benz will not be able to continue operating. Our demand is based on Mercedes' profitability — not on the intention of getting the company to disinvest."

If Mercedes does decide to disinvest, he adds, then it means their stated commitment to stay here and improve the standard of living of black people is hollow. "We are testing the company's commitment to its claim, and (the wage demand) is based on what the company can afford," he asserts.

"As a shop steward, and on behalf of the workers at Mercedes, I can say we do not

want the company to go. Our intention is the improvement of our social condition. And it is based on what we understand the company's position to be as referred to in its anti-apartheid statements."

Clearly, the union is using Mercedes' high international profile as a lever against it. Moreover, observes a labour academic engaged in research at the Volkswagen plant in Uitenhage, there's "tremendous tension" in the region, which gives the strong impression that "the union is on the attack." This is curious, as Numsa has the reputation of being "quite a conservative union."

The rank and file membership of Numsa appear to have dug their heels in. A senior Cosatu official says the Numsa and Cosatu leadership, who have seen that management can dismiss "quite ruthlessly," have been urging a settlement. "But the workers are sticking to their demands."

They also seem confident that Mercedes-Benz SA won't be able to recruit skilled workers all that easily. Indeed, there was no rush to take up the offer to be re-hired. "The workers are saying it is useless to go back for R4,04. The increase is only for inflation, it leaves nothing for themselves and their families," says Nonyunkela.

He claims the company's offer is in reality R3,96 an hour plus 8c (R4,04) for the 44th hour (The union wants a 43-hour week.)

17643 2/10/87 (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

Mercedes-Benz settles wage dispute with union

PRETORIA. — Mercedes-Benz has reached a settlement with the National Automobile and Allied Workers' Union (NAAWU) in the wage dispute at its East London plant.

"A wage agreement has been concluded to run until December 31 1988," Mr Sepp van Hul- len, chief executive of Mercedes-Benz of South Africa, said in a state- ment in Pretoria last night. "An effective wage of R4,50 an hour will be paid to Grade 1 employees. The compa- ny has also committed itself to further in-

creases in wages during 1988."

The agreement pro- vides for re-employment with restoration of ser- vice-related benefits provided that industrial peace is maintained un- til the end of 1987. Pro- duction will resume on Monday. — Sapa.

(B2)

Mercedes back to work on Monday

8/10/88
11/10/88
11/10/88

Daily Dispatch Reporter

EAST LONDON — Production at the Mercedes-Benz plant here will resume on Monday.

The dispute between Mercedes Benz of South Africa and the National Union of Metalworkers of South Africa was resolved yesterday after two months of negotiations.

A spokesman for the company said in a statement last night that the company had committed itself to an effective wage of R4,30 an hour (R833,50 a month) for grade one employees and had undertaken to increase wages further during 1988.

"The agreement provides for re-employment with restoration of service-related benefits provided that industrial peace is maintained until the end of 1987.

The agreement is binding until December 31 1988 and production will resume on Monday October 5, she said.

The 2 800 reinstated workers who waited outside the plant during the morning while negotiations were in progress met the union negotiating team at about 3 pm and the conditions of the agreement were explained to them.

A procession of jubilant workers streamed past the gates to the plant singing and dancing after the meeting broke up and dispersed in an orderly manner.

The secretary of the International Metalworkers' Federation Mr Brian Fredricks was seconded to the federation from Numsa said the workers were ecstatic after hearing the dispute was over.

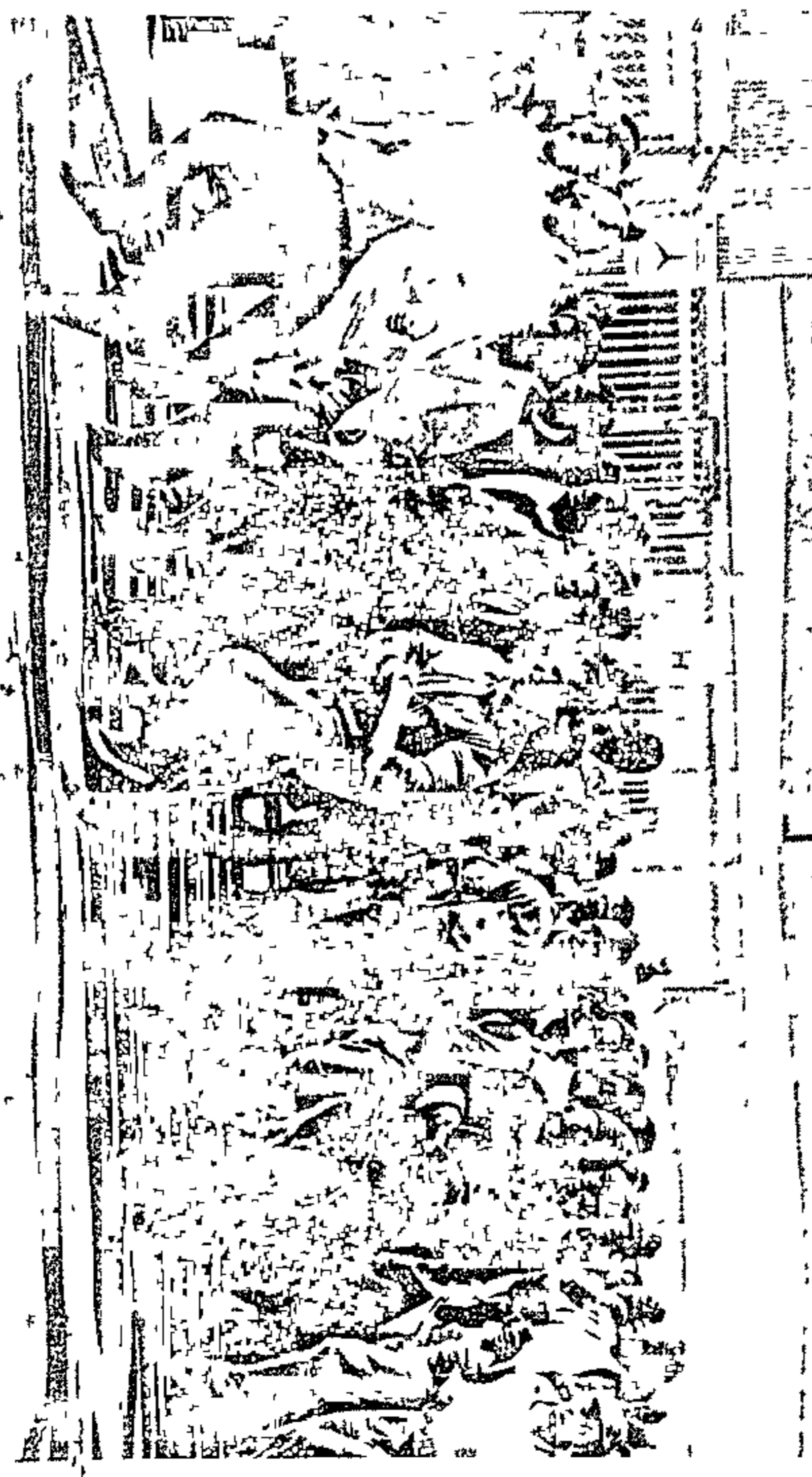
"This was a very important victory for them. The actual increases represent about 32 per cent of the former wage and that adequately covers inflation for the past year, which has been running at 18 to 19 per cent and represents some real improvement.

"This is one of the best agreements on wages in the country for unskilled and semi-skilled workers.

"International solidarity certainly assisted in bringing about a settlement but the strength of the unity of the local MBSA workforce was what made the difference," he said.

The workers demand that wages lost during the strike be repaid in full as part of the settlement was dropped during the final negotiations.

The company spokesman said MBSA remains committed to the proper application of employment and industrial relations practices and will continue to improve.



The strike is over. Jubilant Mercedes Benz workers outside the factory yesterday.

The shop floor representatives and the quality of life in the workplace for all of its employees.

The complicated dispute has also severely tested the resolve of both parties and it is the company's hope that future differences of opinion are resolved without having to resort to protracted industrial action.

The East London local secretary of the union Mr Vive Gxaris, said the strike had cost the company over R300 million in lost production and the workers had lost about R5 million in wages.

The workers had accepted the proposals for a compromise on the wage issue.

The agreement provides for a wage structure of R4 30 per hour on grade one, R4 80 on grade two, R4 95 on grade three, R5 11 on grade four, R5 27 on grade five and R5 27 on grade six, with immediate effect.

The wage rates for July 1988 were set at R4 86 on grade one, R5 07 on grade two, R5 25 on grade three, R5 45 on grade four, R5 66 on grade five, and R5 88 on grade six.

The annual bonus and service leave would be forfeited by the workers should the provisions relating to industrial peace not be met.

"The company and Numsa also agreed that full recognition of the union and procedural and substantive agreement be commenced immediately."

The MBSA spokesman said "While the dispute and the settlement will have a significant impact on the company's cost structure MBSA is well prepared for the challenge of resuming the supply of its products to the market."

"In this context the company believes that both sides are willing to fulfil their duties in order to stem the losses that both have experienced during the period of the dispute."

"The company acknowledges that during the dispute no serious incidents have taken place and that the employees' general conduct has been orderly and disciplined."

Mr Gxaris said the action against MBSA had resulted in union representatives speaking at rallies of thousands of Daemler Benz, Volkswagen and other German metalworkers and shop stewards, who gave strong support to the workers of South Africa.

Financial support for the workers was co-ordinated through the International Metalworkers Federation.

"Together with these actions the unfaltering unity of the workers of Mercedes-Benz in East London and the determination of the union leadership in searching for an acceptable settlement finally brought the matter to an acceptable resolution," he said.

How it started P3 MD interviewed P12

MBSA strike explained

Daily Dispatch Reporter

EAST LONDON — A statement summarising the nine-week dispute at the Mercedes-Benz plant here, which involved 2 800 workers and resulted in losses of up to R300 million, was issued by a company spokesman last night

The statement said the dispute "originated out of a demand by the company's employees that the wage agreement reached at the Industrial Council for the Eastern Province automobile manufacturing industry be postponed and that further wage negotiations should take place at plant level.

"The Industrial Council increase would have improved the lowest wage from R3,50 per hour (R667 per month) to R3,70 per hour (R689 per month)

"The strike, and the subsequent negotiations, led to the parties agreeing to conduct all future negotiations at plant level, and that the Industrial Council's scope over East London be withdrawn "

The company had made several wage offers in the face of a minimum wage demand of R5 per hour and a final offer was tabled of R4,04 at the lowest grade, which the union rejected

"A series of ultimatums was set, culminating in the dismissal of the striking workers.

"Further negotiations between the parties led to an agreement on the conditions under which the dismissed employees were re-employed. These conditions included compensation for reduced working hours and wages for the period from October 1987 to December 1988.

"The lowest paid employee will now receive R4,50 per hour (R838 per month) and R4,86 per hour (R882 per month) from July 1, 1988.

"Further negotiations for recognition and substantive agreements are scheduled to start between the parties soon," the spokesman added

Background to motor plant dispute — and settlement

by DAVID MARRS

EAST LONDON — The prolonged strike at the giant Mercedes and Honda assembly plant here began on Monday, August 3, when some 300 workers in H-plant, the chassis and body shop division, downed tools

The work stoppage was in protest against short time and a reduction of earnings owing to the introduction of a 43-hour week

The National Union of Metalworkers of South Africa (Numsa) demanded that last-shift workers be paid for the nine hours they used to work and not for the recently introduced eight hour shift

In addition, Numsa demanded negotiations to improve working conditions and increase wages, on top of an agreement reached with the automobile manufacturing industry (including MBSA) at an Industrial Council sitting earlier this year

The strike spread to other divisions of the plant by the next day, involving some 2 800 workers, and production was suspended indefinitely

Management at the plant offered an increase in the hourly rate of 20 cents, which placed employees on a rate of R3,70 to R3,75 an hour

The workers demanded an hourly rate of R5, which included compensation for the re-

duction in working hours

An interim interdict was granted to MBSA after an urgent meeting of the industrial council, which called on striking workers not to continue their work stoppage

An official of the company, Mr W I Gardiner, warned the striking workers in an advertisement in the Daily Dispatch a few days after the work stoppage, that they would be dismissed if they did not return to work on the following Monday, a week after they downed tools

Although the workers returned to the plant, the ultimatum was not met and production lines remained deserted

A total of 188 workers were summarily dismissed and although the plant remained "open for production", none of the striking workers returned to work

An attempt by the company to obtain an interdict against the National Automobile and Allied Workers Union (Naawu), preventing them from inciting or participating in the strike at the assembly plant, was dismissed by the Industrial Court as the strike entered its second week.

Naawu, which merged with the National Union of Metalworkers of South Africa (Numsa) shortly before the dispute, was the union involved in the original industrial council agreement, although the name Numsa was used by the Cosatu-affiliated union during the strike

The company issued a "final" wage offer consisting of an across the board increase — as agreed at the council — and an increase over and above that, bringing the minimum hourly wage to R4,04 an hour (R752 a month), to be implemented immediately

The offer, which was sent in a letter to each worker individually, expired on September 2

and included the reinstatement of all 188 fired workers

This was rejected by the workers, the offer was withdrawn and meetings were scheduled in an attempt at achieving an acceptable compromise

A second ultimatum of dismissal was presented to the workers by the company on September 5 in the form of an advertisement in the Daily Dispatch, which warned that some 2 800 striking workers would be dismissed if they had not reported for work at the plant by Wednesday, September 9, more than a month after the dispute began

Negotiations aimed at resolving the dispute at the 11th hour ended in deadlock the day before the deadline of the ultimatum

The 2 800 striking workers were summarily dismissed on September 9 after the ultimatum was ignored by the striking employees

The dismissed workers resolved to continue to meet at the plant every day until the dispute was resolved and were addressed by a representative of the Greens Party in the West German Parliament, Mr Willie Hoss

MBSA resolved to begin a recruitment drive on Monday, September 14, and stated in an advertisement in the Daily Dispatch that an offer of preferential re-employment would remain open to all dismissed workers until 3 pm on Friday, September 25

Negotiations were resumed during the period prior to the expiry of the deadline, but did not bring about an end to the dispute.

An open letter was published in the Daily Dispatch on September 23, calling on the dismissed workers to re-apply for employment before September 25 and stating that an average of R1 283 in wages had been forfeited by each

worker since the strike began

Two of the striking workers were arrested outside the plant on September 23 and were charged with intimidation This was after a tense confrontation with working MBSA employees when the daily meeting in the car park had broken up

This was the only strike-related incident that had occurred during the nine-week dispute which was conducted in a restrained manner by both workers and police, who had kept a low profile at the plant

The company tabled a last-minute offer of R3,38 per hour, to be introduced in January, 1988 and that the proposed attendance allowance be incorporated into the hourly pay

Two Numsa officials Mr Brian Fredricks and Mr Les Kettledas, left for Germany to discuss the South African situation with union officials at the Daimler-Benz plant there on September 25, the day the deadline for the 2 800 workers to re-apply for work expired

The dismissed workers did not take up the offer of guaranteed employment and the company embarked on a recruitment programme aimed at the resumption of full production

Funds amounting to R100 000, collected from workers in the city and "sympathetic organisations", were distributed among the striking workers, who had not received any income for almost two months

A company spokesman said "an encouraging response" had been received to the call for applicants for the vacant positions and that "preliminary recruitment" had taken place

The round of negotiations which led to settlement yesterday began on Tuesday

(52) 3/10/85

FTL counts its losses in wake of MBSA dispute

by DAVE MARRS

EAST LONDON — Industrialists and commercial traders here have heaved a collective sigh of relief after the resolution on Thursday of the nine-week dispute at the Mercedes-Benz plant.

All agree that the strike had had a substantial effect on the normal business cycle, although an actual drop in turnover was impossible to detect and could be felt only in the future.

A spokesman for the National Union of Metalworkers of South Africa (Numsa), which represented the workers in the action, said in a statement released after

the wage settlement was reached at a minimum of R4.50 an hour, that the dispute had cost the company R300 million in lost production and that the workers had forfeited an estimated R5 million in unpaid wages.

The company spokesman in Pretoria said Mercedes-Benz of South Africa (MBSA) "would prefer not to release financial figures."

Most severely hit by the 60 day work stoppage, apart from MBSA and the dismissed workers, was the MBSA supplier industry and Mercedes and Honda dealers.

The managing director of the major dealer in the city, Mr Graham Bradshaw, said the strike had "certainly affected our operation and we are happy a solution has been found."

"Hopefully MBSA will be able to catch up on lost production, although we had stocks of most models to see us through the period of the strike."

The supplier industry consists of numerous factories producing the locally-manufactured components, which were not required while the production lines were stationary.

These companies kept a low profile during the dispute and consistently refused to divulge the extent of the losses they had experienced.

A less direct result of the strike has been the reduction of cash flowing into the economy of the city due to wage losses.

Traders in furniture and clothing have been most severely hit by the

decrease in spending power, especially those dealing in hire-purchase agreements.

The manager of the Buffalo Street branch of a furniture sales chain said 23 clients had been unable to honour their agreements as a direct result of the strike.

He said the policy of the group was to make allowance for economic conditions when this sort of situation occurred.

Arrangements had been made for payments to continue, he added.

The owner of two discount clothing stores in the city, Mr John Solo-

mon, said there had been "obvious effect" on turnover during the strike, but the actual percentage of turnover lost was difficult to calculate.

"We cannot compare the last couple of months to the same period last year, because we were affected by the consumer boycotts then," he said.

The manager of a store in a similar line of business, who did not want to be named, said "We used to have a lot of people coming in here to buy clothes on a Friday after they were paid. Now we just don't see them anymore."

00 6/10/87
Numsa: MBSA
men demoted

Daily Dispatch
Reporter

EAST LONDON — The programme of re-employment of the 2800 fired Mercedes-Benz of South Africa (MBSA) workers was suspended yesterday after some of the former employees found that they had been demoted, a spokesman for the National Union of Metalworkers of South Africa (Numsa) said

The local secretary of the union, Mr Viwe Gxarisa, said "The workers decided not to return or sign a statement of the conditions of the agreement because of the demotions," Mr Gxarisa said.

An MBSA spokesman said the majority of workers had reported for work in the morning but there had been "conflicting interpretations of the agreement" and this had "created unfortunate incidents between workers and co-workers"

A Numsa spokesman said members in plant security were to have been integrated into production areas but the company was saying that, in so doing, workers' grades could be changed at whim

He said the company had also set a written condition that employees agree to being transferred to other departments which was "not part of the agreement"

Mr Gxarisa denied that any incidents of violence had occurred at the plant yesterday

A union delegation had met with company representatives in the afternoon and the meeting would be resumed later.

The workers agreed to return to the production lines after prolonged negotiations to end the nine-week-old strike succeeded on Thursday last week.

A company spokesman said the workers had until tomorrow afternoon to re-apply for their jobs

Huge cost of strike

152

THE National Union of Metalworkers of South Africa said the dispute at Mercedes-Benz which ended at the weekend had cost the company R300-million in lost production.

The union said in a statement that workers had lost an estimated R5-million in unpaid wages.

— Sapa

5/10/83

Mercedes workers due back today

by DAVE MARRS

EAST LONDON — Management of Mercedes-Benz of South Africa (MBSA) received telexed confirmation yesterday that the striking workers would resume their duties this morning, a spokesman for the company said.

She said the difficulties experienced by workers returning to work and the requirement that they sign new employment contracts had been discussed at a National Allied Automobile Committee meeting held yesterday morning.

After this meeting the National Union of Metalworkers of South Africa (Numsa) had indicated that the workers had agreed to sign the

necessary documentation

"The parties to the discussion expressed the wish that similar occurrences be avoided in the future and indicated their willingness to cooperate in order to facilitate the return to work

"As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike," she said

In a previous statement, the spokesman said grade one employees, who will now be earning the minimum R4,50 an hour (R838,50 a month) as a result of the new agreement, were "unskilled workers" at the plant

"The positions they would hold include cleaners, labourers, crib attendants, material handlers in unboxing, messengers, unskilled painters and trolley handlers," she said

The chairman of the MBSA shop stewards, Mr Msiteli Nonyukela, said the company had agreed to rectify the issues that were disputed by the workers after negotiations to end the strike ended last week

"You can say that the dispute is now over and the workers will return to their places of work in the morning," he said

Meanwhile, a man who said he represented the "white staff of MBSA" said that a meeting of all white staff members had taken place yesterday to discuss incidents of violence at the plant and representation had been made to management demanding protection

He said white staff members had been threatened by striking workers, yet the "true story" was not being released by the company because it was afraid of overseas publicity.

Management was allowing the striking workers to commit acts of violence and intimidation against fellow workers in the plant and had not taken steps to ensure the safety of their employees, he said.

He said a "people's court" had been held on the premises and several workers found guilty of working during the strike were "beaten up" in front of a senior company official

The man provided the name, company identity number and home address of a white employee who, he claimed, had been hit with a wooden plank by a striking worker

The injured man had been taken to hospital and treated for concussion and facial injuries, he said

When the Daily Dispatch contacted the company by telephone and asked for the man alleged to have been assaulted, a manager at the plant said he was not at work and was "believed to be sick"

The spokesman for MBSA said several incidents of assault had been reported to management, but would not comment on specific incidents inside the plant.

"These cases are being investigated.

"Management condemns action taken by certain workers who had taken it upon themselves to punish employees working in the plant during the strike.

"The company has made strong representation to the union in this regard

"Assurances have also been given to employees that irresponsible acts will not be tolerated and appropriate steps will be taken," she said

A Numsa spokesman, Mr Viwe Gxarisa, denied that any incidents of violence had taken place in the plant

"I do not know of any assaults at MBSA," he said

Mr Nonyukela said Numsa was a non-violent organisation but "the union cannot stand against the workers"

"If the company had not provoked the workers by changing the conditions of employment after they had been agreed upon, they would have started work on Monday and there would not have been any violence," he said

Picture page 3

Cape Times 17/8/87

Deadlock in Epping Market workers' strike

Labour Reporter *(Signature) 152*

TALKS between the Institute of Market Agents and the Food and Allied Workers' Union, representing 400 striking Epping Market workers, deadlocked on Friday with the union turning down a R15 pay increase offer for those earning the R60 minimum weekly wage.

A Fawu spokesperson said the union rejected the offer, which was made on condition that all other outstanding demands were dropped, because it would mean that anyone earning over R75 would not get an increase.

For other workers the union asked for an across-the-board increase of R15, to be paid on May 1, and an additional across-the-board increase of R5 in November.

Epping Market employees at present earn between R60 and R100 weekly.

The spokesperson said Fawu had agreed to drop demands on five outstanding issues in an attempt to settle.

Management spokesmen were not available for comment last night.

yesterday
14/6/87 (15/6/87)
**Cape post office
workers strike**

Labour Reporter

POSTAL workers in the Western Cape today joined the nation-wide strike

The decision was taken at a Post and Telecommunications Workers' Association meeting at the weekend

A spokesman said, workers at Khayelitsha and Langa were on strike but he was not certain whether Guguletu workers had joined.

Between 10 000 and 16 000 postal workers are on strike

4th 7th 11/10/87

Rallies for Post Office workers

JOHANNESBURG. — The Post and Telecommunications Workers' Association held nation-wide rallies at the weekend to read out proposals made by the Minister of Home Affairs and Communications, Mr Stoffel Botha, to Potwa members at a meeting last week.

Mr Botha proposed that strikers should return to work and "maybe if work resumed, the government would be sympathetic to some of our grievances", Potwa's president, Mr Vusi Khumalo, said.

Resolutions were passed at the rallies saying they could not return to work till "at least the main grievance of parity is met". — Sapa

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CAPE TOWN 11/11/77
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Bid to settle
Spekenam strike
Labour Reporter

REPRESENTATIVES of the Food and Allied Workers' Union (FAWU) met with the management of Spekenam meat factory in La Belle Avenue, Stikland, yesterday in an attempt to settle the six-day strike:

About 500 workers struck on Wednesday last week over a dispute concerning whether union officials, who had not concluded a recognition agreement, could take part in wage negotiations

A FAWU spokeswoman said yesterday the union put forward various proposals to management, which they agreed to respond to by today

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Labour Update

152

ISCOR WORKERS RETURN

THE 7,000 Iscor workers who downed tools over wages 22 days ago return to work today. They will not take any industrial action against the corporation until the dispute has been settled.

The workers resolved at a meeting yesterday that they still demanded a 75 cents hourly increase instead of the 33 cents offered by management. Iscor and Numsa deadlocked over wages with the corporation insisting it had a reasonable offer. Iscor public relations manager, Mr Piet du Plessis, said Numsa and Iscor agreed yesterday

that the union and its members would not take any industrial action before the outcome of a mediatory hearing. This would be in the near future, he said. The thousands of workers, however, began returning to their posts at

BY THEMBA MOLEFE

10pm last night. The rest will be back at work today, workers resolved yesterday. Numsa spokesmen could not be reached for comment on yesterday's developments.

Mr Du Plessis said that Iscor still stood by its June 15 offer which would now be implemented as of July 1. But he said that he spoke at a time when

discussions were still continuing. ● Meanwhile, Iscor was concerned about the giant corporation's output during the strike. The spokesman said the action had slowed down production and that Iscor was working

on a "shoe-string" manpower force. He said that production would last Iscor for another two weeks at the minimum. The Numsa members, who live in a posh block of flats outside Sebokeng

township in the Vaal, pledged their support to the 75 cents hourly increase at a meeting characterised by cultural activity yesterday.



ISCOR workers at Vanderbijlpark yesterday before the decision to return to work. An Industrial Court hearing is scheduled to determine the dispute.

NIGHTSOIL WORKERS SACKED

THE Phiritona Town Council in Heilbron has dismissed 30 refuse and nightsoil removal collectors following a week's work stoppage over wage increase demands.

According to the Oranje-Vaal General Workers' Union (OV-GWU) the workers downed tools after demanding that they be given a 12 percent wage increase.

Mr J H Jansen, of the Phiritona council, said he dismissed the workers for their action and that he was prepared to re-employ those who wished to be taken back.

- The South African Scooter, Transport and Allied Workers' Union says it has reached a deadlock with A E Engine Parts in City West, Johannesburg over a clause in recent recognition agreement talks.

A spokesman said

By **THEMBA
MOLEFE**

management refused to agree that the election of shop-stewards be held outside its company premises. He said in terms of Sastawu's constitution such elections were held in management's absence.

Secretary

The South African Black Municipality and Allied Workers' Union said that about 1000 of its members at the Kempton municipal offices downed tools last week and are demanding the reinstatement of the union's regional secretary, Mr Jan Dladla.

- The Media Workers'

Association of South Africa (Mwasa), is to hold formal recognition talks with Perskor after a long and protracted battle to get the company to the negotiation table.

A spokesman said the talks were on behalf of all Mwasa members at Perskor's Transvaal plants.

- The controversial contract between the Medical University of Southern Africa and a food catering company was terminated more than a month ago, the university has disclosed.

The students said there was no proof that the contract had been terminated and that a lecture boycott would continue.

152
LABOUR
UPDATE
Sawefan
10/8/87

Cape Times

10/18/87

Support pledged for ~~the~~ (152) strikers

Staff Reporter

SUPPORT for the striking Spekenam workers was pledged at a meeting yesterday morning, according to a group of the workers

On Thursday evening, over 500 workers, mainly women, were driven from the grounds of the meat factory in La Belle Avenue, Stikland, by police using teargas and batons. On Wednesday, the workers had all downed tools in a dispute over wage negotiations.

A group of the striking workers spoke to the Cape Times yesterday afternoon at the United Women's Congress rally in Athlone which they also attended.

The workers said they were still on strike and would not acknowledge their "dismissal" as they had not been formally informed of it.

"Everyone fetched their normal weekly pay, but that's all. They have not been paid off formally," a unionist from the Food and Allied Worker Union (FAWU) said.

Community organizations, "mainly from the United Democratic Front", represented at the support meeting yesterday morning were "going to give support in terms of not seeking work at the factory", the workers said.

Workers from other factories who belonged to unions affiliated to the Congress of South African Trade Unions (Cosatu) had also pledged to support the strike by publicizing it, they added.

The managing director of the factory, Mr F de Klerk, could not be reached for comment last night.

10/10/87

Brief Sun strike resolved



Dispatch Reporter

UMTATA — The strike by black workers at the Wild Coast Sun at Mzamba was resolved yesterday, the public relations officer, Mrs Margaret Lossle, said

She said the employees returned to work after management had met workers' representatives. The situation had returned to normal, she said.

Transkei Police were at the scene shortly after the strike began

The Commissioner of Police, General R Mantanga, said police were monitoring the situation to ensure that no violent incidents occurred.

Police had patrolled the area and no arrests were made, he said.

Weekend reports that the Prime Minister, Chief George Matanzima, and two cabinet ministers visited the hotel to resolve the matter, could not be confirmed

The managing director of the casino resort, Mr Alberto Chiaranda, said last night that he had been presented with a list of grievances about issues such as the resort's training and promotion systems, transport arrangements and recognition of long service.

He had promised to investigate the complaints. An agenda for talks and problem-solving had also been set.

He was not aware of any basis for a report which said workers had been protesting against poor pay following publication of the resort's financial report

"The staff never mentioned that to me," he said

He said restaurants and bars, partly manned by office staff, had remained open

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Epping firm's security men in pay strike

Labour Reporter

A STRIKE over wages has hit an Epping security company

The Security Workers Industrial Union said 38 guards employed by Saayman's Security went on strike early this month

The guards claim that for several months they have received only part of their wages and sometimes none at all, no overtime pay and no Sunday compensation

"A Mr Saayman, who said he was managing director of the company and would not give his first name, said it was an illegal strike

"I am busy with it, but have nothing further to say," he said

The union said in a statement "In spite of many efforts to negotiate, many workers received no wages after working 240 hours for June, and others were not paid for July"

The union said members demanded the payment of all arrear wages, payment of special Sunday compensation as required by law.

It had not had a reply from the company

Gaum suspended

By THEMBA MOLEFE

THE Transport and General Workers' Union says that the town clerk of the Diepmeadow Council has been suspended following a dispute over the dismissal of 12 meter readers.

Mr Noel Gaum, the town clerk, was last week in the centre of a controversy which led to the downing of tools by

about 1 000 workers who included township managers and senior administrative staff.

The workers demanded that Mr Gaum be dismissed and were yesterday saying that they would not resume duty if he were not discharged.

Mr Gaum is a former town clerk of the Tumahole and Lekoa councils. He joined Diepmeadow six months ago.

1520 Swetani - 11/8/87

Potwa members vow to carry on striking

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CP Correspondent

THE Post Office strike in the Eastern Cape is entering its seventh week, with no end in sight, as workers seem determined not to return to work until their demands are met.

As one worker poetically put it "We've been in a dark place for a long time Management has tried to keep us there. Now Potwa is opening the door to let some light in, so I'm determined to keep on striking until our demands are met."

met."

City Press spoke to the strikers outside the Sidwell Post Office workshop in Port Elizabeth during their lunch break.

A 36-year-old painter, who has been employed by the post office for four years, described a day on strike.

"We arrive here at 7 45am like any normal working day and all the workers, about 60 of us, meet in the cloakrooms Management will not allow

us into the main part of the building

"We talk about why we can't give in and how we have come so far. We will only go back when management has agreed to reinstate retrenched workers and has agreed to wage parity."

"We encourage workers who are starting to have doubts about the strike and then we pray. We sing hymns, not freedom songs, just church songs," said the painter.



Potwa president Vusi Khumalo ... leads the Eastern Cape strike.

A clerk, 35, who has been working at the Post Office for 13 years and has a wife and two children to

support, said his wife "gets annoyed with me being on strike. She asks me every day when am I going back to work, but she says she will stay with me through these bad times."

A Post Office and Telecommunications Workers' Association official, Kenneth Mkhumalo, said that a request for each worker throughout the country to donate R10 had been made.

The only woman worker, 55, said "There is no more money to buy food for my three children, but I am still strong. Even when I have spent my last cent, I will still carry on. I don't feel intimidated by all these men, I can shout at them when they are wrong and they listen to me."

None of the workers wanted their names to be

made known for fear of reprisals.

Meanwhile, eight Potwa workers who were detained last Wednesday, appeared in the Somerset East Magistrates' Court this week on charges of public violence.

They are James Vena, 37, James Bathembu, 31, William Matshoba, 31, Timothy Sonkwala, 26, Phillip Boo, 32, Nicholas Klaas, 33, Timothy Gxabashe, 32, and Max Boo, 22.

The accused come from Middleburg (Cape), Graaff-Reinet, Grahamstown, Cookhouse and Somerset East. The case was postponed to August 4 when an application for bail will be heard. The accused did not plead.

In Port Elizabeth, two Post Office employees, Moses Tukan and Louis

Johnson, were detained last Tuesday morning. Potwa lawyer Bashir Hoosain said their detention had been confirmed by the police but they could not disclose where they are being held.

A regional executive member of Potwa, Sam Hlongwane said "We cannot understand why the Post Office management is involving a third party while the problem is a domestic affair."

The Post Office strike, which affects over 2 500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth.

Workers said that management was employing scab labour to keep some of the essential services in operation. - Eena

STRIKES ROCKED FREE STATE CAPITAL

BLOEMFONTEIN, the Free State capital, has been rocked by two major industrial strikes.

Allegations of racism are at the centre of the disputes

Post Office workers at the capital went on strike on Wednesday, joining South African Breweries workers who have been on strike for the past six days because of allegations of racism at their workplace

On the same day more than 1 000 Post Office workers also failed to report for duty at their respective service centres on the Wauwaterstrand and the Vaal Triangle

The stoppage began on Tuesday when workers did not arrive at work, disrupting postal services at Sebokeng, most of the Vaal Triangle townships and at Randburg and Bryanston near Johannesburg

It is believed that the strike is in solidarity with 1 700 Eastern Cape workers who are on strike

By yesterday Post Office workers were reported to be still on strike

Workers at the SAB plant in Bloemfontein went on strike last Friday and vowed not to resume duties until a "racist" white supervisor was fired

The two strikes in Bloemfontein have resulted in a severe beer drought and disruption of mail services

According to Post and Telecommunication Workers' Association insiders, the Bloemfontein Post Office workers are also demanding

- A living wage
- Total abolition of racial discrimination

FREE STATE CAPITAL

STRIKES ROCKED FREE STATE CAPITAL



**BY LEN KALANE
and DAN DHLAMINI**

discrimination

● Better working conditions

The Post Office workers downed tools on Wednesday morning and gathered at the basement of the main Post Office building where they sang freedom songs and chanted slogans

The Bloemfontein Post Office strike comes hardly a week after the Minister of Home Affairs and Communication sought a temporary interdict at the Supreme Court demanding

that Potwa be stopped from influencing more workers to go on strike

Potwa was supposed to have filed replying affidavits on Monday

Meanwhile, the six-week-old Post Office strike in the Eastern Cape is still continuing

Last week 17 000 Post Office workers in the country downed tools for two days in sympathy with their Eastern Cape colleagues

However, the 17 000

workers went back to work last Wednesday and only 1 700 Eastern Cape workers remained on strike

The Eastern Cape workers are asking for the reinstatement of 60 workers

Potwa is also asking that the striking workers be paid in full for the duration of the strike

At the height of the sympathy strike last week, the government applied for an urgent Supreme Court interdict to restrain Potwa from promoting strike ac-

tion

Judge Roux ordered Potwa and Yusi Khumalo, Potwa's national president named in the application, to file replying affidavits

In support of his affidavits to prohibit Potwa from interfering with the black work force of the postal services, the Minister handed in a statement by Captain GG Smit, of the security branch

Smit said Potwa had decided at a meeting in Molekane, Randfontein, last week Wednesday that all striking workers should return to work on July 30

However, Smit said he had information that Potwa could start another general strike

● Concerning the SAB dis-

pute, public affairs manager Gary May said this week the white supervisor at the centre of the row has been suspended while management and workers were holding talks over the matter

Food and Allied Workers' Union regional organiser Ronnie Petersen, who is handling the SAB dispute, said workers did not accept management's proposal that the matter be referred for mediation

He said the workers had lodged a complaint about the white supervisor on June 24 and management had been "dragging it's feet" in taking action

"The workers are prepared to resume duties at anytime once management redresses the situation by dismissing the culprit with immediate effect," said

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By **LEN KALANE**
and **DAN DHLAMINI**



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Petersen added if the dispute was not settled quickly the strike might even spread to other provinces, particularly the Western Cape and the Transvaal.

He said shopstewards in those areas have already indicated that they shared the same sentiments with workers at the Bloemfontein plant.

The organisers said beer supplies in Bloemfontein were affected as there have been no deliveries since Friday.

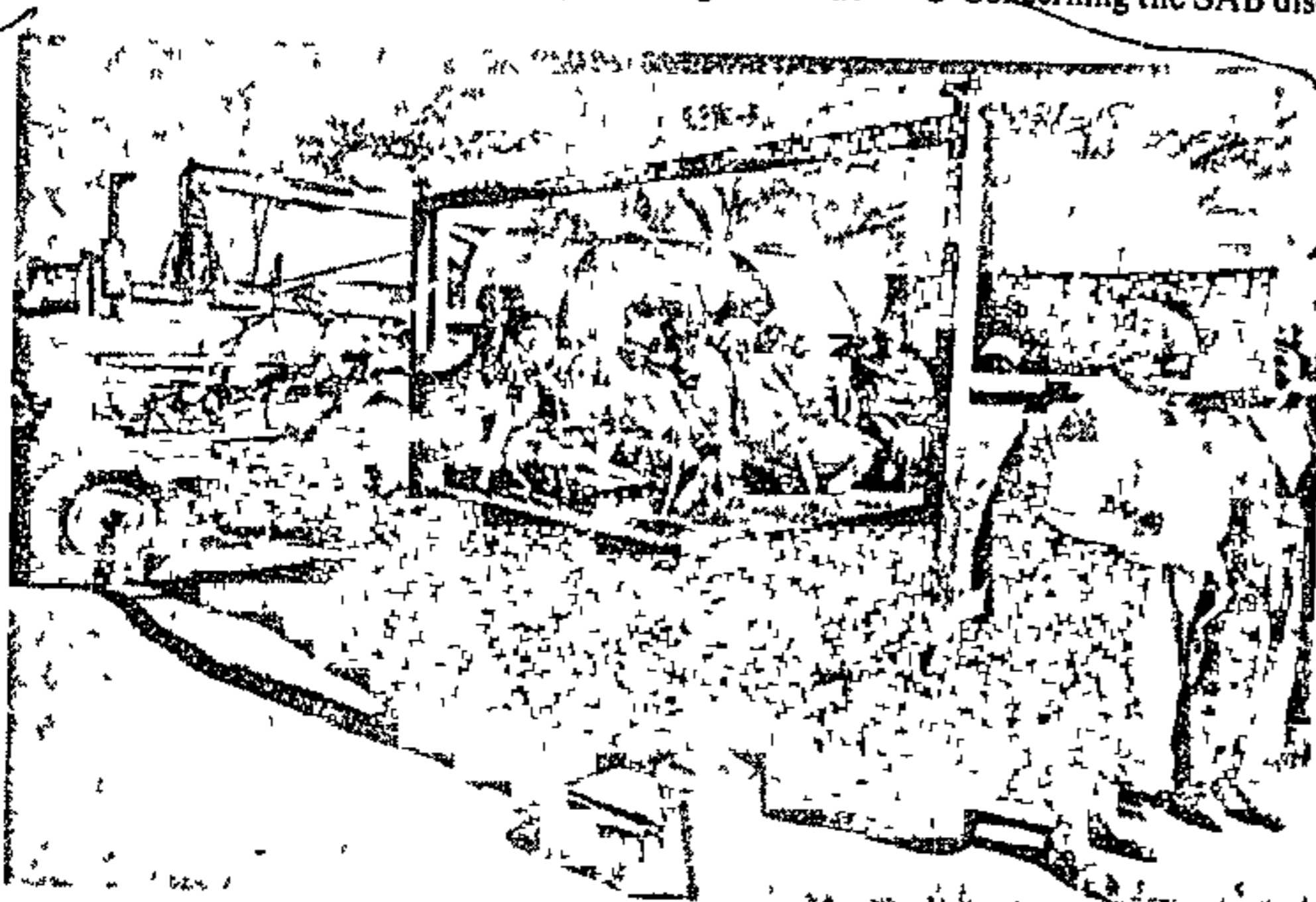
Bottle stores and townships have been hardest hit.

Hoteliers have been seen forming long queues at the brewery plant to fetch their orders.

Bloemfontein's Molemela Hotel employees, who wished to remain anonymous, told *City Press* that there was no beer at the hotel over the weekend.

Last month SAB workers at the Rosslyn plant - one of the largest in the country - went on strike. The strike - the most effective in brewery history - disrupted beer supplies to major Reef outlets as more and more plants joined in.

The Transvaal encountered a serious beer drought as a result of the action.



Soweto council workers wait for the outcome of the talks with the mayor and their representatives.

A 10-member delegation yesterday met council officials at the Jabulani Civic Centre while thousands of workers stood around in groups at Zondi, awaiting the outcome of the talks. Other worker grievances include:

- Disparity of pay between black and white staff. A senior black administration clerk with at least 10 years' service earns R1 000 a month, while whites with a few months' service earned R1 917,25.
- Artisans and labourers

were used as drivers, but were not paid for driving council vehicles.

● Black workers were given a 12,5 percent increment at the beginning of July, while whites got 32,5 percent, retrospective to April.

The effect of the strike would mean that, if there is a power failure or burst water pipes, there would be nobody to effect repairs, and very few people will be buried at the weekend because there are not enough open graves in the cemeteries.

Pic: EVANS MBOWENI



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Schoolchildren help to deliyer the mail

ARGUS 19/10/87 152
The Argus Correspondent

JOHANNESBURG — As postal services continue to be disrupted in many areas by a three-week-long strike, schoolchildren and temporary postmen have been hired to deliver mail in some areas

A Post Office spokesman said schoolchildren had been employed on a temporary basis to help out with delays in mail deliveries on the Witwatersrand. Schoolboys are also helping with deliveries in Welkom and Riebeeckstad in the Free State

The department has opened post restante offices in the Johannesburg suburbs of Wynberg and Lombardy East, as well as in Alexandra township where people could collect their mail

ARGUS 19/8/87
1200 52 1450

Employers hopeful mill strike will end

By DICK USHER, Labour Reporter

EMPLOYERS were optimistic today that the national milling strike could end after workers discussed fresh wage proposals put to the union at the weekend.

About 5 000 workers went on strike yesterday at mills and factories in the Premier and Sasko groups, two of the main producers of staple foods, oil products and animal feeds.

Industry sources said they had been told by the Food and Allied Workers' Union (Fawu) that shop stewards, who met in Port Elizabeth at the weekend, had not been able to get back to their members with the offer in time to discuss them and possibly forestall the strike.

TOO LATE

"They have been building towards this for several weeks and Fawu says it was simply too late to halt this momentum," said one source.

The new offer, which workers will consider at meetings today, is a R36-a-week increase, up R3 from the employers' previous offer but R3 lower than the union's latest demand.

Wage talks deadlocked about three

weeks ago and attempts at mediation failed.

The strike affected mainly Premier and Sasko, although workers at Fattis and Monis in Bellville also came out.

A Sasko spokesman said mills in Durban and Port Elizabeth were still out today, but the Pretoria mill was working again after a short stoppage yesterday.

Dismissal denied

MORE than 80 paraplegics employed at the Orlando Sheltered Workshop in Soweto, yesterday claimed that they were dismissed by their employer after their strike over overdue wages last week.

The workers claimed that their employer, Mr Roy Webber, paid them this week and told them that they should no longer come back because there was no transport to ferry them to and from work.

The assistant general manager at the workshop, Mr Mike Bartlett, said the workers were not fetched from their homes because the kombi was taken in for repairs. He denied that they had been dismissed.

He said "We have encouraged most of them to continue to work at home so that they should be able to earn some money at the end of the month."

13/8/87

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Sowetan

Fawu workers down tools

ABOUT 100 National Food Distributors members at three plants in the Northern Cape and Orange Free State have downed tools over a wages row

The workers are demanding a wage increase that would give them a minimum pay of R150 a week

A spokesman for the union, Mr Ronnie Petersen, said workers at plants in Bloemfontein, Upington and Kimberley decided to strike when it appeared they were not making any headway

with the National Food Distributors company over their demands
13/8/87
Group human resour-

ces director of the Premier Group Holding, Mr Theo Heffer, said yesterday that there was no dispute with Fawu and that negotiations were continuing

Search

Denying that there was a deadlock Mr Heffer said the company had made an offer to the workers

He was awaiting union representatives to report to management after they had spoken to their members

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AR645 13/8/87

CITY/NATIONAL

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Mill strike looms as pay talks flounder

By DICK USHER, Labour Reporter

A NATIONAL strike affecting two major producers in the milling industry is due to start next week following a breakdown in wage negotiations

The planned industrial action, the first on such a large scale in the industry, could be accompanied by a national baking strike

Bakery workers are due to meet this weekend to discuss their response to deadlocked negotiations

The milling strike will affect two major producers of staple foods — Premier Milling and Sasko, which have been negotiating nationally with the Food and Allied Workers' Union.

Negotiations "satisfactory"

They operate about 30 mills nationwide and produce the full range of wheat and maize products Premier also produces animal feeds at its Epol plants and vegetable oil products through Epic.

A spokesman for the third major producer in the industry, Tiger Oats, said all the company's operations — both baking and milling — were involved in plant-level wage negotiations

"However, at this stage all negotiations are proceeding satisfactorily and we do not suspect there will be strikes," he said

Wage talks with Premier and Sasko reached deadlock about two weeks ago and attempts at mediation failed last week The union introduced overtime bans at all Premier and Sasko mills after talks deadlocked

Rejected offer

A union spokesman said the union's national council had rejected the employers' latest offer made at mediation

Industry sources said the offer was a R33 a week increase on the minimum, plus R1 a week for all employees with more than a year's service, while the union had come down to R39 a week at mediation

The union says companies are "clearly in a position to meet workers' demands"

Sasko profits rose 31 percent to more than R30-million last year and Premier profits rose 22 percent to R152-million

"These huge profits have been accompanied by spiralling food prices," said the union.

An employer spokesman said "Our offer represents a 28 percent increase on the minimum which is well above average"

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Workers strike at Saayman's

Staff Reporter

THE "entire workforce" at Saayman's Security in Epping went on strike yesterday, one of the strikers said.

Three of the 41 security guards employed there had been dismissed, and their colleagues felt the dismissal had been unfair.

All of them are members of the Security Workers' Industrial Union (Western Cape).

The managing director of Saayman's Security, Mr. S W Saayman, said via his secretary yesterday that he did not wish to make any comment.

Standstill of postal services threatened

SMR 13/8/87

Postal services throughout the country could be brought to a standstill unless the issue of parity in the Post Office was resolved soon, the Post Office and Telecommunications Workers' Association (Potwa) claimed yesterday

The union, representing 16 000 striking post office workers nationally, telexed the Minister of Posts and Telecommunications on Tuesday requesting an urgent meeting with him to resolve the dispute

The Post Office spokesman said a meeting was held on Saturday and it was decided that negotiations would continue but no date had been set

In a statement the union said the main demand of the strikers, first made on October 31 1986, is for parity "We want equal job opportunities, equal pay and equal treatment for black workers"

The dispute could be resolved quickly if

- Management stated that it recognised that parity and an end to discrimination was a legitimate demand
- Management gave a statement of intent on when and how moves would be made to treat all workers equally
- Police and security force interference in the strike stopped

In response, a Post Office spokesman said equal salary scales were introduced on July 1 this year

"There is also equal opportunity in the Post Office and blacks are working as technicians and postmasters. Post offices in Soweto are run entirely by blacks," he said

He added that detentions of workers were a matter for the security police. Potwa deplored the dismissal on Friday of 100 Eastern Cape post office workers, saying it viewed it "as a regrettable development that will escalate tensions"

The sacked employees were among the 1 700 Eastern workers who went on strike on June 23 demanding the reinstatement of 60 colleagues dismissed over the last two years

Plastic workers down tools

ABOUT 90 workers at Consol Plastic Packaging in Kuils River downed tools during a shift this week over wage and other grievances.

A spokesperson for the Chemical and Allied Workers Union said the strike occurred on the 3 am shift to back demands for a R1 an hour increase on their present wage of R2 an hour.

The workers are also demanding maternity benefits of four months paid leave and two months unpaid leave. They also want a shift allowance.

A Consol spokesperson, Mr Hennie Stroh, said "substantial negotiations" were underway



SOUTH

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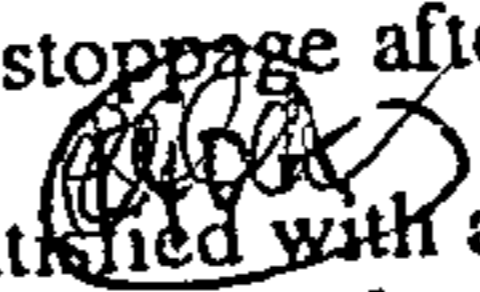
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13 19 18 81

Campus strike continues



6/11/81

WORKERS at the University of Port Elizabeth, members of the Transport and General Workers Union, this week continued their work stoppage after staging a sit-in earlier this week.



152

The 270 workers are dissatisfied with a wage increase. This is the first strike by workers at the university.

13-19/8/16

HTING

Striking bus drivers sacked

ABOUT 70 striking bus drivers and 10 workshop employees of Tramways here were dismissed earlier this week after they failed to return to work.

The drivers and technical staff, most of whom are members of the General Workers Union of South Africa at the bay depot at Struansway, downed tools after Tramways refused to bow to a demand for the dismissal of a chief inspector.

The managing director of Tramways, ~~Carl~~ Coetzer, said the workers had dismissed themselves by not returning to work.

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Cape Times 22/1/57
Thousands stranded

JOHANNESBURG. — Thousands of commuters in the Vaal and Free State were stranded as 2 000 members of the Transport and Allied Workers' Union downed tools on Thursday. About 800 Vaal Transport Corporation workers and about 500 Western Bus Lines workers struck yesterday to protest at retrenchments.

Union man barred from plant

ABOUT 800 Saldanha Bay Sea Harvest workers downed tools this week because a Food and Allied Workers Union (FAWU) organiser was not allowed into the factory

Workers said the security would not allow union organisers on the premises without prior arrangement.

A worker said the union then called for a meeting but management apparently said they did not have time.

A spokesperson for management last night said they did not have details of any incidents.

A FAWU spokesperson said negotiations were in progress.

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13-19/8/87 South

Paralegics down tools because wages are late

MORE than 100 paralegics at the Orlando Sheltered Workshop, in Orlando East, Soweto, this week downed tools after demanding their overdue wages.

The workers said they went on strike after their employer, Mr Roy Webber, did not give them their pay on Friday and told them it would be available this week.

On Monday the workers met Mr Webber who said he was waiting for five of the six signatories to authorise their cheques.

When they insisted that he pay them because

they did not believe him, Mr Webber ordered a driver to take them home and not to fetch them the next day.

Mr Webber said the signatories, who had been away on business, arrived yesterday. The workers would get their money today, he added.

He denied that he had fired the workers for going on strike.

"They will be fetched from their homes to collect their money. There is no problem at the workshop and everything is operating normally," Mr Webber said.

Soweto

152

[scribble]

Security guards strike

ABOUT 800 security guards employed by the Johannesburg-based Pritchard Security Services Group staged a one-day work stoppage on Monday — the second strike to hit the security industry in less than a month.

Observers believe unions are turning attention to pay and working conditions in the industry.

National Security Employers Association vice-president Roy Macfarlane said yesterday. "There's definitely a new awareness among security firms to the possibility of strikes, but a concerted union attack on the industry is unlikely."

He said a pooling agreement in the association would ensure that property was not left unprotected if a strike

B. Day
brought the operations of a security firm to a standstill.

The Pritchard strike was reportedly over demands to reinstate five dismissed employees, higher wages and better working conditions. The Transport and General Workers' Union could not be reached yesterday to confirm that.

Pritchard Group MD Ashely Walker said management was talking to various unions to settle worker grievances. He said: "But I'm not prepared to prejudice the talks by disclosing what they are."

□ About 350 Fidelity Guards employees staged a three-day stoppage over a wage dispute last month.

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2 Cape Times, Friday, August 14, 1987 ★

Employees of market agents continue strike

Staff Reporter

ABOUT 400 employees of the Institute of Market Agents at the Epping Market yesterday entered their second day of a strike in support of a minimum wage of R90 a week.

A Food and Allied Workers Union, Fawu,

spokesman said talks had deadlocked at a R10 a week increase (from the present R60 minimum) with management's outside negotiator expressing the opinion that mediation would "not be useful".

Mr Ludwig van Deventer, National President of the Institute of Market Agents said yesterday the percentage commission for agents remaining unchanged since legislation set it between 5% and 7½% in 1944.

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Potwa mum on negotiations

Dispatch Reporter

EAST LONDON — Representatives of the Posts and Telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike

The president of

Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals

A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only

expected after the weekend

He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday

In Soweto, where all depots have been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said

Schoolboy to remain paralysed?

CAPE TOWN — The St Andrew's College schoolboy who was injured in a rugby match against Queens College in Grahamstown in June, Stuart Heeger, 14, is still in hospital here and considered to be a quadriplegic

Stuart is presently in the Conradie Hospital's intensive care unit

After medical checks this week, doctors told his father, Mr John Heeger, who resides in East London, that Stuart would probably not regain the use of his limbs

He is presently on a respirator, but doctors hope that this may eventually be disconnected, should Stuart be able to breathe unassisted

Doctors, however, are unable to say when this may be

● Three Queenstown-rugby players were laid up in neck braces in the Frontier Hospital at the weekend as a result of injuries sustained on rugby fields

All three were discharged on Sunday

Union signs accord with King tannery

Dispatch Reporter

KING TOWN — WILLIAM'S TOWN — The South African Textile and Allied Workers' Union (Satawu) yesterday signed an agreement with the management of King Tanning here, after months of negotiations on wages and conditions of employment

In a press release, Satawu, who represented about 70 per cent of the King Tanning workforce said that both parties were committed to negotiating health and safety now that this agreement had been reached

A managing director of King Tanning, Mr Robert Newson, expressed his satisfaction with the constructive manner in which the negotiations had taken place

"We are looking forward to a long and successful relationship

with the representative union," Mr Newson said

Satawu said it was too late to do things for the workers. The workers had to involve themselves in all things affecting them in the workplace

Satawu said it had also reached an agreement and signed procedures with Eastern Province Textile management on Tuesday

The agreement had covered disciplinary, grievance, dispute resolution, maternity health and safety procedures

President

EAST LONDON — Mrs Alma Powell is the Ex-Servicewomen's League national president and Mrs Ada Gloster is the local branch chairman, not as reported yesterday

Post Office strike: Potwa talks with Minister

Post Office management and representatives of striking workers met in Cape Town yesterday to try to resolve the national strike.

A spokesman for the Post Office and Telecommunications Workers' Association (Potwa) said the union had a meeting with the Minister of Posts and Telecommunications, but no details were available.

More than 7 000 Potwa members attended a rally in Soweto yesterday.

The strike has brought postal services to a halt in Soweto and has caused mail delivery delays of up to 48 hours in Brixton, Mayfair and some other Witwatersrand areas.

The Post Office has appealed to civil and military pensioners who normally collect their pensions at post offices in Orlando, Diepkloof, Xwa Tshiawelo, Meadowlands, Dobsonville and Moroka to collect their pensions today at the Orlando police station.

The strikers are demanding equal job opportunities, equal pay and equal treatment for black workers.

Cape Times 29/8/82
**Fabrics
strike:
Union
steps in**

Labour Reporter

THE Western Cape executive of the 32 000-strong National Union of Textile Workers (NUTW) has urged management to settle with workers striking at two Peninsula fabrics factories.

Between 100 and 200 workers at Narrow Fabrics factory in Steenberg and Wilmill Narrow Fabrics in Salt River struck on Tuesday over a wage dispute.

Branch secretary of the Cosatu-affiliated NUTW, Mr Ebrahim Patel, said last night failure to settle the dispute would compel the entire Cape trade union movement to push for an improvement of the workers' present wage of R54 a week (R1,18 an hour).

Mr Michael Raphaely, managing director of the factories, said this week that the original demand of R20 across-the-board was met by management on August 21.

Joining postal strike was a 'snap' decision

SATURDAY STAR REPORTER

Most people go on strike for better wages. But not so striking postman Siphwe who says he is actually happy with his pay. What he is not so enthusiastic about are working conditions and opportunities for promotion. That is why he decided to join the strike.

Not that he had any choice. Union members were told to stop work "or terrible things will happen", he said.

But to reinforce his point about the "terrible" conditions, he rolls up his trousers to show thin legs covered with scars,

all inflicted by dogs during the course of his daily postal deliveries in a white Transvaal suburb.

He has lost count of the number of times he has been attacked by dogs. However, Siphwe (not his real name) has never forgotten the day he thought he was going to be maulled to death.

A savage dog had dragged him off his bike and was in the process of biting him all over his buttocks when the dog's

owner came to the rescue, he said.

Siphwe was taken to a doctor, as he has been after numerous other attacks since then.

What annoys Siphwe is that many people on his route don't have post boxes. This means he has to enter their properties — and face the dogs.

Ideally, Siphwe would like to move on from suburb delivery to vehicle post box collection, but he feels his chances of promotion are very slim.



Star 29/8/87

Brewery employee

acquitted of assault

CN/6 Times 29/8/82
Court Reporter 152

A BREWERY employee was yesterday acquitted in the Wynberg Regional Court of intimidating and assaulting colleagues and forcing them to stay away from work.

The state had alleged that Mr Wennington Nwezo, 43, of Khayelitsha, intimidated Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsons Breweries on June 30 by forcing them to stay away from work.

Mr Nwezo said he was a shop steward at the brewery whose duties included liaising with workers and management.

At a previous hearing Mr Nwezo said he arrived at work at about 6.30am and saw policemen on the premises. He was told by fellow workers that there was a "problem with casuals" and they had been chased away.

The magistrate, Mr A S McCarthy, said the complainants had clearly been assaulted by a group of workers. He said the state had failed to prove Mr Nwezo was a part of the group.

Mr P Mostert prosecuted Mr A Chiat appeared for Mr Nwezo

Sats Strike Warnings

152

CP/MS 30/8/87

20

THE situation of black transport workers was deteriorating rapidly and workers were considering another strike following the failure by SA Transport Services to implement an agreement reached at the end of the three-month long railway workers' strike which ended in mid-June, a spokesman for the South African Railway and Harbour Workers' Union said this week.

Sarhwu general secretary Ntai Sello and education secretary Mike Roussouw told the conference the union wanted to put the conflict behind it and normalise working conditions. However, they said, Sats was not implementing the terms of the strike settlement and this was causing frustration among workers. The telex to the Minister of Law and Order was an attempt to resolve the con-

tinued detention of Sats workers and their ongoing harassment at their workplaces. In the telex, Sarhwu detailed instances of the agreement not being implemented as being:

- Various forms of victimisation of strikers, including Sats not re-employing strikers.
- The seemingly unnecessary relocation of workers from original jobs and depots.
- Instances of verbal and

physical abuse.

- Failure to implement aspects of the agreement concerning freedom of association for Sats workers, pay increases and parity with whites in service conditions and benefits.

"Sarhwu has also received reports of discussions among workers about the possibility of calling another strike to draw attention to their grievances. "We are very concerned about this and believe that, unless something is done to

alleviate the situation, workers will take the matter into their own hands," said the telex.

Sarhwu requested an initial response by 10am on Wednesday "because of the urgency of the situation", but only received an acknowledgment of receipt of the telex, the spokesman said.

They said that seven of the 22 Sats workers in police detention had been released on Wednesday - possibly as a response to their telex, by the Minister of Law and Order.

But Sarhwu lawyers were still preparing to apply for the release of the remaining detainees.

In the telex the union called on the Minister to:

- Remove all our people from detention, charging those you feel you have a case against, thereby giving them the opportunity to defend themselves in an open court, and letting the others go.
- Stop the security police from using security legislation to investigate the various criminal offences they claim have been committed. - Sapa.

Reinstated workers to get back pay

SM: 26/8/85
DURBAN — Two hundred and twenty Putco bus drivers will receive more than R500 000 in unpaid wages after an application in the Supreme Court, Durban, yesterday. Evidence was that the workers were dismissed in November last year but were reinstated on May 12 after an application in the Industrial Court by the Transport and General Workers' Union.

The Industrial Court ordered Putco to pay the dismissed workers their usual wages for the period April 12 to July 3 but this had not been done.

Mr Justice Didecott said the Industrial Court was set up to handle industrial disputes and the whole system would fall away if its decisions were ignored.

Argus 26/8/77 (268) (152)

15 000 Post Office workers on strike

The Argus Correspondent

JOHANNESBURG. — The Post Office has placed the number of workers on strike at 15 000, which includes the 1 900 workers who have been dismissed so far

Among those fired were 1 400 in the Eastern Cape, 160 on the Witwatersrand, 160 in Bloemfontein and 110 in Pretoria.

A Post Office spokesman

said more than 1 700 new employees had been hired, mainly in the Eastern Cape

He appealed to the public to bear in mind that delivery of COD parcels and registered items to black areas could take some time as services in most townships were still at a standstill

In Port Elizabeth, more than 150 000 items of mail to black

areas had remained undelivered while more than 1 300 mailbags for Soweto had not been cleared.

The spokesman said that at New Brighton in Port Elizabeth the Post Office had been reopened although mail had not been delivered

In other areas of Johannesburg, delays in mail deliveries were up to two days.

Free State hospital staff ordered to strike

Own Correspondent

the National Education, Health and Allied Workers' Union

BLOEMFONTEIN — About 900 employees at Pelonomi Hospital in Bloemfontein stopped work yesterday morning

The spokesman said the strike organisers ordered workers from the wards. Others not wishing to strike hid

A hospital spokesman said the workers claimed there must be a union for the hospital workers though it was known most were members of

The strikers remained in the vicinity of the wards while the officials negotiated with an official from the provincial administration

SPK
152
26/10/82

Workers strike for 'living wage'

A total of 320 workers struck at two factories of the pharmaceutical company, Twins Propan, on Tuesday in support of "living wage" demands.

The Chemical Industrial Workers' Union (Cwiu) said 250 workers had stopped work at the Wadville, Germiston, plant and 70 at Durban.

The Cwiu said the management at both factories had threatened workers with dismissal if they did not return.

They were seeking R750 a month.

Management was unavailable for comment at the time of going to press.

Staw

27/8/87

~~152~~

152

Soweto stoppage

152 City Press 9/8/87

By DERRICK LUTHAYI

MORE than 5 000 Soweto Council workers downed tools this week in protest over what they described as "sickly remarks" allegedly made by Mayor Nelson Botile to their representatives who had met him to discuss their grievances

Botile was not available yesterday for a comment, because he was in a meeting with worker representatives and members of his council

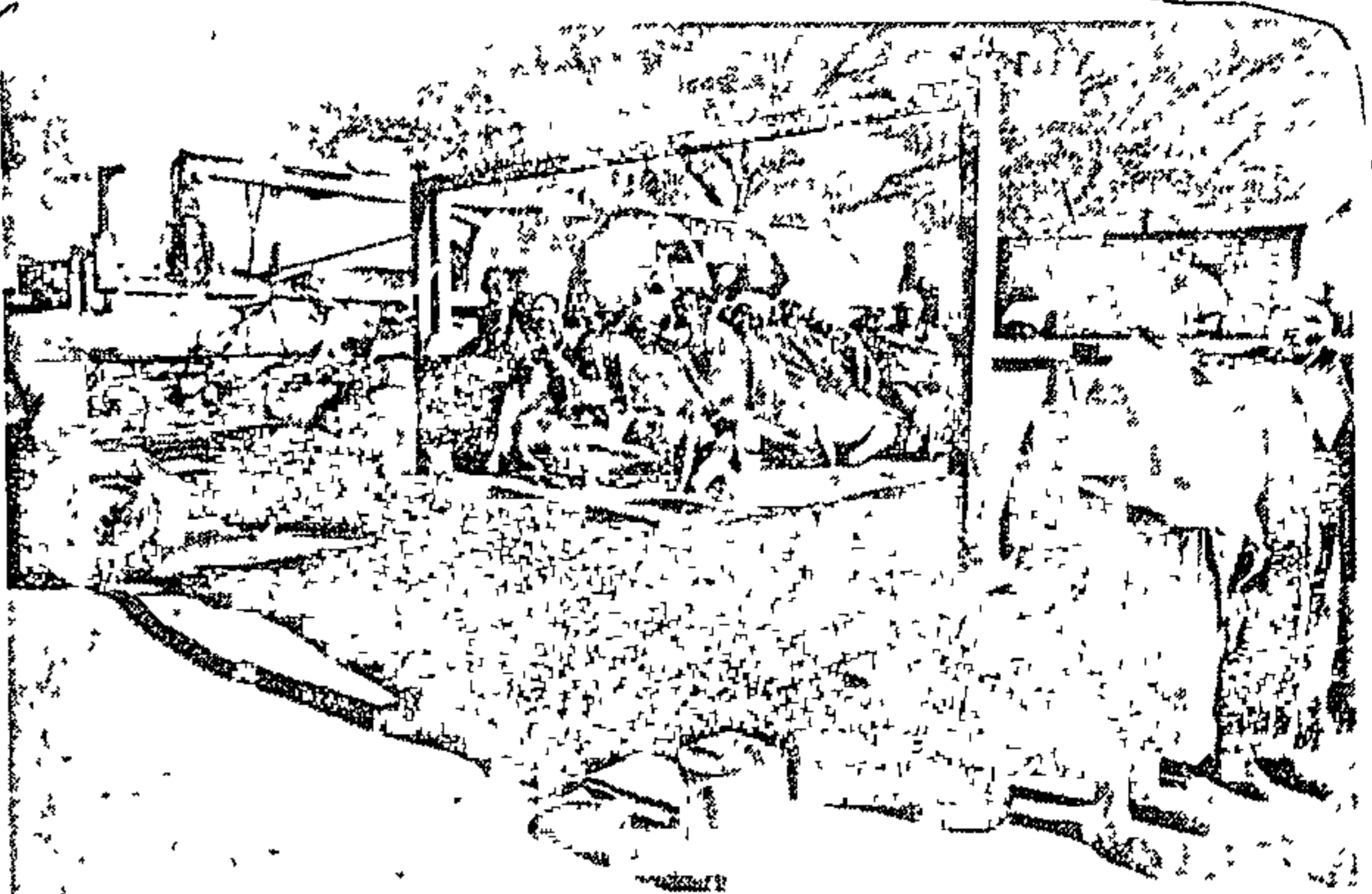
The three-day-old strike may disrupt the township's essential services such as electricity, water reticulation, sewerage, refuse removal and the digging of graves

The strike involves sports organisers, clerks, drivers, cleaners and electricians

Workers yesterday told *City Press* that the strike was sparked by a council circular notifying drivers who were involved in accidents while in council vehicles that they would have to pay R2 000 if they were at fault

They claimed that, following this notice, they met with Botile at the council chambers on Tuesday to discuss the problem, and Botile then allegedly used derogatory terms against the representatives, who stormed out of the meeting and called for a stoppage

Botile was called to a public meeting on Wednesday at the Zondi stores, where it is alleged he apologised for his remarks. The workers, however, refused to accept his apology unless other matters affecting them were solved



Soweto council workers wait for the outcome of the talks with the mayor and their representatives.

Pic: EVANS MBOWENI

THE EMERGENCY
This newspaper has been produced under emergency regulations which amount to censorship. The restrictions effectively suppress information of public interest. No details of 'unrest' or security force action can be published without permission. However, within the limits of these restrictions, City Press will continue to make every effort to provide objective coverage.

A 10-member delegation yesterday met council officials at the Jabulani Civic Centre, while thousands of workers stood around in groups at Zondi, awaiting the outcome of the talks

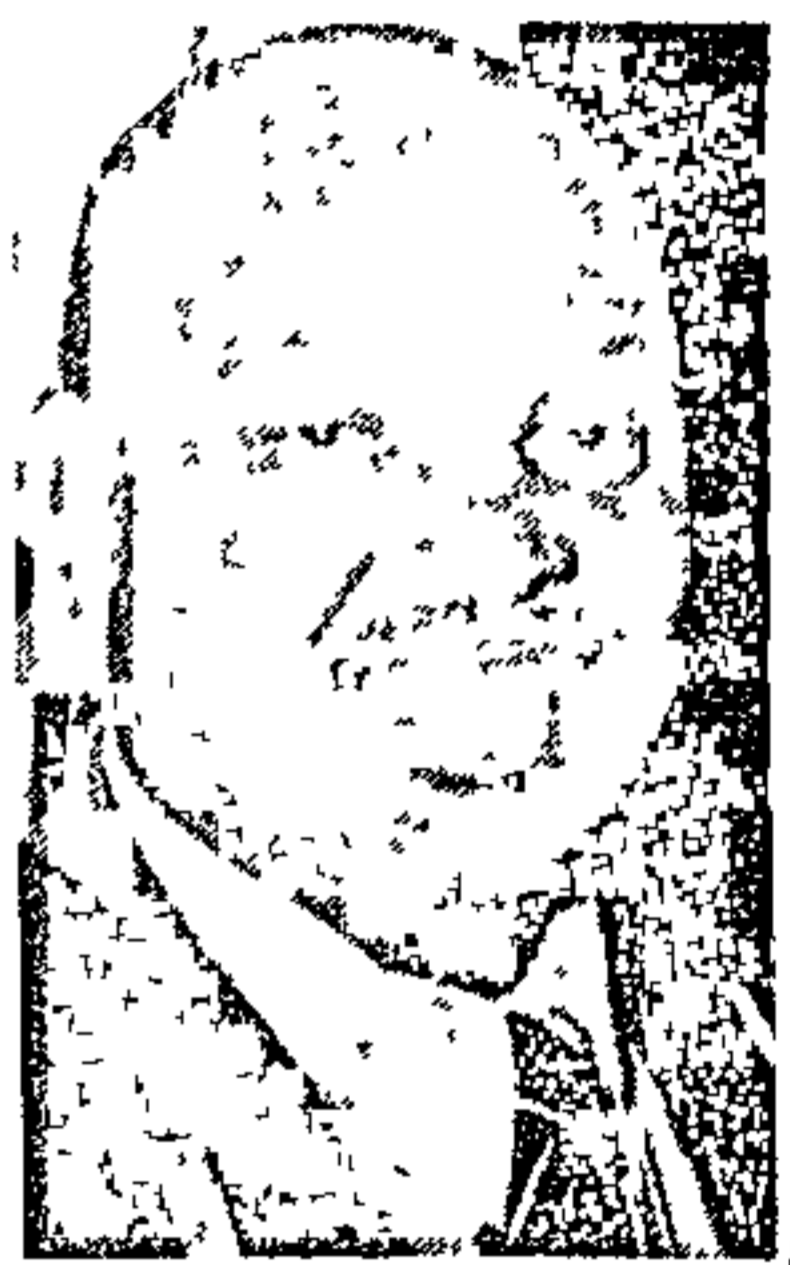
Other worker grievances include

- Disparity of pay between black and white staff. A senior black administration clerk with at least 10 years' service earns R1 000 a month, while whites with a few months' service earned R1 917,25
- Artisans and labourers

were used as drivers, but were not paid for driving council vehicles

- Black workers were given a 12,5 percent increment at the beginning of July, while whites got 32,5 percent, retrospective to April

The effect of the strike would mean that, if there is a power failure or burst water pipes, there would be nobody to effect repairs, and very few people will be buried at the weekend because there are not enough open graves in the cemeteries



Nelson Botile

9/87

and it is felt that her family hearing the news. Patient has so far undergone a if she was Aids antibody latter of a week or two before tests would be administered



This scene of Bucs fans' jubilation during last week's first leg of the JPS final in Durban is likely to be

PIC: PETER SELOVE

Strike ups platinum price

3 days 19/8/87

ABOUT half the workforce at JCI's Matthey Rustenburg platinum refinery at Wadeville near Germiston went on strike yesterday in protest against plans to relocate the plant to Bophuthatswana.

And the platinum price in London — notoriously sensitive to psychological factors — jumped by \$8/oz to \$599 on news of the strike yesterday morning.

The 200 strikers, represented by the Chemical Workers Industrial Union (CWIU), fear the move to the homeland will lead to mass retrenchments.

In a brief statement, Matthey Rustenburg MD Brian Gilbertson yesterday echoed the CWIU's demands and said production at the refinery was not affected by the strike.

HAMISH McINDOE

Pressed earlier for comment, Gilbertson would not disclose what measures management were taking to settle the dispute

A spokesman for Brandeis metal merchants in Johannesburg made clear the six-month platinum pipeline for the metal to reach the market would obviate production losses caused by a long strike

In a statement, the CWIU called on management to halt the building of the new production refinery in Bophuthatswana, which it called a "bantustan", and site the plant in SA

The issue was deadlock at conciliation board level in June and the strike is legal in terms of SA's labour laws.

MONDAY, 31 AUGUST 1987

Indicates translated version

For written reply

General Affairs

Legal Aid Board

210 Mr D J DALLING asked the Minister of Justice

- (a) What were the unpaid (i) financial and (ii) contingent financial obligations of the Legal Aid Board as at 31 May 1987 and
- (b) what cash funds did this board have at its disposal as at that date?

The MINISTER OF JUSTICE

(a) (i) and (ii) A rough estimate done by the staff of the Legal Aid Board indicates that the Board may receive accounts for about R13.5 million in respect of live cases (some of them up to thirteen years old) over the next thirteen years. During the present financial year up to and until 31 July 1987 R2 047 724 has already been paid in legal costs. This amount includes the payment of accounts rendered in approximately 3 677 cases which have been finalised and the payment of provisional accounts rendered in approximately 1 967 live cases. A rough estimate also indicates that during the remaining part of the present financial year approximately 7 526 cases will be finalised and that approximately 2 800 provisional accounts will be rendered for which it is expected, a further R6 million will have to be paid.

(b) R9 987 126 from which R8 668 910 was set aside for legal costs.

I may add that due to the nature of the Legal Aid Board's activities it occurs that cases, especially civil cases, are only disposed of years after legal representatives are instructed and that moneys become payable only then. It is usually also not possible to predict in which financial year a case will be disposed of and the moneys become payable. It is therefore difficult to budget accurately. However, in the case of a shortfall in any given year the Gov-

HOA

ernment has in the past always been prepared to arrange for additional funds

I also refer the Honourable Member to the discussion of the Department's vote during which I also dealt with the matter (Hansard Col 2 796)

Strikes - damage

328 Mr P J PAULUS asked the Minister of Transport Affairs

Whether any railway coaches were damaged during the strikes by employees of the South African Transport Services this year, if so, (a) what are the nature and extent of the damage, (b) (i) how many coaches were damaged beyond repair and (ii) what is the total cost of these coaches and (c) what is the total amount of the damage suffered by the Transport Services in this connection?

The MINISTER OF TRANSPORT AFFAIRS

- Yes
- (a) 136 railway coaches were damaged by fire
- (b) (i) Thirty
- (ii) R7,6 million
- (c) The cost can only be determined once the damage has been repaired

Own Affairs

Technikons non-White persons

75 Mr R M BURROWS asked the Minister of Education and Culture

- (1) Whether he has had talks with the rectors of the eight technikons falling under his control in connection with the admission of non-White persons to the technikons concerned, if not, why not, if so what resulted from these talks.
- (2) whether it is possible for a technikon council to admit students of all population groups to the technikon concerned, if not why not,
- (3) whether a quota system is still being applied at all technikons, if so (a) to

Hansard 31/8/87

Milling strike

off after 152 officers

By CLARE HARPER
Labour Reporter

A TWO-DAY national milling strike by about 5 000 workers was last night called off after workers' discussed new proposals put to the Food and Allied Workers' Union (Fawu) at the weekend

Fawu national organizer Mr Mandla Gxanyana said workers held regional gatherings yesterday to discuss the proposals and subsequently called off the strike. He said Tuesday's and yesterday's action "was just a warning"

Industry sources said meetings between Premier and Sasko and the union would continue this week and most likely at the weekend.

Large-scale

In the industry's first large-scale strike, workers struck at mills and factories in the Premier and Sasko groups, two of the main producers of staple foods, oil products and animal feeds

All Premier plants, except Epol in Vryburg, were out on strike, including 10 Epol plants, four Epic factories and seven Premier mills

Premier group human resources director Mr Theo Heffer said yesterday that about 4 000 workers at about 20 Premier plants had struck across the country.

Sasko group manpower manager Mr Tom Duff said its Durban and Port Elizabeth mills were involved in the strike, but the Rondebsoch mill was unaffected. In Pretoria workers limited their industrial action to a one-hour stoppage

20-26/8/87

W Cape postal workers on strike

South

(S)

(S)

THE nationwide strike by post and telecommunication workers this week spread to the Western Cape where more than 50 workers at four post offices in African townships downed tools.

The strike is in its ninth week.

The action followed after talks to end the strike between the Post and Telecommunications Workers Association (Potwa) and the Minister of Home Affairs, Mr Stoffel Botha, failed.

At a meeting on Sunday Potwa (Western Cape) rejected the government's proposed solutions and resolved to go on strike until their demands were met.

The workers demand: Salary parity and a minimum wage of R600 a month; promotion based on merit; an end to dis-

crimatory and racist practices; an end to victimisation and dismissals.

According to a local Potwa spokesperson, the workers at Mbekweni, in Paarl, and Zweletemba, in Worcester, have also heeded the strike call.

At Khayelitsha post office a pamphlet explaining reasons for the strike was pasted on the door. At the Langa post office the clerical workers were on duty but there were no letter deliveries in the township.

The public relations officer for the Department of Post and Telecommunications in the Western Cape refused to comment

The department's spokesman in Pretoria, Mr Ben Roodtman, had not responded to inquiries by the time of going to press.

Potwa condemns firing of 14 000 postal workers

By Adele Baleta

The Post Office and Telecommunications Workers' Association (Potwa) has condemned the systematic dismissal of 14 000 postal workers which started yesterday and has warned that postal services could come to a standstill.

The Department of Post and Telecommunications said it had started hiring staff after workers failed to return to work following negotiations with the Minister of Home Affairs and of Communications, Mr Stoffel Botha, on August 12 and 13.

Talks continue today.

A union spokesman said today, "We felt we had covered enough ground for agreement during our

talks with the Minister, but he chose to subvert the talks by issuing a joint statement saying the union and the Post Office failed to agree on isolated issues."

The deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers, said in Pretoria yesterday the post office rendered essential services and could not allow its services to deteriorate.

He said workers on strike would not be paid and would not necessarily be re-employed.

The union spokesman said the post office had only addressed the issue of starting salaries but had failed to secure parity for workers who had been employed by the department for more than 10 years.

~~W. Meir~~ W. Meir 14-20/8/87 ~~152~~ 152

A court nod to employee overtime rights

THE right of workers to refuse to do overtime has been confirmed by a Natal Supreme Court judgement considered highly significant by labour lawyers.

Judge John Broome was asked by Plascon Paints to grant an interdict against the Chemical Workers Industrial Union and 356 workers, restraining them from either holding any unlawful strike concerning an issue currently in dispute or from starting any overtime ban until the procedures under the Labour Relations Act had been exhausted.

The judge granted the bar on any unlawful strike but refused to prohibit workers from initiating an overtime

By **CARMEL RICKARD,**
Durban

ban. He said it would constitute "a very serious inroad into the rights (of the workers) were (he) to restrain them from inciting, instigating, calling for, supporting or organising an overtime ban."

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself. This is so even if

the obligation to work overtime is qualified with the words 'subject to any legitimate excuse'.

"As far as the union and the shop stewards are concerned, it seems to me that, provided there is no intimation, it is perfectly valid and unobjectionable if, in order to strengthen their hands, they call for an overtime ban. It represents a weapon available to them and to deprive them of it would be highly prejudicial to them."

"That (the company) is being prejudiced by an overtime ban seems clear. But that prejudice can probably be avoided by employing more workers and adjusting the work times."
"In my view the balance of conven-

ience favours the individual and not the employer, especially as the employer's case, on the merits, seems to be rather thin."

Commenting on the judgement, a labour lawyer said as far as he knew it was the first time the Supreme Court had said that an overtime ban did not constitute an unlawful strike and so the ruling "clarified the issue."

"It is most significant because the judgement goes so far as to say it is contrary to public policy that workers should be compelled to work overtime and that of its nature overtime is voluntary."

Controversial secretary of year

JOHANNESBURG. — Complaints have followed the naming of Miss Elsa Metz as "Secretary of the Year" in a contest jointly sponsored by the SABC. She is secretary to Mr Alwyn Schlabusch, Minister responsible for broadcasting. — The Argus Correspondent

ARGUS 2/9/87 (1987) 152

150 refrigeration workers fired

EAST LONDON — About 150 workers were dismissed from the Barlows refrigeration plant in East London following a dispute over proposed changes to working conditions — Sapa

100 fined for trespass

152
2/9/82
S. J. J. J.

MORE than 100 workers at Pelonomi Hospital in Bloemfontein, who were discharged on Monday after taking part in a strike, were yesterday each fined R30 for trespassing at the hospital

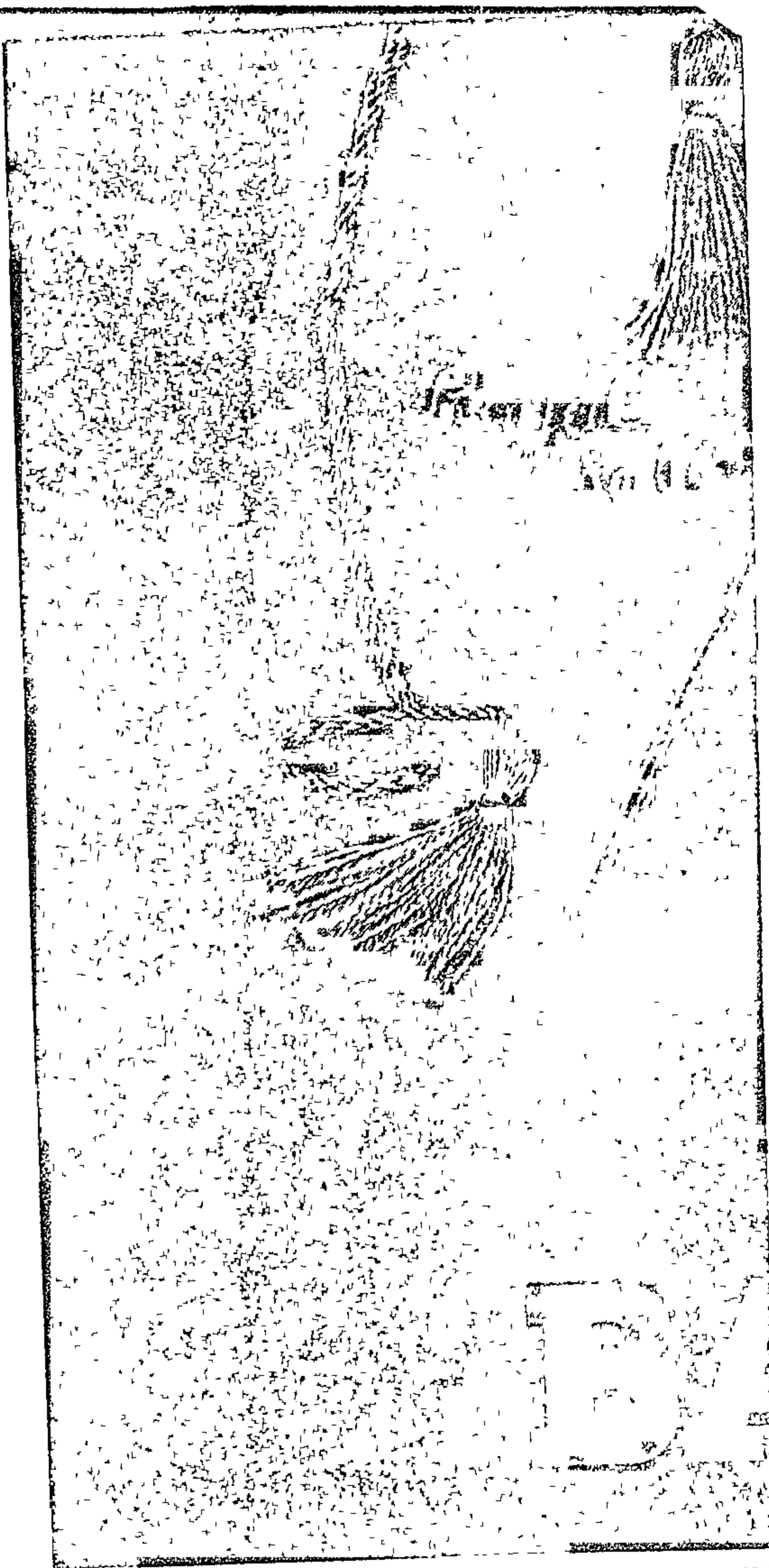
A spokesman for the workers said they had gone to the hospital to inquire about certain matters concerning their dismissal and had assembled quietly while waiting for a provincial administration official to answer their queries

Their queries were about leave pay and the reason for dismissal, which was not specified

It was alleged that at first they were told they could remain providing they did not cause a disturbance. Later, when more police arrived, they were told to disperse

The spokesman said they were then put into police vans and taken to a police station where they were each given a summons for trespassing

The person responsible for dealing with Press inquiries for the provincial administration was not available for comment



IF YOU EXPERIENCE ANY DIFFICULTY IN OBTAINING THIS STYLE (11371) PLEASE TELEPHONE

Very upset

WORKERS in the postal services are incidentally feeling rather upset about the termination of the miners strike.

The irony is that the postal workers are allegedly being told that if so many miners could settle their strike without getting all the demands they had asked for, then they, in the postal services, should be doing the same.

We find it extremely unfortunate for Post Office and Telegraphic Workers' Association members to be held to ransom for something that has happened in another industry. They went on strike for reasons that are different from the demands made by the Num and its members.



Sweetman
2/9/87

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Injured miners

Glass workers down tools

152
Smetun
2/9/87

HUNDREDS of workers at the three plants of the Consolidated Glass Ware downed tools yesterday over demands for better pay.

A South African Allied Workers' Union spokesman said the striking workers belonged to his organisation and the Chemical Workers' Industrial Union. The decision to down tools was reached after wage negotiations reached a stalemate.

The affected plants are Pretoria, Clayville, and Wadeville. Workers are demanding an 80 cents across the board hourly increase on the average R3,21 hourly wage they presently earn.

Mr Hennie Roos, managing director for the company's glass division, confirmed the strike. He would not discuss the matter as negotiations were still pending.

150 workers fired after dispute over tea break

SS PD 2/9/27

Daily Dispatch Reporter

EAST LONDON — A total of 150 workers have been dismissed from the Barlows refrigeration plant here following a dispute over proposed changes to working conditions

The dispute began on Monday last week when the company introduced changes to the tea and lunch-break times, said a spokesman for the South African Allied Workers' Union (Saawu), Mr L. Mngqono

A company spokesman, Mr Neil Davies, said yesterday that the plant, which was being manned by salaried staff, was operating and new workers were being recruited

Mr Mngqono said workers had refused to accept the conditions as they had not been referred to the workers' committee. Management had later threatened to withdraw housing and burial loans unless the changed times were accepted

The workers had in turn demanded that pensions should be paid out

The union also claimed that the company had refused to recognise the workers' committee as being representative of employees

The company had agreed to retain the existing tea and lunch-break times but had not withdrawn their threat to withdraw benefits

A deadlock situation was reached and some 150 workers were fired after management issued three ultimatums for them to return to work, Mr Mngqono said

Workers had gone on an "illegal" strike on Monday last week. Management had urged employees to abandon the strike and follow the procedures set out in an agreement between the company and Saawu on numerous occasions during the week, Mr Davies said

Mr Davies denied that threats to withdraw housing and burial benefits had been made. Workers did not have these benefits "so it is not a point of contention", he said

Management had announced the possibility of introducing loans and stop order facilities according to the needs of employees, Mr Davies said

Workers had gone on an "illegal" strike on Monday last week. Management had urged employees to abandon the strike and follow the procedures set out in an agreement between the company and Saawu on numerous occasions during the week, Mr Davies said

"Despite management's willingness to discuss and resolve the apparent grievances, the members and Saawu failed to follow the procedures and continued with the illegal strike

"On August 27, and again early in the morning of August 28, the company made final appeals to the striking workers to return to work on Friday, August 28

"The workers failed to heed the final ultimatum

"The company dismissed the workers participating in the illegal strike at 10 30 am on August 28"

Mr Davies said dismissed employees could reapply for employment

100 Peninsula textile workers on strike

By VUYO BAVUMA

MORE than 100 textile workers at two Peninsula factories this week downed tools in protest against "low wages and indecent working conditions."

Textile Workers Industrial Union (TWIU) members at Willmill Narrow factories in Steenberg and Salt River, who went on strike on Tuesday, claimed their bosses forced them to work overtime.

A TWIU spokesperson said the workers demanded a R20 increase.

The workers, who refused to be named for fear of victimisation, said they wanted improved working conditions and a 40-hour week.

They said they did not receive fringe benefits, like pension and medical aid.

"The factory's roof leaks on rainy days. We have to wear jackets when we work as it is cold in

winter. In summer, it is too hot as there is no airconditioning system," a worker said.

Those in the dye section said they had no protective gear.

Hardships

The workers said they experienced hardships because of low wages.

A Mitchell's Plain father of seven, employed at the factory for 19 years, said. "I can't afford to support my family with R100 a week I have to pay electricity bills, rent of R130 a month and buy groceries. It's very hard to cover so much with so little money."

A Steenberg mother of three, who has worked at the factory for 16 years, said her wage of R60 a week was too low.

"We have to work overtime everyday to earn a bit

more than our basic salaries," a woman with three years' experience at the firm said.

Willmill Narrow managing director, Mr McNeal Raphaely, said they had agreed to meet the demand of the workers.

"I am upset about this. We stated in a telex to the union that we have agreed to offer them interim increases equal to their demand. I am prepared to discuss the other issues after this dispute is over. Maybe the situation has been caused by bad communication

"It is true that the factory building is old but it is in the process of being repaired," he said.

Asked to comment on the workers' complaints about the low increase they received, Raphaely said the textile industry had been going through hard times.

Smk



27/8-2/9/87



153

Principal summoned over May stayaway

152
88

A MITCHELLS Plain principal with 28 years teaching experience has been threatened with dismissal for heeding stayaway calls earlier this year.

Mr Peter Carelse, 49, of Glendale Senior Secondary School in Rocklands, was called in by Department of Education and Culture officials recently and told he could be dismissed, suspended, transferred, demoted or made to take unpaid leave.

Carelse said his entire school had abided by the community's call to stay at home on May 6 in protest against the white elections.

"On July 20, when the first of 73 teachers appeared on misconduct charges for refusing to administer the 1985 examinations, almost our entire teaching staff of 53 went through to the Department's Wynberg offices because we saw the charges as an onslaught on the teaching profession.

He said he would not back down and had the support of his teachers, pupils and their parents.

"I am not going to apologise or be forced into submission because I know what I did was right," he said.

Students at the school have warned the Depart-

ment to "keep your hands off our principal"

SRC members said all classes had pledged support for the principal and they would be prepared to take the issue to other schools and the broader community, if necessary.

"We want to make it clear to the Department that if they touch our principal, we will act with everything in our might."

Western Cape Teachers Union president Yusuf Gabru said his organisation supported Carelse and would be prepared to campaign on his behalf.

Gabru said most other teachers who stayed away on May 6 have had money deducted from their pay.

Carelse started his teaching career at Paterson High School in Port Elizabeth in 1958, and worked for many years in the rural areas before he came to Cape Town to be deputy-principal at a Mitchells Plain primary.

When Glendale started in 1983, he was appointed principal on probation. Almost five years later he has still not been told if his position is permanent.

"I don't understand how one can be on probation for so long. I have just accepted that I am permanent."

Carelse said his work in the rural areas had made him more conscious of the political situation in South Africa.

"I became aware of many

injustices, especially the notorious tot system," he said.

Carelse has two daughters who are also teachers.

Temporary Britain

...ity begins with an examination of male and ... for each of the Registrar General's five classes II = intermediate, III = skilled (divided into skilled, and V = unskilled) For both men and ... risk of death before retirement is 2.5 times as ... dizing for age within this group, the ratio for

...ance between the sexes in life expectancy, and ... f death for men is almost twice that of their ... f this is the overwhelming preponderance of

... are mentioned (2, pp 25-26) Standardizing ... dized mortality ratios (SMRs) are found to vary ... 117 in South Wales

... and health (2, pp 26-28) demonstrates some of ... of material without a clear focus of interest ... t should be taken - place of birth, nationality, ... Second, comparisons can be distorted for ... grant males have age-standardized mortality ... ritish-born equivalents. However, the propor- ... this group is much higher and the decision to ... based in part on grounds of health and fitness

Table 1

... by sex and social (occupational) class, ... land and Wales, 1971^a

		Female ^b	Ratio M/F
II (Intermediate)	5.54	2.15	1.85
IIIN (Skilled nonmanual)	5.80	2.85	1.94
IIIM (Skilled manual)	6.08	2.76	1.96
IV (Partly skilled)	7.96	3.41	1.78
V (Unskilled)	9.88	4.27	1.87
		5.31	1.86
Ratio V/I	2.5	2.5	-

^a Source, Office of Population Census and Surveys (OPCS), *Occupational Mortality 1970-1972, Decennial Supplement*, HMSO, London, 1978

^b Women with husbands have been classified by their husband's occupation, women of other marital statuses are attributed to their own occupational class

Hopes rise for an end to PO strike

By MICHEL DESMIDT
WITH 4 000 striking Post Office workers facing dismissal today, Post Office management is cautiously optimistic that an end to the 10-week-old strike is in sight after talks lasting 10½ hours with union officials that ended early today

A Post Office spokesman said agreement was reached on most points of dispute which gave rise to

the strike during yesterday's marathon talks, which began at 2pm and ended at 12 30am today

A few remaining points would be discussed at a meeting in Pretoria this afternoon and Post Office management was hopeful that an agreement would be reached

Although an agreement appeared likely at one stage during negotiations with the national executive committee of the Post Office and Telecommunications Workers' Association yesterday, talks ended without the strike being called off, said the spokesman.

The agenda for the talks was confidential, but likely points of discussion were pay during the strike and the reinstatement of 60 workers in the Eastern Cape — one of the central issues which sparked the strike on June 23

At least 4 000 striking workers have until 4pm today to return to work or face dismissal. The

original three-day ultimatum was to have expired by this morning, but with the prospects of an agreement in the air, management is understood to have extended the deadline till 4pm

Up to August 27, 3 089 workers had been dismissed countrywide, of which 1 530 were in the Eastern Cape. So far about 2 300 workers have been recruited nationally, 1 020 having been hired in the Eastern Cape

● Management of the Mercedes-Benz motor plant in East London yesterday threatened to withdraw its offer of increased wages and reduced working hours if the 2 000 black employees fail to return to work by 10am tomorrow.

A spokesman for the company said every employee had been notified of the ultimatum.

Mercedes-Benz has had a loss in production of 2 735 cars and heavy vehicles in the 21 days of the strike

19
11/9/87

BY DAVID DAINSOBY.

Cap Times 1/18/87

City textile workers call off strike

152 Labour Reporter

ABOUT 250 workers at Wilmill Narrow Fabrics, Salt River, and Narrow Fabrics, Steenberg, called off a week-long strike yesterday after accepting an immediate R10-a-week pay increase.

The managing director of the factories, Mr Mike Raphaely, said a settlement was reached on Sunday night and conveyed to the workers yesterday morning.

The factories, he said, were virtually back to normal.

The general-secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, said that the union negotiated an immediate R10 increase, a further R5 increase in January and a R5 increase in April next year.

TUESDAY, 1 SEPTEMBER 1987

- (2) whether he was reached a decision on this case, if not, (a) why not and (b) when is it anticipated that a decision will be reached, if so, (i) on what date and (ii) what was that decision?

The MINISTER OF JUSTICE

The question as it was framed, contains a series of statements of fact which makes it impossible to reply with a simple yes or no. The contents of police dockets are of necessity confidential and for obvious reasons cannot and should not normally be made public otherwise than in a court of law. In these circumstances I am compelled to reply to the question as follows:

- (1) The name of the person whose name was given to the Department by the hon member is Poni Geoffrey Nocanda. On 5 June 1987 the Attorney-General received a docket in which this man figured, but not necessarily because of allegations by him as stated in the question. The offence investigated was one of assault.
- (2) Yes, the Attorney-General has reached a decision
- (i) 17 June 1987
- (ii) He declined to prosecute

*17 Mr J M BEYERS asked the Minister of Agriculture†

Abattoirs

- (1) What was the total profit in 1985 and 1986, respectively, in respect of abattoirs falling under local authorities.
- (2) whether he will make a statement on the extent of these profits?

†The DEPUTY MINISTER OF AGRICULTURE

- (1) The required particulars are not known and are not readily obtainable
- (2) No

HOA

Answered 19/87

736

*18 Mr P J PAULUS asked the Minister of Manpower †

- (1) Whether his Department has investigated whether financial assistance is provided to strikers by trade unions, if so, (a) in what way and (b) to what extent is such assistance provided, if not, why not,
- (2) whether his Department intends investigating this matter, if not, why not, if so, when,
- (3) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER (for the Minister of Manpower)

- (1) No (a) and (b) Falls away

In terms of section 8 (1) (i) of the Labour Relations Act, 1956, the constitution of a trade union must explicitly provide for the purposes for which its funds can be utilised. If a trade union's constitution provides that financial assistance can be given to striking workers, it is not contrary to the Act. As long as the trade union concerned abides by the prescription of its constitution in the relevant connection no reason exists to investigate the matter.

- (2) No unless there are actions which are contrary to the Act or the provisions of a trade union's constitution
- (3) No

Own Affairs

State funds: system of control

*1 Mr M J ELLIS asked the Minister of Education and Culture

Whether the education departments under his control apply their own control methods in respect of State funds allocated to them if not, (a) why not and (b) (i) what is the system of control in force in each case and (ii) when was this system introduced?

Answered 19/87

TUESDAY, 1 SEPTEMBER 1987

†The MINISTER OF EDUCATION AND CULTURE

Yes, with delegated power from the Minister concerned,

- (a) falls away,
- (b) (i) the item budgeting control system in each case;
- (ii) the system dates back to the previous dispensation when provincial education departments were part of the provincial administrations

Natal Education Department: circular

*2 Mr M J ELLIS asked the Minister of Education and Culture

- (1) Whether, earlier this year, the Natal Education Department issued a circular on purchasing procedures and control, particulars of which have been furnished to the Minister's Department for the purpose of his reply, to schools and colleges of education under its control, if so, (a) on what date and (b) under what reference number,
- (2) whether the Department concerned was recently required to withdraw this circular, if so, (a) when, (b) why and (c) who took the decision in this regard?

The MINISTER OF EDUCATION AND CULTURE.

- (1) Yes,

(a) 23 June 1987,

(b) 4/23/5/3,

- (2) no, the Natal Education Department has however considered it necessary to withdraw it
- (a), (b) and (c) fall away

History Std 10,
Higher Grade and Standard Grade

*3 Mr K M ANDREW asked the Minister of Education and Culture

- (1) Whether, with reference to his reply

to Question No 1 on 23 June 1987, the authors of the text-book *History Std 10, Higher Grade and Standard Grade* are employed by the Transvaal Education Department, if so, (a) in what capacity, and (b) since what date, in each case, if not, by whom are they employed,

(2) (a) how many (i) spelling and (ii) grammatical errors are there in this text-book, (b) what is the nature of these errors and (c) what action has been taken to correct them?

†The MINISTER OF EDUCATION AND CULTURE

- (1) Yes.

(a) Both authors are employed by the Transvaal Education Department in the following capacity

Mr C J Joubert—Principal,
Mr J J Britz—Deputy Principal

(b) Mr C J Joubert since January 1953,
Mr J J Britz since January 1958

(2) (a) (i) and (ii) In view of the fact that the publishers of school textbooks assume responsibility for the official editing of the final manuscripts, the Department does not keep statistical records of the errors that occur in manuscripts. Errors that the evaluators come across are marked in the manuscripts and brought to the attention of the publisher concerned for corrections

(b) Mainly grammatical and spelling errors

(c) Errors that have been brought to the attention of the Department have been conveyed to the publishers with the request to correct them. The Department has established that although some errors have been corrected in the second edition of the book, not all errors have been eliminated. Urgent discussions with the publisher are being held in order to ensure that the manuscript is immediately corrected

HOA

Answered 19/87

Strikes due to ignorance of black aspirations — LP

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1/9/87
DD

CAPE TOWN — The country's labour relations system had collapsed because the government had not addressed the question of black aspirations simultaneously with labour legislation, Mr Archie Poole (LP Belhar) said yesterday

Speaking in the Committee Stage debate on the Manpower and Public Works budget vote, Mr Poole referred to the number of strikes daily and asked what had gone wrong

Bearing in mind that South Africa had one of the best sets of labour legislation found anywhere, the government had lost the initiative by

not meeting black aspirations at the same time

The new draft legislation which provided compensation for financial losses appeared to be aimed more at striking workers and could stir up a hornet's nest

He said the legislation would be closely scrutinised when it went before the joint standing committee

Mr Don Mateman (LP Eldorado Park) said the number of strikes were due to workers' frustrations

The only way to stop strikes was to change attitudes

"People must respect others as people," he said

Strike action should be used lightly because it was always "a double-edged sword"

Mr Sam Louw (LP Rust Ter Vaal) said because some farmers looked only after their own interests, drastic measures should be implemented for farm labourers in respect of minimum salaries, housing, medical benefits, and school facilities

Mr Moritz Friedberg (LP Springbok) said one of the most worrying groups in the area of unemployment was the "will not workers"

They paid no tax, had no responsibilities, and lived off relatives — Sapa

... ..

5,5m working days lost through strikes

31/8/87 B/Day

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MORE than 5,5-million working days have been lost through strikes so far this year — dwarfing the 1,3-million working days lost through industrial action for the whole of 1986.

According to latest government statistics, about 1-million working days were lost in the six months to June — and industrial relations experts claim government's strike count represents only 60% of actual losses

Government's statistics were also drawn up before the start of the gold and coalminers' strike — the largest in SA

Business Day Reporters

history.

Business Day estimates the miners' strike and other disputes during July and August have caused a loss of at least 4,5-million more working days

Andrew Levy & Associates (ALA) says "On current indications, 1987 will eclipse any previous year in terms of intensity, duration and ferocity of strike action"

Assocom manpower secretary Vincent Brett says the wave of strikes is illogical, given the high level of unemployment and the depressed economy

"This strongly suggests that the emerging trade unions are starting to flex their muscles in a trial of strength with employers"

Brett says the outcome of the miners' strike will be crucial in determining whether the pace of strikes will continue at such a rapid rate for the rest of the year

A spokesman for the Labour Monitoring Group says the stage has now been set for a year of industrial conflict. "Em-

● To Page 2



Strike action takes a heavy toll

employers are taking an increasingly harder line on the unions, and especially on their political demands"

The first quarter of 1987 was dominated by the widespread SA Transport Services and lengthy OK Bazaars strikes

An ALA labour survey shows the food industry accounted for 18% of all strikes in the six months to June, with mining 17%, chemicals 15%, metals 9%, the public sector 7% and the balance spread through other industries

Wage demands led to 30% of strikes and disciplinary action 24%, the survey says

Over the past two months, the food

sector had the greatest number of strikes, followed by the public sector and the metal industry Mining strikes involved the most workers, followed by the public sector

Institute of Industrial Relations figures show over 30% of industrial actions were settled through dismissals Return-to-work ultimatums and negotiated compromises accounted for about 20% each

Worker demands, however, were met in fewer than 10% of cases, while more than 10% of strikes were not resolved

31/8/87

● From Page 1

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Detentions mark strike

PORT ELIZABETH — More than 20 post office workers have been detained in Port Elizabeth since the beginning of the strike on 23 June this year.

Last Wednesday, the East Cape Regional Committee for the Post and Telecommunication Workers Association (Potwa) were detained by the security police in an early morning crackdown.

A Port Elizabeth lawyer for Potwa, Mr Bashir Hoosain, and a Potwa spokesperson in Johannesburg confirmed the detentions which took place at 5am in Port Elizabeth's Kwamagxaki township.

Hoosain said seven post office workers were detained in PE on Wednesday including five committee members which include Potwa's East Cape region treasurer, Sam Hlongwane, a shop steward representative, Kenneth Mkumatela, vice-chairperson Mandla Nabo, regional secretary Tobile Maso and a Queenstown branch organiser, Dion Klaas.

Hoosain said that since the strike began in Port Elizabeth in sympathy with the East London post office workers, his firm had handled the detentions of more than 20 post office workers.

The Potwa spokesperson said his association would do all in its power to achieve the demands of the nine-week strike. These include that workers on strike receive salaries — or even parts of their salaries for the time they have been on strike.

Parity

They insist that the salary notch parity for all black workers must apply and demand the unconditional re-employment of some 60 workers dis-

missed in the Eastern Cape since 1985.

The spokesperson also said their members received dismissal notices.

"We regard detention and dismissal notices as a setback in resolving the crisis because it creates an unfavourable atmosphere" he said.

In a statement released last week, the Post and Telecommunications liaison division in Pretoria said the strike of more than 1 500 black post office workers country-wide was maintained by large scale intimidation. The deputy Postmaster General of personnel and postal services, Mr Johan de Vilhiers, said very few workers were taking part in the strike voluntarily.

He said workers would lose their salaries, services benefits such as pensions, medical aid and housing benefits. Workers had already lost R7-million in salaries alone since the strike started in the Eastern Cape on June 23. — ECNA

South 10-16/9/87

(2/2/88)

AKGWS 20/8/87 (152) (152)

Dismissals condemned

The Argus Correspondent

JOHANNESBURG. — The Post Office and Telecommunications Workers' Association has condemned the dismissal of 14 000 postal workers which started yesterday and has claimed that postal services would come to a standstill

In a statement the Department of Post and Telecommunications said it had begun hiring new staff after workers countrywide failed to return to work following negotiations with the Minister of Home Affairs and of Communications, Mr Stoffel Botha, on August 12 and 13

However, talks between Potwa and the Post Office continue in Pretoria today

A union spokesman said "We felt we had covered enough ground for agreement during our talks with the minister in Cape Town, but he chose to subvert the talks by issuing a joint statement saying the union and the Post Office failed to agree on isolated issues."

The Post Office said the replacement of workers began after the union failed to respond to negotiated conditions to end the strike

The deputy-Postmaster General (personnel and postal services), Mr Johann de Vilhiers, said the Post Office had no other option but to hire other workers

~~CAC 12/15 20/88 2~~

Epping cotton workers strike

EP
152
152

Labour Reporter

MORE THAN 300 workers began a strike at the SBH Cotton Mills factory in Epping yesterday after management issued written warnings to two employees who had left their work stations to relieve themselves.

A National Union of Textile Workers spokesman said a work stoppage began on Tuesday night, with strikers demanding that the warnings be withdrawn and the rule be dropped.

The factory's personnel manager, Mr Kevin Gottsch, said yesterday that machine operators had to inform the foreman if they wished to leave their workplace "for whatever reason".

Postal strike talks resume today

152
2/14/87

Dispatch Reporter

EAST LONDON — Officials from the Posts and Telecommunications Workers' Association (Potwa) met with Post Office management staff in Pretoria yesterday in an attempt to resolve a two-month post office strike.

The talks started on proposals made by the Minister of Posts and Communication, Mr Stoffel Botha, at the weekend in an attempt to end the strike

Potwa's President, Mr Vusi Khumalo, said the talks are expected to continue today

Mr Khumalo said Potwa members had been canvassed on the minister's proposals, and the union delegation had presented their feelings to the deputy postmaster general, Mr Johan de Villiers, at a meeting yesterday afternoon

Potwa condemned the Post Office's announcement that some 14 000 workers would be dismissed because of the strike

In the statement the Department of Posts and Telecommunications said it had begun hiring new staff after workers had failed to return to work following negotiations with the minister, Mr Stoffel Botha, on August 12 and 13.

The Post Office spokesman, Mr Ben Rootman, could not say how many workers had been fired or how many had been hired to replace them.

The strike began in the Eastern Cape on June 23 in protest to the dismissal of three workers in January this year

He said because of the "sensitive nature" of the situation with postal employees, the minister's proposals would not be divulged at present — Sapa

Scooter drivers 'still out'

MORE than 30 members of the South African Scooter and Transport and Allied Workers Union employed at AE Engine Parts in Johannesburg continued their go-slow strike yesterday in protest against management's refusal to recognise their union.

The union's national organiser, Mr Moses Mahlo, said it was the union's policy that shop-stewards should be elected in the presence of union members to avoid confusion.

The company's personnel officer, Mr Tom Botha, said that management's doors were always open for negotiation, but unfortunately no settlement had been reached.

He denied that the workers were on a go-slow strike and added. "Everything is normal at the plant and we wish to have another meeting with the union to finalise our recognition agreement."

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Sawyer
21/8/87
~~USA~~

Potwa talks ^{21/8/87}

A TOP level delegation of the Post and Telecommunications Workers' Association yesterday met Government officials in an attempt to resolve the post office strike which has led to the dismissal of about 14 000 workers countrywide.

Potwa vice-president Mr Bob Mabaso said that the delegation presented the workers' original demands which included parity in salaries, the removal of racial discrimination and the reinstatement of sacked

the Eastern

A spokesman for the Department of Posts and Telecommunication in Pretoria confirmed that the meeting took place and said details would be released later.

The spokesman said the department's door was always open for representatives of Potwa to negotiate a settlement

The workers downed tools last week after demanding the reinstatement of striking Eastern Cape workers who were dismissed for having failed to heed an ultimatum to return to work.

(152)

BEL... 1911

(268)

Sweeten

Deadlock

as postal

strike

continues

(152)

Stay
21/8/87

~~21/8~~

Talks held in Pretoria between the Post Office and Telecommunication Workers' Association (Potwa) and postal authorities ended in deadlock last night as the country-wide strike by at least 14 000 workers continued.

A post office spokesman said that a date for further negotiations had not been set.

In a statement postal authorities said that at the meeting Potwa demanded that workers be paid while on strike and that dismissed Eastern Cape postal workers be reinstated.

The Post Office began dismissing workers on Wednesday and is recruiting replacement staff. The Post Office said that workers on strike would not be paid and would not necessarily be reinstated.

Potwa's main demand is wage parity and equal opportunity for job advancement.

In reply to Potwa's objection about the dismissals of workers, postal authorities said that during negotiations with the Minister of Internal Affairs and Communications, Mr Stoffel Botha, it was made clear that should workers not heed an August 17 return-to-work ultimatum, the Post Office would begin dismissing them.

AK665 21/8/87

Strike strands thousands

The Argus Correspondent

JOHANNESBURG. — Thousands of commuters in the Vaal Triangle and Free State were stranded as bus services ground to a halt after about 2 000 members of the Transport and Allied Workers Union (Tawu) downed tools.

About 800 Vaal Transport Corporation workers and others employed by Western Bus Lines, all members of Tawu, which is affiliated to the National Confederation of Trade Unions (Nactu), stopped work yesterday in protest against the management's decision to retrench 297 workers in the Vaal Triangle, Virginia and Kroonstad.

The corporation workers downed tools at 10.30am and immediately went home while shop stewards met at the union offices in Vereeniging.

PO strike: Uncertainty over more talks today

MAGW 21/8/87
PRETORIA. — Differences between Post Office management and the Post Office and Telecommunications Workers' Association (Potwa) have persisted at their meetings in Pretoria.

It was not clear whether the talks would resume today.

The talks concern proposals made to Potwa by the Minister of Home Affairs and Communications, Mr Stoffel Botha.

The Post Office said Potwa persisted with its claim that workers must be paid while on strike — a claim they had been prepared to set aside during an interview with Mr Botha last week.

Another claim was that workers fired in the Eastern Cape in the past few years must be re-employed — as well as more than 1 000 workers dismissed since the strike started.

In a telex to Post Office management yesterday Potwa objected to the dismissals after last week's negotiations.

The Post Office statement said Potwa had agreed to tell the management about its decisions on the negotiations by last Sunday. It failed to do so.

Mr Botha made it clear that if workers did not return to work by August 17, the Post Office would continue to dismiss them.

Potwa condemned the systematic dismissal of 14 000 staff which started on Wednesday.

The Post Office said it had begun hiring new staff after workers failed to return to work.

The strike started in East London on June 23 after Potwa alleged that three workers had been unfairly dismissed. — Sapa.

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CHAOS AS

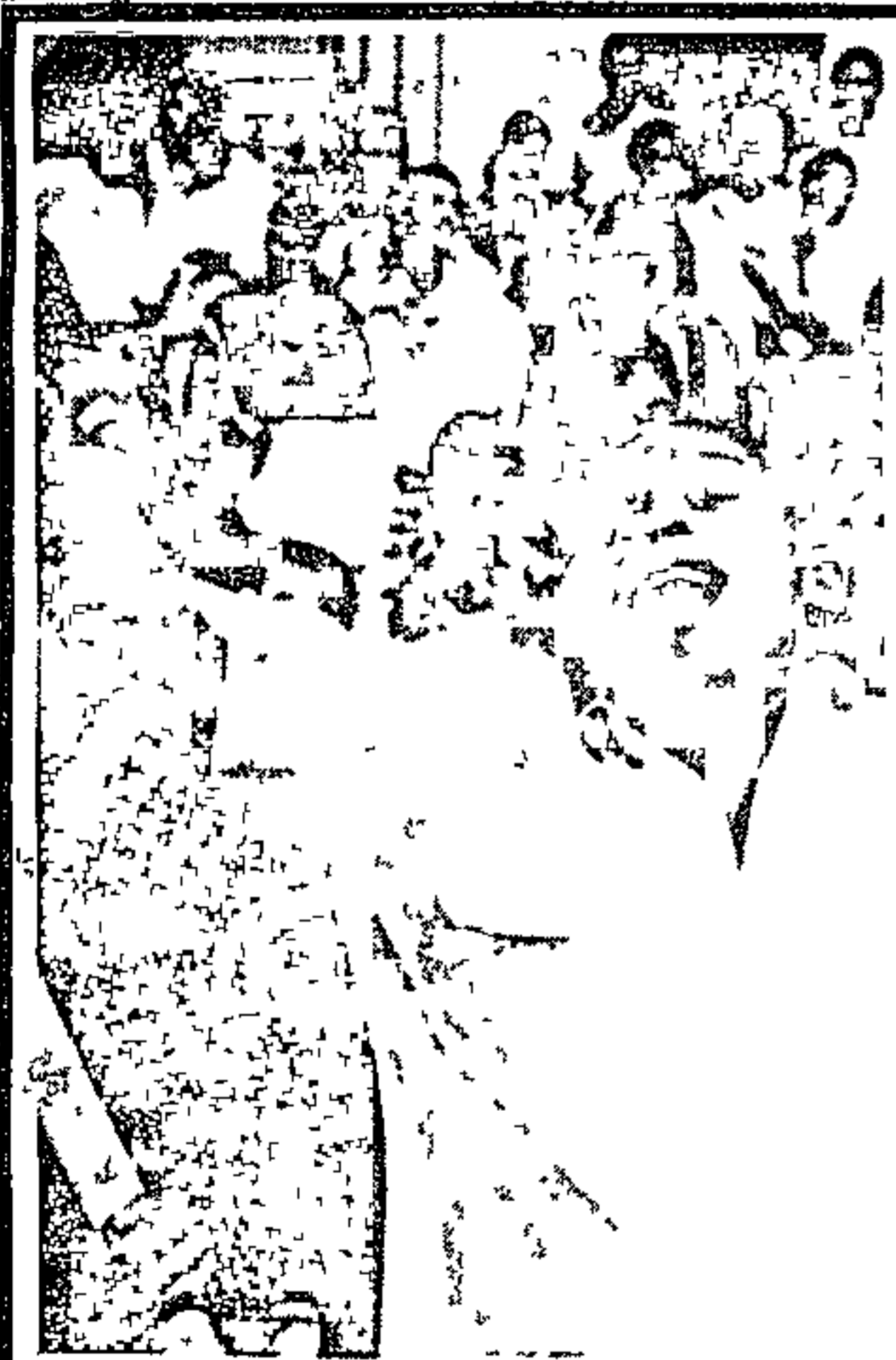
September 21/8/87

Thousands stranded in the Vaal and OFS

BUS MEN

STRIKE

Crucial time for UDF



THE UDF celebrated its fourth anniversary yesterday and to mark the event students at the University of the Witwatersrand organised a rally which was addressed by several speakers. Here students sing freedom songs outside the Wits Great Hall. See Pages 2, 8 and 16.

THOUSANDS of commuters in the Vaal and Free State were stranded as bus services ground to a halt after about 2 000 members of the Transport and Allied Workers' Union downed tools yesterday.

About 800 Vaal Transport Corporation workers and about 500 others employed by Western Bus Lines stopped work yesterday morning in protest against management's decision to retrench 297 workers in the Vaal, Virginia and Kroonstad.

Stewards

Union spokesmen said management initially intended to retrench 214 VTC workers by September 11 but had reduced the figure to 151. In Virginia 21 workers out of a total of 27 would be retrenched. In Kroonstad 19 out of 21 Tawu members would be retrenched, the union said.

The VTC workers downed tools at 10:30am and immediately went

By THEMBA MOLEFE

home while shopstewards met at the union offices in Vereeniging.

VTC's general manager Mr Peter Killick wrote a letter to Tawu's general secretary Mr Esau Rankholo, requesting a meeting to avert the work stoppage. Mr Rankholo was not available when the letter reached Tawu's Vereeniging office.

In Carletonville a work stoppage by Greyhound Coach Lines workers was averted when management told workers yesterday morning that it would no longer retrench staff.

VTC, GCL and Western Bus Lines are part of a multinational group, United Passenger

To Page 6

Bus men on strike

From Page 1

Transport Holdings. Taxis serving the Vaal's four towns and nine townships did a roaring trade.

The VTC workers downed tools two months ago after management refused to discuss an amendment to the recognition agreement it had with Tawu.

Many workers were injured and arrested after the police were called to disperse them.

VTC's management was not available for comment late yesterday as they were said to be in a meeting.

Mr Peter Killick said as far as he was concerned the buses were running normally in the Vaal Triangle.

In a letter to the workers he said the work stoppage on or off the premises of the company would be declared illegal and management reserved the right to take appropriate action.

WITWATERSRAND

21/8/87

R849

KAWASAKI GENERATOR

Postal strike: First a carrot, then a thwack

By JOHN PERLMAN

THE Post Office arranged further negotiations with the union representing 14 000 striking workers — only six hours before announcing strikers would be fired, the Postal and Telecommunications Workers' Association said yesterday.

Potwa general secretary Kgabisi Mosunkutu said the union had contacted management on Wednesday midday to arrange a meeting, and had received word of the intended dismissals that evening.

Mosunkutu said Potwa, which claims 17 000 paid-up members, had called the meeting after talks last week broke down when the union said it could not accept management's return-to-work conditions without consulting the workers. Following rallies held over the weekend, the ur-

ion was ready to put across the workers' response, Mosunkutu said.

He said Power Park in Soweto, "the most militant depot", had been occupied by police yesterday. Management had read out orders that workers should return to work or be ejected.

Last week about 400 striking workers in Pietermaritzburg were surrounded by police with dogs and removed. Eighty have since been charged, under a municipal by-law with obstructing the pavement.

Potwa's dispute with the Department of Posts and Telecommunications, which recognised the union just over a year ago, began on June 23 in East London over the dismissal

of three workers there. It spread to Port Elizabeth soon afterwards and escalated to its present scale, with a two-day national solidarity strike at the end of July. The scope of strikers' demands has extended to include reinstatement of 60 workers dismissed in the Eastern Cape since January 1985, full pay parity for black workers and a "living wage".

Mosunkutu said management had agreed to take back the three workers, but agreement could not be reached on the other 60. He said parity and wages had become the main issues in the strike.

Johann de Villiers, the deputy postmaster general, Personnel and Postal Services, said systematic dismissal of striking workers had started and other workers were being employed

De Villiers said Potwa's demand that workers on strike be paid full salary could not be met, but full parity in respect of commencing salaries had been introduced at the beginning of July. He said the post office was prepared to establish, in cooperation with the union, negotiating mechanism for dealing with grievances.

Mosunkutu said workers were calling for full salary parity because the adjustment to commencing salaries would not benefit "the worker who has been there for 10 or 20 years".

He said workers found the proposal for a negotiating mechanism to discuss parity "too vague". As regards the need for a "living wage", Mosunkutu said some black workers were earning R310 a month, and as little as R260 after deductions.

W/Maul 21-27/8/87

(152)

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~~158~~

212 (152) FIM 28/8/87

On the up and up

tlement, had got through After all, based on chamber estimates of the numbers on strike (230 000) the workers are losing R5,5m a day in wages, if the NUM's higher figure (340 000) is accepted, they're losing around R8,3m a day

The "living wage" campaign was launched by Cosatu in March The demand for a living wage is based on "the fact that the mining houses can afford to pay it," asserts NUM deputy general secretary Marcel Golding, pointing to "record" mine earnings in the past two years

"For the past 10 years," Golding wrote recently "the gold mines have become used to making massive profits while the mineworkers, who sweat to dig the gold, are getting poorer It is the same on the coal mines We are among the lowest paid workers in the country, but we do the hardest and most dangerous work"

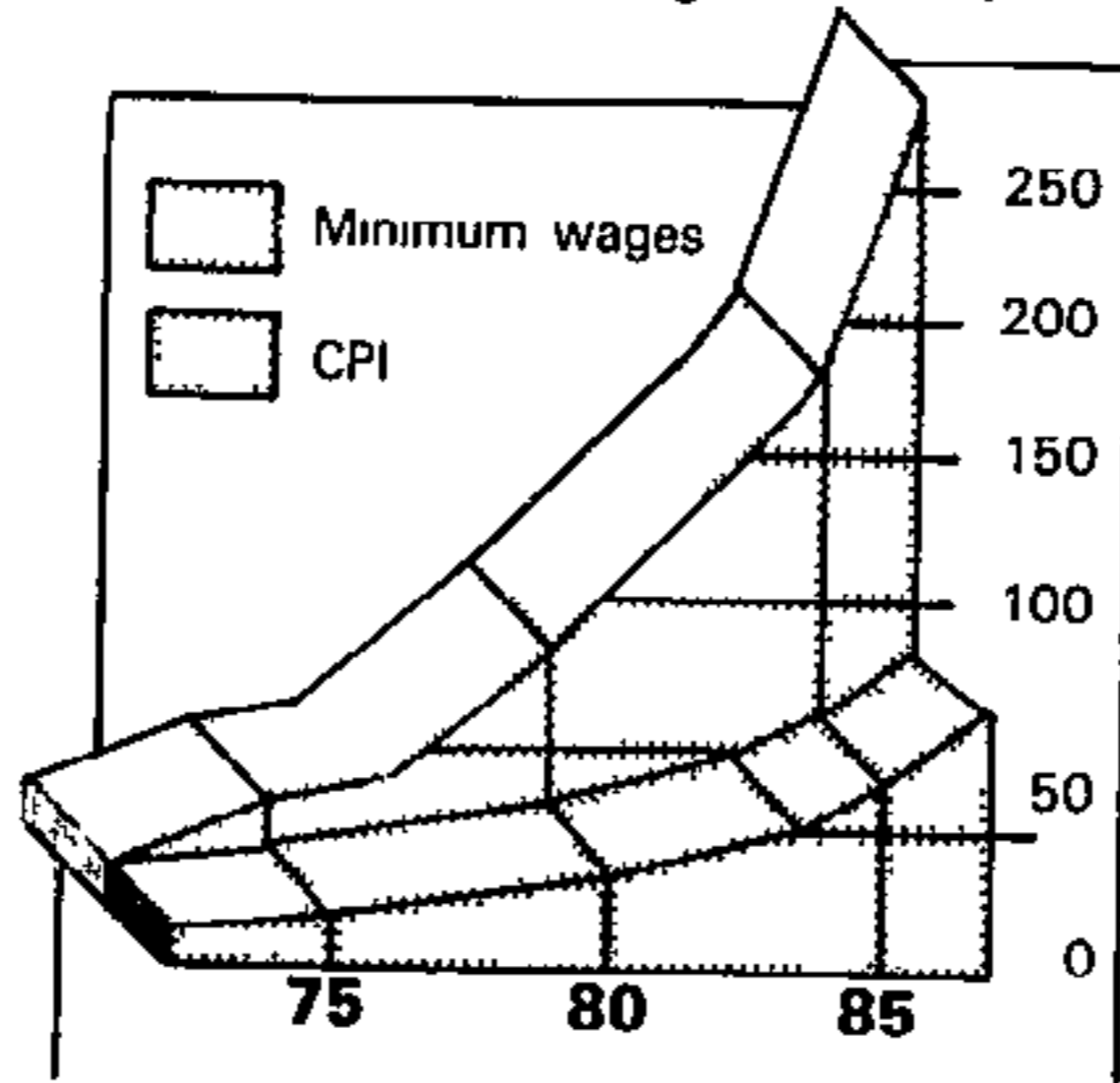
He says the mines have never pleaded inability to pay as a reason for refusing to meet higher demands But this is, of course, not the issue from the companies' viewpoint

For one thing, as Relly points out, black mineworkers' real wages have gone up by 85% in the past 10 years, and the mines are committed to further im-

provements The mines also point out that the minimum wage issue is somewhat misleading as novices stay in the lowest grades for only a brief period before moving up, and payments in kind (food and accommodation) amount to an additional R164 a month The average actual cash earnings of all black miners, after the wage rises implemented on July 1, are of the order of R650 a month

The dispute with the union, says Godsell, is really about "how" and "how fast" wages will rise, bearing in mind the long-term viability of the industry and its capacity to continue delivering improved wages and con-

History of minimum wages (Anglo American gold mines)



Source Anglo American

ditions of service

It is also about "setting the pattern for future negotiations, and trying to find a sustainable way of distributing wealth, with the emphasis on bargaining," according to Godsell

After the NUM's brinkmanship of the past three years, of course, the companies are naturally also trying to drive home the lesson that the threat of strike ac-

tion does not automatically mean management will cave in and accede to the union's demands

This is all par for the course in what is still a relatively young and developing collective bargaining culture The test of strength of the 1987 mine strike marks a watershed in that developing relationship In fact, a positive feature has been the attempt — at least by the union and Anglo — to set rules to minimise violence And, unwelcome as it is, the disruption of production does not mean that mines no longer support what Relly calls "the principle of independent free trade

unions"

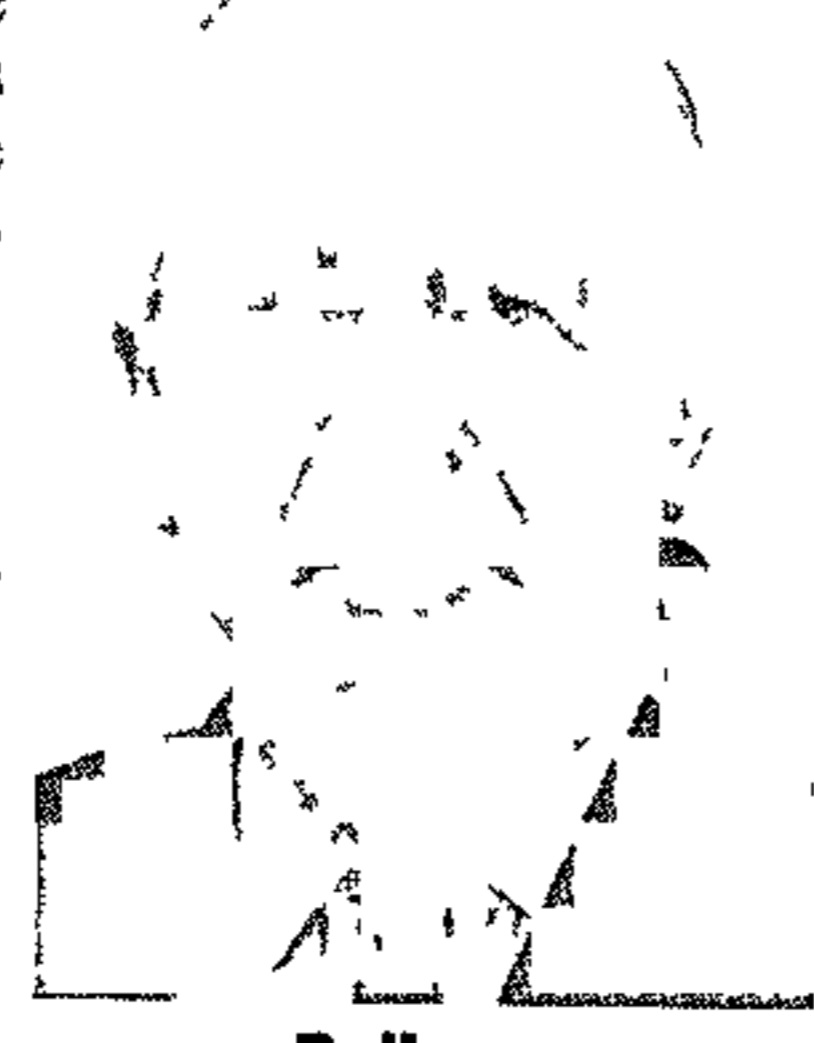
Strikes, Godsell has said, amount to a form of blackmail Indeed, in more mature collective bargaining relationships elsewhere, there is the view that strikes are almost a mistake, since the threat of one will soon get the adversaries, armed as they are with all the information and aware of each other's resolve, back round the table

In launching its "living wage" campaign, Cosatu did not specify what a living wage is, except to say it's "what we need to live decently," and that individual unions would decide based on local and factory conditions (The various poverty datum lines used by employers are not accepted by Cosatu)

Wage analysis

But the Labour Research Service (LRS), a group of academics in Cape Town, has provided an estimate based on "decent" housing costs making up 25% of a worker's wage It finds that "a modest family home will cost about R25 000 The bond repayment will be R212,50 a month if the first-time buyer's subsidy is taken into account" This multiplied by four gives the LRS estimate of a "living wage" of R850 a month, or R200 a week, or R4,91 an hour in a 40-hour week

For many, of course, wages are simply a function of market supply and demand, and the very idea of a minimum wage is a distortion of this mechanism For the miners, the concept of a "living wage" has far greater political cogency This year's test of strength will be interpreted in various ways — but it's certain that there will be give and take from both sides The mine owners appear very willing to see the unionists' position, perhaps the unionists in turn will in time come to see that the best route for improvements in wages and living conditions lies in considered bargaining through their elected representatives, and that the strike weapon is so drastic that it cuts both ways But the dust has yet to settle before cooler assessments can take precedence again



Relly

THE MINERS' STRIKE

The sword cuts both ways



Wages or politics? It all depends on what you mean by politics. Nobody will be surprised to hear that black trade unionists, like their brothers in the townships, seek the overthrow of the

National Party regime

It was, after all, to roars of approval that Elijah Barayi, president of the Congress of SA Trade Unions (Cosatu), said at its conference last month, that he was there "to bury P W Botha."

Following the lead given by Cyril Ramaphosa's National Union of Mineworkers (NUM) conference earlier this year, Cosatu duly adopted the Freedom Charter as its guide. This effectively places the union movement under Cosatu within the broad national political (or "liberation") movement, in which the African National Congress (ANC) and United Democratic Front (UDF) have taken positions.

The NUM, Cosatu's flagship, and Cosatu have both lumped together apartheid and capitalism as twin evils to be expunged. At the NUM's congress, Ramaphosa rhetorically approved the "seizure of power by the people," and the unionists have come out in support of comprehensive mandatory sanctions against SA.

Yet despite these signals — or if you like the rhetoric born of frustration — the temptation to see the NUM's strike as "political," in the sense of a lever geared at dislodging the government, should be resisted.

It is political in the sense that such things ultimately are — and in SA wages most certainly have been politically/racially determined historically. These days, of course, the mines are committed to a policy of equal pay for the same work. Even so, *The Economist* is able to tell its readers that "the average pay of a black miner in 1986 was about a fifth of a white miner's pay." Black miners feel the discrepancy acutely. This perception will endure whatever the outcome of this week's developments on the strike (See *Current Affairs*).

On the other hand, the strike is "unpolitical" since it is unequivocally linked to the union's "living wage" campaign — a bread-and-butter issue. But again, bread-and-butter issues, like carving the economic cake, depend on relative power, hence, it's politi-

cal in essence. While the strike has a distinct historical-political context, some observers on the management side feel it is related more to bread-and-butter issues. However, such issues, particularly the "living wage" campaign, take their lead from the Freedom Charter.

cal in essence

Again the question arises how to define "political"?

UCT's senior industrial relations lecturer Kate Jowell offers this definition "Politics is the struggle to gain authority, or control those who have it." In that sense, she says, the strike is political in that both parties, workers and management, are struggling to control wage levels.

But if by "political" is meant an attempt to gain authority in the wider sphere, or bring down the government, then the NUM strike isn't, she maintains.

The Chamber of Mines' chief industrial relations adviser Johann Liebenberg rejects the notion that the strike is political. "It's a straightforward industrial relations dispute about wages," he maintains.

His counterpart at Anglo American, Bobby Godsell (*See People*), agrees, though he adds that the strike "is being conducted in a highly political environment, which makes it more difficult to resolve."

Godsell's observation that the most difficult aspect of industrial relations in this country is "being caught in the trap of South African history," is illuminating. For example, the legacy of the mines' hostel system has meant more violence during this strike than would otherwise have been the case.

Further, the sticking point of the strike, a 30% wage demand (a gap of only 7% compared to the chamber's implemented offer), ought, other things being equal, to have been bridgeable. Again, the South African legacy is conflict, rather than consensus, over the role of the mining corporations, and the creation and sharing of wealth. From the black viewpoint, their members' average pay is about a fifth that of a white miner's, and never mind explanations about the historical backlog.

Liebenberg has no doubt that in a situation like ours — where black labour rights have leaped ahead of their political rights — "trade unions will increasingly be used as a vehicle to express political aspirations, but this is not the case in this strike."

Anglo chairman Gavin Relly says that despite the difficulties, the strike "is also an indication of progress by South African society towards normalisation." He adds "This step has been taken in the most difficult of circumstances where, inevitably, industrial action takes place against a background of political aspirations. This will continue to be the case until effective formal political institutions for black people are put in place. It is in this context that the current strike must be seen."

Relly has also put the strike in historical perspective. "The mining industry is still in a process of transition from paternalism to modern trade unionism." He goes on to say that, obviously, he does not welcome the strike, which imposes a real burden on workers, companies, and indeed the South African economy. "In the longer run strikes such as this can only result in adjustments to the inputs of capital and labour to the detriment of job opportunities."

This week, the strike's third, saw indications from the union that Relly's message, lubricated by the mines' appeal for resumed negotiations to achieve an "honourable" set-



Ramaphosa



Liebenberg



Strikers ... pushing for a 'living wage'

Mines warn on dangers of a prolonged strike

10
S.M.C.
14/8/87

By Teigue Payne

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg, believes that the strike of black mineworkers will not last long. But if it does continue, "mine managers would have to consider alternative ways of maintaining production"

Mr Liebenberg said yesterday strikes in the mining industry had generally been short-lived, but if it became necessary to maintain production, one way was to increase the grade of ore mined.

NO COMMENT

He would not comment on what stockpiles were available to counteract the effect of the strike

Mr Bobby Godsell, Anglo American's group consultant, industrial relations and public affairs, said that in South Africa and many other countries the employer had the legal right reasonably to dismiss striking workers

Reasonableness depended on many factors, including the history of negotiation. There was no formula for it, and it would be in the decision of the industrial court, he said

The moment came when a business had to defend its financial interests for it could not allow workers to continue striking until it was sequestered. But no employer wanted mass dismissals of workers in whom a lot of money had been invested

Mr Liebenberg and Mr Godsell said while many miners wanted to strike, a general attitude was that they wanted to be allowed to choose between working and striking without intimidation

The mining industry had honoured this right, but there had been many instances of intimidation by strikers, they said

On NUM's stance that strikers would be forced to work or be starved out and should therefore return home, Mr Godsell said

NUM's reasons were specious and cynical

"There is no way that mine-workers, working over large areas, can be forced to work. Nor would anyone try to starve them out. This is simply an unsuccessful attempt by NUM to see that the strike is maintained by putting a journey from the homeland between the strikers and the mine. It is a cynical application of the migrant labour system"

NO OBLIGATION

Legally, said Mr Godsell, a strike suspended the obligation of the employer to pay for services because they were not rendered

Accommodation and food were part of the remuneration package. Anglo American, for instance, had said that if a man was not working, he should pay R3 a day for food and accommodation

Mr Liebenberg and Mr Godsell agreed that there was no desire in the industry to break the NUM, but there was a desire to

build up the collective bargaining process

Mr Liebenberg said the chamber had begun negotiating with NUM in 1983 when, by normal standards, it had scanty membership. Although the conflicts between the two parties were always highlighted, there had been many agreements between them and they had developed a relationship of respect

Mr Godsell said he looked forward to a time after the strike when employers and NUM could talk about many other issues facing the industry

"We want to discuss the recent legislation removing job reservation in the mines, which gives the industry a viable base to increase rewards with productivity

"We also want to discuss the issue of the migrant labour system, which we both want to abolish. Eventually, we want to discuss the declining gold industry and how we can remain competitive with other world gold production"

Union plans to see Minister

13-19/8/87
THE Post Office and Telecommunications Workers Association (Potwa) is planning to approach the Government to resolve the strike by about 17 000 post office workers in the Eastern Cape SOUTH

Potwa's president, Vusi Khumalo, announced this week that the union is to approach the Minister of Post and Telecommunications, Stoffel Botha.

This follows the rejection of a mediator (DOB) Negotiations were again abandoned last Friday. Meanwhile, strikers ignored an ultimatum to return to work on Monday. So far 100 workers have been dismissed. - ECNA

Barred from leaving plant

SPEKENHAM strikers claimed they were fenced in by an electrical fencing to prevent them from leaving the factory premises.

Workers said they needed a letter from the supervisor or management when they wanted to leave the premises.

About 600 workers struck last week after the bosses refused to include union officials in wage negotiations. A Spekenham spokesperson refused comment

(152)

SOUTH 13-19/87

**Third day
of strike**

ABOUT 450 members of
the Textile Workers'
Industrial Union at the
Standerton Mills yester-
day entered their third day
of a strike in protest
against the retrenchment
of their colleagues.

1/18/87

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Standerton

[Faint, illegible text]

[Faint, illegible text]

CALL TIMES 2/18/88

Fawu lodges urgent interdict

Labour Reporter

THE Food and Allied Worker's Union will lodge an urgent interdict with the industrial court today to prevent the Saldanha Sea Harvest factory management from committing alleged unfair labour practices

Fawu general-secretary Mr Jan Theron said yesterday that workers were presently in dispute with Sea Harvest over demands for pay parity with the company's competitor, Irvin and Johnson (I & J)

Mr Theron said that while talks had deadlocked, Sea Harvest had offered to pay certain non-union members and individuals who were unionized "through the back door".

The general manager of Sea Harvest, Mr L Penzhorn, confirmed yes-

terday that an offer rejected by the union had been put to those non-union members and other unionized individuals

He said Sea Harvest had offered an across the board increase of 35c per hour, from July 1 and another cent from January 1

He said Sea Harvest and the union were presently engaged in "informal mediation"

Mr Theron said that the workers were demanding R2,27 an hour, which would give them a weekly wage of R104,42, which was the same as I & J

He said the workers felt Sea Harvest was not negotiating in good faith

Mr Penzhorn said there were about 2 000 employees, of which about half were Fawu members

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Fawu/Premier wage talks

Labour Reporter

WAGE talks between the Food and Allied Workers' Union (Fawu) and the Premier group will continue in Port Elizabeth today, a spokesman said yesterday

Thousands of workers from the Premier, Sasko and Tiger Oats groups streamed back to work yesterday after calling off their national two-day strike

Sasko group human resources director Mr Tom Duff said yesterday the Sasko group would hold talks with the union on Saturday

Market employees end strike

Staff Reporter

A WEEK-LONG strike by about 400 employees at the Epping vegetable market ended on Wednesday afternoon after the Cape Town Market Agents' Association issued an ultimatum to the strikers

The association said in a press release yesterday that the costly strike had been "illegal"

Mr D M Neethling, chairman of the association, declined to elaborate

A spokesman for the Food and Allied Workers Union confirmed last night that the workers had "suspended their strike" while negotiations were in progress. The ultimatum deadline was Wednesday morning, she added

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TON, HYPERMARKET SEA POINT
OW ALSO AT MITCHELLS PLAIN
(TO CLICKS)

(aga18364)

200 down tools

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26/8/87
down tools

MORE than 200 workers at the Vaal Transport Corporation's Vereeniging plant downed tools yesterday following the company's threat to dismiss 78 employees.

The workers' union, the Transport and Allied Workers' Union (Tawu), said the 78 members faced dismissal by 3pm yesterday if they did not return to their posts.

The dispute began on

August 20 when workers, mostly bus drivers, stopped work in protest against VTC's plans to retrench 151 workers.

The workers had not been to work since then, a Tawu spokesman said.

He said that VTC's general manager, Mr Peter Killick, wrote a letter to Tawu advising the union that if the workers did not meet the

deadline he would reserve the right to terminate their employment contracts.

Mr Killick said yesterday that VTC had not dismissed anybody and denied that about 800 workers downed tools over retrenchments on August 20 saying only the 78 were involved.

He said VTC would implement the retrenchments.

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EL strike talks fail as Numsa stages walkout

By BARBARA HART
EAST LONDON — Negotiations between the National Union of Metalworkers of South Africa (Numsa) and Mercedes Benz of South Africa (MBSA) broke down yesterday, when white union members attended a meeting at the strike-hit plant here.

Numsa's regional organiser, Mr Les Kettle-das, said the union, which represented some 2 600 black workers at the plant, had demanded on Friday that representatives of the white South African Iron and Steel Workers Union be excluded from the negotiations with Numsa.

The union had again been represented at a meeting with management yesterday morning, and Numsa had walked out of the meeting objecting to their presence, Mr Kettle-das said.

An MBSA spokesman, Mrs Delene MacFarlane, said in a statement yesterday that negotiations

to resolve the dispute would continue.

Production at the factory had not been resumed, she said.

The plant has been closed for almost two weeks, after workers in the chassis and body works division went on strike demanding there be no loss of earnings owing to reduced working hours, and that workers be paid a minimum of R5 an hour.

A total of 188 workers were dismissed last Monday, after ignoring an ultimatum to return to work.

Mr Kettle-das said Numsa had demanded at the meeting on Friday that management meet with a delegation which included dismissed shop stewards, the unconditional re-instatement of dismissed workers, payment to workers for time lost during the dispute, an actual rate of pay of R5 per hour, compensation for reduced working hours, and that any conditions of employ-

ment agreed on be back-dated to August 1.

The company had agreed at Friday's meeting to meet with any delegation elected by the workers, the unconditional reinstatement of dismissed workers and the backdating of conditions agreed to with the union, Mr Kettle-das said.

Workers would return to the plant this morning "and we hope management will agree to meet with Numsa", Mr Kettle-das said.

Rugby player hurt in crash

DURBAN — Natal rugby centre Des McClean was seriously injured when his car overturned while he was driving home to Pinetown early yesterday morning.

According to his wife, Mrs Ilsmarie McClean, he has a fractured skull, cracked collarbone and a "nasty" gash on his head — Sapa

SAA/Times Media: agreements

*11 Mr D J DALLING asked the Minister of Transport Affairs

- (1) Whether the South African Airways have been approached by any other publishing companies to enter into agreements similar to the one referred to in his reply to Question No 2 on 26 May 1987, if so, (a) by which companies (b) when and (c) what was the response of the Airways
- (2) whether an arrangement of this nature is available to any other publishing companies if not, why not, if so, (a) to which companies and (b) who took the decision in this regard,
- (3) whether he will make a statement on the matter?

The DEPUTY MINISTER OF TRANSPORT AFFAIRS

(1) Yes

(a) Times Media

(b) 5 June 1987

(c) The company was advised that similar agreements are available to all publishing companies where there is commercial advantage for S A Airways

(2) Yes

(a) Any publishing company, provided there is commercial advantage for S A Airways

(b) S A Airways Chief Executive

(3) No

Mr J H VAN DER MERWE—Deputy Standing over]

cut diamonds

*13 Mr F J LE ROUX asked the Minister of Economic Affairs and Technology

What amount in foreign exchange was earned by the Republic from the export of (a) uncut and (b) cut diamonds during the

18/8/87 Howard

latest specified period of five years for which information is available?

*The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

- (a) Export of uncut diamonds
 - 1982 276,3 million rand
 - 1983 429,2 million rand
 - 1984 440,3 million rand
 - 1985 512,9 million rand
 - 1986 578,1 million rand
- (b) Export of cut diamonds
 - 1982 126,9 million rand
 - 1983 161,4 million rand
 - 1984 252,8 million rand
 - 1985 389,8 million rand
 - 1986 533,2 million rand

Elda Bani death detention

*14 Mrs H SUZMAN asked the Minister of Law and Order

(1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, died while being detained in terms of the emergency regulations, if so, (a) on what date (i) was she detained and (ii) did she die (b) where did she die, (c) what was the cause of death and (d) what was her name

(2) whether she fell ill while being detained if so (a) when, (b) what was the nature of the illness and (c) what treatment was she given,

(3) whether she (a) requested and (b) was given permission to see a private doctor, if so on what date did she (i) make the request and (ii) see a private doctor, if not, why was she refused permission,

(4) whether she was hospitalised, if not, why not, if so, (a) when, (b) where, (c) what were her symptoms and (d) what treatment was she given in hospital

(5) whether any representations were made for her release, if so, (a) by whom, (b) when and (c) what was the response?

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*The MINISTER OF LAW AND ORDER

Before I answer this question, I wish to say that my reply to the sections of this question which pertain to the South African Prisons Service is given after having consulted with my colleague, the Minister of Justice

(1) Yes

(a) (i) 29 August 1986

(ii) 29 July 1987

(b) Port Elizabeth Female Prison Hospital

(c) According to the post-mortem report, the cause of death is described as terminal pulmonary embolism in a person with chronic renal disease, a history of diabetes, and evidence of a cerebro-vascular lesion in the pons

(d) Elda Bani

(2) No, but she continued to receive treatment for the ailments that she already had

(a), (b) and (c) Fall away

(3) (a) No, not as far as can be ascertained

(b) Falls away

(i) and (ii) Fall away

(4) Yes

(a) and (b) Shortly after she had been detained she was transferred to the prison hospital where, with the exception of a few days, she remained. She was also admitted to public hospitals for treatment during the following periods

*18 November 1986 to 27 November 1986

*14 June 1987 to 24 June 1987

*29 June 1987 to 7 July 1987

(c) and (d) It is a well known fact that, in terms of standing directives all prisoners (including detainees) have to be examined by a medical doctor as soon as possible after admission to prison

The deceased was no exception and she consulted several doctors during the periods of her stay in prison and public hospitals

The hon member will probably agree with me that there is a professional and confidential relationship between doctors, their patients and the families concerned. The State respects this need for privacy and traditionally does not comment on or discuss the ailments of individual detainees or other prisoners. Furthermore, the professional independence of the medical doctors who render medical services to prisoners in prison and elsewhere, is also respected and the instructions and prescriptions issued by doctors for the treatment of their patients are carried out strictly and under their continued supervision

It is sufficient to say that the medical care of all persons in South African prisons is of a high standard and that the deceased had continuous access to and made use of this service

(5) No

(a) to (c) Fall away

Note The person received a visit in prison from her attorney on 21 July 1987

*15 Mr P J PAULUS asked the Minister of Transport Affairs

(1) Whether the South African Transport Services are classified as an essential service, if not why not, if so, in terms of what statutory provisions,

(2) whether the Transport Services employees who were involved in strikes this year, received any remuneration during strikes, if so, (a) why, (b) for what period and (c) what components

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of their total remuneration package were paid out to them,

- (3) whether any of the leaders of the strikers were re-employed, if so, (a) how many and (b) why,
- (4) whether all the strikers were re-employed, if not, (a) why not and (b) how many were re-employed,
- (5) whether any (a) disciplinary action was taken and (b) prosecutions were instituted against the employees who took part in strikes, if not, why not?

THE DEPUTY MINISTER OF TRANSPORT AFFAIRS

- (1) No, because as part of the State, Transport Services does not fall under the Labour Relations Act, 1956 (Act 28 of 1956)
- (2) No
- (3) (a), (b) and (c) Fall away
- (4) (a) and (b) It is not possible to determine how many of the strikers who were re-employed were leaders of the strikers
- (5) No

(4) No

- (a) Some of the strikers did not apply for re-employment
- (b) 16 095
- (c) (a) and (b) Departmental disciplinary steps have not been taken as the majority of employees on strike did so because of intimidation. Prosecutions fall under the jurisdiction of the Minister of Law and Order

Lime Acres Village: opened to Coloureds

*16 Mr P J PAULUS asked the Minister of Constitutional Development and Planning +

- (1) Whether his Department has received an application from a mining group or company for part of a White residential area to be opened to Coloured occupation if so, (a) when, (b) from which mining group or company and (c) in respect of which White residential area.

- (2) whether this application was refused, if so, (a) why and (b) when, if not, why not,
- (3) whether the parties concerned again lodged an application in this regard with his Department at a later stage, if so, (a) when and (b) what (1) was the decision of his Department on this and (ii) were the reasons for this decision,
- (4) whether an application was recently lodged with his Department for Blacks to be admitted to the above-mentioned residential area if so, (a) when, (b) by whom and (c) with what result,
- (5) whether the residents of the area concerned were consulted in the matter, if so, what are the relevant particulars, if not why not?

THE DEPUTY MINISTER OF DEVELOPMENT PLANNING

- (1) Yes
- (2) (a) During 1985
- (b) The De Beers Mining Group
- (c) Lime Acres Village at the Finsch Mine
- (3) Yes
- (4) (a) Because uncontrolled mixed residential occupation would have resulted
- (b) 28 November 1985
- (c) Yes
- (5) (a) During 1986
- (b) (i) Application was approved
- (ii) An agreement with the applicant regarding the conditions, procedure and method of the occupation of specified separate residential blocks by Coloureds was concluded beforehand

- (4) No, not with my department, but with the Cape Provincial Administration, which administers applications for permits in terms of the Group Areas Act

- (a), (b) and (c) fall away
- (5) No, because the mining group itself is negotiating with the residents

Rayton, Delmas' telephone services

*17 Mr D G H NOLTE asked the Minister of Communications +

Whether any applications for telephone services for Rayton, in the Delmas constituency, are outstanding, if so, (a) how many were outstanding as at the latest specified date for which information is available and (b) when is it anticipated that the backlog will be eliminated?

THE MINISTER OF COMMUNICATIONS

- Yes.
- (a) 79 on 17 August 1987, and
- (b) during the second half of 1988 on completion of an extension of the exchange and a cable work

Lethlabille Township: sites provided

*18 Mr A GERBER asked the Minister of Education and Development Aid +

- (1) (a) At what amount are sites in the Lethlabille Township provided to Blacks and (b) what services and other benefits are included in this amount.
- (2) whether the development of additional sites in this residential area is envisaged if so, (a) how many and (b) when?

THE DEPUTY MINISTER OF EDUCATION

- (1) (a) The stands are offered for sale. The price is R4,40 per unit of 25 square metres or portion thereof.
- (b) The stands or the township is provided with the following services: water, sanitation, electricity and gravel roads. A monthly service levv is paid.

- (2) Yes
- (a) 800
- (b) The 1988/89 financial year. A sufficient number of stands are available to provide for the expected demand during the current financial year.

Onverwacht, Bronkhorstspuit

*19 Mr D G H NOLTE asked the Minister of Constitutional Development and Planning +

- (1) Whether the addition of land to the farm Onverwacht, Bronkhorstspuit, is envisaged, if so, (a) (i) by members of which population group is the farm Onverwacht occupied at present and (ii) who or what organisation is the owner thereof, (b) (i) which farm or farms are to be added to it and (ii) what is the total area thereof, (c) for what purpose is this land to be used and (d) on what date (1) was the local farmers' association and (ii) were the farmers concerned consulted in this connection, if not,
- (2) whether the present occupants of the farm Onverwacht are to be moved if so, (a) to which population group do they belong and (b) what steps are envisaged in respect of this land,
- (3) whether he will make a statement on the matter?

THE DEPUTY MINISTER OF DEVELOPMENT PLANNING

- (1) It is presumed that the farm Onverwacht, Bronkhorstspuit, which is referred to is the farm *Onverwacht 424 JR*, situated in the Cullinan district approximately 13 km north-east of Cullinan and 30 km north-west of Bronkhorstspuit.
- The Department of Development Planning in co-operation with the Administration House of Representatives and other Government departments, is presently investigating the land in question. No indication can be given whether additional land

Howard

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ARGUS 18/8/82

Thousands of food workers on strike

By DICK USHER
Labour Reporter

THOUSANDS of food workers today started a countrywide strike in the milling industry affecting all major producers of staple foods.

The strike is for higher pay.

The situation was uncertain early today as managements and the union assessed reports on the extent of the strike, but it could affect at least 30 factories which produce staple foods, oil products and animal feeds.

The companies mainly concerned are Sasko and Premier Milling.

Tiger Oats, the third major producer, said last week that it "did not suspect there would be strikes" but workers at one of the group's factories, Fattis and Monis in Bellville, stopped work today.

The strike has been threatening since national wage talks between the Food and Allied Workers' Union (Fawu) and the two groups deadlocked about three weeks ago and attempts at mediation failed.

A Fawu spokesman said most of Premier Milling's plants were out but the effect on Sasko was more limited.

In the Western Cape workers at Epic Oil's Maitland plant, part of the Premier group, said

they were on strike.

Sasko mills in Port Elizabeth and Durban are also out.

Mr Theo Hefer, a Premier spokesman, said it was too early for a complete picture.

It is understood that Sasko, in an attempt to avert the strike, raised its wage offer from R33 to R36 at the weekend. The union is demanding a R39-a-week increase on the minimum wage.

Tiger Oats said last week that plant-level wage negotiations were proceeding satisfactorily.

It is the first large-scale strike in the industry.

CAP-TIAS 18/8/87

486
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486

486 meat factory workers replaced

Labour Reporter

THE Vleissentraal group yesterday confirmed that 486 workers had been dismissed from the Spekenam meat factory in Stikland and that a new workforce had been employed on a temporary basis.

A spokesman for the group, Mr A Lombard, confirmed that Vleissentraal told the Food and Allied Workers' Union on Friday that it would "not be in the company's interests to reinstate the dismissed workers". He declined to comment further.

~~The Times 18/8/87~~
Sasol seniors
~~152~~ ~~250~~
didn't attack

JOHANNESBURG. — The Chemical Workers' Industrial Union had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in vigilante attacks on its members, the CWIU said in a statement yesterday.

Branch secretary Mr Chris Bonner said in a statement to Sapa, however, that there was evidence "to suggest that certain members of lower management were involved in organizing and/or condoned the attacks on our members".

"The CWIU has informed Sasol accordingly and has proposed that an independent commission of inquiry be set up to look into the attacks ..."

The statement suggested the inquiry be "headed by a senior member of the Johannesburg Bar". — Sapa

B/Day 20/8/87

Hiring of replacement staff begins

PO dismisses 14 000 strikers nation-wide

THE dismissal of more than 14 000 striking postal workers and recruitment of replacement staff had begun, the Posts and Telecommunications Department (P&T) said last night.

The Post and Telecommunication Workers' Association (Potwa) said yesterday the number of striking workers now stood at 15 000 to 20 000 as more black post office workers in the eastern Transvaal, western Cape, southern Transvaal and the Reef had joined the strike this week.

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed.

Deputy Postmaster General (personnel and postal services) Johann de Villiers said yesterday the post office rendered essential services and could not allow its services to deteriorate.

He said "The department does not wish to terminate the services of its workers, but unfortunately has no other option."

De Villiers said black areas were

Business Day Reporter

hardest hit by the strike. Most post offices in those areas were closed and mail delivery had come to a standstill. Installation and maintenance of telephone services were also not up to date.

In other areas the post office was making every effort to render services by working overtime and employing other workers. Mail delivery was continuing with minimum delays and telecommunication services were satisfactory.

P&T said despite negotiations last week between Home Affairs and Communications Minister Stoffel Botha, post office management and Potwa — where certain conditions were formulated to end the country-wide strike on Monday — Potwa chose not to react.

De Villiers said the department was still prepared to discuss reasonable grievances and — in cooperation with Potwa — investigate the possibility of a special negotiating mechanism to address grievances and prevent deadlocks.

August 20 1987

Star

Randburg disrupted by strike

By Pat Devereaux,
Star Line

Randburg residents and business people say the postal strike is disrupting their lives.

In the past week queries about the absence of mail deliveries, especially in the Randburg area, have inundated Star Line.

A shopkeeper, Mrs M Roussouw, said: "I called the Randburg Post Office to find out what was happening to my mail. To my horror, a post office worker said all mail was being returned to the sender."

Replying to queries about postal problems, the Randburg Postmaster's Clerk, Mr C B Human, asked residents to be patient.

He denied post was being returned to sender and blamed the strike for slow deliveries.

The post office expected to catch up with the backlog by next week.

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Soweto
Potwa rally ^{19/8/7}

PART of the crowd which attended the Post and Telecommunications Workers' Association (Potwa) meeting held at the Regina Mundi Church in Rockville, Soweto, this week. The dead-lock between the union and post office authorities is still continuing.

Labour Update

Matthey strike 'is legal'

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Savenan
19/8/87

ABOUT 200 workers at Matthey-Rustenburg Refiners in Germiston are continuing their legal strike that started on Tuesday, the union representing the workers said yesterday.

The Chemical Workers Industrial Union said the workers had downed tools on Monday in protest against the building of a new refinery in Bophuthatswana and the forthcoming closure of the Wadeville plant.

Negotiations were held on Monday and the company was due to report back to the union yesterday, in answer to their demand that the building of the new refinery cease and the

new refinery be located in South Africa.

The dispute between CWIU and MRR had been running for nearly a year, the union said

Protracted negotiations on the issue took place at a conciliation board but, it added, the company remained intransigent and continued with its construction of the new plant in Bophuthatswana.

A union statement said the stoppage was a legal strike following a ballot last week.

"Workers at MRR are also expressing their solidarity with the striking National Union of Mineworkers on coal and gold mines," it said.— Sapa.

Epping union makes new proposals

AKGus 19/882

152

Labour Reporter

SETTLEMENT of the week-long strike by 400 workers at Epping market edged closer today following fresh proposals from the union.

Market agents who employ the workers were in a meeting and unavailable for comment, but it is understood they were discussing the proposals.

DISMISSAL THREAT

A spokesman for the Food and Allied Workers' Union said the new proposals followed the agents' rejection of an offer last week and threats to dismiss strikers this morning if they did not return to work.

She said workers had agreed to go back if they got a written undertaking from the agents that they were willing to negotiate their "unacceptably low wage offer", an across-the-board component and outstanding demands on conditions of service and stop-orders for workers' union dues.

5 000 mill workers on wage strike

By Mike Siluma

More than 5 000 members of the Food and Allied Workers' Union (Fawu) have gone on a wage strike at mills in the Transvaal, the Cape and Natal.

Fawu general secretary Mr Jan Theron said workers had downed tools at about 20 plants owned by the Premier and Sasko groups and go-slows and other forms of industrial action were in progress at other establishments.

He said workers' regional meetings would be held today to consider the situation.

Premier spokesman Mr Theo Heffer said about 4 000 workers were on strike nationally at the group's oil, milling and animal feed divisions. The workers had turned down a company offer raising the minimum pay level by 31 percent and by 27 percent on the average.

He said the strike was extremely unfortunate as Premier rates ranked among the highest in the industry.

A spokesman for the Sasko group, Mr Tom Duff, said three of the group's eight mills, involving about 500 workers in Durban, Port Elizabeth and Pretoria, had so far been affected by strike action.

"Contingency plans have ensured that supplies to bakeries have not been affected."

The strike follows nearly two months of negotiations between milling and bakery employers and Fawu.

SR

[scribble]

19/8/87 Star

2

Strikers accept pay settlement

Argus
3/18/87

Labour Reporter

EMPLOYEES at two textile factories who went on strike for higher wages have accepted an immediate R10 a week pay increase.

About 250 members of the Textile Workers' Industrial Union went on strike last week at Wilmill Narrow Fabrics, Salt River, and Narrow Fabrics at Steenberg.

According to Mr Norman Daniels, the union's general secretary, the workers accepted a settlement which gave them a R10 a week increase from September, a further R5 in January and R5 in April.

Further negotiations would start in April and May next year for increases effective from June.

The existing attendance bonus would be incorporated into the basic wage and there would be no victimisation of strikers, said Mr Daniels.

Strikes cost 5.5m working days

Cape Times 31/8/87 152

Own Correspondent

JOHANNESBURG. — More than 5.5 million working days have been lost through strikes so far this year — dwarfing the total of 1.3 million working days lost through industrial action for the whole of last year.

Government statistics drawn up before the start of the gold and coal miners' strike — the largest strike in South African history — show that about one million working days were lost in the six months to June. Industrial relations experts estimate the miners' strike and other disputes during July and August have caused a loss of at least 4.5 million more working days.

Assocom's manpower secretary, Mr Vincent Brett, says the wave of strikes is illogical, given high unemployment and the depressed economy.

"This strongly suggests that the emerging trade unions are starting to flex their muscles in a trial of strength with employers," he says. He makes clear the outcome of the miners' strike will be crucial in determining whether the pace of strikes

will continue at such a rapid rate

From a political standpoint, says an economist, it would suit militant labour and the overseas anti-South Africa lobby to see an unsettled labour front.

A spokesman for the Labour Monitoring Group says the stage has now been set for a year of industrial conflict. "Employers are taking an increasingly harder line on the unions — specially their political demands," he says.

The first quarter of 1987 was dominated by the widespread SATS and lengthy OK Bazaars strikes.

A labour survey shows the food industry accounted for 18% of all strikes in the six months to June, with mining 17%, chemicals 15%, metals 9%, public sector 7% and the balance spread through other industries.

Wages caused 30% of strikes and disciplinary action 24%, the survey says.

Over the past two months the food sector had the greatest number of strikes, followed by the public sector and the metal industry. Mining strikes involved the most

workers, followed by the public sector.

Institute of Industrial Relations' figures show more than 30% of industrial actions were settled through dismissals. Return-to-work ultimatums and negotiated compromises accounted for about 20% each.

Worker demands, however, were met in fewer than 10% of cases, while more than 10% of strikes were not resolved.

● A leading financial commentator in the London Sunday Telegraph, Robert Tyerman, said yesterday the black miners had had a glimpse of their potential strength. "This strike has well and truly signalled the end of the old days in the mines of South Africa," he said.

He cites one "old timer" investor as saying "The mine manager used to be supreme. Now Anglo has put in all these personnel experts with PhDs and the old relationships have completely broken down."

The mines were always the place in which to hit the government. It was amazing it had not been done before.

(12) ~~13~~

Sasol and union in clash over 'vigilantes'

ALAN FINE

A BITTER war of words has broken out between Sasol and the Chemical Workers' Industrial Union (CWIU) over the circumstances that led to the aborting of a strike by union members and the death of one worker in Secunda.

The CWIU said the proposed strike by 12 000 workers at Sasol plants and collieries was suspended in the early hours of yesterday morning after singing miners were attacked by a group of vigilantes.

The assailants were brought in by bus and were accompanied by mine security, said a union statement. "Later, compound managers threatened further attacks would take place if CWIU leaders and members did not leave the hostels," it said.

Sasol strenuously denied these allegations, said the union had defamed its directors, and threatened to sue.

The CWIU responded saying it "had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in the attacks on our members".

Evidence

However, it added, "there is evidence to suggest that certain members of lower management were involved in organising and/or condoning the attacks". It proposed that an independent commission of inquiry, headed by a senior member of the Johannesburg Bar, be set up to investigate the attacks.

A company spokesman said the union held several meetings on Sunday "trying to convince workers to strike, but they did not manage to get support. A significant number of employees resisted these actions and isolated incidents of confrontation occurred, during which three employees were injured. One of them later unfortunately died."

Workers voted for strike action in a ballot last week after negotiations over paid leave on May 1 and June 16 ended in deadlock. Sasol alleged yesterday the ballot was "neither secret nor impartial".

~~Star-Times 18/11/77~~
~~1977~~ Sasol seniors
~~1977~~ didn't attack

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JOHANNESBURG. — The Chemical Workers' Industrial Union had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in vigilante attacks on its members, the CWIU said in a statement yesterday

Branch secretary Mr Chris Bonner said in a statement to Sapa, however, that there was evidence "to suggest that certain members of lower management were involved in organizing and/or condoned the attacks on our members".

"The CWIU has informed Sasol accordingly and has proposed that an independent commission of inquiry be set up to look into the attacks ..."

The statement suggested the inquiry be "headed by a senior member of the Johannesburg Bar". — Sapa



VUSI Khumalo, president of Potwa, which has just rejected Government conditions on negotiations to end the strike.

Potwa rejects Govt plan

THE Post and Telecommunications Workers' Association has rejected the Government's plan to end the two months' post office worker strike saying it did not address the dispute fully.

The Minister of Posts and Telecommunication, Mr Stoffel Botha, proposed to Potwa that workers should return to work by yesterday as one of the pre-requisites to negotiations to resolve the strike which began on

By THEMBA MOLEFE

June 23.

Mr Botha and the Potwa executive met in Cape Town on Friday as the work-stoppage by about 16 000 workers countrywide, continued

Potwa said yesterday that its members decided at the weekend that the Department of Posts and Telecommunications should negotiate salary parity immediate-

ly, reinstate the 60 Eastern Cape workers dismissed between 1985 and this year, and that of the 100 workers dismissed for not heeding a return-to-work ultimatum two weeks ago

According to Potwa, Mr Botha had said that no salaries would be paid to workers for the duration of the strike and that it should submit a written report on the

Eastern Cape grievances to the Department

The association said it would not resume work until management addressed the issues fully and without the condition that all the strikers return to work first and that mechanisms of negotiating with Potwa be first ascertained.

Meanwhile, the strike has brought to a halt postal services in many parts of the country's black areas.

Sanetun

[Handwritten scribble]

[Handwritten scribble]

152

18/8/87

WORKER STABBED TO DEATH as Sasol strike is suspended

BY JOSHUA RABOROKO

AT LEAST one member of the Chemical Industrial Workers Union was stabbed to death and two others injured — one seriously — as the planned strike at Sasol's Secunda plants and mines was suspended yesterday.

The union claimed in a statement that members who were organising the strike were attacked by vigilantes (winkoek) brought by Sasol to break the strike.

The union said that the proposed strike — involving about 15000 workers — was suspended after its members were attacked by men armed with iron bars and other weapons.

Later compound managers

threatened that further attacks would take place if CWIU leadership and members did not leave the hostels at the Brandspuit colliery the union claimed.

Sasol denied organising an attack on workers. It said that the CWIU had made statements accusing Sasol of having "organised or condoned the organisation of vigilante teams to break the strike called by the union."

Sasol said a significant number of employees resisted taking industrial action and isolated incidents of confrontation occurred during which three employees were injured — one fatally.

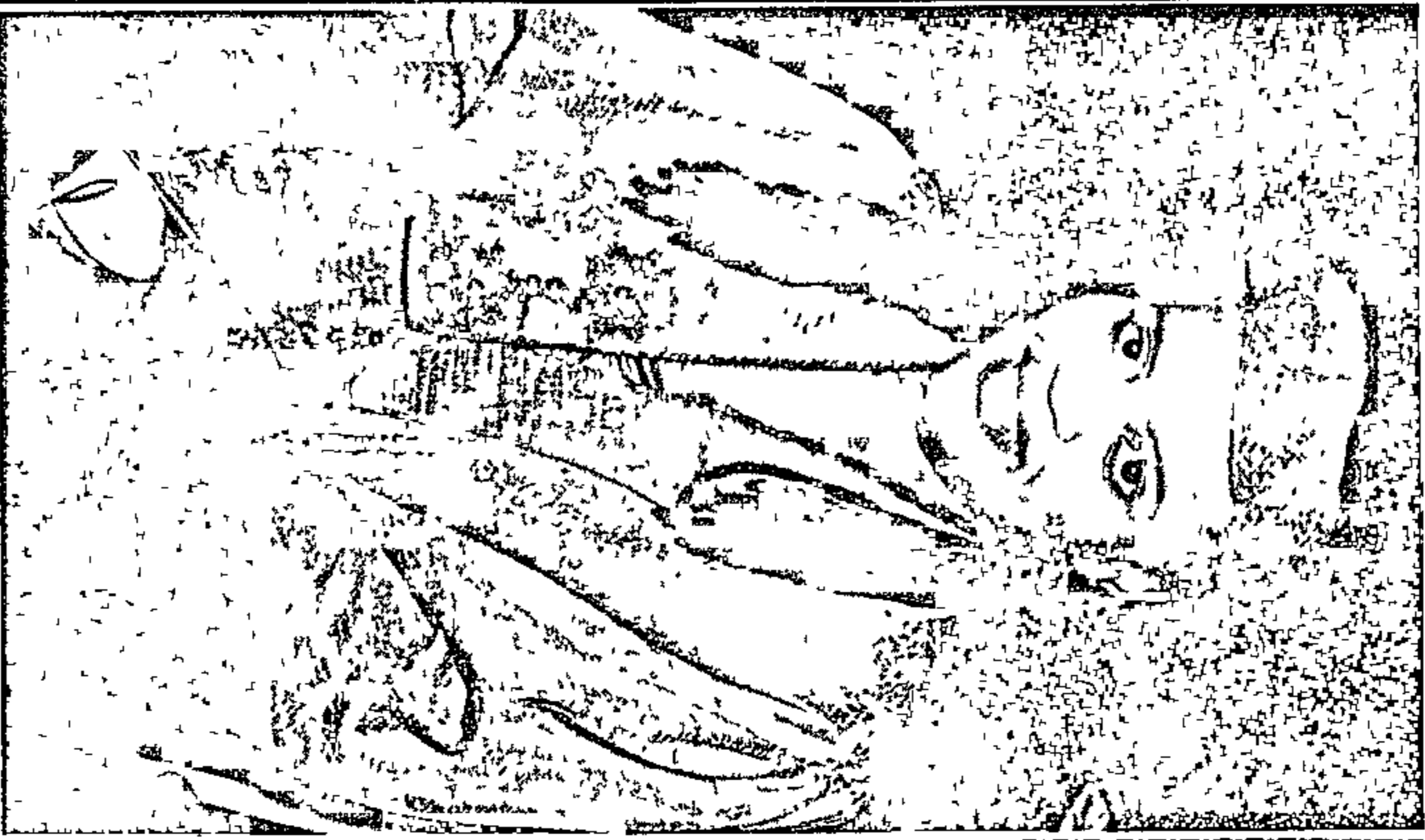
The allegation that we organised vigilantes is defamatory to Sasol's directors and general managers. If any such allegation is contained in any Press statement issued by your union action will be taken to recover damages for defamation. Sasol said in a statement.

A Sasol spokesman said the company did not condone violence.

Deadlock

Discussions between Sasol and the CWIU ended in a deadlock last week on the issues of May Day and June 16 as paid holidays. Sasol offered two additional paid holidays but informed the union of its desire to await the President's Council's report on public holidays.

Sasol said it was prepared to negotiate the matter further once the report became available, but the union rejected this proposal.



Golden smile

NOT all that glitters is gold, but bright-eyed Sarah Mathabeni's smile is sure to bring the glitter into any man's heart. Ms Mathabeni, of Kroonstad, was on a visit to the Golden City the other day.

Botha warns Press

HOUSE OF ASSEMBLY — The so-called alternative newspapers and news agencies would have to be investigated and dealt with, the State President, Mr P W Botha, said yesterday.

He said in debate on his budget vote that despite earlier warnings sections of the newspaper industry had continued as if they were trying to further the revolutionary alliance against South Africa and had brought the Press as a whole into disrepute.

He was being called names in the Press he said although he had tried to have frank discussions with them and would continue to do so.

He said the Press was a vital bearer of accurate information from the authorities to the people and vice versa.

"My problem is that some members of the Press had disregarded their obligations and responsibilities," he said. Nine years ago there had been tragic evidence of decay in the newspaper industry.

It had been as if a "devil of political devastation had taken hold of some sectors of South African journalism — Sapa.

Good News

IF YOU live in the country, in Swaziland, Botswana or Lesotho, here is the good news: From tomorrow you will get your copy of the SOWETAN on the day it is published.

This means that people living in these areas, including the Cape, will no longer get the SOWETAN the day after it is published. This has been made possible by improvements in our distribution system. And getting the SOWETAN on the day it is published will be a first for our readers in the rural areas. It also means that readers in non-metropolitan areas will be able to enjoy an even better, up to the minute news service.

So, if you live outside the PWV area you will, from August 19, be able to buy your SOWETAN on the way to work. We promise you, it will make the world of difference to your day.

How Peter Nchabeleng died

From Page 1 instruments was a • Mr Nchabeleng had vomited when he was in an inverted position — and had

for this • The investigating officer, Warrant Officer

Labour Update

BY JOSHUA RABOROKO

THE Diepmeadow Council has granted its town clerk, Mr Noel Gaum, an indefinite "special leave" from work pending an investigation into allegations that he sparked a strike by council workers last week.

This was confirmed to the *Sowetan* yesterday by councillor, Mr M J Khumalo, who said most of the striking workers who demanded the dismissal of the town clerk, have returned to work.

returned to work. Workers from various council departments presented a memorandum containing about 37 grievances against Mr Gaum to the mayor before downing tools last week.

Among the allegations

against Mr Gaum were that he is racist, that he refuses to sign or delays the signing of requests for the maintenance of traffic department vehicles, thereby endangering the lives of the staff, and that he uses abusive language

Mr Khumalo has acknowledged that the council has received a copy of the memorandum and that they were still studying it before resolving the issue. He said the council met with the workers' representatives yesterday

day. The meeting agreed that Mr Gaum should be granted leave pending an investigation into the allegations.

"We are hoping to meet the workers' representatives again tomorrow in an attempt to resolve the problems

We hope to come out with reasonable answers," Mr Khumalo said.

A spokesman for the workers' representatives yesterday said the council has presented them a replying affidavit in which Mr Gaum gave answers to some of the

Diepmeadow strike: 152 Special leave, 12/8/87 Sowetan

allegations

The spokesman said they did not want the answers to be known because the matter was *sub judice*

"The workers have resolved to return to work after the council gave us an undertaking that Mr Gaum would not be present at work until the matter has been settled," the spokesman said.

The meeting between the council and workers' representatives takes place tomorrow at 10am.

LABOUR BRIEFS

ABOUT 300 members of the Building Construction and Allied Workers' Union have spent five days in the veld in Seshego, Pietersburg, after being kicked out of a police station where they took refuge in a labour dispute.

BCAWU's general secretary, Mr Narius Moloto, said the Murray and Roberts employees were dismissed on August 8, after a two-week stoppage over retrenchments in Seshego.

The workers were in the middle of building a new hospital when the dispute began. The company called in the Lebowa Police who evicted the workers, who in turn took refuge at the Seshego police station on August 12, but were thrown out the next day. They are presently sleeping in tents on a veld in the township.

The Congress of South African Trade Unions said yesterday that 85 000 workers at about 250 factories have pledged solidarity with the 340 000 National Union of Mineworkers members presently engaged in a wage strike.

It said the Chamber of Mines should be aware that its "obstinacy" was creating a volatile situation.

About 200 members of the Chemical Workers' Union at Matthey Rustenburg Refineries downed tools yesterday in protest against the company's relocation to Bophuthatswana, the union has said.

The CWIU said the protest was sparked off by the closing down of the Wadeville Refinery which was followed by the building of the new one in the homeland.

The union said that in spite of a year-long discussion of the issue, management remained adamant and carried out its decision.

About 2000 workers at six Corobrik and Corocret factories in Durban have gone on strike.

According to the managing director of Corobrik, Mr Ray Andrew, the strike, which began on Friday, was an "illegal stoppage" but to date had been peaceful. They were currently negotiating with the Brick and Allied Workers' Union which represented the workers.

The reasons for the strike, according to management, are still unclear but believed to be over wage demands.

COURT STOPS STRIKE

A STRIKE planned from today by nearly 400 employees of the City Council of Atteridgeville was declared illegal by the Pretoria Supreme Court at the weekend.

On Saturday Mr Justice de Klerk granted an interdict against the workers and restrained them from organising, propagating or encouraging a strike. The judge also restrained them from distributing ballot papers propagating a sit-down strike.

The council brought an urgent application against the employees — all members of the Transvaal Association of Employees of Black Local Authority — following threats that about 60 percent of the workers had agreed to stage a sit-down strike from today.

The application was not opposed.

Mr Justice de Klerk called upon the union to

show cause by next Tuesday why a final order should not be granted against the workers.

The planned strike followed various grievances expressed by the workers. They include failure by the council to sign a recognition agreement with their union. In papers before the court the council submitted that it had at all times been willing to negotiate with the union.

The council also submitted that the planned strike would lead to the disruption of essential services which could result in unrest in Atteridgeville which is at present "reasonably stable".

Sasol strike due to begin today

B/Pay 1-7/8/87

(5)

DIANNA GAMES

TWELVE thousand workers at Sasol's plants and mines at Secunda were scheduled to go on strike today over the issue of May 1 and June 16 as paid holidays, the Chemical Workers' Industrial Union (CWIU) said yesterday.

A Sasol spokesman said Sasol was not in deadlock with the union and was prepared to continue negotiations once the President's Council had made a finding on the issue of paid holidays.

He said it was nine months before the holidays became an actual issue.

The CWIU said Sasol had moved swiftly to try and block the strike and, in a telex at the weekend, had alleged the strike was illegal, doubting the validity of the strike ballots.

The union said Sasol had threatened to apply for a court interdict to stop the strike but a Sasol spokesman yesterday denied that an interdict was being prepared.

Threatened Sasol strike 'not begun'

Today's threatened strike by 2,000 workers at Sasol's Secunda plant over the issue of May 1 and June 16 as paid public holidays had not materialised by 8 am, said Sasol media manager Mr Jan Krynauw

Sasol was not in deadlock with the Chemical Workers' Industrial Union (CWIU), he said

A telex issued by CWIU said Sasol had moved swiftly to block the strike and had sent the union a message in which it was alleged the strike was illegal and the validity of the strike ballots was doubtful. It had no doubt the strike would be legal and that the ballots were conducted in a correct manner



Not

Failed to heed return to work ultimatum

MORE THAN 100 SACKED BY PO

12/8/87 Sowetan

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[Handwritten scribble]

MORE than 100 Eastern Cape Post Office workers have been dismissed for not heeding a return-to-work ultimatum. At the same time, a stoppage involving about 16 000 Post and Telecommunications Workers Association members continued country-wide yesterday.

A spokesman for the Department of Post and Telecommunications said the workers refused to return to work on Friday and were now considered to have terminated their services.

The workers were among the 1700 Eastern Cape workers who began the strike on June 23 demanding the reinstatement of 60 colleagues dismissed since 1985.

The PO spokesman said a date for negotiations with Potwa has not yet been set but discussions would take place "soon".

Court

He confirmed that postal services in many parts of the country have come to a halt as a result of the strike which accelerated last week.

Further incidents related to the post office strike include:

- An urgent court application made on behalf of the Minister of Posts and Telecommunications to have Potwa restrained from taking strike action was dismissed with costs in the Pretoria Supreme Court last week.

• To Page 4



MEMBERS of Potwa yesterday pledged solidarity with their Eastern Cape colleagues at a meeting held at Khoiso House, Johannesburg. The slogan, "an injury to one, is an injury to all," echoed in the hall.

BY THEMBA MOLEFE

• The 18 post office workers detained in the north and eastern Transvaal — including a postmaster — are still in jail, according to Potwa.

• Angry residents yesterday telephoned the Sowetan complaining the Office when they enquired after the delivery of post to the townships.

A well known Soweto community leader said she was told by a "rude" official that she should tell striking workers in the townships to go back to work so that she can get her mail.

She said the organisation she runs depended on donations and she had approached the post office with a view of collecting her mail in Johannesburg, and workers in the Vaal meet tomorrow to discuss the strike and possible action in the area.

• Post Office workers in the Vaal meet tomorrow to discuss the strike and possible action in the area.

• From Page 1

12/8/87 Sowetan

~~SA 7-25 12/1987~~ (189)
(152)
Strikers return

JOHANNESBURG (189)
Between 6 400 and 7 000

striking workers at Is-
cor's Vanderbijlpark
plant began returning to
work yesterday after an
agreement between the
National Union of Metal-
workers of South Africa
and Iscor management.

Both parties agreed
the workers, who had
been on a legal strike for
22 days; should return to
work. — Sapa

concluded.

12/19/72

150

Poor pay protest

WORKERS at the Consul Plastics factory in Kuils River downed tools yesterday in protest over poor pay and conditions of service

Workers said about 90 employees struck over their demand for R3 an hour in the low pay classes

The factory produces plastic bags and carriers

A Consul spokesman, Mr. H. Stroh, said the strike was called off at 11am

Fired strikers must get out of hostels

SUSAN RUSSELL

Samancor Ltd was granted a final order in the Rand Supreme Court yesterday directing 488 dismissed employees to vacate a hostel at the company's Meyerton plant.

The dismissal of the workers on July 31 was also declared lawful.

Samancor brought the urgent application last Thursday.

Just over 1 000 employees — members of the National Union of Metalworkers of SA — went on strike from July 14-16.

An interim agreement was reached, but some workers again went on strike on July 30

152

~~HOA~~

B1 Day

12/8/87

16 17 18



Clothes factory workers sit in

ABOUT 50 workers employed by Rupwin Clothing Manufacturers in Seshego, Pietersburg, staged a three-hour sit-in yesterday demanding a pay increase. The workers say they earned between R16 and R20 per week.

The manager, a Mrs Swanepoel, yesterday said: "There were problems" at the plant but said everything had gone back to normal. She denied that workers were paid between R16 and R20 per week but refused to say what the correct figures were. "It is none of your business and I'm not going to tell you", she said.

Workers told the *Sowetan* that 10 workers were dismissed yesterday after the three-hour stoppage. "We sent a delegation earlier to negotiate about pay increases and also because increases are given unequally. Some people get increases some don't. We were told we could all go home and come back on Friday as we were fired," one worker said.

The factory is in Lebowa where trade unions are not recognised.

12/8/87

Sowetan

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~~152~~

WWWON STRIKE

152 (circled) (circled) *we post 23/10/87*

By KIN BENTLEY

A STRIKE by 4 000 workers has shut down Volkswagen, Uitenhage, in a dispute over the dismissal of a man said to have assaulted a foreman.

The trouble is a re-run of a similar incident which closed the plant two years ago — and comes at a time when the company is riding the crest of a wave

This month it secured a R55m, 3 000-car order from Avis for next year

The dispute started on Wednesday and is costing the company 200 cars a

day in lost production

The stumbling block in the return of the workers, according to the company, is a National Union of Metalworkers of South Africa

(Numsa) demand that the foreman also be suspended while the case is settled through arbitration

Volkswagen is refusing to do this because he is not believed to be guilty of any misconduct

Mr Brian Smith, the company's manpower resources manager, said "virtually the entire non-white workforce" — about 4 000 people — had downed tools

He said that on Monday an assembly line worker was dismissed after the alleged assault last Friday afternoon

"On Wednesday afternoon the workforce downed tools, demanding his reinstatement"

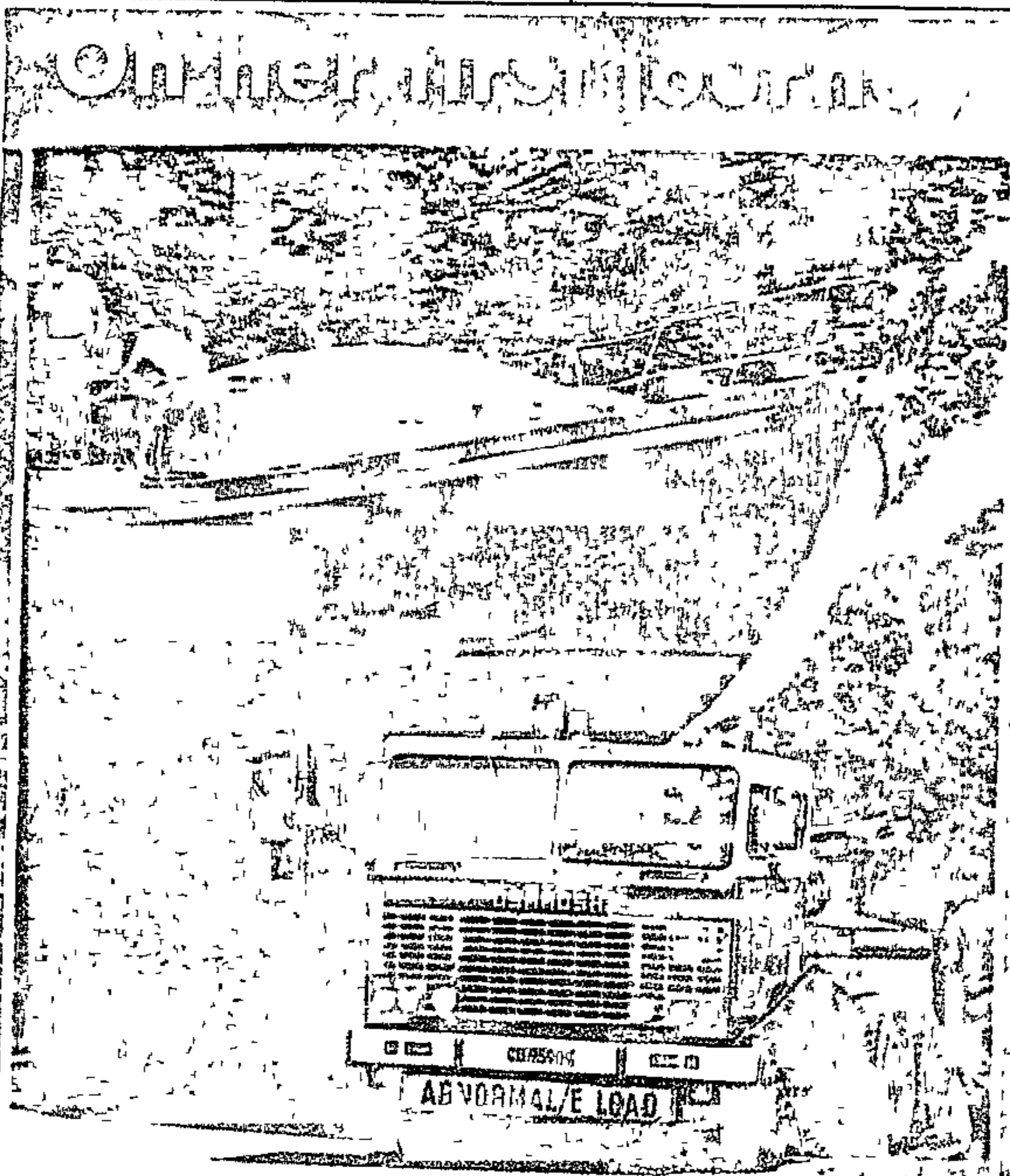
Mr Smith said the case had been reviewed "through all in-company grievance procedures"

The company offered to call an urgent meeting of the Industrial Council to hear the dispute and start Industrial Court procedures. They were prepared to refer the matter "for urgent and independent arbitration", he said

"We are appealing to workers to return while the issue is resolved"

This was put to the union on Wednesday. While he understood they were in favour of arbitration, he said they demanded the suspension of the foreman until the case was resolved

Asked the nature of the alleged assault, he said the foreman was "knocked to the ground. He received minor injuries which had to be treated"



It's not every day one gets to realise a lifelong dream . . . like launching one's own yacht. Mr Chris Biden (seen on board) and his wife, Patricia, finally launched their 10-year labour of love in Port Elizabeth harbour yesterday. The yacht is seen here leaving the driveway of Mr Biden's parents' home in Walmer.

W/G Abbas 5/8/07 (152) (152)

LABOUR
AFFAIRS
DICK
USHER



Management actions at Spekenam 'spark wide-spread anger'

IT'S difficult to underestimate the extent of union and community anger over events at Spekenam over the past 10 days.

Briefly, management dismissed about 500 workers last Thursday after they had been on strike at the Bellville factory for two days

Police then arrived, called in by management according to a police spokesman, and drove workers out of the factory using sjamboks and teargas

KNEE-JERK RESPONSE

This is seen as the unacceptable face of industrial relations, a reversion to the 1970s when managements' knee-jerk response to worker action was to yelp for help from the Department of Labour (as it was then) and the police

Bewildered by displays of worker power, blinkered by the tunnel vision created by too many years of arbitrary power over workers and blamed by inadequate (mostly non-existent) industrial relations they simply lacked the equipment to respond with understanding

Since then, many managements have left the dark ages behind and the police view is that industrial relations are a matter between employers and employees

So the events of last Thursday sparked deep anger among workers

Support from community organisations has been pledged at a series of meetings — in line with their acknowledgement of the leadership of the working class.

A Cosatu spokesman called management's actions "provocative" "We call on management to face the real issues — workers' right to freedom of association and to negotiate wages and conditions of employment through their elected representatives and their chosen union," he said.

"Are the bosses serious about negotiating in good faith or are they just out to attack the union? We see the events of last Thursday as part of the national attack on Cosatu and the denial of the workers' most democratic right to negotiate a living wage"

Lunchtime demonstrations of support have been held by, among others, the Food and Allied Workers' Union (Fawu) plants round Cape Town and the Congress of South African Trade Unions affiliates in Bellville

Meanwhile, it is understood that casual workers who have been hired have been told they have temporary jobs for two weeks

SOMEONE AVAILABLE

It's difficult to give management's side of the story because no contact has yet been made, managing director Frikkie de Klerk has been attending a lot of meetings So not only do they have an IR problem, they've got a PR problem too

One can't emphasise strongly enough that where there's a dispute management should have someone available at all times, not only to hand out statements but with the authority to clarify unclear points and answer questions.

Too many company statements are so unclear, or fail to address the issues, that they simply fog things up

All IR issues are delicate, but if the unions can mandate people in the organisation — a shop steward or an organiser — to talk to the Press it's often difficult to understand why managing directors of companies are so jealous of their status that someone else with a clear grasp of the situation can't be delegated to talk to the Press

GAT Times 15/8/87
Work stoppage at city hotel

152
Labour Reporter

ABOUT 100 employees of the Vineyard Hotel, Newlands, refused to work for a busy lunch-hour this week after a woman colleague was dismissed.

The owner of the hotel, Mr Louis Petousis, yesterday confirmed the incident but declined to comment.

A Liquor and Catering Trades' Union official, Mr Mark Ramsdon, said that after the woman's dismissal on Thursday her colleagues decided at 1.10pm to "down tools".

They resumed work at 2.15pm when union officials arrived and the hotel management gave them 30 minutes to return to work or face dismissal.

● The dismissed employee appeared in the Wynberg Magistrate's Court yesterday. No charges were put and the case was postponed.

12 000 Sasol workers will strike, says union

At least 12 000 members of the Chemical Workers' Industrial Union (CWIU) at Sasol's Secunda plants will strike on Monday over a dispute about the granting of paid holidays on May Day and June 16, according to the union

A CWIU spokesman said that at a mass meeting on Wednesday, 5 900 union members decided in favour of striking at Sasol 2 and 3 and at the fertiliser and explosives plants

A Sasol spokesman said: "We have not been informed by the CWIU when they intend striking, nor has the outcome of the mass meetings convened by the CWIU on the issue of May 1 and June 16 as paid holidays been officially conveyed to Sasol"

The spokesman said the company told the union that it would wait to hear the recommendations of a report on public holidays to be released by a President's Council committee on September 14

"We asked what the recommendations

Star **ADELE BALETA**

were likely to be and the reply was that May Day would not necessarily be granted on May 1, and another holiday may be given for June 16 We rejected this," the spokesman said.

Management had informed the union that it was willing to negotiate the matter before the holidays were due.

"The issue will only be acute in nine months' time and we prefer to wait for the President's Council review on all public holidays."

The spokesman said that all operations were proceeding normally at Sasol plants yesterday

The union and management are also in dispute over wages and the implementation of wage increases prior to an agreement being reached.

The union spokesman said the CWIU was preparing ballot papers for a legal strike over the wage dispute.

15/8/87

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~~152~~

SAM MABE

Three hundred workers at Cinqplast in Nugget and Albert streets, Johannesburg, have been on strike since Tuesday in support of a demand for the recognition of their union

A spokesman for the workers said they were dissatisfied with working conditions and claimed management was not prepared to give them a hearing

The managing director of the company, Mr H Howard, said he had no knowledge of grievances by his employees.

300 support union demand

He said he gave the workers an opportunity to speak to him about their problems on Tuesday and that they had refused.

He said there has been no contact between him and the striking workers. He confirmed that a union had sent him a telex, but he did not know who the union represented.

He said the situation was back to normal at the firm as he has made alternative arrangements to continue production.

Workers claim that management is breaching SEIFSA's main agreement regarding minimum wages and that women who go on maternity leave lose their jobs.

CAPG Times 12/8/87

Workers tell of assault by strikers

182 152 215 1407
Court Reporter

AN UNEMPLOYED man and another man who had been "casualing" at a brewery for five years told the Wynberg Regional Court yesterday how they were assaulted outside the brewery for wanting to go in when other workers were "on strike".

The two gave evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who is charged with intimidating Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsson's Cape Breweries on June 30 by forcing them to stay away from work.

The state alleges he assaulted and injured them with an axe or sharp instruments, punching and kicking them. He is alternatively charged with assault with aggravating circumstances and threatening to kill, assault and injure them.

Mr Tite, who has been working at Ohlsson's since 1982 as a "casual", said he had come to work on June 29 and "some people told me if I did not want to die then I must stop work. A white man stopped them."

Mr Tite returned to work the following day and on his way to the entrance gate he was attacked by a man wielding a "small axe". He was hit on the leg and was bleeding. On his way to Newlands station the police told him to return to work to find someone to take him to a hospital.

As he approached the gate a second time Mr Nwezo came to him and told him to go back.

"The accused told me it was dangerous to go on to the premises as I could be assaulted. I told him I wanted to work because I was hungry," he said. The police arrived soon after and arrested Mr Nwezo.

Mr Welcome Jubisa said he and others had gone to Ohlsson's to look for work. A man told them to go home as the "workers were on strike".

"They said they would hit us and when we turned around to go home the men hit us," Mr Jubisa said. He said Mr Nwezo was one of the men in the group.

He said he was assaulted with an object, but was not sure whether it was a stick or an iron bar.

Stones were thrown at them. While running he fell on the railway line at Newlands station. Mr Jubisa said Mr Nwezo threatened to kill him if he returned to the brewery. He was later taken to Victoria Hospital.

The hearing was adjourned to August 24

Mr P J Putter was the magistrate. Mr P Mostert prosecuted. Mr A Chiat appeared for Mr Nwezo.

800 guards stop work

By Adele Baleta

About 800 security guards employed by Pritchard Security Services yesterday stopped work, demanding the reinstatement of five dismissed workers.

According to a Transport and General Workers' Union (TGWU) spokesman, the five workers — two cleaners and three security guards — were fired two months ago.

VICTIMISATION

"The security guards were dismissed for promoting the union, which is not recognised by the company, among the workers.

"It was a clear case of victimisation," the TGWU spokesman said.

11/8/87
The strikers are demanding overtime pay and a living wage — R600 a month. Other demands include transport home from the workplace late at night and notice before being transferred from one place to another.

The TGWU spokesman said the current minimum wage for a cleaner was R160 a month and R262 a month for security guards.

Management of the security company held meetings yesterday to discuss the situation and could not be contacted for comment.

● Last month 350 employees of another security firm, Fidelity Guards, went on a three-day wage strike.

1977 12 18 11:18 AM

Iscor Numsa (12) reach agreement

Iscor and the National Union of Metalworkers of SA (Numsa) negotiators today agreed that almost 7 000 striking Vanderbijlpark plant workers return to work while negotiations continued, an Iscor spokesman said.

The strike follows Numsa's rejection of a wage increase package.

Star
Iscor spokesman, Mr Piet du Plessis, said in terms of the agreement, employees would return to normal shifts from tomorrow.

Union officials were not available for comment at the time of going to press. 11/8/77

... situation should be taken

Strikes suspended at Iscor, SAB

B/O
11/8/81
152

ALAN FINE

WORKERS at Iscor's Vanderbijlpark plant have agreed to suspend their three-week-old strike and return to work today after agreement that their wage dispute be referred to mediation.

The accord was reached yesterday between management and the National Union of Metalworkers of SA (Numsa).

A Numsa spokesman said mediation would begin as soon as possible. He said Iscor had agreed that, should mediation fail to resolve the dispute, the 6 500 workers would be entitled to resume strike action.

SAPA reports the strike at the SA Breweries' Bloemfontein brewery ended yesterday when 160 employees returned to work.

The dispute involved an incident between a white supervisor and a black employee. A disciplinary hearing has fallen away as the supervisor has resigned.

But the striking employees have declared a dispute over SAB's "No work, no pay" policy, which came into effect during the strike. A hearing on this matter has been arranged for August 19.

PROFIT (LOSS) REFO

Mercedes strike continues

EAST LONDON — The Mercedes Benz of South Africa plant here remained closed yesterday as a workers' strike entered its 21st day

A company spokesman said yesterday that the position was unchanged.

The company was awaiting feedback from shop stewards of the National Union of Metalworkers of South Africa (Numsa), who met in Durban over the weekend to discuss the issue

● There have also been no negotiations between post office officials and the Post and Telecommunications Association since talks reached a deadlock situation in Pretoria last week

A post office spokesman said over 1600 workers had been hired in the Eastern Cape and the Witwatersrand to replace 1600-odd employees fired for refusing to return to work — DDR.

Editorial opinion P8

DD 2/8/81

(152) 27/8/87 (198) Schweitzer
SAPA reports that Mercedes Benz has cancelled the introduction this month of its new 124 range station wagon due to its East London plant being closed as the result of industrial action.

The car — modelled on the same lines as the 184 range — would have gone on sale next month, a company spokeswoman said in Pretoria.

Mercedes Benz's East London plant remained closed yesterday because of a wage package dispute with the national union of metalworkers of SA.

Workers started a work stoppage on August 4, and the company later dismissed 188 striking employees.

TO ADVERTISE ON THIS PAGE — TELEPHONE EAST LONDON 26141

Strike action postpones launch of luxury car

Daily Dispatch Reporter

EAST LONDON — The three-week strike at the Mercedes-Benz of South Africa (MBSA) plant here has resulted in the introduction of the new Mercedes-Benz 230 TE station wagon being postponed indefinitely.

The luxury station wagon was to have been launched in Cape Town on Monday next week.

A company spokesman, Mrs Delene MacFarlane, said production had still not been resumed, and the introduction of the car had been delayed indefinitely.

"A large interest in the T-model has been shown and many Mercedes-Benz customers might be disappointed at the unavoidable delay in delivery schedules.

"The plant stoppage will further aggravate the supply of Mercedes-Benz and Honda models, and Mercedes-Benz of

South Africa regrets any inconvenience caused to its customers," Mrs MacFarlane said.

The situation at the plant, where workers went on strike demanding an hourly wage of R5 per hour and no loss of earnings owing to weekly working hours being reduced from 44 to 43 hours, was unchanged, Mrs MacFarlane said.

No talks were scheduled between the company and the National Union of Metalworkers of South Africa (Numsa) in the immediate future, she said.

A Numsa spokesman confirmed that no talks were planned.

The MBSA chairman, Mr Sepp van Hullen, said the company was making every effort to resume production.

"We wish to assure our customers that every effort is being made to resolve the dispute and to resume production as soon as possible," he said.

(5) 2/19/87

Mercedes issues 'Go back' order

MICK COLLINS

MERCEDES BENZ has given a return to work ultimatum to its 2 600 striking black East London workers.

Management representatives told National Automobile and Allied Workers Union (Naawu) officials at a meeting on Friday that employees who did not return by Wednesday would be fired.

"Both parties expressed the genuine desire to secure a voluntary return to work," a Mercedes Benz statement said.

The company re-affirmed its offer to reinstate 188 dismissed employees if there was a general return to work within the time limit.

The union was requested to reconsider its position in an attempt to arrive at a settlement.

Naawu would consult with its members and meet again with management today.

The statement confirmed the company's position concerning the withdrawal of its offer on wages and hours of work tabled on August 18.

9/18/87

Merc workers go on strike

152

CP Correspondent

WORK at the Mercedes Benz factory in East London has come to a halt following a work stoppage revolving around demands for a living wage

The spokesperson for the company in Pretoria said production had been temporarily suspended as a result of industrial action the company regarded as unlawful

According to a Numsa spokesperson, the dispute started in one section of the plant on Monday and subsequently spread through the factory.

The workers are demanding an increase of R5 an hour and a reduction of the working week to 43 hours without loss of pay

Management and workers deadlocked on Tuesday and the company's call to workers to return to work was ignored

The company spokesperson said the matter was being referred to the Industrial Council.

Political comment and news items by ZB Molefe, headlines and subediting by Jon Swift, all of 204 Eloff Street, Johannesburg

Strikes costs Merc millions

THE eight-week strike by 2 600 workers at the Mercedes-Benz East London plant has resulted in lost production of more than 4 600 vehicles worth millions of rands.

Sales of Mercedes-Benz and Honda cars are at a virtual standstill.

The company lost about 500 Mercedes-Benz and Honda sales in August as a result of the strike. September sales have been badly hit and October will be worse.

A spokesman for the company says there are no stocks at the plant and most dealers have run out of cars.

Commercials

Production of cars averages 110 a day as well as about 11 commercial vehicles. Production of commercials has returned to normal. The commercial vehicle division is staffed mainly by whites.

In an effort to resolve the matter, Mercedes raised its pay offer on two occasions after the increase announced on August 1.

By Don Robertson

The first increase lifted minimum wages from R3,50 an hour to R3,70. On August 18 an offer of R4,00 an hour was made and later raised to R4,04.

In addition, the company has agreed to fully compensate the workers for the reduced working week from 44 hours to 43 hours and will pay an attendance bonus of R27 a month. Also in the package is a bonus of one month's pay and 21 days' leave.

The company has agreed to wage increases in January and July next year.

The hourly rate of R4,04 represents a monthly wage of R752, which compares with the R572 paid in January this year at a rate of R3 an hour and the R667 paid in July at R3,50 an hour.

The latest offer represents an increase of 37% since January.

On September 9 all workers were dismissed, but Mercedes-Benz has continued to negotiate with the union. The latest discussions ended in deadlock and the company will start recruiting new workers tomorrow.

W/E Argus 26/9/67 152

Daimler-Benz 'hands off' on SA strike

Weekend Argus
Foreign Service

MUNICH — Daimler-Benz headquarters in Stuttgart has refused to intervene in the strike at its South African subsidiary's factory in East London in spite of sharp criticism by West Germany's giant metalworkers' union

Daimler-Benz's personnel

chief said the dispute could be settled only "on site"

Mercedes-Benz SA had shown its readiness "to negotiate at any time and at any place" and the company's offer to the striking workers was far above other wage settlements in the South African motor industry, he said

But the chairman of the powerful West German Metalwork-

ers' Union Ig-Metall, Mr Franz Steinkuehler, accused the South African company of tackling the strike "with methods which would be impossible in a civilised country"

Mercedes-Benz SA was "using human suffering to break a strike", he told a Press conference in Stuttgart

Mr Steinkuehler and other

union officials had earlier had extensive talks with the South African Metalworkers' Union negotiator in the East London strike, Mr Les Kettledas

He and a South African representative of the International Metalworkers' Federation are touring Daimler-Benz factories in West Germany in search of shop-floor support for the East London strikers

(152)


A R300m loss

The strike at the Mercedes-Benz (MB) plant in East London is now in its eighth week — and accumulated losses suffered by the German multinational already exceed those endured by the mining houses during the miners' strike

MB CE Sepp van Hullen puts the production loss at 130 units a day, which means that over the 40-odd working days the strike has lasted, the plant has lost production valued at a massive R300m

This calculation is based on an average retail value per vehicle of R65 000 as the company's production is split roughly 50-50 between MB and Honda on the passenger car side

At the time of going to press, Mercedes

FM 25/9/87 107


indicated that it had offered the work force an increase that would amount to 37% at the lowest level of employment but that the National Association of Automobile Workers Union (NAAWU) is now demanding increases of between 50% and 67%

MB has stated that it is treating the strike purely as an industrial relations dispute, but it seems increasingly that the strike is largely politically motivated, given the recent statements by union leaders that MB, "though a multinational, is no better than South African white supremacists."

Though MB has reaffirmed its commitment to remaining in SA, and East London in particular, the possibility does arise that the company could be pressured into pulling out of the eastern Cape in the same manner that Ford left Port Elizabeth following a politically motivated strike

Moreover, while MB is laid lame by the strike, the opposition is using the opportunity to gain ground

John Jessup, member of the board of management responsible for marketing at BMW, says sales of the BMW 5-series have recently risen from 5-7 a day to an average of 12 a day, while sales of the 7-series have risen from 7-8 a day to around 10 a day. Nevertheless, he refuses to establish a link between BMW's rising sales and the MB strike

"Whether this has anything to do with the strike at MB or whether it's more a response to a natural upturn in the market is anyone's guess," he tells the *FM*.

Further, Jessup makes the point that, as far as the new 7-series is concerned, production is only running at the rate of 5-6 cars a day, so BMW cannot meet demand anyway

August unit sales of MB actually held up well, which would indicate that the company must have had quite a lot of stock on hand

But obviously this situation cannot continue for the duration of the strike. Eventually MB supply bottlenecks are bound to have a strongly negative effect on the group's future sales

MBSA to start recruitment drive after most strikers ignore offer

By DAVID MARRS

EAST LONDON — The majority of dismissed Mercedes Benz of South Africa (MBSA) workers had not taken up the offer of guaranteed re-employment which expired at 3 pm yesterday, a spokesman for the company said last night

She said the production of commercial vehicles had continued "at acceptable levels" during the strike, although passenger vehicle production lines had been halted

The company would now embark on a recruitment programme to resume full production

"Applications for employment will be accepted from suitably qualified applicants as well as former employees of the company

"The guarantee of re-employment offered to former employees has, however, now fallen away," the spokesman said

A spokesman for the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said the workers had gathered as normal yesterday morning and had decided to send a delegation to the management of the company with a letter demanding that "the guarantee of unconditional re-instatement on resolution of the dispute be re-introduced to avoid any misunderstanding about the status of the workers"

The letter, which was handed to a company official early yesterday afternoon, stated that the dismissed workers would resume production "as soon as an agreement on the currently unresolved dispute is reached"

Mr Gxarisa said the workers had received monetary assistance from the union yesterday, for the first time since the strike began eight weeks ago R100 000 was distributed among the workers

"These funds were received from sympathetic organisations and from collections taken among fellow workers in East London," he said

Mr Gxarisa declined to release the names of the organisations involved or to reveal the manner in which the funds had been distributed

"The union has been battling to assist the workers so that we can be assured that the eventual resolution is negotiated and not enforced, as the company would have it"

The MBSA spokesman confirmed that a telexed message had been received from the union yesterday and said the company had "responded and reconfirmed its commitment to finding a solution to the dispute and its willingness to explore methods of reaching a settlement"

Mr Gxarisa said the two former employees who were arrested outside the plant on Thursday had "been released on bail of R150 each after being charged with intimidation"

"Another three workers were arrested today after the meeting had broken up

"This is a clear indication of collaboration between MBSA and the police, especially as the company has refused to disassociate themselves from the arrests," he said

The Border police liaison officer, Major Trevor Hayes, said only two men had been arrested outside the plant yesterday and they had been charged and warned to appear in court

The MBSA spokesman confirmed that the company was aware of the arrests, but said "information received indicates that they are not related to the actual labour dispute at the East London plant

"MBSA would never call upon the police in order to achieve its own objectives but only in situations where there is a dire threat to personal safety or in the case of criminal activity," she said

Mr Gxarisa said the two union officials who were visiting Germany, Mr Les Kettleidas and Mr Brian Fredricks, had held press conferences in Frankfurt after their arrival

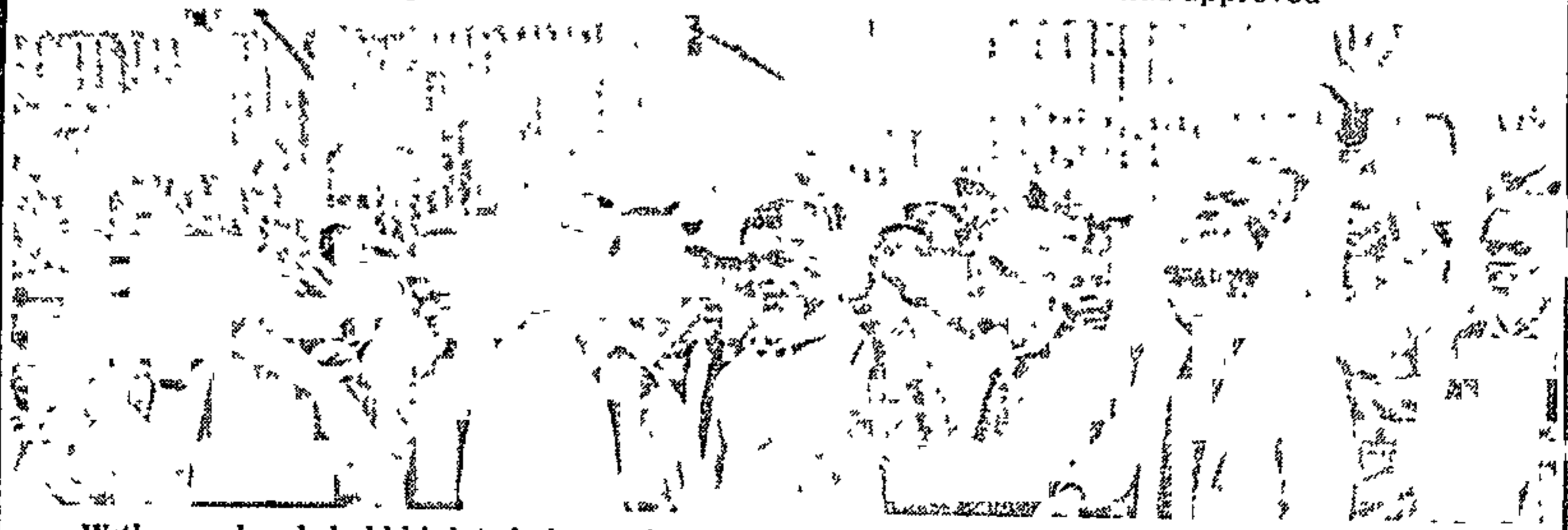
"They are presently in Stuttgart, where they have held discussions with IG Metal officials and will also meet shop stewards of the Daimler-Benz plant in Stuttgart

"We believe that this meeting will add to the support we have already received from the German workers and that Daimler-Benz management will be bound to address the problems of the MBSA workers and help to bring about a speedy resolution to the dispute," he said

When asked to comment on the distribution of the pamphlets, urging "interested persons" to report for re-employment at the plant before the expiry of the deadline, Mr Gxarisa said the union was "confident that the call by the company will be ignored by the people of Mdantsane"

The pamphlets were distributed from a chartered plane in Mdantsane on Thursday

The Ciskei deputy director general of Foreign Affairs and Information, Mr Headman Somtunzi, said the MBSA management had sought permission to distribute the pamphlets from Ciskei authorities and "we had approved"



With open hands held high to indicate their commitment to an hourly pay of R5, dismissed MBSA workers stream past the motor plant's gates yesterday

Labour trucked in — claim

Police arrest two fired Merc workers

~~THE~~ B/dm
IS 2/9/87

EAST LONDON — Police arrested two fired Mercedes-Benz workers as the strike by 2 800 workers entered its 52nd day yesterday.

National Union of Metalworkers of SA (Numsa) spokesman Vwe Gxarise said the workers were held outside the factory gates after being pointed out by management officials

He said fired workers had walked down the road towards the plant, followed by a police van and a senior Mercedes management member

Gxarise said "When the workers came close to the fence, somebody came from the industrial relations office and shouted abuse at them. The people maintained discipline and ignored the insults, but the police arrested two"

A Mercedes spokesman said a worker was confronted by people when he tried to start work. He fled after threats. Police arrested two people "after the group rattled the gates and hurled abuse at a guard and an official".

A police spokesman declined to elaborate on the arrests.

In another development, Gxarise accused Mercedes of reneging on its assurance to give dismissed workers until today to re-apply for work. The company had trucked in 100 la-

Own Correspondent

bourers from farms near East London. Unionists spoke to the recruits who were unaware of the dispute and they decided not to take the jobs

The Mercedes spokesman denied the claim. She said there had been two queries about employing new labour — one from an employer who had retrenched workers and the other from a person who wanted 40 application forms

She said "In both instances these persons were advised that individual applicants were to apply to the company in person". She denied any knowledge of truck loads of workers being brought to the company

Two union officials, Les Kettledas and Brian Fredricks, arrived in Germany yesterday to tell the president of the German Metalworkers of the strike and to address shop stewards and activists.

The strike began on August 3. Talks aimed at breaking the deadlock broke up on September 21

□ SAPA reports a Rhodes University economist has warned a prolonged strike at the Mercedes plant could have a far-reaching effect on the regional economy if not settled soon

Department of Economics head Philip Black said the effects of the strike on the city's economy would continue to be felt over a long term

(52) (2)

Dead end for Benz cars

25/9/85
Smetm

THE production of luxury Mercedes Benz cars has come to a halt following the eight-week dispute between the company and the National Union of Metalworkers of South Africa

A Mercedes Benz (SA) spokeswoman said yesterday that the dispute brought to a halt the production of Mercedes Benz and Honda models. The production of trucks had been maintained.

She said the waiting list of prospective customers, which varied between three and six months, had been extended.

Dispute

The production of cars was at an average of 130 units a day before the dispute. No cars are being produced.

Negotiations between Numsa and Mercedes Benz ended inconclusively on Monday with the union rejecting management's offer of a 37 percent increase and instead demanding rises of between 50 and 67 percent.

Management said the 2800 workers dismissed about two weeks ago in East London over the dispute had until today to return to work.

The spokeswoman said the company would begin re-hiring and recruiting new staff on Monday.

Numsa officials were not available for comment yesterday.

Benz fires strikers, but talks go on



Dismissed Mercedes Benz workers

THE dismissal of 2 800 workers at the East London plant of Mercedes Benz last week has not ended the five-week-old dispute for a minimum wage of R5 an hour

The company announced last week it was firing its entire black workforce for failing to heed an ultimatum to return to work.

The National Union of Metalworkers of South Africa (Numsa) has refused to recognise the dismissals and still hopes for a negotiated settlement. The company, on the other hand, has announced it wants to rehire the workers, but so far nobody has taken up the offer.

The dispute began on August 3, when workers of the body and chassis section walked out because management cut working hours without compensation.

Management had refused to discuss the matter with Numsa, who had asked that the cuts not be implemented until talks were held with the workers. The demand for R5 an hour was also discussed.

The company had argued that it was party to an Industrial Council agreement, and was not obliged to

carry out plant-level bargaining. As a result of the walkout, the plant was closed, and Mercedes obtained an interdict against the union from the Industrial Court. It also dismissed the 188 workers held to be responsible for the strike.

However, the interdict was not made final because the union was able to prove the Industrial Council agreement was not valid, and the company began negotiating.

Talks continued for some days, and Mercedes then made what it called its final offer. It would reinstate the 188 dismissed workers, and raise the minimum wage by 50 cents to R4 an hour.

This R4 included partial compensation for the cut in hours. The union rejected the offer and talks ground to a halt. For almost two weeks, there was no contact between union and management, until the company issued an ultimatum that workers should accept the final offer.

Numsa refused to back down, and Mercedes withdrew the offer of increased wages, although it did not drop the offer to reinstate the 188 dismissed workers.

Later the company issued the ultimatum which led to last week's dismissals. Urgent attempts were made to resolve the matter, and management made an offer which brought the minimum wage to R4,04.

Numsa rejected this, and made its own proposals to "bring the two parties closer", but these were rejected by the union. The talks deadlocked, and dismissals followed.

Both sides have accused the other of failing to negotiate properly. The company has criticised Numsa's refusal to budge from its R5 demand, and the union has said Mercedes has continually thrown stumbling blocks in the way of the negotiating process.

The strike has cost the company millions. Mercedes has been unwilling to give exact figures, but industry sources say they've lost more than R150 million.

The figure is calculated from the daily production loss of about 130 units. Mercedes Benz luxury cars, trucks and Honda cars. In addition, the firm has had to delay the launch in South Africa of a new model, a Mercedes Benz station wagon.

Sawyer
Náawu to 
NATIONAL Automobile
and Allied Workers Union
officials will meet
Mercedes Benz manage-
ment representatives
today after the company
threatened to dismiss
2 600 striking workers at
its East London plant.

7/9/87

Cape Times 8/8/7/152

Mercedes ultimatum

EAST LONDON. — Striking workers of Mercedes-Benz of South Africa could be dismissed if they did not return to work on Monday morning, a company official, Mr W I Gardiner, said yesterday

Deadline expires for striking EL motor workers

WOL 26/9/87

EAST LONDON — The majority of dismissed Mercedes-Benz of South Africa workers had not taken up the offer of guaranteed re-employment which expired at 3pm yesterday, a spokesman for the company said last night.

She said production of commercial vehicles had continued "at acceptable levels" during the strike, but passenger vehicle production lines had stopped.

The company would now embark on a recruitment programme to resume full production.

Applications for employment will be accepted from suitably qualified applicants as well as former employees.

"The guarantee of re-employing former employees has, however, now fallen away," the spokesman said.

A spokesman for the National Union of Metalworkers of South Africa, Mr Viwe Gxarisa, said the workers had received R100 000 in monetary assistance from the union yesterday, the first aid since the strike began.

"These funds were received from sympathetic organisations and from collections in East London," he said.

Mr Gxarisa said two former employees arrested outside the plant on Thursday had been released on bail of R150 each after being charged with intimidation. Another three workers were arrested yesterday.

● In Johannesburg, the national secretary of the Automotive Department of Numsa, Mr Fred Sauls, rejected allegations that striking workers were intimidating others who wanted to return to work. — Sapa

Motor plant strike enters ninth week

152
28/9/87

Daily Dispatch Reporter

EAST LONDON — The position at the Mercedes-Benz of South Africa (MBSA) plant here remained unchanged at the weekend as the company enters its ninth week of limited production today.

A spokesman for the company said last night that there had not been any contact between the company and representatives of the National Allied Workers' Union (Nawu) over the weekend.

He said there had been a lot of confusion over the name of the union — often quoted as

the National Union of Metal Workers' of South Africa (Numsa) — but stated that the union was actually Nawu.

"There has not been any contact between Nawu and ourselves since the exchange of telexes on Friday afternoon," the MBSA spokesman said.

"There have not been any new developments, but we still remain hopeful that the situation can be satisfactorily resolved.

"MBSA re-affirms its commitment to solving labour disputes through acceptable bargaining processes," he said.

He said the police did

not have a role to play in the in-house negotiations between management and employees but stated that the company could not intervene in areas where people were responsible for breaking common and criminal laws.

"Our position is clear. We have never called in the police to help resolve the situation."

"Where there have been criminal actions, these have had nothing to do with the labour dispute," he said.

● In an advertisement in today's Daily Dispatch, MBSA invites applications for vacancies in 21 job categories at its East London plant.

Mercedes set to sack 2 800 today

Labour Reporter

MERCEDES-Benz is set to dismiss about 2 800 employees today after talks failed to resolve the month-long strike at the company's East London plant.

A company offer on wages and hours of work was yesterday rejected by the National Union of Metalworkers of South Africa (Numsa).

The strikers were given an ultimatum on Friday to return to work today or face dismissal.

Mercedes-Benz said last night

in a statement that the ultimatum would be implemented

The threat came after two days of talks between company and union representatives at which Mercedes-Benz reinstated a previously withdrawn offer on wages and compensation for reduced working hours.

The offer was for a R4 hourly minimum wage and the reinstatement of 188 workers dismissed earlier in the strike

According to its statement, the company offered to compensate

fully for the reduction of working hours from 44 to 43 a week and proposed to reduce working hours to 40 over the next two years

Full compensation would be paid for the reduced hours

Mercedes-Benz said the wage package offered represented a minimum monthly income for the lowest grade of employee of R752 a month

The union delegation said it would report back to its members but found the package to be inadequate.

Mercedes workers on the job again

ISA
8-14/10/87

From FRANZ KRUGER

EAST LONDON. — Production lines at Mercedes-Benz in East London finally began running again on Wednesday morning as workers ended their strike.

An agreement had been reached last Friday providing for a return to work on Monday, but workers refused to resume production because of alleged violations by management of the terms of the agreement.

Workers had been given "service contracts" to sign in which many were demoted to positions below those they had held when the dispute began over two months ago.

Provision was also made for a three-monthly probation period and bonuses payable at the end of the year were to be paid out this week.

Workers refused to sign the contracts, and intensive negotiations were resumed between management and the National Union of Metalworkers of South Africa (Numsa).

On Tuesday, agreement was reached and the company withdrew the contentious parts of the contract.

According to a union spokesperson, there were no further hitches when the workers returned to work on Wednesday morning, and production lines were put in motion.

A statement by the company issued late on Tuesday said: "As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike".

Both parties had expressed their willingness to cooperate in order to facilitate the return to work as agreed, the company statement said. — *Elnews*.

(S2) (18/87)

MERCEDES STRIKE

Numsa wins

Production at Mercedes Benz SA's East London plant looked set to resume this week. This came after the plant's closure on Monday, when the 2 000 dismissed metal workers reported for duty only to find, they claim, that they'd been "demoted" by being classed into lower job grades.

The company said it closed the plant because of incidents of violence as a result of misunderstandings over the agreement.

Shop steward Tom Ntutuzeli of Numsa, the metal workers' union, tells the *FM* agreement was reached on Monday after a nine-hour meeting with management, who offered to restore workers to their former grades, and to pay their annual leave as usual (provided industrial peace is maintained). The workers agreed to go back to work on Wednesday, he said.

Numsa last Thursday scored a significant victory in their wage dispute with Mercedes. After nine weeks, R300m in lost production and R5m in lost wages, the company acceded to an increase of R4,50 an hour for the lowest grades. International trade union support, including financial assistance co-ordinated by the International Metalworkers Federation, greatly assisted Numsa.

Ntutuzela describes it as "a victory not only for Cosatu's living wage campaign, but for the industry, and the working class, and a contribution to the liberation struggle."

The new wage structure at Mercedes as from October 1 will be (grades one to six) R4,50, R4,65, R4,80, R4,95, R5,11, and R5,27.

#IM 9/10/87

R15m shot in the arm for Mercedes

152
15/10/87

Daily Dispatch Reporter

EAST LONDON — Mercedes-Benz of South Africa (MBSA) has received a R15,5-million boost this year and can look forward to a similar one next year following Avis Rent-a-Car's announcement that it is to replace and increase its existing passenger fleet.

The chairman of Avis Rent-a-Car, Mr Glenn Van Heerden, said from Johannesburg yesterday that R15,5-million had been allocated for the purchase of Mercedes Benz and Honda Balade passenger models this year.

"Mercedes is a large supplier. We have got an order now that we are expecting, hopefully, in the next three months of some 250 Mercedes models, worth roughly R13 million. That is still for this year," Mr Van Heerden said.

"It will probably take the next three to four months for them to deliver these vehicles to us."

"That is just the Mercedes. About 127 Hondas are still outstanding for this year, which is roughly worth R2,5 million."

"If you take those two together it is roughly R15,5-million worth of vehicles outstanding just between now and the end of the year that they are delivering to us."

"The various vehicle orders for R148 million are for next year," Mr Van Heerden said.

"It is difficult to say

exactly just how many we will take next year, but it wouldn't be very much less than what I am talking about now."

"In fact, it would probably be slightly more with inflated prices, but that is for the 1988 calendar year," he said.

Among the reasons behind Avis's announcement are a rapidly expanding leasing operation and the company's policy to replace vehicles every nine months.

Some 8 500 vehicles are to be bought at an average price of R17 500 and the total budget of R184 million represents 4,1 per cent of next year's projected total new vehicle sales in South Africa.

Another factor contributing to the increase is the country's expanding tourism industry and a substantial upswing in the rental sector.

A spokesman for MBSA in Pretoria said yesterday the company was fortunate to receive orders from Avis for both Mercedes Benz and Honda passenger cars.

"We receive orders on an on-going basis as part of our normal business," the spokesman said.

THE nine-week strike at Mercedes Benz, which ended this week, taught the firm "to take the workers seriously", according to officials of the National Union of Metalworkers of South Africa

At an estimated cost of R350-million, the strike was an expensive lesson, and the final hiccup which preceded the return to work on Wednesday showed it was not a lesson easily learned

An agreement reached last Friday had provided for a minimum wage of R4.50 an hour, and for the entire workforce to be taken back unconditionally. The union agreed to forfeit payment for the strike period and to maintain industrial peace at least until the end of the year

However, when workers turned up at the factory gates on Monday morning, they were confronted with "service contracts" which they allege contained several violations of the agreement.

Numsa representative Viwe Gxansa said about half of the 2 800 strikers had been demoted to job categories lower than those they had held before the strike began. Some of the foremen who had joined the action had been dropped from grade seven to

Mercedes: the strike ends ... and another row flares

grade four, even right down to grade one

In addition, the contracts made provision for a probation period of three months, and workers were told arrangements for the payment of end-of-year bonuses were being changed

The workers refused to sign the contracts and convened a meeting at "Geneva", the spot outside the trimline plant where they customarily held meetings during the strike

Negotiations between Numsa and management were resumed. According to union sources the company backed down on all issues late that same evening. By Wednesday morning, all workers were back at the plant, and production lines were finally being started up again

Commenting on the episode, Gxansa said the company had been trying to pull a fast one. "The company thought the workers were starved

The bitter Mercedes-Benz strike had hardly ended when workers were back holding protest meetings. FRANZ KRUGER reports on the uneasy truce

enough, and thought they wouldn't fight." Mercedes had been trying to save some money by taking workers back at lower levels, Gxansa said.

He also accused management of wanting to penalise the foremen who had stood with the strikers

The company did not at first comment on the union's allegations. On Tuesday evening, a short statement noted: "As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike." It also said the union had

confirmed "that the workers have agreed to sign the necessary documentation"

In response to a request for a more direct response to the union's allegations that workers were demoted, company representative Delene MacFarlane said: "The nature of our manufacturing process requires the moving of people between different jobs."

"In order to maintain an accurate administrative system, the company is compelled to audit its employees' job grades on an ongoing basis. The changes to a limited number of job grades of the returning workers was as a consequence of such an audit and was in line with the agreement negotiated with the union as well as its custom and practice in the motor industry."

The changes had, however, caused "confusion" when workers returned, and the company had agreed to re-

strong workers' job grades "in order to avoid any further confusion because of the misinterpretations." The firm she said, did not believe it violated the agreement.

Nevertheless, the course of the strike seems to bear out union criticism that management's response to the dispute consisted of a series of strong arm tactics which almost invariably backfired.

Mercedes set no fewer than four ultimatums and deadlines in an attempt to force an end to the strike. First a part, then all of the work force was dismissed. The company launched an unsuccessful recruitment drive among its former employees, finally all were reinstated.

For its part, the company has accused the union of intransigence.

The dispute began on August 3, when workers of the body and chassis section walked off their jobs in protest against a cut in working hours. Management had refused to delay implementation pending talks with Numsa on compensation.

The demand for a minimum hourly wage was also placed on the table, but the firm said it would not discuss an increase beyond the amounts agreed on at the industrial council for the motor industry.

The next day, the rest of the work force joined the strike, and the plant was closed.

There followed an interdict restraining the union from participating in the strike (ignored on a technicality), abortive negotiations, offers and counter-demands.

On the day Mercedes dismissed its entire workforce a West German Greens Party parliamentarian, Willi Hoss, arrived for a solidarity visit and sharply criticised the company's move. He addressed worker meetings, but the company refused to see him.

Meanwhile the parent company, West German motor giant Daimler Benz, was facing mounting criticism of the handling of the dispute by local management.

In the end, last week's settlement included a wage package that fully compensated workers for the cut in hours.

Mercedes Benz has consistently refused to quantify the losses it has suffered through the dispute. But calculating from the daily production loss of some 130 vehicles, some reports put the cost of the strike at R150-million after only four weeks.

If the calculations are correct, then losses must now amount to about R350-million.

In the last days of the dispute, there were allegations by the company of violence by the workers. Three workers had been arrested earlier and charged with intimidation. Their cases are still pending.

However, Gxansa said there had been no violence. "Why should the workers turn to violence when they had already won?" — elnews



How does a bottle of Graca measure up to a crayfish?

MBSA strike leads to intimidation case

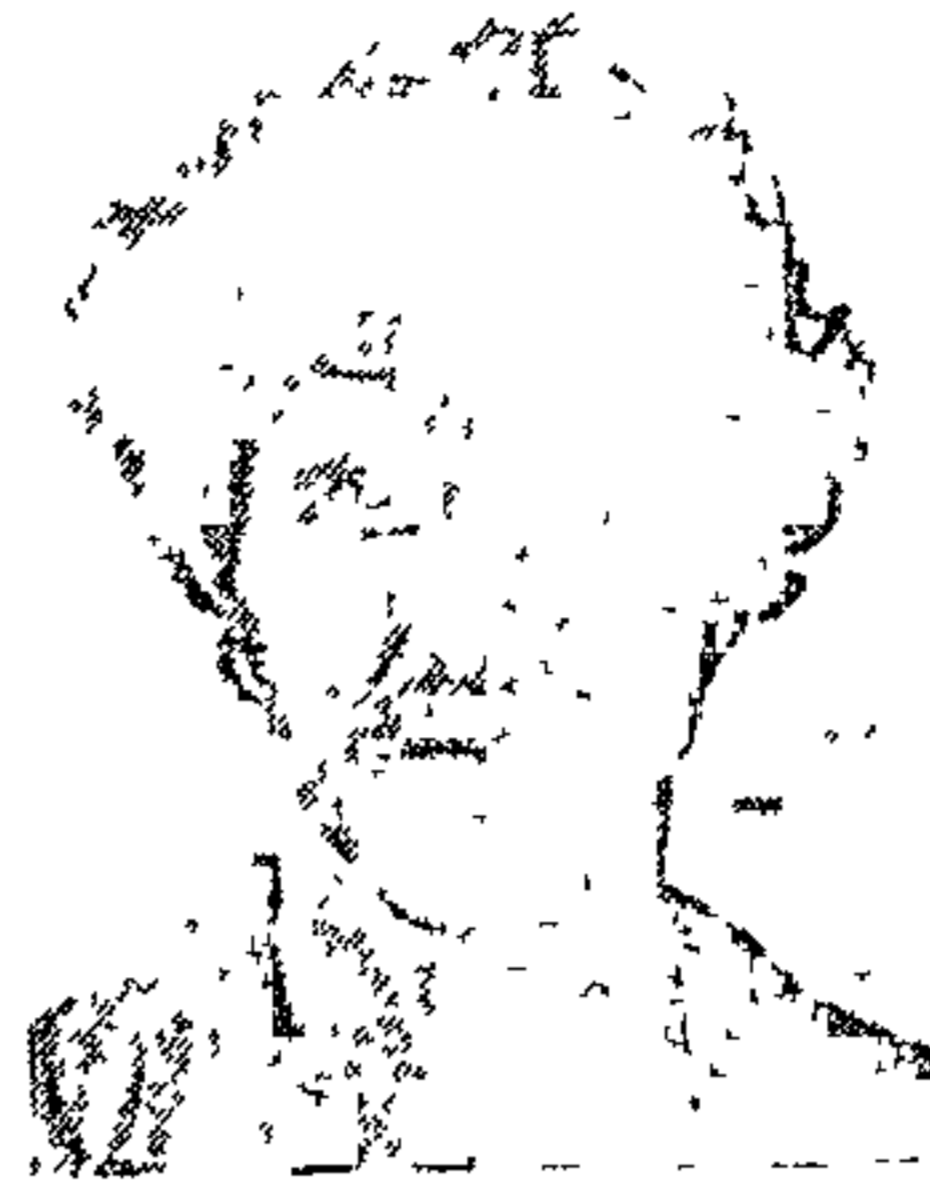
Daily Dispatch
Reporter

EAST LONDON — A Buffalo Flats man accused of intimidation during the Mercedes Benz strike in August and September of this year, appeared in the magistrate's court here yesterday.

Mr Matthews Draghoender, 32, of 21 Halifax Street, allegedly threatened a non-striker, Mr Gerald George de Kock, with an iron bar on October 5

Mr Draghoender denied that he knew Mr De Kock and said he did not take part in any intimidation at the Mercedes Benz factory, before or after the strike

Mr Draghoender said all he knew about the intimidation was what he had read in the newspapers the following day — that a man had been assaulted at the factory



Mr Gerald George de Kock, who was allegedly intimidated during the Mercedes Benz strikes. with a plank

He said he was not one of the shop stewards and was just "one of the masses" (an ordinary striker)

The head security officer at the factory, Mr Benjamin Johannes Trevelyan, who was called as a state witness, said there had been a lot of intimidation during the strike and Mr Drag-

hoender had been one of the ring-leaders

Mr Trevelyan said two or three small groups of intimidators had tried to prevent non-strikers from going to work

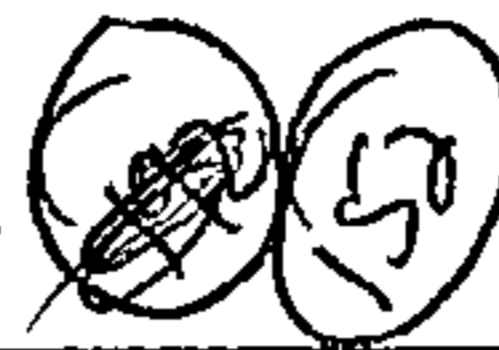
He said the situation at the factory had not yet normalised since the strike.

"People who have laid charges against the intimidators have been warned by certain people to withdraw the charges," he said

When applying for bail, the defence attorney, Mr H Lalla, said Mr Draghoender had given the court assurance that if granted bail he would not interfere with witnesses

The magistrate, Mr W Opperman, postponed the case until today and Mr Draghoender was remanded in custody

The prosecutor was Mr L Adonis



MBSA chief: labour laws need revision

Daily Dispatch Reporter

EAST LONDON — The strike at the Mercedes-Benz factory here had shown that the laws governing labour disputes in South Africa were incomplete, the chairman of MBSA's management board, Mr Sepp van Hullen, said in Cape Town.

Mr Van Hullen said at a function to mark the launch of the new Mercedes-Benz model 230TE that the strike had also revealed the beginnings of a whole new ball game.

"I do not advocate the need for more rights for the employer but rather a more balanced system which makes settlement more accessible,

"By this I mean that the system and the rules should facilitate the reaching of settlement following the process of negotiation."

The strike had shown that there had been a vast improvement in the trade union's organisational abilities and in the way in which it dealt with the situation.

It was the start of a

new ball game and a new set of rules could be seen, and it also showed "the international dimensions and possibly new rules that might apply from now for multinational concerns such as ours."

In the foreseeable future the "political implications will have a strong bearing on such strike actions".

"For us at MBSA there is no doubt in our minds that the unions and their presence in the industry are an essential aspect and there is no hope of building meaningful industrial relations without unions"

But the unions would still have to grow and mature considerably so they could learn that

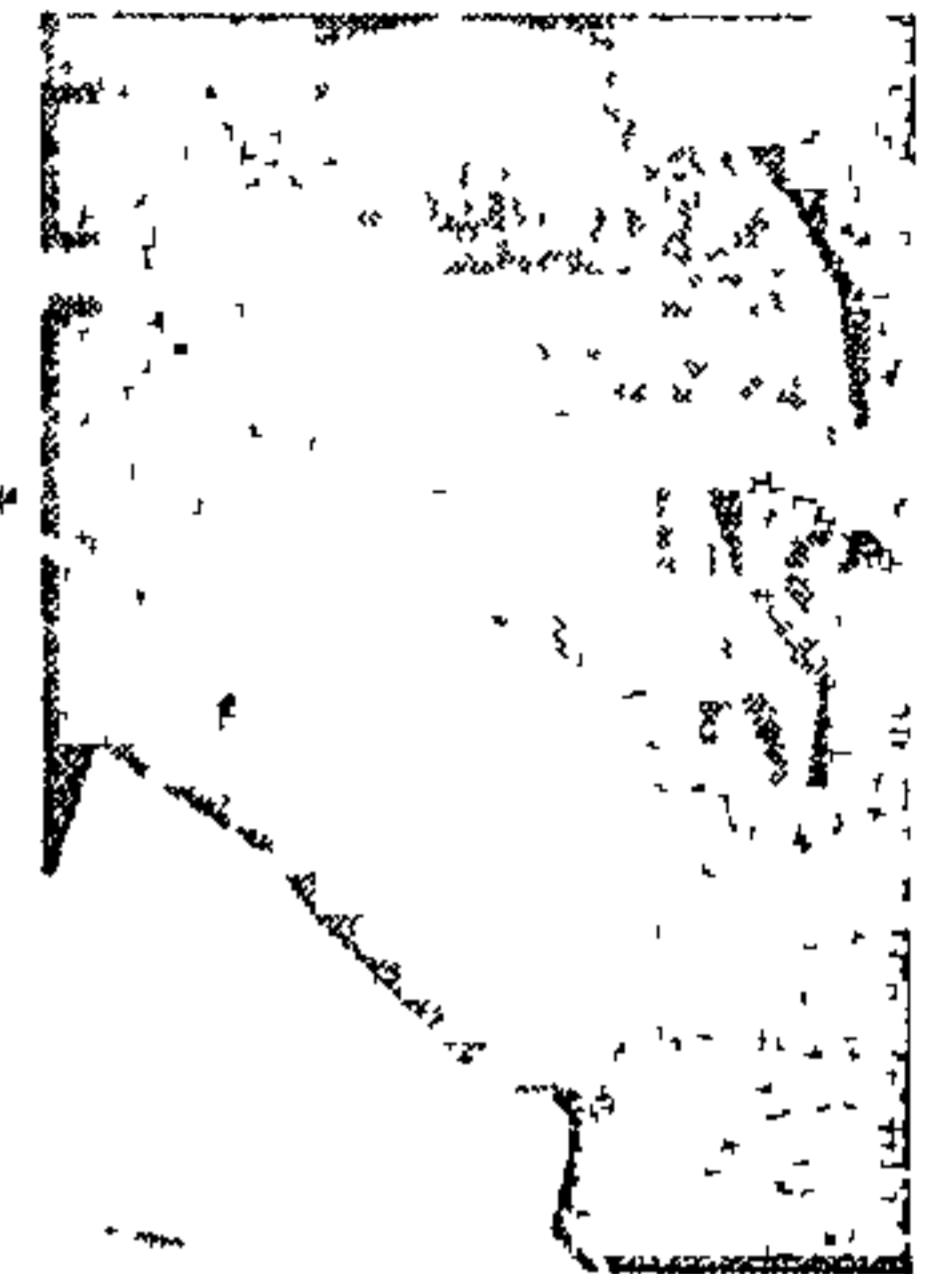
they also had an economic responsibility.

MBSA had learned an important lesson for the future, "that there should be more open communication and more opportunity for discussions on an ongoing basis, with the willingness to recognise and respect the other side's position and responsibilities"

Production of Mercedes-Benz vehicles had not yet returned to full capacity, as the strike had put them 10 weeks behind and they would never recover this

He added that there was "no clear winner nor a clear loser" and both parties had gained in certain areas

The workers were as-



MR VAN HULLEN

sured of remuneration ahead of the rate of inflation and MBSA secured a 15-month wage settlement which meant that for the whole of 1988 they would not be paying the "magical R5 plus" an hour

Rumours that Mercedes-Benz were to pull out of South Africa were untrue as the unveiling of the new vehicle proved

2800 Merc strikers sacked

10/9/87
Sowetan
152
~~152~~

MERCEDES - BENZ (South Africa) yesterday dismissed 2800 workers who did not meet a return-to-work deadline at its East London plant.

Recruitment of new workers will be announced in due course, management said in a statement yesterday.

The dismissals followed a six weeks' strike by the members of the National Union of Metalworkers of South Africa (Numsa) who downed tools demanding a R5 an hour basic wage. Management offered a R3,96 minimum which the union rejected

East London's Numsa secretary, Mr Viwe Gxarisa, said workers were locked out when they reported for duty at 7.30am yesterday — the deadline set by management

Martha Mahlangu,

A second bomb scare

CP Correspondent

STANDARD Bank staff in Church Street, Grahamstown, evacuated their building on Wednesday after a bomb threat

The evacuation was the second in a week, both at midday

A security guard at the bank said the threat was made on the phone at about 12 15am.

The bank manager refused to comment and the police also did not have any comment on the matter - Albany News Agency

tries of the two bodies will be expected to ask their communities to sign the petition forms and send them to Botha to plead with him to spare the lives of our compatriots," said Lekhoru.

Albertina Sisulu said it would be a first degree murder should the 32 compatriots hang

"The Geneva Convention says no political prisoner should be sentenced to death and if Pretoria turns a blind eye to that clause, this would be murder," she said

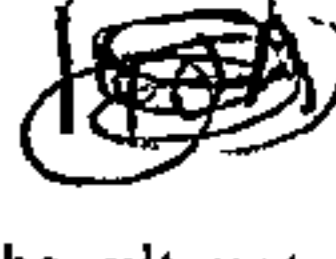
She said no parent would venture to kill his or her child even though the child had caused serious embarrassment to the family

188 strikers get the sack

16/8/87

CP Press

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CP Correspondent

CONFUSION reigned at East London's Mercedes-Benz plant on Tuesday when management announced that 188 workers had been dismissed

However, National Union of Metalworkers of South Africa officials said they had not been informed of the dismissals

The company had issued an ultimatum for the workers to end their strike, which had started on Monday, and return to work by Tuesday morning or face dis-

missal

The workers ignored the ultimatum and the company then announced it had dismissed 188 workers

A company spokesperson, Delene MacFarlane, said it had been decided to dismiss the 188 workers because they were considered responsible for the strike

The company had "no choice but to expel them", she said, adding that it was hoped the other workers would return to work. There are an estimated 2 800 workers at the plant

'Forced' ANC funeral

By MARTIN NTSOELENGOE

ALEXANDRA township "comrades" allegedly forced a family to bury their son in the township as an ANC soldier, instead of in the home-lands, as they wished

This was revealed before Judge FH Grosskopf in the Rand Supreme Court this week by the dead man's brother

Appearing in court are seven Alexandra men and a 17-year-old youth on charges of high treason, sedition or subversion. All have pleaded not guilty to all the charges

The accused are Ashwell Mxolisi Zwane, 20, Vusi Andries Ngwenya, 20, Andrew Mafutha, 22, David Ma-

futha, 19, Arthur Selby Vilakazi, 24, Albert Sebola, 21, Piet Magano, 28, and the 17-year-old youth

The dead man's brother, who may not be named, said after his brother's death comrades came to their house and told him that his brother died as an unrest victim and must, therefore, be buried as an ANC soldier

He said his father was very upset about the comrades' decision

Under cross-examination by the prosecutor, E du Toit, he admitted that his brother died of natural causes

He said on the day of the funeral, his brother was buried with 17 others

at a mass funeral held at the Alexandra cemetery

Another State witness said that, after his brother had died from tear-gas fumes, comrades came and told his sister-in-law that her husband would be buried as an ANC soldier

He said at the eve of the mass funeral, comrades put up a tent and also brought plastic chairs

Later they were told that there would not be any night vigils at any of the victims' houses, but a joint service would be held for all those who had died at the Roman Catholic Church

The case is proceeding

However, yesterday morning workers at the plant were again refusing to return to work. Instead, they were waiting for management to approach their representatives for talks

MacFarlane could not say whether management would initiate talks with Numsa, the union representing the workers

Workers in one of the Mercedes Benz plants went on strike last week in support of demands for a minimum hourly wage of R5

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the strike and simultaneously issued the ultimatum to return to work on Monday

On Monday, a planned meeting between management and Numsa failed to materialise when management informed the union's negotiating team that three of its members - senior shop stewards - had been dismissed - Elnews

Officer fined R1 500

CP Correspondent

A PORT Elizabeth policeman, Constable Winston Owen Vencencie, 24, was fined R1 500 or 12 months in jail plus one year conditionally suspended in the Port Elizabeth Regional Court this week

CP Correspondent

CISKEI police disrupted the funeral of a Potsdam community leader last weekend, according to Black Sash officials who witnessed the incident

Sue Power, chairperson of the Sash's Border region, described how mourners at the funeral of Zola Nozewu, allegedly mur-

Potsdam funeral disrupted

dered by vigilantes, were first teargassed then sjambokked without warning

She added there was no reason for the disruption as the funeral was "most or-

derly".

Ciskei police PRO Colonel Avery Ngaki confirmed that teargas was used twice at the funeral, but claimed the funeral crowd had been dispersed when they became rowdy

He denied Power's claim that there had been no warning and that people had been sjambokked. - Elnews.

Union claims court dismissed interdict

(52)

14/8/87

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers Union (Naawu) from inciting or participating in the strike at the company's assembly plant here, a union spokesman said last night.

Mr Les Kettledas said in a statement that, as a result of the application to the court and the com-

pany's refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union's leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the it.

Mr Kettledas said the Industrial Court's decision "clearly confirms the criticisms of the union that Mercedes management has not attempted to address the problems confronting it".

Instead, it had "run for shelter" to the courts and the Industrial Council.

"We hope the industrial relations management of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company."

Mr Kettledas warned that the union would consider withdrawing its leadership in disputes in which companies "ran secretly without adequate notice" to interdict the union, as had been done by Mercedes Benz

"The result of this will be that the companies will then have to negotiate with all their workers or negotiations and the industrial relations system will collapse."

Mercedes-Benz spokesmen could not be contacted last night for comment on the union's statement

A spokesman for the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only dismissed 188 "believed to have been responsible for the strike"

More than 2 600 workers are now on strike at the plant, where production lines came to a halt more than a week ago.

DD (52) 14/8/87
Two robbers

Motor plant still shut

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DD
12/8/87
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EAST LONDON — The Mercedes-Benz of South Africa plant here remained closed yesterday after the National Union of Metalworkers of South Africa (Numsa) and the company failed to resolve a week-long dispute.

A large number of workers went to the factory but did not work.

A total of 188 striking workers were dismissed when they ignored an ultimatum to return to work on Monday.

A company spokesman, Mrs Delene MacFarlane, said yesterday no more workers had been dismissed.

Asked whether the dismissed workers would be reinstated, she said: "A dismissal is a dismissal."

Mrs MacFarlane said the union had demanded further wage increases and changes to the working hours agreed on at the Industrial Council.

"The company has stated its willingness to negotiate on issues agreed at the Industrial Council."

"As stated earlier to Naawu (the National Automobile and Allied Workers' Union, an affiliate of Numsa), the company again indicated that it had bargained in good faith and was not obliged to bargain beyond the agreement already reached at the Industrial Council," she said.

Mrs MacFarlane said the factory would remain open for production today.

Union officials could not be contacted for comment yesterday —
DDR

MBSA, Numsa resume talks

EAST LONDON — Negotiations to resolve the six-week strike at the Mercedes-Benz of South Africa (MBSA) plant resume here this morning

Spokesmen for both the company and the National Union of Metalworkers of South Africa (Numsa) confirmed yesterday that talks are to be held today but declined to reveal what proposals were being negotiated

Talks resumed on Tuesday this week after breaking down on Monday last week

Some 2 800 employees were fired on Wednesday last week after lengthy negotiations failed to yield an agreement on workers' minimum hourly wage demand of R5.

MBSA, which has lost R150 million since the strike began, has offered a minimum hourly wage of R4,04

The dismissed workers have been given until Friday next week to reapply for employment

Numsa's regional organiser, Mr Les Kettle-das, said he was not aware of any of the dismissed employees being re-employed

The fired workers have continued to gather at the plant daily but have not reported for work —DDR

29/9/87 C/Pers



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Mercedes strikers supported

CP Correspondent

TRADE unions in the Eastern Cape are rallying to the cause of striking Mercedes-Benz workers

Workers at Port Elizabeth motor firms are to take unspecified solidarity action at their plants and the Commercial, Catering and Allied Workers' Union is putting pressure on furniture companies to be lenient with Mercedes workers who fall behind in their payments

In addition, the East London local of Cosatu has issued a statement warning it would not to "stand idly by and see the company prolonging a negotiated settlement of this dispute"

"Cosatu will not accept or tolerate the action by companies to revert to mass dismissals as a means of resolving industrial disputes," the statement said

And internationally, there is growing support from West German unions

A statement by the National Union of Metalworkers of South Africa said a meeting of shopstewards from Daimler Benz Mercedes' German parent company, had been held over the weekend

The meeting had resolved to support Numsa, and demanded that the company reopened negotiations to settle the dispute

The Numsa statement said, after a meeting of Eastern Cape shopstewards in Port Elizabeth it was decided shop stewards from Delta, Samcor and Volkswagen would visit East London this week to discuss "the plans of action to be implemented in their support"

Numsa spokesmen would not give details of the actions contemplated

Earlier in the strike, Numsa had written to local furniture shops informing them of the dispute and asking that people falling behind in HP instalments should not have their furniture repossessed

A Numsa spokesman said the response had been lukewarm, but when Ceawusa, which organises in these shops, took up the matter with them, there had been more sympathy for the strikers

These developments follow the dismissal of the entire workforce of 2 800 striking workers at Mercedes last Wednesday

The company decided to fire all the workers after they had ignored its third ultimatum to return to work

Meanwhile, the company has invited applications for re-employment from all dismissed employees, except in cases where "person's behaviour constituted gross misconduct" during the strike

The company said the offer would be open until 3pm on Friday, September 25, but a union spokesman said nobody had applied for re-employment as the dismissal was not recognised by the workers

The Mercedes workers have been on strike since August 3, demanding an hourly wage of R5 and compensation for the shortening of the working week

Workers are also demanding that they be paid during the strike - Elnews.



Staying out ... Mercedes-Benz workers outside the plant.

Metal union rejects 37% Mercedes pay offer

1965 22/9/87
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Labour Reporter

THE latest wage offer by Mercedes-Benz in the eight-week labour dispute at its East London factory has been rejected by the National Union of Metalworkers.

According to a company statement, the offer would have improved pay in the lowest grade by 37 percent.

The union's demand ranges between 50 percent and 67 percent.

The company's offer

included improved wages, compensation for reduced working hours and a higher attendance bonus.

Proposals for further wage rises in January and July next year were also tabled.

At negotiations yesterday the union said it was not changing its demands.

● From Johannesburg The Argus Correspondent reports that more than 2 000 members of the National Union of Metalworkers (Numsa) were locked out at four plants of the Highveld Steel and Vanadium company yesterday after striking workers rejected a management wage offer.

The dispute between Numsa and the Anglo-linked Highveld Steel stems from in-house wage negotiations which started in June.

Meanwhile the Post Office is still battling to deliver mail that piled up during the 10-week countrywide strike by postal workers demanding pay parity with whites.

The public relations officer for the Post and Telecommunications Services, Mr Ben Rootman, said:

"It will take a while to overcome the backlog, but in some areas things seem to be shaping up and all is going well."

He said black townships were the hardest hit. All township post offices had been closed during the strike because all staff had been on strike.

The strike ended on September 7 with an agreement signed by postal authorities and the Post and Telecommunications Workers' Association (Potwa). Both parties agreed that dismissed employees would re-apply for their jobs and wages would be increased by 20 percent for unskilled workers from October 1.

Strikers would not be paid for the duration of the strike.

During the strike postal services came to a standstill and there were no mail deliveries in most parts of the country.

Cape Times 11/9/87

Fired workers to meet at plant daily

152 Own Correspondent

EAST LONDON. — Fired Mercedes Benz of South Africa (MBSA) workers decided yesterday morning to return to the plant daily till the company resumes negotiations with the union.

Some 2 800 employees were dismissed on Wednesday after lengthy negotiations to resolve a five-week wage dispute failed to reach an agreed settlement.

In other developments yesterday, a West German metalworkers' union, Ig Metall, sent a telegram of support to workers, and a West German parliamentarian addressed the former employees at the plant.

The workers met at the administration block after being refused entry to the trimline, where they have met since the strike began. They decided to meet every day at 7.30am till the company agrees to re-enter negotiations with the National Union of Metalworkers of SA (Numsa).

The president of Ig Metall, Mr Franz Steinkuehler, yesterday sent a telegram to Numsa's office here condemning the company for the dismissals.

"We regret and condemn again the company's habit to use the ultimate threat of dismissals during a bargaining process," he said.

Yesterday's meeting was addressed by a left-wing member of the West German parliament. Mr Willie Hoss, of the Greens Party, told the workers that their dismissal for striking "fits neatly into ruling apartheid politics".

"This monstrosity reminds me of the behaviour of early capitalist employers," he said. The mass dismissals had "colonialist characteristics which fit neatly into apartheid politics", Mr Hoss, a former shop steward at the Daimler-Benz plant in Stuttgart, West Germany, said.

South 15-21/10/87

Spekenam approached 'often' to avoid dispute

By AYESHA ALLIE

SPEKENAM management had been approached several times to avoid a dispute at the plant, Food and Allied Workers' Union general-secretary Jan Theron told the Industrial Court this week.

The union has applied to have the 600 dismissed workers reinstated on the basis that they were unfairly dismissed.

Theron said workers were agitated when wage negotiations did not take place in June as promised by management.

He said the union had entered into wage negotiations in November 1986. Conditions at the factory were also discussed. Management postponed the negotiations to June 1987.

The workers accepted management's decision to postpone talks and agreed it would take place on the basis of productivity.

A recognition agreement was not concluded despite continuous negotiations throughout the year.

Not welcome

Shop stewards were informed by management that union officials were not welcome at wage negotiations.

This angered the workers. A work stoppage was staged in protest at management's refusal to allow worker representatives.

However, this matter was resolved when wage negotiations was postponed until the end of July.

Fawu alleged that management deadlocked negotiations by claiming the recognition agreement had not been concluded.

Management's reaction caused the workers to be frustrated, and the situation was reported to the union.

Talks were held between shop stewards and union officials who advised that a formal dispute could be declared.

The workers then stopped working and attempts to hold talks with management failed.

At the end of the day, management issued a pamphlet warning that workers would be sacked the following day, should they not return to work.

Workers sacked

Management told Fawu that all striking workers had been sacked.

Theron said workers requested the union to take further steps when it was clear management would not negotiate.

A shop steward, George Xashimba, said management refused to sign a formal wage agreement. They claimed the union was not formally recognised.

He said shop stewards were given production books, but rejected it as it was not the correct method to assess productivity.

According to the union, it was rejected because it was not considered to be a real measure of productivity, and that it was a unilateral decision taken without consulting the union.

The regional director of Spekenam, Mr Gideon de Klerk, said the strike was illegal and that workers were abusive and intimidated others.

He said temporary workers were employed because of financial problems facing the company due to the work stoppage.

He argued that if the court ordered the reinstatement of the dismissed workers, they would influence temporary workers.

De Klerk said the company had suffered a lot following several strikes by the workers.

A shop steward, Raymond Jada, denied that several strikes took place and referred to it as work stoppages.

He said workers stayed away on June 16 and May 5 to 6, which the company regarded as strikes.

Judgment was reserved.

ARGUS

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Bakery fires 388 workers as strike continues

By DICK USHER
Labour Reporter

DUENS Cadora bakery has dismissed 388 workers, nearly its whole workforce, as the Peninsula bakers' strike continues.

A spokesman for the Food and Allied Workers' Union (Fawu) said Duens' action had raised the temperature of the dispute and could make settlement more difficult.

"Obviously we are going to fight the dismissals," said Mr Jan Theron, general secretary of Fawu.

"We are appalled at the company's unwarranted and unjustifiable actions."

"It could have wider implications in that workers in the group's mill will see this as a threat to their position

"They are also involved in wage negotiations and are also paid less than workers from other companies in the sector

"NO ALTERNATIVE"

"They will regard this as a precedent for the treatment they can expect from the company"

Spokesmen for Duens management were not available for comment, but a statement late yesterday afternoon said that in spite of several requests from the company to workers and Fawu members that they should return to work and stop their illegal strike, they had not done so.

"The company, under these circumstances, had no alternative but to dismiss workers on strike."

A spokesman for Silverleaf and Good Hope, also affected by the strike, said the bakeries had called for a meeting with the union today and were "full of hope"

He said the company would "do everything we can from our side not to do anything formal against our employees"

Mr L. Badenhorst, group training manager for Sasko, which owns Enterprise, said talks with the union expected yesterday had not taken place, but he hoped there would be discussions today.

was told and lieutenant-general at the month

Sydney 21/10/87



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South NEWS

Shops push up bread price

SEVERAL people have complained that they were being overcharged for bread by local traders.

This followed the shortage of bread after 1 000 workers at four bakeries went on strike for higher wages.

Many shopkeepers are apparently collecting their bread at the bakeries and passing the additional transport costs onto the consumers.

Meanwhile, talks between the Food and Allied Workers Union (Fawu) shop stewards committees and Good Hope and Silverleaf bakeries continued.

According to the Advice Office in Hanover Park, a supermarket and a mobile shop in the area only sold bread to customers who also bought groceries.

In Bonteheuwel, a shopkeeper apparently charged 90 cents for unsliced white bread and another shop refused to sell bread to those who did not buy groceries.

Desperate

A resident said people were desperate for bread but accepted the "new" price

"We do not have transport to go elsewhere to buy bread. And people make a dash for bread as there are only two local shops in the area who have supplies," she said.

In Lotus River, some people had been charged an extra two cents for the plastic. According to several residents, this had been going on before the bread shortage.

The Belhar Advice Office said a shop only supplied their regular customers, who

bought groceries, with bread.

Some shops in Cathkin also charged 90 cents for a white loaf, and 70 cents for a brown loaf, according to residents.

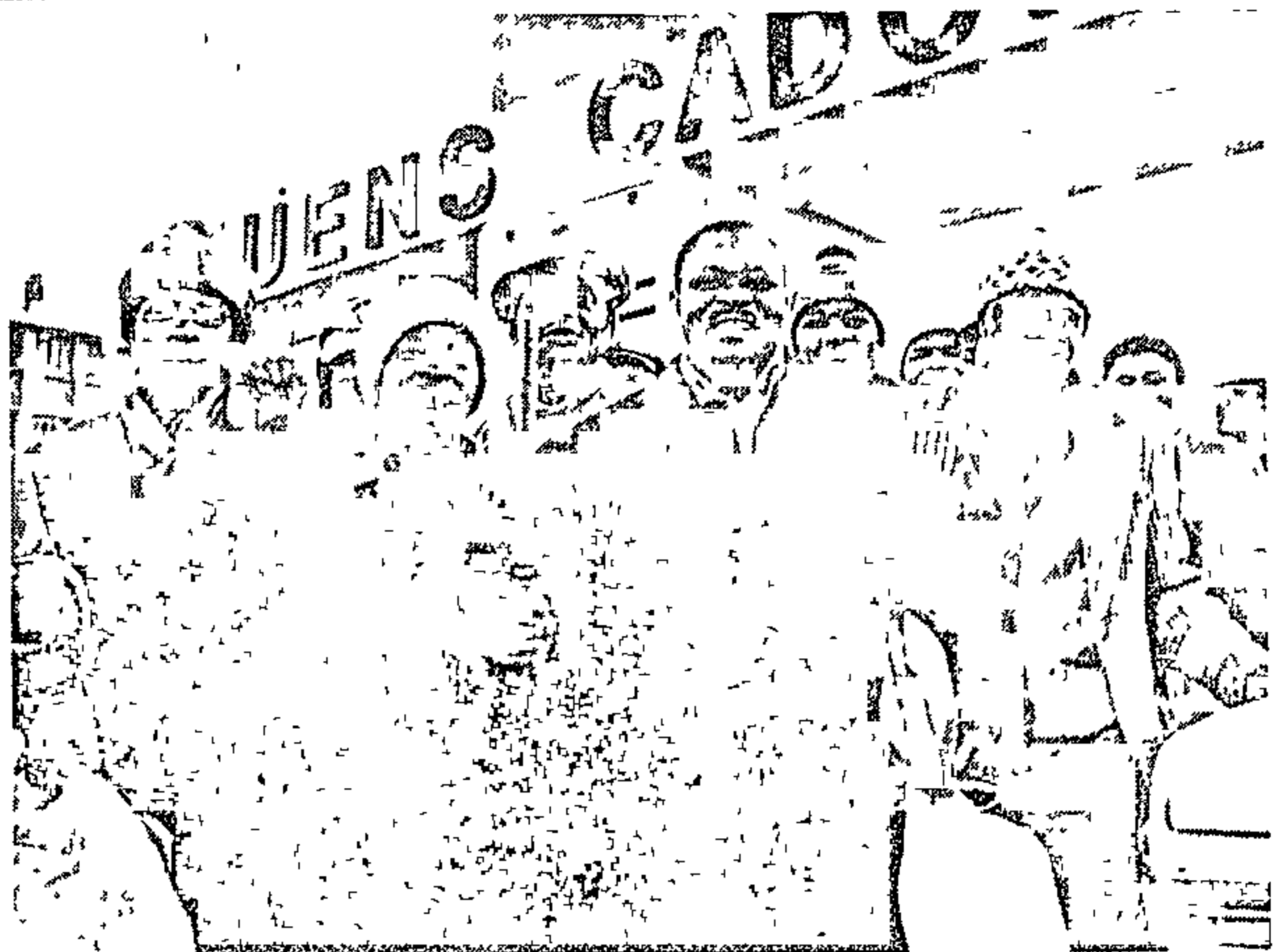
Mr Kassiem Allie of the Western Cape Traders Association criticised shopkeepers for collecting bread at the bakeries.

"They are actually breaking the workers demands for an early settlement by doing this"

Allie said shopkeepers had no right to overcharge people and condemned their actions.

"They fetch the bread on their own expenses and should meet the expenses themselves," Allie said.

He called on the four bakeries to give workers legitimate increases



DAYLIGHT AGAIN . . . Striking bakery workers emerge into the sunlight yesterday morning after a seven-day sit-in at Duens-Cadora Bakery in Epping Picture ADIL BRADLOW

Care Times 20/10/87

Bread strike 'hurting', DIY bread taking over

By CHRIS ERASMUS

BREAD consumers have begun buying out flour and yeast stocks and at least one supermarket chain executive said the bread strike, now in its second week, was "hurting"

Most of the city's main bakeries reported little bread production yesterday, although Mr Kobus Laing, assistant general manager of Enterprise Bakery, said it was "largely back into production"

Mr Laing declined to give details of the extent of production at Enterprise but said most customers were receiving bread

"We are hoping for a settlement some time this week — nobody has been dismissed and it is not our intention to dismiss anyone at this time," he said

A Fawu spokesman said last night that workers moved out of the Duens Cadora factory at 7.30am yesterday while workers "locked out" from Good Hope bakery and the majority of workers from Silverleaf and Enterprise were holding report-back meetings on an ongoing basis in Guguletu

"If you calculate the money lost at Duens for example, this would already more than cover the raises workers have been asking for," he said

No production took place at Silver-

leaf and Good Hope bakeries yesterday

Mr Louis Greef, a spokesman for Silverleaf, said a few workers had returned to work yesterday and spent the day cleaning up

"At Good Hope Bakery we had about 19 strikers still on the premises. We had no production there either"

Meanwhile Pick 'n Pay's general manager, Mr John Barry, said his group too had not been severely affected yesterday "largely because it is not a heavy demand day and because our in-house bakeries worked full-time over the weekend to stockpile bread"

"We had full deliveries in the southern suburbs and central area, although some of our outlets in the northern suburbs were still a little short

"We have also noticed that people are switching to bread substitutes like crisp breads. On the whole, people appear to have adapted their eating habits to accommodate the shortage," he said

But Mr Norman Leibov, OK Bazaars marketing director for foods, said his chain's outlets were in very short supply yesterday, as were the outlets of most other major supermarket chains

"This strike is definitely hurting us, although no more than most of the other groups"

Sapa
20/10/87
**Putco dispute
disrupts buses**

JOHANNESBURG — Many Soweto commuters who catch buses to the northern suburbs had to find alternative transport yesterday following the dismissal of 500 drivers and technicians at Putco's busy Wynberg depot on Friday.

The workers, members of the Zakhem Transport Allied Workers' Union (Zatawu), stopped work last Tuesday in protest against the dismissal of two workers and disciplinary action against two others.

Negotiations between Zatawu and the company to seek a settlement were continuing, a Putco spokesman said yesterday — Sapa

AR 665 20/10/87

Bakery bosses planning to produce bread again

By DICK USHER
Labour Reporter

TWO more major Peninsula bakeries are likely to start producing bread again.

A spokesman for Good Hope and Silverleaf bakeries said the management would start discussing ways and means of starting production today.

Enterprise, part of the Sasko group, has maintained limited production throughout the eight-day strike.

Informed sources said Duens Cadora, the Peninsula's largest bakery, had also resumed production, but this could not be confirmed.

Strikers who had been sit-

ting in at Silverleaf and Good Hope since the start of the strike left after the management started a lock-out at the weekend.

The spokesman said management, supervisory staff and staff who had signed an undertaking to start work again, would handle production.

Discussions between Enterprise management and the Food and Allied Workers' Union (Fawu), to which the 1 000 striking bakery workers belong, started again yesterday.

Mr L Badenhorst, Sasko's group training manager, said talks would continue today.

Numsa men face intimidation probe

152
Sanctum
20/10/87

ABOUT 130 members of the National Union of Metalworkers of South Africa have been suspended pending an investigation into alleged acts of intimidation as 4 000 Highveld Steel Corporation employees returned to work after being locked out of the Witbank premises.

Numsa and Anglo American Corporation said the workers had been suspended with basic pay following allegations of intimidation during the lockout which began on September 21. The union said the suspended workers included 10 shop-stewards.

The dispute arose from a wage dispute which led to a strike and the lockout.

Numsa rejected management's wage offer and declared a dispute while Highveld Steel insisted its offer was reasonable, saying five other unions had accepted it.

A Numsa spokesman, Mr Peter

Dantjie, said yesterday that workers began returning to work in response to management's terms that employees be back at their posts by October 21 or face dismissal.

Mr Dantjie said another influencing factor was the eviction threat after the Kwa-Guqa Town Council issued notices that Numsa members vacate its hostels by 10pm on October 14.

"Many of the members are migrant workers who would be faced with a problem of accommodation were they to be evicted," Mr Dantjie said.

The Anglo American spokesman confirmed that negotiations — which include all six unions organising at its plant — would begin soon on the question of converting canteen subsidy to wages.

The spokesman said it was difficult determining the number of workers back at work so far as they worked different shifts.

Labour update

Sanctum 20/10/87

Workers defy Putco ultimatum

STRIKING Putco workers at Wynberg defied the company's ultimatum to return to work on Friday, the company said yesterday.

"After four days of continuous negotiations between Putco and its workforce at Wynberg, the shop stewards and the trade union Zakheni Transport and Allied Workers Union (Zatawu), Putco eventually gave the striking

SA Press Association

workforce a deadline to return to work by not later than Friday at 12 noon," a company statement said

"The striking workforce elected not to adhere to this deadline and voluntarily left the premises"

The strike started last Tuesday when workshop

workers walked out Drivers joined the stoppage in sympathy

The operations executive, Mr Charl Beyleveld, was handed an agenda of grievances on Tuesday

Since Tuesday the company and the workers have held a series of unsuccessful negotiations

"The company did its best to address the grievances of the workforce, but the

workforce elected not to adopt the agreed grievance procedure instead preferring to enter into an illegal strike, which, until the last hour, the company was sincerely trying to bring to an end," the statement said

Cadac talks still unresolved

CADAC, the National Union of Metal Workers and the South African Boilermakers Society yesterday continued their attempts to end a three-week wage strike by 400 workers at Cadac's Johannesburg plant.

The joint unions demanded a R4,00 an hour minimum wage and rejected management's offer of a R3,30 an hour

minimum and an across-the-board increase of 75 cents an hour

Some time 20/10/87

• The strike by 1 000 members of S M Goldstein Civil, Contractors at two plants, which resulted in a mass dismissal of the workers on October 14, has been settled, the Construction and Allied Workers Union said yesterday

157 19/10/87

Boycott over 15-month dispute ends

Clover agrees to pay fired strikers

MARITZBURG — After 15½ months, Clover Dairies has agreed to pay 168 dismissed strikers almost R1 200 each and to negotiate recognition agreements at all depots where the Food and Allied Workers Union (Fawu) has organised more than half the workforce.

In return, Fawu has undertaken to end all anti-company activities and to use its influence to dissolve the Clover worker support committees which prompted a nationwide boycott of all Clover products and those of its parent body, National Co-operative Dairies (NCD), following the dismissal of 166 workers from the Pietermaritzburg depot on June 30 last year.

The dismissed workers had been striking in protest against the dismissal three days earlier of a senior shop steward and union member

The settlement between Fawu and Clover — read as an Industrial Court ruling in the Edendale Ecumenical Centre last Tuesday — states that the union will drop all issues pertaining to the 168 strikers and to undertake “no further industrial action”

MAJORITY REPRESENTATION

Management agreed to pay R200 000 as compensation, to withdraw all court cases against the union and to conclude recognition agreements at all factories and depots where the union has majority representation

Fawu has a majority at Congella, Queensborough, Stanger, Richard's Bay, Ladysmith, Kok-

stad and Port Shepstone depots and had been negotiating recognition agreements at most of these plants for about two years

In the interim, both parties agreed that NCD could dismiss all illegal strikers after 12 hours and all legal strikers after four days

“Where justified” all strikers could be dismissed for “misconduct” at any stage, the agreement states

Two unionists will be allowed into Clover premises to investigate and meet with strikers, but within time limits

'BEST IN A WEAK SITUATION'

Both parties agreed to maintain media silence. However, a source close to the union described the agreement between the parties as “the best in a weak situation”

Fawu's lawyers had wanted the company to reinstate the 168 striking workers and to recognise the union as the collective bargaining representative of “all Clover employees” at factories and depots where it had majority representation

They were planning to argue that it was inconsistent for the company to demand that the union recruit a majority of the workforce before granting it recognition, and then limit recognition to its members only and not the non-unionised

However with this week's court settlement, no ruling was made on the majoritarian issue. Had the court made such a ruling it would have affected every worker and employer in the country —
Concord News Service

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116ws 19/10/87
Beer strike: Meeting today

The Argus Correspondent

JOHANNESBURG — South African Breweries and the Food and the Allied Workers' Union, representing 1 500 striking workers, meet today in an attempt to resolve the wage-related strike at several of the company's plants and depots

The strike, now more than two weeks old, has affected beer supplies in the Transvaal and the Free State

The workers went on strike after SAB dismissed six work-

ers at its Isando plant for refusing to end a go-slow

On Friday workers at the Rosslyn, Pretoria, and Bloemfontein breweries returned to work but employees at the Isando and Alrode breweries and the Denver, Wadeville and East London depots are still on strike

In June this year, beer supplies to the Transvaal and the Free State were severely affected after 3 000 workers went on strike

CME Times 19/10/82

Bread strike in 2nd week

STRIKING Silverleaf and Good Hope bakery workers will not be allowed back on the premises unless they signed an undertaking to return to work, Mr Louis Greef, the regional personnel manager of the bakeries' owners, Albany, said yesterday.

But a Food and Allied Workers' Union (Fawu) shop stewards committee, spokesman responded that the workers were adamant they wanted the lowest-paid workers to be upgraded before any undertakings were considered.

Mr Greef's warning came during talks between Fawu and Albany. The talks failed, bringing no sign of a settlement and dragging the bread strike into its second week.

Managements of the other striking bakeries, Duens Cadora and Enterprise, are still involved in negotiations.

Mr Greef said Fawu and management were "still so far apart" there was "little, if any, reason to continue negotiating".

He said management had made no increased offer on the minimum wage of R130, but had made increased offers on the other grades.

The Fawu spokesman said the union had reduced its demand from R32 across-the-board to R30.

A spokesman for Enterprise, where workers left the premises last week, said deliveries were expected to "normalize" by today.

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Capetonians bake their own

by TYRONE SEALE
Weekend Argus Reporter

CAPETONIANS seem to have gone for home-baking in a big way this week in the wake of the bakery workers' strike and the scramble for bread.

In the midst of the bread shortage many shopkeepers are reported to have charged up R1 for a loaf of brown bread, in many cases to defray the costs

of collecting bread from bakeries. The Consumer Council is investigating complaints from several people who had alterations with shopkeepers. Yesterday, management at some of the Peninsula's leading supermarkets reported varying increases in the demand for bread flour and yeast, which they described in many cases as usually slow selling lines.

Mr John Barry, general manager of Pick 'n Pay in the Western Cape, said: "It seems that home baking is really taking off. We normally order bread flour once a week but this week was different."

Mr Abdullah Aziz of Elite Supermarket in Rylands, Athlone, said: "There's definitely been an increase in sales of bread flour and yeast."

Mr Hennie van Rooyen, divisional marketing manager of Checkers in the Cape district, put the increase in flour sales at about 30 percent.

Mr Wander Hoon, head of the Western Cape regional office of the Consumer Council, warned, however, that home-baking was a short-term measure which could turn into an expensive venture in the long run.

Empty breadbins as the bakers strike

BREAD became a scarce item in Cape Town this week as 1 000 bakery workers went out on strike in support of wage demands — and management went in to man the ovens.

A placard at one of the four bakeries involved spelt out the workers' message: "Tools down, time is gone — we want a living wage."

The four bakeries, owned by food sector giants Tiger Oats and Sasko and the Cape company, Bokomo, have rejected workers' demands for a R32 across the board weekly increase.

The bakeries are sticking at their offer of R19,50 which is substantially lower than the increase recently negotiated between the Food and Allied Workers' Union, to which the strik-

By GAYE DAVIS,
Cape Town

ing workers belong, and Premier Milling which owns two other Cape Town bakeries.

Fawu accepted Premier's offer of an immediate R27,50 increase and a further R1,50 in January — bringing the minimum starting wage to R139,50, ahead of the present minimum of R110 at the four bakeries.

The strike follows four months of wage negotiations which saw all the procedures laid down in negotiated recognition agreements exhausted.

Between them, the six bakeries produce most of Cape Town's bread — the government loaf sold at a nationally determined price.

Fawu general secretary Jan Theron said the bakeries affected by the strike were "pleading poverty", a claim the union rejected.

He said it was clear the companies had in the past agreed on wage levels, despite the fact that all bargaining took place at plant level. However, Premier had now broken ranks.

Sasko group manpower manager George Koning denied there was any collusion.

He said discussions were underway in an attempt to persuade workers at Sasko's Enterprise Bakery to leave the premises, following an urgent interdict granted by the Cape Town Supreme Court on Tuesday.

Koning said production at Enterprise was continuing.

bw/mail

16-22/10/87

152

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Sasol talks in deadlock

By LEN MASEKO

TALKS between Sasol management and representatives of the more than 1300 dismissed employees have failed to break the wage deadlock, a union spokesman said yesterday.

SA Chemical Workers' Union secretary, Mr Humphrey Ndaba, said

management had offered only improved maternity and long service benefits during negotiations last Friday.

"Therefore, wage increases remain an obstacle, and our

members are not backing down on their demands," Mr Ndaba said.

A Sacwu shop stewards council have resolved to continue with the Sasol strike until workers' demands had been met. The resolution was taken at the council's meeting at the weekend.

Shop stewards from other companies in Sasolburg had also pledged their support for the Sasol strikers, Mr Ndaba said.

Sacwu members are demanding a R200 across-the-board increase while management is offering R100.

CHZ

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Bread strike: Bakery fires 388 workers

DUENS Cadora Bakery yesterday dismissed 388 striking Food and Allied Workers' Union (Fawu) workers after negotiations to end the eight-day-old strike failed

More than a 1 000 Fawu workers went on strike last Monday demanding a R32-a-week pay increase. The average weekly wage is R110.

The striking workers ended their seven-day sit-in at the Duens Cadora Bakery in Epping early on Monday morning but according to Mr J Louw, the manpower manager of the Bokomo group, who own Duens Cadora Bakery, the workers have not resumed their normal shifts.

Mr Louw said that because the workers had not ended their illegal strike and returned to work, management had no alternative but to dismiss the striking workers.

"Management at Duens Cadora Bakery regrets that the dismissal of workers could not be avoided due to the uncompromising attitude of the union and workers towards the deadlock in wage negotiations," Mr Louw said.

A spokesman for Fawu said the dismissals had come as a surprise to his union and they believed the Duens Cadora Bakery management had not acted responsibly.

Reacting to the dismissals, a senior spokesman for Albany Bakeries said in a statement that Albany Bakeries had "no intention whatsoever of dismissing workers at this stage and hope that the matter can be resolved between the two parties".

The spokesman for Fawu confirmed that negotiations between his union and Albany and Enterprise Bakeries were continuing.

Duens Cadora Bakery has resumed limited bread production while a spokesman for Enterprise Bakery said the bakery was "largely back into production".

(152) *Sanctions* 21/10/87

LABOUR BRIEFS

TALKS to resolve the 11-day-old wage strike by members of the Food and Allied Workers Union at several South African Breweries plants continue today, management said yesterday.

SAB's public affairs manager, Mr Gary May, said yesterday that the talks, which enter their third day today, were a hopeful sign that the strike could end soon.

• Cadac, the National Union of Metalworkers of South Africa and the South African Boilermakers Society continue with talks to end the three-week strike at Cadac's Johannesburg plant today.

In a joint statement the parties said yesterday that negotiations were still in progress after considering each other's proposals

• The National Union of Wine, Spirits and Allied Workers Union (Nuwsaw), has mandated its national leadership to formally protest to Gilbey's head office "for grossly violating their national recognition agreement."

Nuwsaw president, Mr November Nkosi, said yesterday that the union, which had majority membership at the company's plants in the country, was left out of talks with a rival union about holding a secret ballot among workers at an Isipingo plant.

The ballot was held to determine the other union's strength at the plant while it had no recognition agreement with Gilbey's, Mr Nkosi said.

• The National Council of Trade Unions (Nactu), has distanced itself from the distribution of a pamphlet which "gives a false impression about the federation's stand on sanctions"

Nactu said in a statement that its stand on foreign investment was stated clearly in its founding document on policy.

"The federation recognises that

foreign investment supports and maintains the economic system in this country and is geared at the maximum exploitation of the working class

Nactu said it was committed to a full sanctions programme for as long as "the racist capitalist minority regime exists."

• The Congress of South African Trade Unions (Cosatu) has pledged its support to the National Union of Metalworkers of South Africa on its protest over Mono Pumps management's failure to negotiate the disinvestment of the company.

The federation said the 360 workers involved at the Kempton Park-based company were committed to Cosatu's recent resolution which demanded that companies give adequate notice of withdrawal and negotiate the terms with the unions.

"We support Numsa's demands for full disclosure, full union recognition and job security with guaranteed wages for five years. We believe the departing company has made huge profits from the labour of workers over the past 32 years. We also support their demand for a worker-controlled trust that will be used to initiate community-based projects," Cosatu said.

• Numsa said yesterday that its 700 members at Telephone Manufacturers of SA in Springs began a legal strike over

of SA in Springs began a legal strike over wages this week

Spokesman Mr Enoch Godongwana, said members voted for the action in a ballot a week ago and were demanding management should negotiate wage increases and working conditions

The company is a subsidiary of Plessey SA and the Barlow Group of Companies

Putco strike cost up to R0,7m

THE seven-day strike by 300 Putco workers at the Wynberg depot, which ended yesterday, cost the bus company between R500 000 and R700 000.

PRO Robin Duff said the estimate did not include long-term repercussions, such as loss of passengers.

Duff said the no-work, no-pay

THEO RAWANA

rule was agreed upon with the workers' union, the Zakhem Transport and Allied Workers Union

The strike, which started last Tuesday when drivers and technical staff stopped work in protest against the dismissal of two employees, ended when agreement was reached with the union.

~~152~~ (152) Bldg 4/10/87

SAB, Fawu adjourn wage dispute talks

TALKS between SA Breweries and the Food and Allied Workers' Union to try to resolve their wage dispute have been adjourned until next week.

SAB public affairs manager Gary May said yesterday that after two days of discussions it had become clear the "issue is more complicated than a wage-per-hour dispute".

"While both parties have gone a long

way towards resolving the wage issue, there are still some important outstanding agreements on work configurations

"We believe we can agree on what to pay per hour, but it's when those hours are worked which constitutes the real problem

"A solution of the wage issue alone will not solve the long-term problem of an adequate beer supply for SA "

May said the company was investing R500m in plant and technology to meet these demands

"As we are in the process of laying down the ground rules to determine the efficient operation of the brewing industry for the next decade, we need labour's understanding of the need for flexible work configuration, after which it should be possible to agree on a package" — Sapa

22/10/87
Gary May

(S)

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share prices moved
where the stock ex-
among those attending today's pre-

Council job 'led to boycott of business'

AN ALEXANDRA entrepreneur went to the "people's court" in 7th Avenue to find out why his business was being boycotted and was told it was because he also worked for the local town council, the Rand Supreme Court heard yesterday.

The businessman said the court "official" told him he should leave his council job. His business was boycotted for three weeks until he resigned.

The witness is one of 12 people giving evidence in camera at the treason trial of trade unionist Moses Mayekiso and four others: Paul Tshabalala, Richard Mdakane, Obed Bapela and Mzwanele Mayekiso. All have pleaded not guilty to treason, alternatively subversion and sedition.

The State alleges they were involved in a conspiracy to seize control of Alexandra and render the area ungovernable.

SUSAN RUSSELL 2/10/87

It also alleges they promoted the aims of the Alexandra Action Committee (AAC) and were involved in organising residents into yard, block and street committees under the AAC as well as the formation of groups of "comrades". And they are accused of attempting to assail judicial authority and administer justice.

Another witness told the court she had closed her business for seven months after it was boycotted last year. While closed, it was broken into and looted.

This occurred the same day prayer meetings were held in the stadium at Alexandra, she said.

She thought her business had been boycotted because she was dating the son of a former municipal official.

The trial continues before Mr Justice van der Walt today.

White numbers dwindling

MARITZBURG — By the year 2000, according to projections, the population increase of whites will have become negative and 62% of executive and professional jobs and 85% of office jobs in SA will have to be filled by non-whites, Trust Bank MD Chris van Wyk said yesterday.

He told a management and economic sciences conference that by international standards SA had a remarkable abundance of natural and human resources.

Yet the manpower potential available to be trained and developed was far smaller than numbers alone would suggest.

"The current ratio of executives to non-executives in the economy is put at 1:52, and it is projected to worsen to 1:76 by the turn of the century. Comparatively speaking, the ratio in the industrialised nations stands at between 1.10 to 1:17." — Sapa.

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B/day 22/10/87

Bakeries resume limited production as strike goes on

AK645
22/10/87

By DICK USHER
Labour Reporter

X2

Continuously during the 11-day strike

the union had been unreasonable

ALL four strike-hit Peninsula bakeries are back in limited production.

A spokesman for Good Hope and Silverleaf said management and non-striking employees baked about half the normal production last night and it was hoped to approach full capacity today.

He said "What is there to be reasonable about? The company has not advanced one cent on its original offer and has now resorted to mass dismissals"

Good Hope and Silverleaf started baking last night after an assurance from the Food and Allied Workers' Union that its members would not interfere with deliveries of materials or baked bread.

He said a reply to proposals for ending the dispute, which had been put to the union and to employees, was expected today.

On Tuesday Duens dismissed about 400 strikers

The other bakeries affected by the strike of about 1 000 employees are also in production — Duens Cadora since Monday night and Enterprise almost

At a Press conference last night union general secretary Mr Jan Theron rejected a Duens claim that workers and

Mr Theron said the dismissals were unreasonable. The company had not stuck to an agreed 24-hour notice period for such dismissals as laid down in their agreement.

Cadac employees to meet

NATIONAL Union of Metalworkers of South Africa members who went on strike at Johannesburg's Cadac a fortnight ago, were to hold a meeting late yesterday.

The meeting follows talks between Cadac, Numsa and the South African Boilermakers Society to end the three-week-old strike at the

company's plant. Numsa officials were expected to report back the latest development to the striking 400 workers.

About 90 Chemical Workers' Industrial Union (CWIU) members were locked out at the Plascon-Evans Paints in Port Elizabeth this week.

The lockout follows a go-slow by workers the

failure of negotiations to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stay-away in May this year.

A company spokesman said those wishing to drop their demands would be entitled to return to work.

Structure 2/10/87 (15)

LABOUR BRIEFS

New turn in bread strike

THE Cape Peninsula bakery strike took a new turn this week when one of the bakeries affected by the industrial action fired about 400 striking workers.

Duens Cadora dismissed the workers after negotiations to end the strike failed.

More than 1 000 Food and Allied Workers' Union (Fawu) members are on a wage strike in four Cape bakeries — Duens, Silverleaf, Good Hope and Enterprise. They went on strike last week, demanding a wage increase of R32 a week.

The Good Hope and Silverleaf bakeries were due to meet yesterday in another bid to resolve the dispute, which has resulted in a bread shortage in the Cape Peninsula.

Sapa reports that a spokesman for Enterprise said management had indicated to the union it was prepared to discuss matters but there had not been reaction so far.

Mr Jan Theron, Fawu general secretary, said his union or striking workers were not aware of any ultimatum issued by Enterprise management. He said Fawu was scheduled to meet management late yesterday to discuss the wage dispute.

He said several community organisations had pledged their support for the bakery strikers during a meeting in Cape Town this week. The organisations included the United Democratic Front, Western Cape Traders Association and the Cape Youth Congress.

Dairy ⁽¹⁵⁾ workers go on strike

22/10/87
4

Daily Dispatch
Reporter

EAST LONDON — Production and delivery workers are on strike at United Dairies in Chislehurst

The manager of the East London branch, Mr Tommie Barkhuizen, said the strike was unlawful.

The workers, represented by the Food and Allied Workers' Union, had gone on strike on Monday after disciplinary action had been taken against an employee who had threatened a fellow employee. The workers were demanding his reinstatement.

Negotiations with the union were continuing.

Mr Barkhuizen said an ultimatum had been issued to the workers on Tuesday to return to work yesterday. They had ignored the ultimatum.

To be fair to the workers, the deadline had been extended to today. If they did not resume their normal duties they faced dismissal.

Production was continuing with white and coloured staff running the production lines and delivering milk to retail outlets, Mr Barkhuizen said. He appealed to home delivery customers to buy their requirements from retailers in the meantime.

The branch secretary of the Food and Allied Workers' Union, Miss Deborah Komosa, said the workers felt the dismissal of their colleague was unfair as there was no proof of any threats.

The management had not been prepared to resolve the matter when the union was trying to do so.

Mr Barkhuizen asked the union to terminate the strike but said he was not prepared to reopen the case and the matter was closed," she said — DDR.

(S) (S) B/day 22/10/87.
Cadac wage offer is rejected

JOHANNESBURG — The Shell Group subsidiary Cadac has agreed to raise its wage offer to striking metal workers, but has tied the increases to production, which has suffered badly in the three-week stoppage. Union negotiators have rejected the linkage.

The company made its new offer after three days of talks with the National Union of Metalworkers and the SA Boilmakers Society, Cadac personnel director B D Compton said.

The workers demanded a R4 an hour "living wage" increase against the company's initial offer of R3,30.

Compton said production had been severely disrupted by the strike by some 400 workers.

He added the two sides had agreed to another round of talks on Monday.

Numsa organiser A G Smith said workers had rejected the linking of the wage increase to production "because it would take away our right to defend ourselves". — Sapa

Labour Update

EVICTIION DEADLINE

By THEMBA MOLEFE

THE fate of about 1 000 workers dismissed this week by Highveld Steel and Vanadium Corporation hung in the balance as they waited to be finally evicted from their hostels in Witbank yesterday.

The workers, who are members of the National Union of Metalworkers of South Africa (Numsa), are among an estimated 4 000 people dismissed by Anglo American Corporation's Highveld Steel on Wednesday.

The dismissals arose from a wage dispute between management and Numsa and resulted in the company locking out the workers after they rejected a wage offer.

Police maintained a heavy presence in KwaGudu Township as the deadline set by the town council for the workers to vacate the hostel expired at 10pm on Wednesday night.

Yesterday the workers held a meeting on the hostel grounds where they decided to wait until they were physically ejected.

Sapa reports that a management spokesman denied emphatically that Highveld had instructed the Witbank Administration Board to evict Numsa members from their hostels as "alleged" by the union.

"Hostel accommodation was not provided by the Highveld but by the administration board," management said.

The spokesman said Anglo said that the firings came after workers rejected several management offers after several meetings.

Management said the lock-out was announced on September 21, "dismissing the employees party to the dispute".

On Wednesday Highveld distributed letters among the workers in which it stated that as an "inducement" to former employees to apply for employment within the next seven days ending 4 30pm on October 21, such persons, if employed, will retain the service benefits they enjoyed prior to the commencement of the lock-out.

Numsa demanded a R4,50 hourly minimum and an across-the-board increase of 75 cents an hour.



THE 1 000 Numsa members gathered on the hostel grounds in KwaGudu as the deadline to vacate the premises approached on Wednesday. PIC LEN KUMALU

THE Cape Peninsula bakery strike, which has resulted in several supermarkets running out of bread, continued yesterday.

More than 1 000 Food and Allied Workers' Union (Fawu) members are participating in a wage strike in four Cape bakeries, Duens, Silverleaf, Good Hope and Enterprise. They demand a wage increase of R32 a week.

THE Good Hope and Silverleaf bakeries recommended talks with the Food and Allied Workers' Union in Cape Town yesterday in an effort to resolve their wage dispute.

A spokesman for the bakeries pointed out that the average wage presently earned by workers at the Good Hope and Silverleaf plants was R150 a week, while "a small minority of workers" received a minimum wage of R130 a week.

It is sincerely hoped that the present round of talks will assist in the process of a return to normality. Good Hope and Silverleaf are deeply concerned at

the plight of those in need of food," the spokesman said. — Sapa. 16/10/87

TALKS between the South African Chemical Workers' Union and Sasol management to resolve a wage strike by 2 000 workers, resumed today.

The latest round of talks follows the dismissal of more than 1 300 Sasol workers and the eviction of about 450 others from the company-owned hostels.

THE week-old go-slow strike and food boycott by about 1 000 workers at the Sebokeng and Vereeniging hospitals is stronger than before, a union spokesman said yesterday, while hospital authorities say the strike has not affected the functioning of the hospitals.

He said the food boycott was also continuing. Transvaal provincial administration liaison officer, Mr A Byrne, confirmed that the go-slow was continuing at both hospitals, but was "not so severe that it affects the functioning of the hospitals."

Trade unions are not recognised in the essential services.

More than 1 000 hospital workers have been dismissed from Hillbrow and Natalpruit hospitals in the past few months for strike action — Sapa

NR645 16/10/87

~~152~~ (152) ~~152~~

Day 5 in bread strike and no sign of accord

By DICK USHER,
Labour Reporter

THE Peninsula bread strike is now in its fifth day and again showing little sign of progress towards settlement.

The four bakeries affected by the strike of about 1 000 members of the Food and Allied Workers Union (Fawu) in support of demands for higher wages are Duens Cadora, Silverleaf, Good Hope and Enterprise

Two bakeries in the Premier group, Attwells and Lakeside, are not affected.

After two days of talks with management from the Good Hope and Silverleaf bakeries, worker representatives said there had been "absolutely no progress".

"They have not advanced one cent on their original offer," they said, at a Press conference called by Fawu last night

RESTRAINT ON WORKERS

Duens yesterday obtained a court order similar to that granted to Enterprise earlier in the week, restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban.

In terms of the order, workers may not be on the bakery premises without management's permission unless they are reporting for duty

It was not immediately certain whether management would order workers to leave the premises

At Enterprise, where there has been limited production using non-striking workers and management staff, the bakery has started working two shifts daily and reported that production was almost back to pre-strike levels

Strike-hit Albany bakery has supplied the Peninsula School Feeding Scheme with soup and milk powder in lieu of the bread it normally supplies.

The scheme, which feeds 168 000 schoolchildren a day, is still struggling to make up the shortfall caused by the bread strike. It has been able to obtain only about 900 loaves daily instead of the required 5 500

● Court grants bakery order, page 4.

500 strikers' bid for reinstatement rejected

By DICK USHER
Labour Reporter

AN application for reinstatement by more than 500 Spekenam workers dismissed during a two-day strike in August was today rejected by the Industrial Court

Presiding officer Mr H Fabricius said the case had caused the court much anguish.

"We know that much suffering followed the applicants' dismissal and we know that many innocents were drawn into the web," he said

ACTED AGAINST ADVICE

Although he criticised the management's actions in several respects, he found that the employees' actions could not be condoned "merely on the basis of sympathy, or empathy, although such exists".

He said that during the strike, the workers threw their own principles overboard, acted against the advice of their trade union, refused to discuss their legitimate grievances and

did not afford to others what they demanded for themselves

The Industrial Court had held before that an illegal strike might not necessarily result in a fair dismissal, but the duty was on employees to provide a reasonable explanation as to why they resorted to illegal action

"No such reasonable explanation exists in this case," said Mr Fabricius.

The court recognised that strike action was a legitimate weapon, but it had to be used with circumspection.

"In any civilised society one cannot simply expect and condone that brute force will be the victor."

HUMAN ELEMENT

However, the management had also failed in several respects to recognise that while it was their prerogative to manage, more was at stake than mere facts and figures.

"The human element, ultimately either causes healthy bank balances or it doesn't."

CALL Times 16/10/87

Staff Reporters

THE four-day bread strike has knocked a R300 000 hole in the profits of Duens Cadora Bakery in Epping and a van assistant, who had made a delivery run, was hospitalized after being assaulted, the Supreme Court was told yesterday

15-2
Court
hears of
bakery
losses

These details were listed in papers before court

A temporary interdict was granted to Duens management by Mr Justice P H Tebbutt who ordered the Food and Allied Workers' Union, the shop stewards' committee of nine and 379 weekly-paid workers not to strike illegally, hinder normal operations, assault or intimidate any employees nor to be on the premises without permission

Duens general manager Mr Johannes Geysler told the court Duens had lost R300 000 as a result of the strike

Van assistant Mr Michael Allies was assaulted by striking workers on Tuesday He was in Conradie Hospital with head injuries

A driver — "a Mr Van der Ross" — was pulled out of his lorry while trying to leave "with a load of the old bread" Assistant technical manager Mr N Bassett received minor injuries trying to move the abandoned lorry

Mr Geysler said he informed shop stewards on Wednesday that the firm intended using technical staff to resume baking limited quantities of bread, and intended making deliveries the following day.

He added that there had been no indication that the workers "intend to stop the illegal strike" and most were still on the company premises

Duens normally baked 123 000 loaves a day — about 30% of the bread consumed in the Peninsula, he said

● Running a gauntlet for bread — Page 3

MAGAS 16/10/87 (152)

Court grants bakery order over strike

By MICHAEL DOMAN
Supreme Court Reporter

THE Supreme Court has granted a second bakery a temporary interdict restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban.

The order, against the nine-member Food and Allied Workers Union (Fawu) shop stewards committee and 379 other employees of Duens Cadora Bakery in Epping, was granted by Mr Justice Tebbutt.

A similar order was granted against 141 workers at Enterprise Bakery in Claremont on Tuesday.

Yesterday's order prevents the Duens workers, most of them Fawu members, from supporting strike action without complying with provisions of the Labour Relations Act where such action arises out of the dispute declared by Fawu on September 4.

Terms of order

The shop stewards are chairman Mr Futshane Templeton, Mr Wellington Mente, Mr George Madola, Mr Champion Ntlonze, Mr Eric Marasi, Mr Grant Twigg, Mr Osborne Mbunyuza, Mr Willie Banisa and Mr Motobeli Madikiza.

In terms of the order, the Duens workers cannot hinder or obstruct work at the factory, assault or intimidate any employees or be on the premises unless they are coming to work.

Duens general manager Mr Johannes Geyser said in an affidavit that a Supreme Court order, issued on Monday night and directing that striking workers should allow the delivery of 153 000 loaves of bread from the factory, had been complied with.

However, since then there had been two incidents of violence on the pre-

mises in which two men were injured. One was still in hospital.

Mr Geyser said six meetings between Duens and Fawu in July and August this year failed to produce agreement.

Mediation was resorted to, but at its conclusion on October 5 there had been no progress.

Mr Geyser alleged the strike was illegal because Fawu had not applied to the Minister of Manpower to establish a conciliation board, which he said was the next step in the wage-dispute process.

He said workers started working six hours on Sundays, instead of the usual eight and overtime, on September 5.

"At several meetings with the shop stewards' committee we told them to return to work because the strike was illegal, but their reply has been that the problem would be solved if their wage demand was met.

"We told them on Wednesday we were going to resume limited baking with technical staff and intended to deliver yesterday.

"There has been no response, but I am apprehensive that violence will break out when we try to deliver the bread."

Lost R300 000

Mr Geyser said Duens Cadora's daily bake of 123 000 loaves of bread supplied 30 percent of the Peninsula's requirement and customers included hospitals, prisons, school hostels, supermarkets and cafés.

"We have already lost R300 000 as a result of the strike."

The return date of the interdict is November 4.

Mr P Hazell, instructed by Silberbauers, appeared for Duens Cadora.

Spekenam strike cost R800 000¹⁵²

CAPE TOWN — The two-day strike at Spekenam in August cost the company nearly R800 000.

E van Graan, appearing for Spekenam in the Industrial Court where the Food and Allied Workers' Union has applied for the reinstatement of more than 500 workers dismissed in the strike, said the company lost R499 000 in August and R300 000 in September.

Up to the time of the August strike, the company's approach to labour relations had been reasonable, Van Graan argued.

Since September last year there had been a series of strikes, stoppages and stayaways.

After union officials had taken part in wage talks during December, there was a significant shift in the tempo of negotiations over a recognition agreement.

This year there had been stayaways on May 5 and 6 and June 16 followed by a strike on June 22 over the question of union officials participating in further wages talks.

Van Graan said Spekenam's attitude had been reasonable and during

further negotiations had indicated that it would allow Fawu organisers to take part in the talks as soon as there was accord on the recognition agreement, in which only one clause was in contention.

Dealing with events before the strike, workers had already decided that if organisers could not be present at wage talks they would stop work.

He said that after work stopped, management took steps to resolve the situation before deciding to dismiss the workers. — Sapa.

Numsa and Iscor attempt to resolve Vanderbijlpark strike

By Mike Siluma

The National Union of Metalworkers (Numsa) and Iscor management are scheduled to meet today to try to resolve the 17-day legal wage strike by between 6 400 and 7 000 workers at Iscor's Vanderbijlpark works.

The talks follow Iscor's ultimatum to the workers to return to work today or be fired

Numsa has strongly criticised Iscor's "unseemly rush" to dismiss the strikers

"It is unacceptable for workers engaged in legal strike action to be pushed in this way to decide between continuing their action and loss of their employment, with no time to discuss the matter," said Numsa

In a telex to Iscor yesterday, Numsa suggested that industrial council procedures be used to resolve the dispute

An Iscor spokesman said management would not comment on the message in view of today's meeting.

Numsa said about 1 300 members were dismissed by Samancor at its Meyerton plant, after a stoppage last Thursday and Friday

Numsa spokesman, Dr Bernie Fanaroff, said the last week's stoppage was triggered by management's dismissal of a number of work-

ers and the suspension of shop stewards over last month's national wage strike by Numsa members Samancor spokesmen were unavailable for comment

● Postal workers in the Transvaal and the Cape yesterday continued a work stoppage which began on Monday over various issues

Union sources said about 10 000 postal workers have stopped work in protest at the decision by the Post Office to apply for a Supreme Court interdict, expected to be heard in Pretoria today, restraining the Post and Telecommunications Workers' Association (Potwa) from "influencing" workers to strike

A Post Office spokesman yesterday put the number of strikers at 1 000 on the Reef and Vaal Triangle

The present stoppage is also understood to be in support of Eastern Cape workers who have been on strike since June 22 demanding the reinstatement of dismissed colleagues

● National Union of Mineworkers will proceed with preparations for what could be the biggest black miners' wage strike, scheduled for Sunday night, said general secretary Mr Cyril Ramaphosa He said NUM had not heard from the Chamber of Mines

The chamber has called on the NUM to reconsider its decision

Dispute at Watney's Girls

~~289~~

THREE Sea Point restaurant workers have been dismissed for staying away from work on June 16 and 17.

Ms Ethel Nomfusi Blou, a Guguletu mother, and M Tozama Makhwenkwe, of Paarl, and Ms Julia Soli, a South African Allied Workers Union (SAAWU) members, have been out of work for more than three weeks.

The workers said in their affidavits they were afraid to go work at Watney's Girls on those days.

~~SAAWU~~

A spokesperson for Watney's Girls said they would close down the business rather than re-employ the workers.

A legal adviser for the workers said the matter would be taken further.

152, 6-12/8/87

South

B/Day
1 000 PO
workers
on strike

58
152
~~208~~

ALAN FINE

ABOUT 1 000 Post Office (PO) workers in Johannesburg and the Vaal region had been on strike since Monday afternoon, a PO spokesman said. *B/Day*
He said the action was apparently in sympathy with eastern Cape colleagues who had been on strike for more than a month over a number of dismissals.

Political comment in this issue by Ken Owen Newsbills by Michael Acott Headlines and sub-editing by Michael Allwright All of Times Media Ltd 11 Diagonal Street, Johannesburg

Wage talks stalemate

NEGOTIATIONS between the City Council and the Cape Town Municipal Workers Association (CTMWA) again ended in stalemate earlier this week following a demand of a R50 across-the-board wage increase by the union.

Workers of the council's cleansing department, to back up the demand, have been on a go-slow for more than two weeks and have now been joined by workers of the electricity and roads branches.

The general secretary of CTMWA, Mr Johnny Ernstzen, said the union and the council would meet again on Friday.

Mr Ernstzen said there was nothing that the union could do to alleviate the situation.

"We can only say the matter is in the council's hands" Mr Ernstzen said

Mr Ted Doman, public relations officer of the council, said he could not comment on the negotiations until after further discussions were held between the council and the union.

Mr Doman said although workers at the electrical department had joined the work-to-rule, their action was not yet evident.

152 ~~CTMWA~~ ~~CTMWA~~
Suptn 3017-5/8/87

~~1976 7/15 5/1/87~~

Curb of 'militant' labour unions expected

Political Staff

LEGISLATION is apparently being prepared to give expression to government's determination to crack down on "militant" labour unions that are seen to be fomenting industrial-relations strife for political purposes

The target will be those unions who participate in wildcat strikes and other summary actions which fall outside, or have bypassed, the industrial agreements and accepted negotiation processes entered into between employer and employee representatives

One legislative proposal being floated in the city is that unions which "wildcat" be forced to financially recompense the affected employer for the loss of business incurred

The idea has so far received a cool reception, the immediate view being that it would set a dangerous precedent and had the potential of heightening tensions within the industrial-relations environment

Like the "Rent Bill" — the Promotion of Local Government Affairs Amendment Bill — now before the parliamentary standing committee on Constitutional Development, such legislation could further polarize relations between employers and employees

The Budget vote on Manpower and Public Works is set down for debate in the House of Assembly on Friday. It is expected that some indications of government's intentions for the trade union movement will be spelt out by Minister of Manpower Mr Pietie du Plessis

Another contentious labour issue attracting attention in Parliament is the Mines and Works Amendment Bill

Brewery strike continues

ABOUT 200 members of the Food and Allied Workers Union employed by South African Breweries in Bloemfontein are still on strike — since Friday — following allegations that a white official attempted to drive over a union member who he called a kaffir.

Workers downed tools

after accusing management of delaying the matter for almost two months and postponing discussions indefinitely.

Fawu has also accused the SAB of not following proper procedures in the dispute and was not prepared to discuss it.

Workers at various

other SAB plants are discussing the issue with a view of taking action.

The workers said the white official had insulted a union official, called him a kaffir and threatened to run him over with a car.

SAB spokesmen were not available for comment yesterday.



Sowetan

4/8/87

CAPL Temp

14/5/87

1 million strike in six years

152

Political Staff

MORE than a million workers have been involved in 2 530 strikes in South Africa over the last six years, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

But only 282 whites took part in the strikes, he said in reply to a question tabled by Mr Arrie Paulus (CP, Carletonville)

Mr Du Plessis said 970 658 workers participated in the 2 530 strikes which occurred between January 1, 1980, and December 31, 1986

He said he was unable to say how many of these strikes were illegal, how many black and white workers participated or how many were prosecuted because criminal prosecutions did not rest with his department and for this reason it did not have this information at its disposal

Asked what the government's policy was in respect of social separation in work situations, Mr Du Plessis replied "The government has created the legal framework in accordance with which employers and employees arrange their relationship

"Any established labour practice or any change in any established labour practice which prejudices or jeopardizes the social welfare of employees or may do so can, in terms of the Labour Relations Act, constitute an unfair labour practice (as defined), which, if it cannot be settled through the laid-down statutory channels, can be referred to the Industrial Court" — Sapa

CAPL Temp

4/8/87

1 million strike in six¹⁵² years

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MONDAY, 3 AUGUST 1987

Indicates translated version

For written reply

General Affairs

Strikes

stipute an unfair labour practice (as defined), which, if it cannot be settled through the laid down statutory channels can be referred to the Industrial Court for determination of the question Any employee or trade union can make use of the established legal remedies for the protection of the employee

246 Mr P J PAULUS asked the Minister of Manpower

Modderbee Prison. tear-gas

(1) How many strikes occurred in the Republic in the period 1 January 1980 to 31 December 1986, (b) how many (i) Blacks and (ii) Whites took part in these strikes and (c) how many such strikes in which only (i) Blacks and (ii) Whites took part were illegal.

247 Mr P G SOAL asked the Minister of Justice

(2) whether any of the (a) Blacks and (b) Whites who took part in the above-mentioned illegal strikes were prosecuted in terms of criminal law, if so, how many in each case, if not, why not,

(3) what is the Government's policy in respect of social separation in work situations?

(1) Whether tear-gas was used against detainees in the Modderbee Prison on or about 26 December 1986, if so, (a) what were the circumstances surrounding this incident, (b) how many detainees were involved and (c) who took the decision in this regard.

(1) (a) 2 530
(b) (i) 970 658
(ii) 282
(c) (i) and (ii) This information is not available

The MINISTER OF MANPOWER

The MINISTER OF JUSTICE

(2) (a) and (b) Such criminal prosecutions do not rest with the Department of Manpower and consequently the Department does not have this information at its disposal

(3) The Government has created the legal framework in accordance with which employers and employees arrange their relationship Any established labour practice or any change in any established labour practice which prejudices or jeopardises the social welfare of employees or may do so can, in terms of the Labour Relations Act, Act No 28 of 1956, con-

(1) No tear-gas cartridges were fired at detainees or tear-gas grenades used against detainees at Modderbee Prison on or about 26 December 1986

The event to which the hon member is possibly referring and as to which he is probably seeking more information occurred on 27 December 1986 in the Modderbee Prison

(a), (b) and (c) One of the primary and basic aims of a well-run prison system is the maintenance of a disciplined and orderly prison community In this regard the use of the necessary force in order to restrain prisoners and thus prevent injuries to others or malicious damage to property, is provided for in the International Standard Minimum Rules for the Treatment of Prisoners

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Union to decide on council offer

CAPE TOWN 4/8/87
Municipal Reporter

CAPE TOWN Municipal Workers' Association (CTMWA) members will decide at a mass meeting on Thursday whether to accept a final offer from the city council on their wage dispute.

Among the 11 500 members of the CTMWA are 1 200 cleansing workers, most of whom have engaged in action that they call a "work-to-rule" for three weeks, while the council regards it as a "go-slow".

The union's general secretary, Mr John Ernstzen, yesterday said the council had agreed to give its staff time off to attend a union members-only meeting in the Good Hope Centre at 1pm on Thursday.

"The result of our negotiations will

be placed before the union membership at a special general meeting on Thursday, and that meeting will take a final decision," he said.

The town clerk, Dr Stanley Evans, said the council had made its "last offer" yesterday, an offer which he regarded as very reasonable.

He believed it would be to the advantage of the workers if they accepted the offer, and he hoped the pay dispute could be drawn to a conclusion this week.

Neither Dr Evans nor Mr Ernstzen would reveal the nature of the "last offer". It is understood that the cleansing workers' action will continue until Thursday, and whether it stops then or goes on depends on the workers.

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driver.
Two attempted mur-
der cases were reported
and no arrests have been
made

2530 strikes

THERE were 2 530 strikes between January 1, 1980,
and December 31, 1986, in which 970 658 strikers
were black and 282 were white, the Minister of
Manpower, Mr Pietie du Plessis, said in Parliament
yesterday.

In a written reply to a question from Mr Arrie
Paulus (CP Carletonville), he said his department
could not say how many of these were illegal.

He also said that criminal prosecutions did not
rest with his department. — Sapa.

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4/8/87

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800 on strike at Kliprivier

4/8/87 Samefan
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ABOUT 800 workers at Everite's Kliprivier plant near Meyerton are out on strike demanding the dismissal of a supervisor who allegedly assaulted their colleague.

The workers, members of the Construction and Allied Workers' Union (Gawu), downed tools on Friday and insisted that the black supervisor be fired.

Everite's personnel director, Mr E Claasen, said a disciplinary hearing held recently cautioned the supervisor because of the minor nature of the incident.

He said he believed the hearing and finding were fair.

- The South African Scooter, Transport and Allied Workers' Union (Sastau) scored a victory last week when Stuttafords Van Lines agreed to give its members a 30 percent wage increase.

The union's general secretary, Mr Kenny Sibiyi, said members with more than 24 months service would receive the 30 percent and those with less service will receive a 15 percent rise.

The increase will be backdated to July 1.

- The Black Electrical and Electronics Workers' Union (Beewu), has signed a recognition agreement with L Centre Corporation, an electrical accessories distributing company in Doornfontein,

Johannesburg

The agreement includes recognition of Beewu's shop stewards, grievance and disciplinary procedures, retrenchment negotiations and stop-order subscription deduction facilities.

Beewu is an affiliate of the National Council of Trade Unions.

- Four hundred members of the Black Allied Mining and Construction Workers' Union (Bamcwu), are out on strike in demand of their employer, Con Roux in Dunswart recognise their union.

The union's national mining co-ordinator, Mr Mbulelo Rakoena, said the recognition dispute with the company dates back several months.

He said the workers went out on strike after management's latest refusal to talk to Bamcwu.

- About 70 members of the Commercial Catering and Allied Workers' Union (Cawusa) at seven branches of Triangle Furnishers, are out on strike following management's "reluctance" to negotiate wage increases.

The union's Johannesburg branch secretary, Mr Kaiser Thibedi, said the workers took the action at noon yesterday and are trying to induce management to discuss wage increases which it is reluctant to negotiate.

CWIU strike settled

CP 11/13 21887
THE two-week long strike at Associated Glassworks, which prompted a one-day sympathy strike by seven industries last week, has been resolved after negotiations. A settlement was reached between the Chemical Workers' Industrial Union and AGW management whereby workers who had been dismissed during the strike would be reinstated without loss of benefits, excluding wages lost during the strike. — East Cape News Agency.

Strike may spread

By SANDILE MEMELA

THE five-week-old strike by more than 1 700 postal workers in the Eastern Cape is likely to trigger off the second biggest action by Post and Telecommunication workers in six months, and take on national proportions.

This emerged in an interview with the national organiser of the Post and Telecommunications Workers' Association, Thalefang Sekano, this week.

Sekano confirmed his union received papers from the government informing Potwas the government had applied for an urgent Supreme Court interdict to restrain the union from influencing workers to go on strike.

This action follows a solidarity strike by more than 18 000 workers who staged a work stoppage in sympathy with their Eastern Cape colleagues who had downed tools.

Sekano said union branches around the country had already decided to go back to work today but would hold meetings over the weekend to decide on future action surrounding the dispute in the Eastern Cape.

JPS

CP Press
2/8/87

Big victory for workers

By DAN DHLAMINI

BEKKERSDAL town committee employees who downed tools this week, protesting against the government's 12,5 percent general salary increase, have scored a major victory

After a meeting between the African Miners and Allied Workers' Union general-secretary, Vuyani Madolo, and the township administrator, Jacob Modimoeng, it was agreed that most of the workers' grievances would be met except for the 80 percent salary increase they initially demanded

Instead, both parties agreed that at least a 40 percent salary increase would be negotiable and the matter was adjourned to August 18

Demands which would be met include:

- Better working conditions and protective clothing for workers.
- Permanent employment for casuals who have worked for more than a year
- Attachment of pay slips to cheques.
- Equal treatment for all employees.
- Compensation for workers injured at work.
- Paid maternity leave

Madolo said the administrator had recognised the plight of the workers and that he was confident that when they meet on August 18 the council would agree on the salary increase.

Modimoeng said the employees were justified to demand higher salaries because of the present economic climate

Some of the workers claimed that the 12,5 percent salary increase was not included in their cheques this month, but that there were more deductions

Cape Times 1/18/87

Factory workers back on the job

Labour Reporter

BETWEEN 150 and 200 employees at the Cape Oil Products factory in Matlind ended a three-day work stoppage this week when management agreed to suspend from duty an artisan who allegedly assaulted a labourer earlier this month.

A union spokesman said yesterday that employees downed tools on Monday over the artisan's reappearance at the plant, three weeks after the alleged assault. They had demanded that the artisan be dismissed.

The spokesman said the workers agreed to go back to work on Wednesday when the company agreed that the fitter would leave the premises till the dispute was resolved.

Arbitration

The factory's management has agreed to put the man "on leave" pending a resolution of the dispute over the appropriate disciplinary action.

FAWU said the union had agreed that the dispute should be referred to arbitration.

A spokesman for Cape Oil said yesterday that an artisan had been "sufficiently provoked by a worker and shoved him".

He said management felt that dismissal was "way out of proportion to the offence", but they had agreed to go to arbitration.

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Surrender
containing the

Hospital quiet after strikers are sacked

The Hillbrow hospital was quiet last night following the dismissal earlier in the day of about 600 members of the National Education and Health Workers' Union (NEHWU) who went on strike on Thursday morning.

Duty nurses were working round the clock doing the work of the strikers — cleaners, porters and attendants — but the hospital was admitting only emergency cases.

Both police and security officials from the Transvaal Provincial Administration guarded all the entrances to the hospital and stopped visitors calling on patients. Police also patrolled inside the hospital.

Earlier yesterday police dispersed strikers, who had been singing and chanting outside the hospital gates since the morning.

Morale among the nursing staff was low last night. One sister said: "We would go on

MARK GLEESON and SARA MARTIN

strike in sympathy with the cleaners if we weren't bound by our code of ethics."

Others said they supported the strike, which is in demand for higher wages and better working conditions.

Some clerks had reportedly joined the strike in solidarity with NEHWU members, but there were a few on duty last night.

Some nurses said the strikers had threatened them, telling them not to continue to do the work of union members. "But we are dedicated to our profession," one said.

The outpatients department had been closed and only emergency operations were being performed. There was a backlog of surgery to be performed.

"It is normally chaos here at the end of

the month and at this time on a Friday night," a sister said.

Mr Abdul Kader said he had to sneak into the hospital to visit his father, Mr Rymen Kader, who was in intensive care after being one of the last patients admitted.

A spokesman for the union said the hospital authorities "did not give the workers a chance" because they had fired strikers without investigating their grievances.

A delegation of 13 workers had initially been given a three-day ultimatum.

The spokesman said the union would have liked "to end this impasse", but hospital authorities had gone ahead and dismissed the workers.

Attempts last night to obtain comment from the hospital's acting superintendent and senior matrons failed.

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SA 10/9/89

Fired staff can apply

By KEITH ROSS

EAST LONDON -- About 2 800 striking workers who were dismissed by Mercedes-Benz in East London yesterday are free to apply to the company for re-employment.

This was disclosed today by a company spokesman, who declined to give any further details of the company's recruitment programme.

"Former employees are free to apply and we are at all times open to negotiation with the workers' union," she said

The workers were dismissed when they ignored an ultimatum to return to work yesterday morning.

They had been on strike for five weeks demanding higher wages.

Their demand for a R5 minimum hourly wage was met with a final offer from the company of R4,04. The offer included an adjustment to compensate workers for a reduced working week.

But a meeting held by the National Union of Metal Workers of South Africa (Numsa) at the plant yesterday decided not to return to work until the company agreed to demands for R5.

A Numsa spokesman said the union was still open to negotiation, but no further talks with the company were scheduled.

He criticised the company for ending negotiations when progress was being made.

Magistrate's Court here on Thursday on their charges.

CAF Times 22/9/82

(152)

Mercedes not running

EAST LONDON. — The Mercedes Benz of South Africa plant here remained closed yesterday as the dispute between the company and the National Union of Metalworkers of South Africa continued for its 16th day

Benz plant sacks 188 strike 'leaders'

EAST LONDON. - Confusion reigned at the Mercedes-Benz plant here this week when management announced that 188 workers had been dismissed.

However, officials of the National Union of Metalworkers of South Africa (NUMSA) said they had not been informed of the dismissals.

The company had issued an ultimatum to the workers to end their strike, which had begun on Monday, to return to work by Tuesday morning or face dismissal.

The workers ignored the ultimatum and the company then announced it had dismissed the workers.

A company spokesperson, Mrs Delene MacFarlane, said the 188 were dismissed because they were considered to be responsible for the strike.

"The company had no choice but to expel them," she said, adding that it was hoped the

other workers would return to work.

There are an estimated 2 800 workers at the plant.

This week workers at the plant again refused to return to work and waited for the management to approach their representatives for talks.

MacFarlane could not say whether management would initiate talks with NUMSA.

Workers in one section of the Mercedes-Benz plant went on strike last Monday in support of demands for a minimum hourly wage of R5,00.

Workers were also demanding that the management plan to cut working hours from 45 to 43 hours a week, should not lead to loss of earnings.

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the

strike and simultaneously issued the ultimatum to return to work on Monday.

On Monday, a planned meeting between management and NUMSA did not materialise when management informed the union's negotiating team that three of its members had been dismissed.

A union representative said they had withdrawn to inform workers who had decided to leave the plant.

The union representatives said they had not been informed of the dismissal of 188 workers, and dismissed the move as "simply threats aimed at confusing us and breaking our strike".

They said the whole workforce had once again gone home after reporting to the plant on Tuesday, and the union was waiting for the management to approach them for talks. - E-news



SOUTH 13-19/8/87

152

of circuit inspector Mr J
Scheepers and teacher Mr

5 times
30/8/81

Strike costs Mercedes 2 000 vehicles

152

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By Don Robertson

THE month-long strike at the Mercedes-Benz plant in East London has resulted in a loss of production of more than 2 000 vehicles

Negotiations between the company and the National Automobile and Allied Workers Union (Naawu) are at a standstill, and it is likely that vehicle deliveries will be affected for some months

The strike by 2 600 workers began on August 3 after Naawu's rejection of a wage increase negotiated by the Industrial Council consisting of Mercedes, Samcor, Delta and Volkswagen earlier this year. In these negotiations it was agreed that on August 1, wages would be raised from a minimum of R3,50 an hour to R3,70

In spite of the earlier agreement, Naawu demanded an increase in minimum wages to R5 an hour. At a meeting on August 18, Mercedes-Benz agreed to lift the minimum wage to R4 an hour, to reinstate 188 workers and to partly compensate workers for a reduction in working hours from 44 hours

a week to 43

At the time, Mercedes-Benz viewed Naawu's rejection of the offer as confrontational and indicated that negotiations had come to standstill

Since the strike began, 1 100 Honda Ballade and 800 Mercedes-Benz cars have been lost and between 200 and 300 commercial vehicles

Marketing director Peter Cleary says that after the strike is resolved it will take

between five to six days to "clean" the plant before cars can be despatched and another 10 days for pre-delivery service

He believes it will be at least three weeks before sales can be resumed. Even if the strike ends soon, sales in September will be severely restricted

The strike has resulted in the indefinite postponement of the launch of the Mercedes 230te station wagon

CP Correspondent

THE East London Mercedes Benz plant entered its fourth week of closure due to strike action this week.

The work stoppage, which has brought production to a standstill, began over a demand for higher wages.

Talks aimed at resolving the dispute reached a deadlock last week when the union rejected management's final offer.

Merc strike still on

Shop stewards from all motor manufactures met in Durban last weekend to discuss the issue.

According to the National Union of Metalworkers of South Africa, shop stewards resolved to

put pressure on their respective managements to intervene in the Mercedes Benz workers' strike.

It had also been decided that workers at other plants would take action in the absence of a solution.

The company's spokesperson, Delene MacFarlane, said production was still at a standstill.

Asked whether there was any possibility of negotiations being resumed, she said she could "not speculate on that at this stage at all". - Elnews. 30/8/87

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SOUTH, OCTOBER 22 TO 28 5

(152)

Workers locked out

PORT ELIZABETH. — Workers participating in a go-slow at the Plascon Evans Paints' plant in Port Elizabeth were locked out of the company's premises this week.

Production director Mr H Potgieter confirmed 89 members of the Chemical Workers' Industrial Union had been locked

out. They had been participating in a go-slow since October 9.

Workers had been locked out after negotiations failed to resolve a dispute. The dispute stemmed from a demand that all employees receive a R10 bonus paid to those who worked during a stayaway on

May 5 and 6.

Potgieter said workers wishing to drop the dispute would be entitled to return to work.

Wes Phillips, the branch secretary of the union, claimed the company demanded workers resume normal production after a breakdown in negotiations on Monday.

Workers end VW strike

27/10/87

152

DP

PORT ELIZABETH — Production at Volkswagen in Uitenhage is expected to return to normal this morning after a four-day strike by 4 000 workers was called off yesterday.

The strike, sparked by the dismissal of a worker who allegedly assaulted a foreman, has cost the company 700 vehicles in lost production.

Shop stewards of the National Union of Metalworkers of South Africa (Numsa) agreed to accept management's offer of arbitration in the case of the worker.

A demand that the foreman be suspended until the outcome of arbitration has been accommodated by his going on paid leave.

The strike came after an undertaking by VW to dealers that a R55 million order to supply Avis with 3 000 cars next year would not affect supplies.

VW's communications manager, Mr Matt Genrich, said there would be no difficulty making up most of the vehicles lost in production. This could be done by working overtime and on Saturdays. — DDC

Hospital workers take strike action

More than 700 workers at two Vaal Triangle hospitals came out on strike yesterday

The strikers at Sebokeng and Vereeniging hospitals are porters, cleaners and cooks. Nurses and other staff have still to meet to discuss the strike.

The strikers are demanding

- Recognition of the National Union of Public Service Workers.
- Reinstatement of eight sacked colleagues.
- Removal of petty apartheid at work.
- An increase in minimum pay.
- Better food.
- Promotion on merit.
- An end to deductions from their pay for the building of a hall.

Before the strike the workers had been on a go-slow and had refused to eat the food.

Four workers were sacked by the hospital last Thursday and another four on Monday. The eight were alleged to be behind the go-slow and the food boycott.

The superintendent of both hospitals, Dr J van der Vyver, said last night that about 300 workers had stopped work at the hospitals in the morning.

He said their action was illegal and that the workers did not submit their grievances to management before striking.

'Union officials are due to meet management today, representatives of both parties said last night.'

MEDIATION proceedings to resolve the dispute between Port Elizabeth's Plascon Evans and the company's 89 employees resumed yesterday.

The dispute revolves around the company's decision to pay employees who worked on May 5 and 6 this year a R10 bonus.

The 89 Chemical Workers' Industrial Union members heeded a Cosatu call to stay away on these days to protest against the parliamentary elections.

The CWIU members demanded the R10 bonus and embarked on a go-slow to force management to accede to their demands. The dispute resulted in the company locking the 89 workers out of the factory last week.

Attorney Mr Charles Nupen is mediating.

* * *

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28/10/87

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Sanctum



Support grows as strikers stand firm

By **AYESHA ALLIE**
CAPE TOWN'S bread shortage is set to continue as striking bakery workers vowed not to return to work until their wage demands are met.

One bakery, Duens, has already reacted by dismissing 388 workers.

Meanwhile, support for the strikers, all members of the Food and Allied Workers Union, has been

offered by many community organisations, including the Western Cape Traders Association, Cape Youth Congress, Unemployed Workers' Movement,

South African National Students' Congress (Sansco) and the United Women's Congress.

The WCTA has asked its members not to sell bread

supplied by bakeries affected by the strike

Other bakeries affected by the strike, which involves about 1 000 workers, are Silverleaf, Enterprise and Goodhope. The strike arose last week after the management and Fawu failed to reach agreement on wage increases

The workers have demanded a R32 a week across the board increase

Management's offer of R19,50 has been rejected. The workers were earning a minimum wage of R110

Strikers interviewed at the Umzi Woxolo hostel in Guguletu this week told of their work conditions.

A Duens worker, Mr Welcome Dyantyi, 69, said he had been working for the company since 1957 and earned R114 a week after deductions

"For all these years of working, I cannot say that I have money in the bank or own anything. This money is hardly enough to support a family and for food," he said

On pension

Dyantyi said he would go on pension soon but felt it necessary to go on strike so that future workers could benefit.

Mr Dixon Mkwambi said he did not regard himself as a dismissed worker. "I have a right to demand a wage that my family and I can survive on"

Mkwambi said it had not been easy to go on strike because of his family which he had to support.

"But I am going to keep on striking. It was not always when we had bread to eat before the strike," he said

Not to hurt

"I feel bad because we cannot stay without money for long," said Mr Anderson Bungane from Silverleaf

"We want the community to know that our action was not to hurt or make people suffer

"We too are not happy to be on strike. Our aims are to get the benefits from what we earn"

He said workers had been involved in "fruitless" negotiations with management for more than four months and the strike was the only alternative

A spokesperson from Duens confirmed the dismissal of its workers. He said they had been given a chance to be reinstated should they report for work on Friday. Management was still negotiating with the union

Tools down at Pepsi

ABOUT 200 South African Allied Workers Union members at the Pepsi Cola factory in Epping this week downed tools for higher wages.

A Saawu spokesperson said the workers demanded R2,50 an hour and a 44-hour week.

The management offered R2.00 an hour ⁴⁹ cents more than the present hourly rate and a 46-hour week.

The workers also demanded the company refund money deducted last week after they had worked 44 hours.

Other demands were interest-free loans of R2 000 and busaries for workers wishing to study.

Negotiations are continuing.

(152)

22-28/10/87

South

Cape waitresses, eat you heart out

DURBAN. — Here's a good tip for Cape Town waitresses — watch the growing militancy of your Durban counterparts, where workers are negotiating the country's first union recognition agreements for restaurant staff.

"Right now the union is on its toes to protect waitresses and kitchen staff," said Mr Important Mkhize, the Durban Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) organiser and negotiator with two Durban restaurants and several national fast food chains.

"Recognition agreements are the answer to abuses because the bosses hide behind inadequate legislation," he said.

Restaurant workers were vulnerable to victimisation because they had a domestic servant-style relationship with their bosses, Mkhize said.

Mkhize said sexism made the workers' situation worse.

"Male bosses still take advantage of women.

"So workers must educate the employers and unions are the training ground. In unions they learn courage and know how for dealing with bosses". — *Concord News Agency.*

(152)

South

22-28/10/87

Brilliant strike

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Metal industry in the hot seat as strikes smoulder

FURNACES at Anglo's troubled Highveld Steel plants near Witbank were burning at their normal rate this week as some 4 000 metalworkers dismissed in last month's lock-out returned to work.

But labour relations in the metal industry remained volatile as hundreds of workers struck at factories on the Rand and the National Union of Metalworkers' of South Africa stoked up steam for two major disputes that could involve more than 15 000 workers next week.

An Anglo representative said 4 000 workers had completed their return-to-work at Highveld Steel on Monday. They were reinstated last week after accepting management's wage offer for 1987. However, a number of employees had been suspended pending an internal inquiry into allegations of "misconduct" and "intimidation".

Numsa representative Bernie Fanaroff said 120 workers had been suspended. "Coincidentally, this just happens to include all the shop stewards and goes to show the lock-out was designed to break the union," he said. The Anglo man refused to give details about the suspended workers.

Highveld Steel locked-out 2 100 workers on September 21 after they had refused to accept the company's offer of a minimum wage increase of 41c an hour. Workers not included in the lock-out downed tools in protest, upping the number involved in the dispute to 4 000.

While Numsa has obviously suffered a major defeat at Highveld, a spate of strikes continued to smoulder in other parts of the steel and engineering sector.

● At the Shell groups' subsidiary Cadac, a wage strike by some 400 members of Numsa and the SA Boilermakers' Society ignited early this week. The workers have been demonstrating daily to support their demand for R4 an hour in response to the company's offer of R3,30 an hour. Cadac personnel director BD Compton said the company increased its offer by 65c if workers agreed to meet projected production levels.

● About 400 workers have been dismissed at MSN, Altech's electronic circuit board plant, after striking last week to demand the reinstatement of a shop steward.

● Some 1 000 workers began a strike on Wednesday at Altech's electronics plant in Benoni after wage talks collapsed.

By ERNEST SIDERIS

people in 45 plants. Marie said management has refused to negotiate anomalies in wages for different job grades at plant level despite an agreement that this would be allowed.

The dispute will be thrashed out at an industrial council meeting next week. If the talks deadlock, the union plans to ballot its 8 000 members at Dorbyl — the first step in what could turn into a national strike.

A simmering dispute could also erupt again at Iscor, where the union suspended a 22-day legal strike by 7 000 workers at the Vanderbijlpark plant on August 12 after the company gave the strikers an ultimatum to return to work or be sacked. Numsa has declared a new dispute with Iscor, claiming that the company failed to negotiate in good faith to end the strike and that its threat to dismiss workers during a legal strike amounted to unfair labour practice. On these grounds, the union is demanding that Iscor reopen negotiations on wages.

Next week the industrial council will meet over the demands. If it fails to resolve the dispute, the union is considering the option of continuing the wage-strike, possibly bringing out an additional 3 000 members at Iscor's plants in Newcastle and Pretoria, or of applying to the industrial court for the dismissals to be declared an unfair labour practice.

Either way all indications are that metal industry is set to be a hot seat of collective bargaining in the next few weeks.

● Talks between Sasol and the SA Chemical Workers' Union at the Sasolburg plant have failed to end a deadlock that led to the dismissal of more than 1 300 striking workers last week.

A company representative said the dispute had been concluded with the dismissal of the workers.

Sacwu press officer Humphrey Ndaba said the strike was still on. — Agenda Press

● Numsa has been conducting talks with the German car parts manufacturer Karl Schmidt for the reinstatement of 247 workers dismissed during a strike in July. Fanaroff says the union is considering calling for sympathy action from its members in car plants that use the company's products and from workers in Germany.

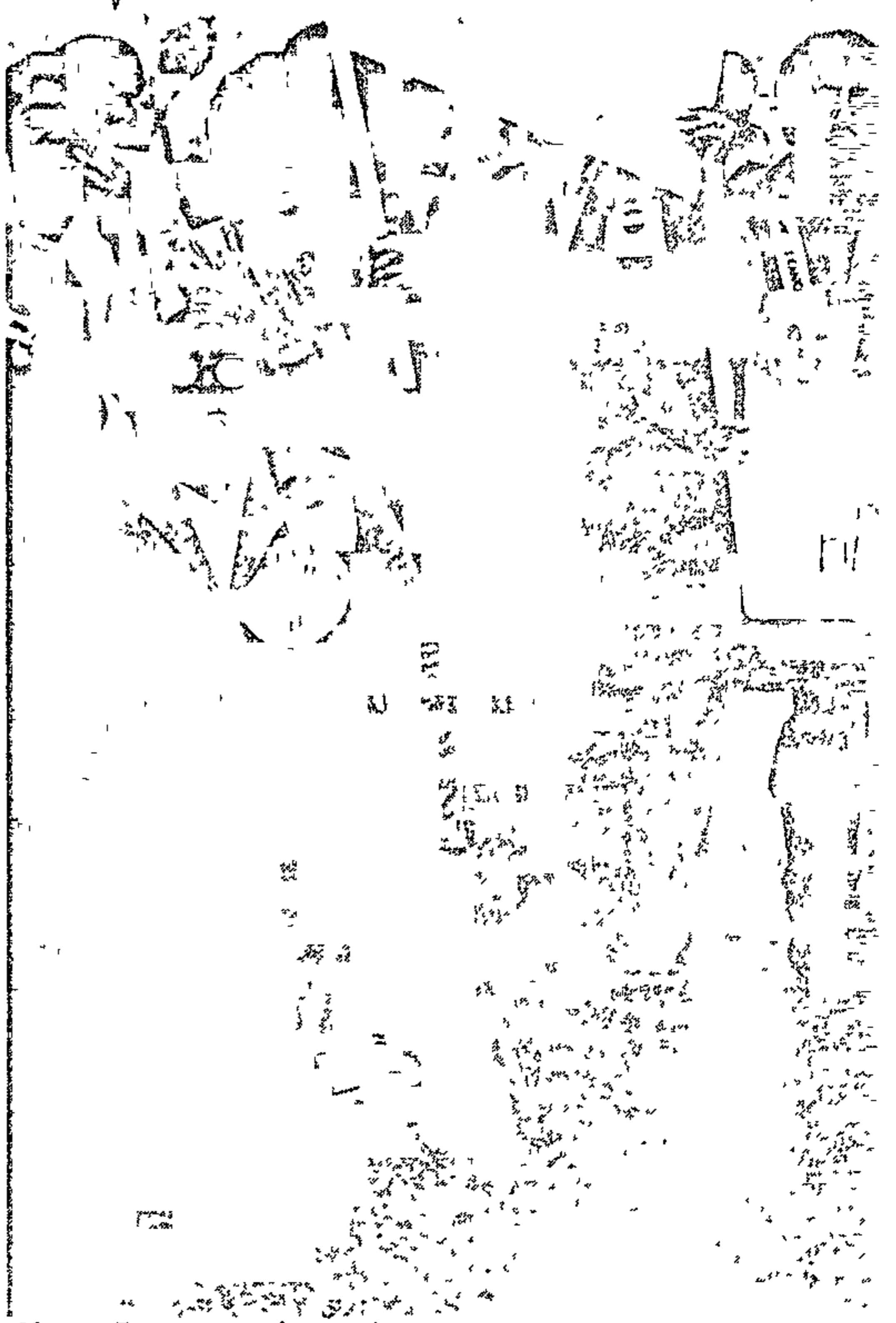
● This week 700 Numsa members at Telephone Manufacturers of SA in Springs began a legal strike. The union conducted a strike ballot last week after wage talks with Barlow Rand broke down.

Meanwhile, Numsa's national organiser Bobby Marie said the union has declared a dispute with the Dorbyl group which employs about 22 000

Mono Pumps workers stage a placard demonstration calling on the disinvesting company to negotiate with their union, Numsa

● See Page 18

Picture ANNA ZIEMINSKI, Afrapix



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W/Marie
23-29/10/87
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Labour briefs

29/10/87

THE Dobsonville Town Council was yesterday rocked by a work stoppage involving more than 300 employees, who demanded better pay and the recognition of their union.

The council's departments affected by the stoppage included fire and ambulance services, treasury, library and cleansing.

The strikers demand a 40 percent wage increase and recognition of their union, the Municipal Workers' Union (Mwusa).

Dobsonville councillor Mr Freddie Mohajane said some councillors were not prepared to resolve the strike. "They are not in favour of attending to the workers' grievances," he said.

The Dobsonville Council was scheduled to meet yesterday, to discuss the matter.



THE deadlock between Johannesburg's MSN company and its 180 dismissed employees remained unresolved yesterday.

The National Union of Metalworkers of SA (Numsa) members were sacked after they downed tools early this month, demanding the reinstatement of a dismissed colleague.

A company spokesman said the workers were "offered dismissal, which they accepted" after they went on an "illegal strike". Management had not heard from the dismissed employees since then, he said.

~~NUMSA~~

~~NUMSA~~

(S)

Smuts
29/10/87



THE strike by more than 700 workers at the Sebokeng and Vereeniging hospitals continued yesterday.

A spokesman for the National Union of Public Service Workers (NUPSW) said attempts to secure a meeting with hospital authorities to resolve the stoppage had been unsuccessful.

NUPSW members — among other things — demand:

- Recognition of the union;
- Reinstatement of eight colleagues; and
- For minimum pay be increased from the present R266 a month.

The superintendent of both hospitals, Dr J van Vyver, referred the *Sowetan* to the director of Hospital Services, who was not available for comment.

  *Sowetan* 29/10/87.

Putco's strike ends, but the tensions remain

By JO-ANN BEKKER

THE weeklong bus drivers' strike which affected all Putco buses between Johannesburg and Pretoria — and cost the company R50 000 a day — ended on Wednesday, but the tension it sparked continues.

This week saw the return of a high military presence in Alexandra township. Although it was possibly related to Deputy Law and Order Minister Roelf Meyer's visit to the township on Tuesday, the security forces could have been anticipating incidents related to the bus strike.

Since last Tuesday, most Alexandra bus commuters have had to walk to work or pay the steeper taxi fares.

In addition, the emotionally-charged treason trial of prominent Alexandra community leader and unionist, Moses Mayekiso, began in the Rand Supreme Court this week.

The Putco strike began over the firing of two workers at the Wynberg depot — actions the Zakheni Transport and Allied Workers Union claimed were "characterised by their arbitrariness, racial prejudice and were substantially unfair".

About 250 drivers and 250 technical workers employed at the depot which serves the area between Johannesburg and Pretoria stopped work. But there is no strike agreement and the strike was declared illegal, as buses are classed as essential services.

Putco public relations officer Cheryl Roxmouth said the strike put about 250 buses out of action and cost the company R50 000 a day. Zatawu said it had affected about 250 000 black commuters.

The Alexandra taxi drivers called in taxis from Soweto and Tembisa to ferry the usual bus-goers.

When the strikers defied Putco's ultimatum to return to work on Friday, the company dismissed the 500 striking workers.

However, early this week negotiations between the union and company resumed. Zatawu threatened to call for solidarity strikes in other Putco depots and, on Tuesday night, the two parties finally signed an agreement and the strike was called off.

In terms of the settlement, the workers would all be reinstated, without loss of benefits. However, each striker would be given a final warning.

VW strike called off

PORT ELIZABETH — Production at Volkswagen in Uitenhage is expected to return to normal this morning after a four-day strike by 4 000 workers was called off yesterday. Shop stewards of the National Union of Metalworkers of South Africa (Numsa) agreed to accept management's offer of arbitration

3-10-82

152 FIM
About 4 000 employees at Volkswagen,
Uitenhage, also returned to work on Mon-
day, their four-day strike having cost about
700 vehicles in lost production.

The metalworker union (Numsa) mem-
bers downed tools the previous Wednesday
after the dismissal of a colleague who alleg-
edly assaulted a foreman. The union agreed
to an independent arbitrator being called in
to review the incident, but demanded that
the foreman be suspended until the arbitra-
tor's finding is made known.

No doubt Volkswagen's undertaking to
dealers to supply 3 000 cars ordered by Avis
for next year, a R55m order, lubricated the
search for a settlement.

30/10/87

Paint workers to return to work

By KIN BENTLEY

THE 89 workers at Plascon Evans Parthenon in Port Elizabeth, who have been locked out of the plant since October 20, are scheduled to return to work on Monday, a company spokesman confirmed today.

The Plascon workers, members of the Chemical Workers' Industrial Union (CWIU), were locked out after going on a go-slow following a decision by the company to pay non-union workers and casual workers a R10 "production bonus" on May 5 and

6.

The matter went to mediation this week.

Mr Don Durham, managing director for the company, said today that a settlement was reached.

● The dispute, which led to 4 000 workers at Volkswagen in Uitenhage downing tools for three days last week, has not yet gone to arbitration.

VWSA's communications manager, Mr Matt Genrich, said today that the matter was still being discussed internally with union officials.

The strike last week followed an alleged assault by a worker on a foreman. Workers returned to work on Monday while negotiations continued.

Building workers down tools

More than 200 workers at 10 Edilcon Construction sites downed tools yesterday to protest against the dismissal of two workers earlier this week, the general secretary of the Building Construction and Allied Workers'

Union (BCAWU), Mr Vusi Thusi, said yesterday.

He said Edilcon management dismissed two workers on Monday, claiming to have re-trenched them.

Management refused to comment. — Sapa.

30/10/82

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(152) STAL 30/10/87

Hospitals fire 300 go-slow workers

About 300 workers at the Vereeniging and Sebokeng hospitals have been dismissed after a month-long go-slow strike and food boycott at the hospitals

The superintendent of both hospitals, Dr J van der Vyfer, said dismissal forms had been sent to the workers — all in non-classified jobs — as they had not reported for work for 48 hours

The union representing the workers, the National Union of Public Service Workers, said all the workers would meet at the union's offices this morning

Dr van der Vyfer said the hospital was "managing" despite the dismissals

The hospital would be filling vacated jobs from Monday, the doctor said. The only dismissed workers who would not be considered for re-employment were

the eight "ringleaders" who had "caused all the trouble"

He said only 10 percent of the dismissed workers were behind the industrial action. The others were "just intimidated" and forced to strike under threat that their houses would be burnt down, Dr van der Vyfer added

Workers are demanding the recognition of their union and the reinstatement of eight dismissed shop stewards. They also demand an increase in the R266 minimum monthly wage and that hospital authorities stop deducting money from wages to build a new hall. They also complain that they are given leftovers to eat — Sapa

Fall-off in black nurses now crucial

Nursing council has ambitious plans to turn about shortage

By Chris van Gass,
Pretoria Bureau

The South African Nursing Council has announced a far-reaching plan to alleviate the crucial shortage of nurses — especially blacks — by implementing a 10-year “bridging programme” to upgrade the qualifications of nurses

The council discussed details of the programme with Minister of National

Health and Population Control Dr Willie van Niekerk on Wednesday

The council said it had drawn Dr van Niekerk's attention to the urgent need for expansion in the training of nurses to meet the needs of blacks

Two main problems which the council and Dr van Niekerk discussed were the “alarming” decline in the intake of student nurses, and an “unsatisfactory” ratio of registered (professional) nurses to enrolled nurses (staff nurses) and enrolled nursing assistants

The council highlighted the “inappropriate utilisation” through staff shortages of the enrolled nurse and nursing assistant, who performed tasks outside their scope of their training.

This, it said, had exposed the public to the possibility of unsafe nursing practices

“These observations are reflected by the nature of disciplinary cases investigated in the past 15 years,” says the council

After the meeting, the council released to The Star details of its plan to bolster the profession

The plan makes provision for the phasing out of the sub-category of enrolled nurse. Only one sub-category, the nursing assistant, is to be trained

The council recommended a bridging course “of at least two years” to give staff nurses with a Std 10 or equivalent certificate an opportunity to be upgraded to registered general or psychiatric nurses

The council gave an assurance that an enrolled nurse who was not admitted to the bridging programme “will be legally entitled to continue practising within her scope of practice and retain her right to enrolment as long as she wishes”

SMK 30/10/87

(SD)

Workers out over dismissal

The entire workforce at Checkers' Emmarentia branch is on strike following the dismissal of a colleague.

Checkers' personnel director, Mr Andy McLauren, said the 100 workers went on strike on October 21 after a shop steward was dismissed for suspected theft.

"The police were called in and the worker was handed over to them for further investigations," he said.

A spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) said workers were demanding that a charge of theft be withdrawn.

He said the shop steward appeared in Johannesburg Magistrate's Court last week and was released on bail.

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Spekenam strikers seek court help

THE labour dispute at the Spekenam meat processing factory in Bellville is being heard in the Industrial Court this week.

More than 600 striking workers are seeking reinstatement after being dismissed.

The dispute arose mainly over recognition of their union, the Food and Allied Workers Union (Fawu) and conditions at the plant.

Mystery surrounds a pamphlet that distributed among the striking workers at the Bellville South hall where they meet daily.

The anonymous pamphlet attacks the role of the union in the dispute.

South
8/14/10/82 152

fact, it looks as if we're beachfront hotel has been stranded motor also ca-

3 000 loaves of PE bread today flown to strike-torn Cape Town

By KIN BENTLEY

CAPE TOWN is begging a crust from Port Elizabeth.

Three thousand loaves of bread, weighing 2,5 tons, were airlifted to the Mother City from Port Elizabeth by a major retail store today — and will be sold below cost price.

A wage strike has hit the Cape Town bakeries, and with production down to a fraction of its normal level in the Peninsula, Pick 'n Pay decided to fly in supplies from PE.

Mr Gary Kruger, senior buyer for the

store in the Eastern Cape, said today that the store bought the bread from "outside companies" in PE yesterday and booked freight space on this morning's normal Boeing flight to Cape Town.

The loaves are likely to alleviate slightly the "panic buying" which, according to Mr John Barry, Pick 'n Pay Western Cape general manager, is occurring in some stores in the Peninsula as supplies dwindle.

Mr Kruger said the situation would be monitored daily, with PE bread probably continuing to be supplied until the strike is resolved.

152 Eui DOST 14/10/87

Cap. News 12/10/72
**Gatti's workers
call off strike**
Labour Reporter

WORKERS at the Gatti's ice-cream factory in Lansdowne decided to call off their day-long strike over higher wages yesterday afternoon, pending discussions with management.

A director of Gatti's, Mr B. Harnekar, said about a third of the 130 workers at the factory had struck in connection with wage negotiations, but had agreed to return to work today. He said production and deliveries were continuing as usual.

Mr Harnekar said workers were asking for R2,50 an hour, whereas management had offered a 5% increase on the present wage, which was increased to R1,75 an hour in September.

A South African Allied Workers' Union spokesman said workers had demanded that management provide proof that they could not afford to pay R2,50 an hour.

Bread airlift to Cape Town

Staff Reporter

A MAJOR retail store is to fly in a consignment of 5 000 loaves of bread to Cape Town today as the Peninsula's shortage of the basic commodity worsens.

As bread production in the Peninsula stayed at a fraction of its normal level yesterday, a spokesman for a bakery supplying 23% of the need, said "On Wednesday we will have no bread"

No bread was being produced at either of Albany's major bakeries in Matieland and Bellville South

Mr John Barry, general manager of Pick 'n Pay, said panic buying had aggravated the shortage, particularly in the northern areas

His chain had arranged to fly in a consignment of 5 000 loaves from Port Elizabeth today

"We have put our own bakeries on 24-hour shifts," he said. He added that the group's commitment to keep bread at pre-increase prices for October would stand.

Mr George Koning, manpower manager for Sasko,

If the bread deliveries in your area are affected — beat the strike and bake your own bread. Easy recipes — Page 5

said bread could be collected or bought at Enterprise bakery, Claremont.

They had a limited supply and managerial employees were manning the production line. No extra workers had been taken on.

Enterprise employs 260 people. Mr Koning refused to divulge how much bread was being

produced at present

"We have no problems with pickets," he said. However, no deliveries were being made because the van assistants to off-load the bread were on strike.

The Food and Allied Workers' Union said in a statement this week that Tiger Oats, which owned two of the striking bakeries, "consistently tries to get a competitive advantage" over the rival Premier Group by paying lower wages (The two major Premier bakeries are not on strike)

Workers did not see why companies such as Tiger Oats should be allowed to "club together to keep wages down", the FAWU statement said.

A Tiger Oats spokesman replied that negotiations with unions were "totally decentralized". He said there was no collusion and that the FAWU statement was "untrue, unfair and totally unfounded".

● A temporary interdict restraining 141 workers at the Enterprise Bakery from instigating, inciting, supporting or organizing a work stoppage or overtime ban, was granted by the Supreme Court early yesterday.

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~~152~~

Sea Harvest strike settlement on cards

Santa
8-14/10/87

A SETTLEMENT between striking workers and management of Sea Harvest in Saldanha, the largest fishing factory in the Southern Hemisphere, is on the cards.

Renewed negotiations are underway between the Food and Allied Workers Union (Fawu) and Sea Harvest management in an attempt to resolve an issue

which had wide-ranging effects in Saldanha Bay.

More than 500 workers have entered their fourth striking week in protest against what they called "management's self-imposed wage increase"

Initially more than 200 workers were fired after they downed tools last month. A further 300 workers downed tools in

solidarity.

Workers demanded that all the strikers should be reinstated

A Fawu spokesperson confirmed new negotiations were underway after the management of Sea Harvest submitted proposals for a settlement of the dispute.

He said workers were considering the proposals.

Vaal go-slow continues

(S)
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THE go-slow strike which has disrupted services at two Vaal hospitals in the past fortnight continued yesterday with the National Union of Public Service Workers saying it

would take legal action to force management to negotiate the dispute.

About 500 general workers and some nurses at Sebokeng and Vereeniging hospitals engaged

in the go-slow demanding the abolition of the staff association and the recognition of NUPSW

The action includes a food boycott by workers at the two hospitals

NUPSW national organiser, Mr Stephen Mohammed, said yesterday that the union's attempts to negotiate with the authorities failed. The union has instructed its lawyers to get management to the negotiation table, Mr Mohammed said.

He said a hospital official chased him away on Monday when he took certain documents to the hospital in preparation

for talks

10/10/87

The superintendent of the two hospitals, Dr J van der Vyver, yesterday denied that the Vereeniging Hospital was affected by the go-slow and that services were returning to normal at the Sebokeng Hospital.

He said the action did not affect patients who he claimed were receiving normal treatment and attention.

Dr Van der Vyver said the authorities were not prepared to negotiate with NUPSW. "It is not allowed," he said.

Mr Mohammed said management was trying to divide the workers by saying the Vereeniging Hospital was not affected. He also denied that workers at Sebokeng were returning to work on a normal schedule.

Bread strike row

ABOUT 100 workers employed by Albany Bakeries' Warmbaths branch had embarked on an illegal wage strike in spite of pending negotiations on the matter, management said.

An Albany spokesman said talks between management and the workers' representatives, Food and Allied Workers' Union (Fawu), were scheduled to take place on Friday.

"We have been in touch with Fawu and hope that the dispute will be resolved shortly," the spokesman said.

Albany workers refuted management's version, saying they had been locked out when they reported for duty last Friday (See labour briefs)

LABOUR BRIEFS

152
Sometime
14/10/87

THE present beer drought is set to get severe in many parts of the country as the South African Breweries' strike, now affecting eight depots countrywide, continues with no settlement in sight.

By yesterday no date had been set for negotiations between SAB management and the Food and Allied Workers' Union (Fawu) to end the strike by more than 1 500 SAB employees. Both parties have agreed "in principle" to resume negotiations, according to management.

NINE members of the Construction and Allied Workers' Union, detained during a strike at a Rustenburg construction site, were ordered to leave Bophuthatswana within two hours of their release by the homeland police, the union has said

A Cawu spokesman said the nine shop stewards were detained by the police at the Sapref Project site at noon last Friday. They were among 700 workers on strike against their employers S M Goldstein Civil Contractors' decision to retrench staff

The spokesman said a Lieutenant Thlagane of the Bophuthatswana Police told the shop stewards to leave the homeland within two hours of their release about 12 hours after they were detained

A bread shortage has hit the Cape Peninsula after about 1 000 workers employed by four bakeries went on strike in a wage dispute this week

In Warmbaths, a bread shortage also loomed yesterday as about 100 workers employed by Albany Bakeries refused to report for duty unless a manager at the company's local plant was transferred.

The Fawu members at the four Cape bakeries — Duens/Cadora, Silverleaf,

Good Hope and Enterprise — demand a R32-a-week increase

THE National Union of Steel and Allied Workers has announced names of its first shop stewards council executive elected at a meeting last weekend. The union is to meet soon to appoint a negotiating team and an education committee

General secretary of the 5 000-member and one-year-old Nusaw, Mr Ndomane Tibane, said the council executive comprises Mr Sam Moya, chairman, Mr Andries Tshethlakholo, vice chairman, Mr Lucas Mathabathe, secretary and Mr Peter Kgatla, vice secretary

Mr Tibane said the union's members at Iscor, Pretoria West, meet at the Laudium Hotel, Pretoria at 8am on Saturday for a general worker session

MR Pilot Makgatho (42), a Nusaw member employed by Bessaans and Du Plessis in Pretoria, will be buried in Pietersburg on Saturday. He died in a car accident on October 3.

Mr Tibane said transport to take mourners to the funeral has been arranged and the fare is R27 a person.

Buses will leave the union offices at 40 Brown Street, Pretoria at 7pm on Friday

HIGHVELD Steel and Vanadium, a subsidiary of Anglo American, has extended the deadline for its 2 000 striking workers to report for duty

The workers, who were locked out three weeks ago at four of the company's plants near Witbank, had until 7 O'Clock this morning to re-apply for their jobs or be replaced by new recruits

Strikers coerced customers, claims SAB

War of words as beer strike spreads

By Adele Baleta

As the seven-day-old beer strike continued to spread, a war of words erupted yesterday between South African Breweries' (SAB) and the strikers' union over allegations that union members have been involved in intimidation

CASUALS AND SUPERVISORS

The company's public affairs manager, Mr Gary

May, said intimidation had been directed "not only at our casual workers, but at supervisors and customers" He appealed to the Food and Allied Workers' Union (Fawu) to urge its members to act responsibly

A union spokesman denied the allegations, saying the workers believed in freedom of association He said workers believed supervisors were being coerced not to join the strike and many were being instructed to train "scab" labour

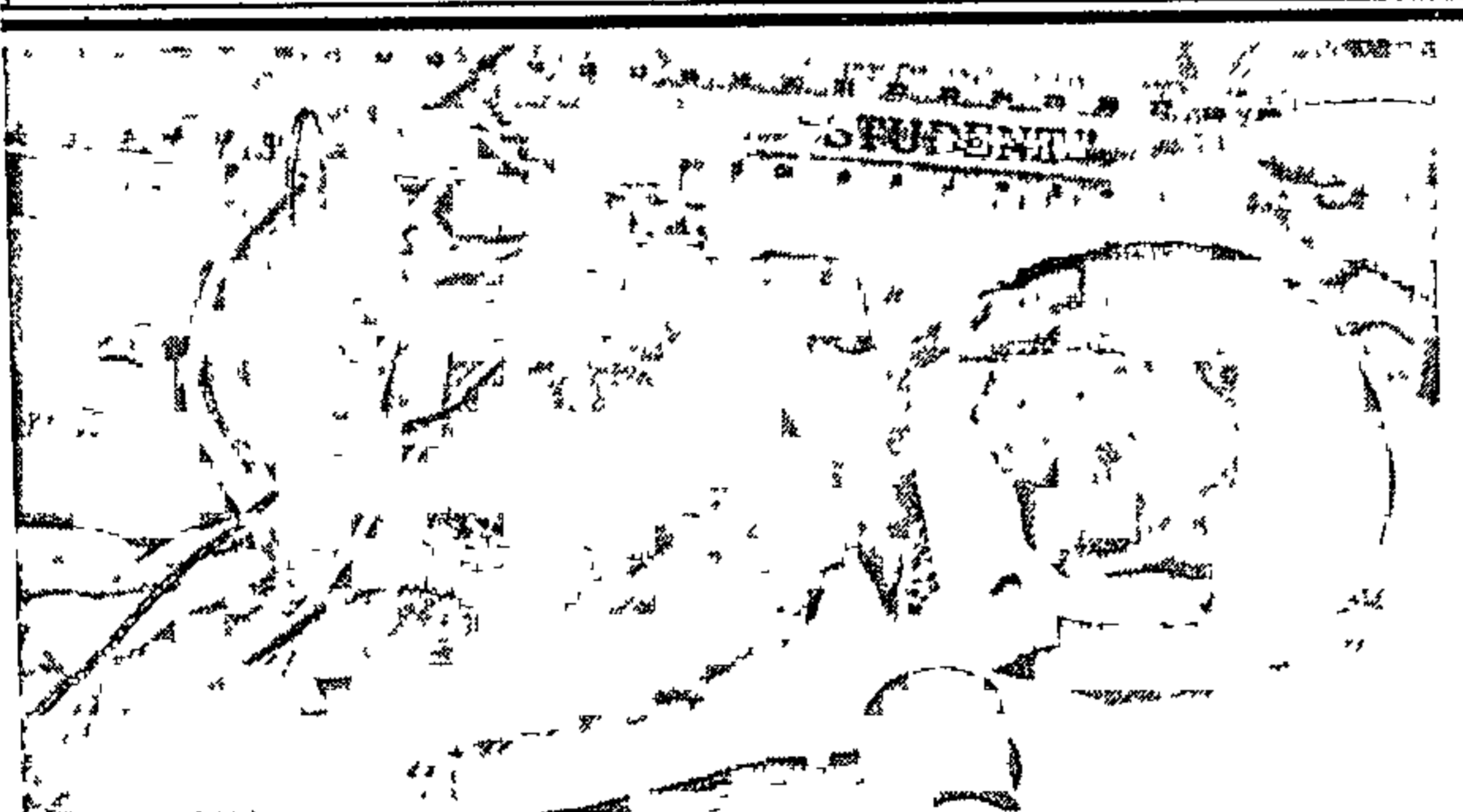
Mr May said the possibility of charges being laid by individuals could not be ignored as some of the incidents were of a criminal nature

INCREASE

He said workers at the Rosslyn brewery in Pretoria had stopped work yesterday, joining the 1 600 employees on strike at the Isando, Alrode and Bloemfontein breweries and the Denver, Wadeville and East London depots

SAB is offering, on average, a 33 percent national wage increase, while the union is demanding 43 percent

A date for a meeting to resolve the deadlock, agreed to in principle by the company and Fawu this week, has still to be set



who underwent a heart operation less than a week after her birth.

●Picture by Karen Sandison.

The baby is recovering rapidly and doing well

The tiny twins, who are small enough to fit into a shoe-box, are resting on sheepskin blankets in open incubators in the

clinic's neo-natal unit

Their mother, Mrs Latchmie Pillay (22), of Benoni said she was terrified when the babies were born "They were so small, I just wanted to

cry," she said

The twins will not be named until they leave the clinic According to Hindu custom, their naming forms part of an elaborate ceremony

SAB concerned at beer strike

Daily Dispatch
Reporter

EAST LONDON — The strike situation at certain South African Brewery (SAB) plants was getting more serious and could not continue indefinitely, the firm's public affairs manager, Mr Gary May, said in a statement yesterday.

He said the SAB was "deeply concerned at the increasing incidents of intimidation aimed not only at our casual workers, but at supervisors and customers," and appealed to the Food and Allied Workers' Union (Fawu), who are representing the strikers, to urge its members to "act responsibly".

Workers at the Rosslyn brewery stopped work at mid-morning yesterday, joining the 1 600 workers on strike at the Isando, Alrode and Bloemfontein breweries, and the Denver, Wadeville and East London depots.

The branch secretary

here, Miss Deborah Komose, said negotiations to end the eight day wage-related strike would be conducted at national level. Fawu would meet with workers at the depot today to discuss the situation and the union's demands.

Negotiations to resolve the dispute broke down with an SAB offer of an average 33 per cent national wage increase on the table and the union demanding an average 43 per cent.

No date has yet been set for a resumption of the negotiation process.

Mr May said normal production was being maintained in the Eastern Cape region.

● According to the Daily Dispatch Port Elizabeth correspondent, beer stocks had run down in the Southern Transvaal, but production targets in Port Elizabeth were being met — and there was thus no danger of a shortage in the Eastern Cape

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MBSA workers may pay minimum rent

EAST LONDON — The municipal housing department will be looking into the payment of housing rentals by coloured workers affected by the Mercedes-Benz of South Africa (MBSA) nine-week-long strike here.

The issue was raised at a Coloured Management Committee (CMC) meeting here yesterday.

It was decided that, if it was in terms of the government's housing code, MBSA workers who were unemployed during the just-over-two-month period, would qualify to pay only the

minimum rental rate plus lights and water for that period.

The decision, however, rests entirely with the housing department, which will be investigating the relevant documentation pertaining to whether the people concerned were in fact unemployed by choice or by force of circumstance.

It was noted that each case would have to be treated on its merits and any final decision would hinge on what was legal in terms of the housing code. — DDR

(10)

14/10/82

1944 14/10/87

Vital bread talks in city

(Handwritten scribbles)

By DICK USHER and ANTHONY DOMAN Staff Reporters

TODAY could be a vital turning point in the three-day bakery workers' strike which has created critical bread shortages in many areas of the Peninsula.

As dozens of shopkeepers queued for hours at Enterprise in Claremont for their first bread this week, talks with the combined shop stewards' committees from two of the affected plants — Good Hope and Silverleaf — were due to start.

And the Food and Allied Workers' Union (Fawu) said it was likely to challenge an interdict obtained against the strike by Enterprise yesterday.

The interdict in terms of the Labour Relations Act restrained workers from instigating, supporting or organising a work stoppage.

Bakeries affected are Duens Cadora, Silverleaf, Good Hope and Enterprise, which is in limited production.

Mr Jan Theron, general secretary of Fawu, said it was encouraging that Good Hope and Silverleaf were prepared to talk without imposing conditions.

"But they have not come up with any firm proposals"

"THREAT"

He said Duens had made "some kind of threat" that employees should return to work by 8am today.

"This was accompanied by an indication that they are prepared to talk"

A Duens spokesman said, a Press statement would be issued later.

At one stage about 50 vehicles, ranging from sedan cars to minibuses, waited in two queues outside Enterprise and were being allowed inside in batches of five.

Mr M Abdurahman said he had been waiting since 6.30am.

"I don't know for sure if I will get any bread," he said.

LUCKY FEW

One of the lucky few was Mr Martin Lasker.

Bread filled all the available space in his station-wagon.

One supermarket owner driving a minibus said he bought about 1 000 loaves a day. "When I called up to check they said there would be plenty of bread, but we'd better get here early."

"Being without bread is bad for business," said another.

"If people can get their bread at one shop and the others haven't got any they'll buy all they need at that shop"

At Duens Cadora bakery in Epping no production was taking place, said shop stewards' chairman Mr Templeton Fushane.

A spokesman for Silverleaf and Good Hope said his companies would not deliver today because no bread was produced yesterday.

"In negotiations we have maintained our position that minimum wages would not be negotiated. But we are open to any views from the union about how we can overcome this deadlock"

Mr George Koning, group manpower manager for Sasko bakeries, said Enterprise would have some bread available for customers.

"We baked last night, but not a full production."

"We used management staff on production lines"

The strike started on Monday morning when about 1 000 bakery employees, all Fawu members, stopped work at the four major bakeries in support of wage demands.

"The longer this strike stays unresolved the more likely it is to spill over to the Fawu-controlled mills which supply the bakeries. We want to avoid this," Mr Theron said.

The northern areas and the Cape Flats were the hardest hit by the shortage yesterday.

A spokesman for OK Bazaars said stores in the northern areas had no bread and Pick'n Pay's Western Cape managing director, Mr John Barry, said his stores had virtually none.

● Pictures, page 3.

Station, area.

AREA: WITHIT excluding th
LO - BUILDIN

Breweries strike talks set for Monday

152

Talks between South African Breweries (SAB) and the Food and Allied Workers' Union (Fawu) aimed at resolving the nine-day wage-related strike which has affected several SAB operations, are scheduled for Monday.

The company's public affairs manager, Mr Gary May, said yesterday: "All signs are that both parties will get together on October 19."

He said workers at the Isando, Alrode and Bloemfontein

breweries, and at the Denver, Wadenville and East London depots, were still on strike.

He said some packs were scarce but there was still enough beer in other packs to meet demand.

The breweries have offered a wage increase of an average 33 percent while the union has demanded 43 percent.

Mr May said the company hoped the talks would help create a climate which would lead to a speedy resolution of the problem.

D-1°

AMAZIMTOTI

By David Braun

AMAZIMTOTI — The Government was reviewing legislation prohibiting intimidation to see how it could be tightened, Manpower Minister Mr Pietie du Plessis told the Natal National Party congress.

Responding to a resolution that the congress discuss the role of trade unionism in South Africa of the future, Mr du Plessis said he was aware of concern that unions could become as powerful as those in Britain in the 1970s — when they were in a position to cripple the economy.

But he stressed that since full trade union rights had been extended to blacks in 1979 there had been a growing acceptance, even on the part of radical unions, of the legal machinery to settle disputes.

If the 5 000 disputes solved by this machinery last year had not been settled in this way they could all have ended up in strikes

Mr du Plessis said it was true that, in the absence of other political channels, trade unions were being used to give expression to political aspirations.

But this was not unique to black trade unions, as the entry of Mr Arrie Paulus (Conservative Party) and Mr Gert Beetge (Herstigte Nasionale Party) into politics had shown.

Mr du Plessis said the Government was keeping close tabs on unions and security police would move against union leaders endangering the security of the state.

Many of today's strikes were the result

of intimidation, which was characteristic of the black community, he said. The Government was, therefore, looking "very seriously" at tightening up on legislation prohibiting intimidation.

Mr du Plessis predicted that black trade unions would never be able to unite in one organisation as there were too many divisions among them.

He said the National Union of Mine workers had been weakened by its recent strike

He acknowledged the level of strikes in South Africa was rising, but said that compared to other countries such as the Netherlands, Britain and the USA, South Africa had fewer strikes.

152 (152) 15/10/85

Workers boycott canteen

By ALINAH DUBE

MORE than 400 National Union of Metal Workers of South Africa members employed at the African Telephone Cable plant in Brits are boycotting canteen facilities because of alleged discrimination.

A Numsa spokesman said yesterday that the boycott has been on for three weeks. The canteen serves blacks only.

The Numsa spokesman said this violated company policy.

He said "Repeated attempts by the union to get management to open all facilities to all racial groups have been unsuccessful. We have also tried to get the company to give us their code of conduct."

Cheque

"It has also come to our attention that some white employees received a 13th cheque while blacks were told that the company did not have such a benefit."

Other Numsa complaints include management's refusal to increase the workers' minimum rate from R3,74 to R4,82 an hour and the deadlocked negotiations for a R1,50 across-the-board hourly increase.

Mr Jan Nel, the company's human resources manager, confirmed that there has been a deadlock in negotiations with Numsa. He, however, stated that he would not give further details as negotiations were still to continue.

Mr Nel said "We have always made our stance clear. We do not believe in discrimination. Seeing that all the issues involved in this matter are still under discussion, I find it not wise to make further Press statements."

Bakery talks fail to end strike

Cape Times 15/10/87
152
LABOUR

Labour Reporter

TALKS last night failed to reach a resolution to the four-day-old bakery strike which has created a critical bread shortage in greater Cape Town and has crippled the Peninsula School Feeding Scheme

Retailers reported "stampedes for bread" yesterday and said shelves were being emptied as fast as they were filled

The bakeries affected by the strike are Duens Cadora, Albany's (Silverleaf and Good Hope) and Enterprise

A Food and Allied Workers Union spokesman said last night, after an all-day meeting with the managements of Albany's, that the union would be meeting at 10am today for further talks.

The strike began on Monday when about 1 000 Fawu members stopped work in support of wage demands

The group manpower manager for Sasko bakeries, Mr George Koning, said yesterday that despite the strike, bread was still being produced at Enterprise by "a couple of employees who were not on strike, and management"

Customers were welcome to collect bread from the bakery premises, he said

Mr Koning said that the company ordered workers to leave the premises yesterday unless they were prepared to resume duties



TWO FACES OF THE STRIKE . . . While staff at smaller, independent bakeries, like Mr Eric Makhaphela (left), Mr Headman Dyantyi (middle) and Mr Templeton Mandondo, are rushed off their feet to provide for the extra demand for bread, workers at the four larger bakeries in the Peninsula — like those at Duens Cadora, in Epping, pictured below — continued to strike for a higher minimum wage yesterday. Picture: GLENN SHERRATT



W/Mail
9-15/10/87

Rival unions go out on strike together

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By VUSI GUNENE

TWO rival unions went on strike together this week.

The National Union of Metalworkers of South Africa, a Cosatu affiliate, and the South African Boilermakers' Society, aligned to the now-defunct Trades Union Council of SA, went on an unprecedented strike action at Cadac Ltd in Johannesburg.

Numsa is the second largest affiliate of the Congress of South African Trade Unions while SABS was aligned to the now-defunct Trade Union Council of South Africa. Joint action by unions from such divergent labour traditions is a new phenomenon.

The wage strike — which is legal and involves about 400 workers — entered its fourth day yesterday.

Negotiations between Cadac, manufacturers of domestic gas cylinders and primus stoves, and Numsa-SABS began in June and reached deadlock early this week after management's offer of a minimum wage increase of 30 percent was rejected. The unions are demanding a minimum of R4 an hour for their members while Cadac will go no higher than R3.30.

Seventy-five percent of the total workforce in the industry are members of Numsa while the remaining unionised workers are in SABS. Leaders of both unions have submitted joint proposals throughout the negotiation process.

Attempts at arbitration through the Metal Industrial Council failed and a strike ballot, conducted in September, showed 80 percent of the workforce to be in favour of a legal strike.

Production levels at Cadac have declined dramatically.

A company representative yesterday told the *Weekly Mail* that "continuous production in the factory has come to a standstill but some limited activity is being maintained by employees not involved in the dispute".

Children hungry

THOUSANDS of needy children are going hungry because a bread strike has virtually crippled the Peninsula School Feeding Scheme, which provides about 168 000 meals daily.

"We're tearing our hair out," said organiser, Mr Norman Freeman.

Bakeries affected are Ducns, Cadora, Silverleaf, Good Hope and Enterprise, which is in limited production.

The feeding scheme needs 6 500 loaves of bread daily but could get only about 900 yesterday.

Interdict

Meanwhile at Good Hope and Silverleaf, talks between management and the combined shop stewards' committees started yesterday morning.

And the Food and Allied Workers' Union (Fawu), said it was likely to challenge an interdict obtained against the strike by Enterprise on Tuesday.

The interdict, in terms of the Labour Relations Act restrained workers from instigating, supporting or organising a work stoppage.

10/10/77
Freeman

By DICK USHER, ANTHONY DOMAN and HENRI du PLESSIS, Staff Reporters

AS the Peninsula bakery strike entered its fourth day with little sign of a solution, the bread supply has been described as "critical".

There are serious shortages in the northern areas, the Peninsula School Feeding Scheme is battling to feed 168 000 hungry children and panic-buying is depleting limited supermarket stocks

In Bishop Lavis people queueing outside a Wayside Road shop swamped a lorry delivering bread, which was all sold before it went into the shop

The strike involves about 1 000 members of the Food and Allied Workers' Union (Fawu) and affects four major bakeries — Enterprise, Duens Cadora, Good Hope and Silverleaf

A spokesman for Good Hope and Silverleaf — part of the Tiger Oats group — said that at talks yesterday both parties made proposals which would be discussed today.

Ordered to leave

At Enterprise — part of the Sasko group — workers have been ordered to leave the premises in terms of a court order granted on Tuesday that employees should not enter the bakery without the company's permission unless they are presenting themselves for work

Sasko spokesman Mr George Koning said production was going ahead using non-strikers and management staff

Duens spokesmen were not available for comment. An official statement promised yesterday has not materialised

Mr Jan Theron, Fawu's general secretary, said that yesterday Duens tried to bring in workers from its plant in Malmesbury — also members of Fawu — but they refused.

Pick'n Pay director Mr John Barry said the bread shortage in the northern areas was serious but the southern suburbs appeared to be well-supplied

He described the situation as "critical".

"Our airlift of 5 000 loaves from Port Elizabeth has just arrived. Most will be going to the northern suburbs and Mitchell's Plain"

He said his company usually sold about 20 000 loaves a day but panic-buying had pushed up demand and now 60 000 loaves were needed daily

Bulk-buying by small shop-owners was also causing problems at supermarkets, said Checkers' Cape marketing manager Mr Henne van Rooyen.

The manager of OK Bazaars in Mitchell's Plain said the small bakery on the premises was working "flat-out" to supply bread but this was not enough

"The bakeries said we could collect bread but we send a driver out at 7am and he's not back by 2pm because of the queues," he said

Offers of help are trickling in to the Peninsula School Feeding Scheme, which needs 6 500 loaves a day to supply 168 000 schoolchildren throughout the Western Cape with meals

Only 851 loaves

Its usual suppliers are either on strike or have limited their production

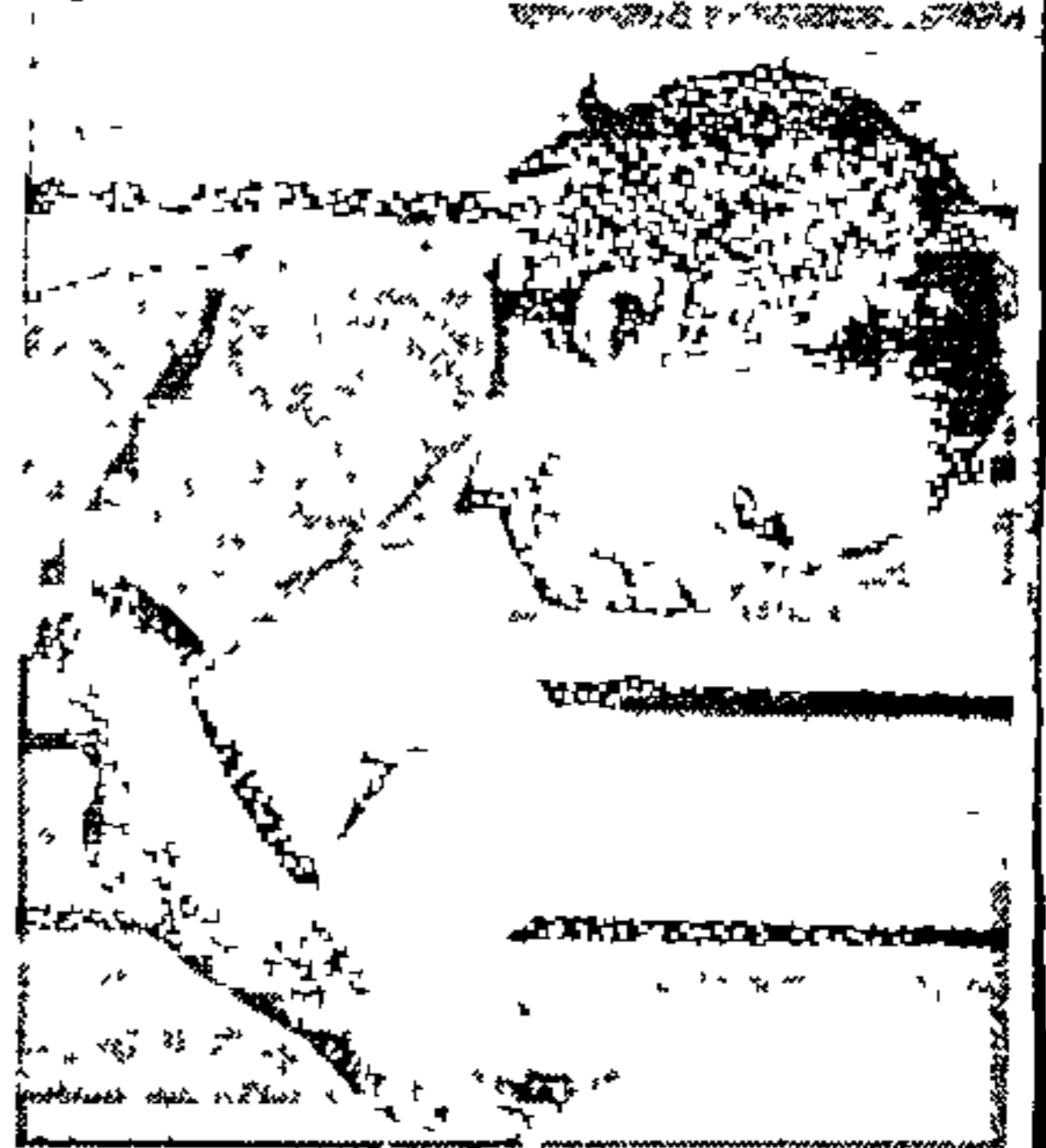
In the Peninsula alone 5 500 loaves are needed, but only 851 were obtained today. These were distributed in Guguletu and Nyanga.

Delivery — normally by suppliers — was a problem but a Paarden Eiland engineering concern had lent the scheme a lorry and driver.

Meanwhile, another union, the Commercial, Catering and Allied Workers' Union (Ccawusa), has entered the dispute

A Ccawusa spokesman alleged that Pick'n Pay's "breadlift" of 5 000 loaves from Port Elizabeth yesterday was a "publicity stunt" which did nothing to alleviate the situation

The union saw it as strike-breaking and interference by a company not involved in the dispute

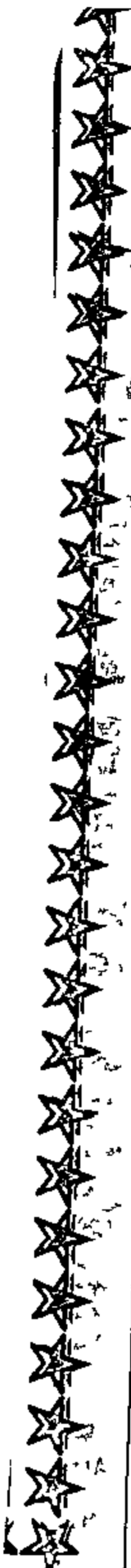


Picture LEON MULLER, The Argus
I GOT MINE! Michelle Ross, 3, of Bishop Lavis, proudly walks off with a loaf after queueing since early today.

Secrets for bread

ARCS 15/10/87

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Strike settled (S)

THE wage dispute between the Chemical Workers' Industrial Union and Colgate-Palmolive has been settled.

The CWIU said yesterday that it signed an agreement with the company on Tuesday which provided for a new minimum wage of R4,64 an hour, a 40-hour week and the recognition of May Day, June 16 and March 21 as paid public holidays

SAB strike (S)

THE planned meeting between the South African Breweries and the Food and Allied Workers Union to try and resolve the nine-day wage-related strike which has affected certain SAB operations, is scheduled for Monday, a breweries spokesman said yesterday.

The SAB has offered a national wage increase which averages 33 percent (the union wants 43 percent) Mr May reiterated that the company hoped that Monday's planned talks would help create a climate which would lead to a speedy resolution of the problem. — Sapa

*Some time
15/10/87*

CAN TROTS 16/10/87 (152)

City bread queues start early

By ANDREW DONALDSON

QUEUING starts early at the Enterprise Bakery in Claremont, where administrative staff have been producing a limited amount of bread on a daily basis while workers continue their strike for higher pay.

Yesterday the Peninsula Feeding Scheme — already near-crippled by the strike, which now enters its fifth day — joined the queue for bread at 6.30am.

By that time, cars and trucks had already been queuing at the bakery's gates from 5am.

The bakery, to avoid a repetition of Wednesday's chaotic scramble for bread, began admitting buyers at 6am — two hours earlier than usual.

As workers arrived at the factory,

they gathered near the entrance and, singing and dancing, waved banners outlining their demand for a minimum across-the-board increase of R32 a week.

Drivers and buyers then "ran the gauntlet" past strikers as they moved towards the bakery's bays where administrative staff helped them load up their orders of bread.

Once filled with its order of 850 loaves, the Peninsula Feeding Scheme truck left the bakery about 8.30am and headed for Bonga Lower Primary School in Guguletu — a bread-distribution point for schools in the area.

This was the first bread the scheme had managed to get to Bonga this week.

152

~~151646~~ 16/10/82
**Workers' pay
rose last month**

Staff Reporter

MR B Harnekar, managing director of Gatti's ice-cream factory, said it was incorrectly reported that workers had last been given a pay increase in December.

He said the last pay increase was last month, bringing the minimum wage to R1,75 an hour.

The management's latest offer was five per cent on this, while workers were demanding R2,50 an hour.

Tembisa stayaway

THOUSANDS of Tembisa residents yesterday staged a one-day stay-away in protest against evictions.

The township was calm and police kept a low profile.

The police liaison officer for Springs, Colonel Kayter, said while patrols had been mounted and were

BY THABISO LESHOAI

"prepared for anything, absolutely no incidents had been reported".

Most shops in the township closed at 11am in response to a call issued earlier in the week by the Anti-Eviction Committee. No delivery trucks entered the township and there was no public transport.

157
Spectrum 16/10/87

Sasol trying to divide strikers — union

(1) (2)

Labour Reporter

8/10/87

The SA Chemical Workers' Union today accused Sasol management of using the Supreme Court to "divide" strikers by applying for an order evicting striking employees from their hostels.

Sacwu spokesman Mr Manene Samela said Sasol was due to apply for an eviction order today following the deadlock of negotiations.

However, a Sasol spokesman could not confirm that the company had applied for an eviction order. He said 80 workers had left the hostels voluntarily. Ten percent more workers had reported for duty since Monday, he added.

The latest development follows a threat by

Sasol to dismiss about 1 000 strikers

The workers, mostly Sacwu members, downed tools to back demands for a wage increase of R200 a month and improvements in benefits. Sasol said its wage offer represented a 21 percent increase on the minimum wage scale

Workers have allegedly been subjected to general harassment, including arrests and assaults

The union has released copies of an undertaking by the head of Welkom police, Brigadier J Swart, in which police undertook, among other things, not to assault workers involved in the dispute. Police said the undertaking was without "admission that police had engaged in any unlawful action in respect of (the Sasol) dispute"

Meat strike drags to eighth week

By GAYE DAVIS,
Cape Town

"AT HOME we live on mainly coffee and bread. We can't buy meat anymore and milk is out of the question. We buy sugar to make the bitter coffee sweet. We don't expect much help from others, because everyone is struggling."

Petra Scheepers is one of 500 strikers dismissed from Spekenam, the Cape's largest processed meat producer, eight weeks ago.

The sackings came two days after the workers struck over wage negotiations and a delay in signing a recognition agreement with the Food and Allied Workers' Union.

Fawu has accused Spekenam, a Vleissentraal subsidiary, of provoking the strike to get rid of the union. An industrial court application for a *status quo* order is to be heard next week.

Meanwhile, the striking workers gather each day at a church hall in Bellville South, where for many the hot meal dished up daily is the only one they'll get.

Scheepers (not her real name as workers interviewed feared victimisation should they get their jobs back) remembers how on the second day of the strike, as workers prepared to "sleep-in" at the plant's Belville premises, vanloads of baton-wielding police arrived.

She remembers the fear and the panic as workers scrambled for exits. But most of all, she remembers the shock she felt over management calling in the police.

"They waited until dark and then they rooted us out like *skollies*," she said. "We felt betrayed. It showed they had no respect for us."

A mother of 10, she was 15 years old when she started work at the factory. There was a strike in 1957 but she was one of the workers who stayed at her post. "We stayed on and worked to build up the factory. The bosses thanked us. But our increases were 15 cents, 25 cents a year. In 1982 we got R10 — the biggest increase ever. But you can't pay the rent with a thank you. Now, 30 years later, here we sit. So what's the point of scabbing?"

Spekenam's entire workforce signed on with Fawu during 1986, when negotiations over a recognition agreement began.

"We heard about the increases and better working conditions the union had brought at other food factories. It was the talk on the buses and among our neighbours," Scheepers said. "So we decided we should join."

End-of-year wage negotiations resulted in minimum weekly wages rising from R46 for women and R55 for men to R70, on the basis that they be reviewed in June this year.

But when workers approached management, they were told that because the recognition agreement had not yet been concluded, union officials could not attend the negotia-

tions. Fed up with the delays, workers struck on August 5.

A Fawu official said the union subsequently met with management several times. "Each time they would listen to our proposals, take them away, come back and say no. We believe management provoked the strike by its hard-line stance on the wage negotiations. They dismissed the workers before a meeting they agreed to have with us. The company has made no attempt at conciliation."

Migrant worker Edward Mtsewu was spending his annual three weeks' leave with his wife and seven children in Estcourt, Natal, when the strike began. On his return he joined the strikers, out of gratitude to Fawu for getting his wages increased from R125 to R170 a week.

It was the first significant wage increase he'd had since joining Spekenam in 1952. "I didn't want to be the one to put the knife in Fawu's back," said Mtsewu.

He lives in a single men's hostel in Cape Town's Langa township. His rent is R6 a month. If he doesn't pay, he must leave. He used to buy meat, milk, coffee and rice. Now he eats mainly *mealie meal*.

He has written to his wife to tell her there will be no money coming, and to his brother, a "boss-boy" on the

mines in Johannesburg, asking him to help out. There have been hard times before he once went six weeks without pay while recuperating from burns sustained in the plant when boiling water spilled on him. That was in 1972; he had been working for Spekenam for 20 years.

There is no rancour among the strikers towards the 15 members of the original workforce who returned to work. "They're not doing it because they want to. They are also suffering. There are too many people out of work," Scheepers said.

As the dispute drags on, the strikers' living standards decline even further, although a support committee of Congress of South African Trade Union allies such as the United Democratic Front, Cape Youth Congress and other bodies is organising a range of fund-raising activities. Their resolve, however, is not weakening.

"If we can stand it for two months then we can carry it on for longer," Scheepers said. "We are not being unreasonable and we will maintain our dignity. In the end, it is worth the trouble — if only because our children will have to work at Spekenam one day."

● Frikkie de Klerk, general manager of Spekenam, said some of the union's claims were not true but he did not wish to comment on the matter until it had gone before the industrial court.

State challenges Ngoyi's acquittal

By EDYTH BÜLBRING,
Port Elizabeth

SIX months after the United Democratic Front's East Cape president, Edgar Ngoyi, was acquitted of murder, the state has challenged his acquittal and that of co-accused Lulamle Mkalipi.

During March this year, Ngoyi, 62, Mkalipi, 22, and seven others were tried for the murder of Azanian People's Organisation member Pakamisa Nogwaza at KwaZakhele on June 8 1985.

The killing took place during violent clashes between United Democratic Front and Azapo supporters which started in April 1985. On the day of the murder 20 UDF members, under the leadership of Mkalipi, were guarding Ngoyi's house after two petrol bomb attacks had taken place.

Nogwaza, 24, and his mother arrived at Ngoyi's house and Ngoyi left to make a phone call, leaving his visitor in the house. While he was away, Nogwaza was killed.

Ngoyi's alleged crime was that of murder by default or omission — murder because of what he did not do. The state alleged that he deliberately failed to foresee the dangers when he went away, leaving Nogwaza at the Ngoyi home.

A 17-year-old was sentenced to 14 years imprisonment for the murder of Nogwaza and two others, Funamekile Siyoni, 21, and Xolile Pete, were sentenced to four years each, two of

which were suspended for five years for beating the deceased with a stick. The six other accused were acquitted.

The court found that while Ngoyi was in control of the "comrades", his failure to take steps to prevent the crime did not make him guilty. This was Ngoyi's second murder charge in 23 years. In 1963 he was charged with the murder of an alleged informer. The charges were dropped before reaching court.

Ngoyi, who spent 17 years on Robben Island for being an African National Congress member until his release in 1981, was arrested on June 10 1985 after the murder of Nogwaza. He got out on bail of R50 000 in December 1985 and was detained under the Emergency regulations in June last year. He has not been released.

The state has challenged on a question of law, the acquittal of Ngoyi and Mkalipi. In an application by the attorney general, argued by W Kingsley, the prosecutor in the trial, the court was asked to refer the question of whether or not the two men had made themselves accomplices by vicarious responsibility to the Appellate Division for consideration. Mr Justice Allan Solomon reserved judgement. — Eena

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2-8/10/87

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Year-long milk dispute ends

By CARMEL RICKARD, Durban



THE year-long Natal boycott of Clover dairy products came to an end this week when management and the Food and Allied Workers' Union reached a settlement.

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In terms of the agreement, 168 workers sacked in June last year during an illegal strike over Clover's dismissal of the senior Fawu shop steward, are to be paid R200 000.



The union is to "use its influence" to dissolve the Clover Workers' Support Committees; inform the Congress of South African Trade Unions that the dispute with Clover has been settled and immediately stop all activities related to this dispute.

Clover — a division of National Co-operative Dairies — and Fawu further agreed to negotiate a recognition agreement. In the meantime a temporary agreement will apply which provides, among other things, that there will be no selective dismissals and re-engagement as a result of any legal strike for a period of six months after any such dismissals.

Among other issues before the court was whether a product boycott constitutes an unfair labour practice.

However, because of the settlement this issue was not decided by the court.

Mail

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Breweries want union tactic declared illegal

Court to rule on SAB overtime ban

By Lesley Cowling

The question of whether workers are legally entitled to refuse to work overtime as an industrial action tactic is being considered by the Rand Supreme Court in an application by South African Breweries (SAB).

SAB is involved in a wage dispute with the Food and Allied Workers' Union (Fawu). More than 1500 of their employees have refused to work overtime unless their wage demands are granted, the court heard yesterday.

The refusal to work overtime is costing SAB about R150 000 a day and it has asked the court to declare unlawful the action of the union and its members in implementing a ban on overtime.

Mr C Z Cohen, SC, for SAB said yesterday that, while the company did not regard the refusal of individuals to work overtime as unlawful, it objected to a collective decision to do this as a strategy to pressure SAB.

He said overtime work usually accounted for 20 percent of production. But, from September 11, workers at SAB's Alrode, Isando, Denver and Waddeville plants had refused to work overtime until their wage demands were met.

Mr Cohen said SAB was not asking the court to grant an order forcing the workers to do overtime. But if the court declared that it was unlawful for the union and workers to ban overtime, this might enable some of the employees to work

overtime if they wished.

Counsel for Fawu, Mr P Streicher, SC, said the overtime ban did not constitute an unlawful strike. He said that, in terms of the Labour Relations Act, an agreement by two or more employees not to continue work, with the aim of compelling their employer to comply with demands, was an offence.

He argued that "work", in this context, must mean work which employees were contractually bound to do. Workers were not contractually bound to work overtime.

To deny them the right to withhold work which they had not contracted to do, for whatever reason they withheld it, would constitute a very serious inroad into the rights of employees.

Both counsels yesterday referred Mr Justice Goldstone to differing judgments on the issue.

Mr Justice Broome, of the Durban and Coast Local Division, giving judgment in an application brought by Plascon Evans Paint against the Chemical Workers' Industrial Union, said the working of overtime was something the individual worker should be free to do or to refrain from doing.

But, last month, another Natal judge, Mr Justice Galgut, ruled that the definition of "work" in the Labour Relations Act included work the employees were not contractually bound to do but did normally do.

Judgment will be given today.

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SAB
7/10/87

year. — Argus Correspondent.

Paarl — the **Oxhango** district on September 26 last year, while she, Roodt and two others were travelling in SWA/Namibia. Sapa.

MGA 7/10/87 *(100) (152)*

Sasol threat to fire 1 000 strikers

JOHANNESBURG. — Sasol has threatened to dismiss about 1 000 workers after a six-day wage strike at its Sasol One plant. Members of the SA Chemical Workers Union downed tools after negotiations over wages and other issues broke down. — Argus Correspondent.

Lebowa leader Phatudi 'critical'

Doctors support hospital strike

DOCTORS at Hillbrow Hospital, which has been hit by a "living wage" strike, have come out in support of the striking workers, saying the stoppage should concern all health workers

The National Medical and Dental Association (Namda) called for the unconditional reinstatement of 600 striking workers fired last week

"Namda supports the demands of the workers for a living wage and decent working conditions," a statement said

"The decision of the authorities to dismiss the workers is

misguided, especially in view of the continuing crisis in State hospitals"

The strike by cleaners, porters and attendants over higher pay and other issues entered its fifth day today. The workers are members of the National Education and Health Workers Union, a Cosatu affiliate

Hospital spokesman J W Olivier said yesterday no negotiations had taken place with the union which is not recognised at the hospital

"The law prohibits us from ne-

gotiating with the union"

He said some workers reported for work yesterday but "were prohibited by some other people".

Re-employment of dismissed workers would take place today, but Olivier said "Some of them will not be re-employed"

Union members were reported to be meeting yesterday at Khotso House in Johannesburg

Cosatu, SA's biggest trade union federation, recently launched a "living wage" campaign aimed at improving workers' pay. — Sapa

Sasol dismisses workers

152/6/10/87

Business Day Reporter

SASOL had dismissed an unspecified number of workers at its Sasolburg complex who had ignored a deadline to return to work by Friday, a company spokesman said yesterday.

A limited stayaway was begun after the SA Chemical Workers' Union (Sacwu) announced last week a wage deadlock had been reached and that a strike ballot was being conducted among the 4 000-strong workforce.

Sasol is offering workers a 21% increase.

Sacwu — a National Council of Trade Unions affiliate — competes with the Cosatu-affiliated Chemical Workers' Industrial Union for membership at the plant.

"Notwithstanding repeated requests made to Sacwu as well as their members, certain members did not report for duty after the deadline the company had set on Friday," a company spokesman said in a statement.

Sasol said it regarded this as a serious breach of contract.

Dismissed workers were given the opportunity to discuss their absence with the company yesterday. Sacwu could not be contacted for comment, so it is unclear how many workers had taken advantage of the offer.

Sasol said it would consider individual applications for re-appointment. The spokesman said it regarded the stayaway "in a very serious light".

SOWETAN, Tuesday, October 6, 1987

Hospital move

THE Transvaal Hospital Services which dismissed 600 workers at Hillbrow Hospital last week following a work-stoppage begins re-employing the workers on a selective basis today.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed on Friday after downing tools over "living wage" and working condition demands.

400 on strike

ABOUT 400 members of the National Union of Metalworkers of South Africa yesterday began a legal strike at Cadac in Johannesburg, the union has said.

Spokesman Mr Allister Smith, said more than 80 percent of the workers at Cadac's Stormill plant voted in support of the action after wage talks reached deadlock. BCWU said it demanded an increase of R18,50 on every R56,50.

Strikers go back

A SPOKESMAN for the Mercedes Benz company in East London says the majority of the 2800 workers involved in a strike at the plant during the past nine weeks returned to work yesterday morning.

The spokesman said most of yesterday would be spend on the completion of application forms by the workers, whose return follows an agreement reached by the management of the company and the National Auto and Allied Workers' Union on salary scales ⁶ ⁴ ¹ ⁵ ³ ⁸ ² ⁷ ¹ ⁶ ³ ⁷ ¹ ⁷

Spokesman 6/10/87

(15)

Workers on strike at Cadac

About 400 workers at Cadac in Johannesburg began a wage strike yesterday, a spokesman for the National Union of Metalworkers said.

The workers were demanding R4 an hour from the Shell group subsidiary that "pays lip service to democracy and the abolition of apartheid", Numsa organiser, Mr A G Smith said in a statement.

The company has offered a minimum of R3,30 an hour.

Numsa had organised 75 percent of the workforce, while the rest were members of the SA Boilermakers Society, Mr Smith said.

Negotiations had deadlocked and mediation and the industrial court had failed to settle the dispute that began in July, he added.

Eighty percent of the workers had voted in favour of industrial action at a strike ballot conducted late last month.

Cadac management was not immediately available for comment

Sasol takes strikers to court

SASOL will bring an application in the Supreme Court in Bloemfontein today for the eviction of several hundred dismissed strikers who have ignored requests to vacate company-owned hostel premises

About 2,000 members of the SA Chemical Workers' Union (Sacwu) have participated in an 11-day-old wage strike at Sasol 1 and Natref in Sasolburg

Sasol says 1,300 workers were

ALAN FINE 2000

dismissed last week for failing to meet ultimatums to return to work. It is believed about half of them reside in the hostels

Meanwhile the Chemical Workers' Industrial Union, which has 9,000 members at Sasol 2 and 3, yesterday called on Sasol to negotiate in good faith with Sacwu

AR 665 12/10/87
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Strike: Bread shortage looms

By DICK USHER, Labour Reporter

A PENINSULA-wide bread shortage loomed today as workers at four major bakeries went on strike in a wage dispute

About 1 000 employees of Duens/Cadora, Silverleaf, Good Hope and Enterprise bakeries are involved, according to a statement from the Food and Allied Workers' Union (Fawu).

Spokesmen from Duens and Enterprise confirmed the strike and said there were no bread deliveries at present

Mr H Guring, accountant for Enterprise, said workers had blocked entrances and were refusing to allow vehicles to leave

"We will not be able to bake because it is pointless if we cannot deliver," he said. "But we should know more soon because we are talking to workers to attempt to resolve the situation."

SETTLEMENT

Mr Johan Geysler, general manager of Duens, said there would be no bread deliveries today

Fawu said the strike followed protracted attempts to resolve the dispute and after all procedures agreed upon with employers had been followed.

Two other major bakeries — Attwells and Lakeside — would continue working although workers belonged to Fawu.

"This is because a reasonable wage settlement has been reached with these companies, both of which belong to the Premier group," said Fawu

Workers stay out

THE program of re-employment of the 2 000 fired Mercedes-Benz of South Africa workers was suspended after some of the former employees found that they had been demoted, a spokesman for the National Union of Metalworkers of South Africa said

The local secretary of the union, Vwe Gxarise, said the company had "vio-

lated the whole agreement" and that the employment program had been halted indefinitely.

"The workers decided not to return because of the demotions," said Gxarise

An MBSA spokesman said the majority of workers had reported for work in the morning, but "normal business was prevented because of incidents in the plant" - Sapa

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C/Prezi
1/11/08

Commuting chaos as buses stop running

By S'BU MNGADI

AT least one commuter was shot dead by police and thousands were stranded this week in Mpumalanga, near Hammarsdale in Natal, following work stoppages by about 500 drivers at Kwazulu transport subsidiaries.

The SA Police public relations division in Pretoria confirmed the incident, saying police had dispersed a mob stoning buses with tearsmoke, birdshot and quirts.

One man was fatally injured and two other men and a woman were slightly injured and arrested.

The incident was appar-

ently sparked off by the failure of Mpumalanga buses to operate in the Shongweni area, next to Mphumalanga, since last Monday as the flood had severely damaged roads and bridges in the area.

A spokesperson for the Shongweni Community Association told *City Press* that they had organised locals to repair the main road to make way for the buses as neither the Kwazulu government nor Mpumalanga Transport had seen it

fit to do so.

Residents had been forced to walk 12km a day to catch buses at Mpumalanga's Unit 6.

"On Monday morning we sent a delegation to Mpumalanga Transport to inform them that their buses could at least go as far as 3km into Shongweni. But that was turned down," said the spokesman.

Then, on Tuesday morning, the number of people who walked to Unit 6 had increased dramatically.

Some commuters who had waited in vain from 5am to after 7am for buses, decided to march on the bus depot.

Shortly after the commuters arrived at the depot, police arrived and proceeded to disperse commuters.

According to the police unrest report, the group had been stoning buses.

Bus drivers and passengers accused management of panicking and calling

the police, and the drivers - all members of the Cosatu-affiliated Transport and General Workers' Union - stopped work immediately in protest against the "high-handed manner" in which management had treated commuters.

The drivers returned to work on Wednesday afternoon after an ultimatum by the Kwazulu Transport Company.

And in Maritzburg, a confrontation between United Workers' Union of SA and TGWU members who work for Sizanani Mazulu Transport, disrupted the bus service for two days this week.

SAP PRO Captain P Kitching said unknown people had allegedly opened fire on two drivers near the Sizanani-Mazulu transport depot in Gezibuso.

Meanwhile, the Maritzburg branch of Cosatu has threatened to call a five-day stayaway unless the local chamber of commerce intervened in the current township strife.

Cosatu's Natal secretary, Thami Mohlomi, said "We decided to confront the chamber because we knew of its influence on Inkatha and the KwaZulu government, and apart from this, members of the chamber will suffer most as a result of the mass action."

CAPC 7/15/85 TO/DR 1
600 SAB workers strike

152/102/1001
JOHANNESBURG — About 600 workers went on strike yesterday at SA Breweries' Rosslyn plant to back demands for the reinstatement of a colleague who was allegedly fired last week after he punched his supervisor, the company said. The strikers also demanded that the black supervisor be sacked.

SAB CALLS COPS

POLICE were yesterday called in to intervene when about 100 striking SA Breweries workers at the Wadeville depot allegedly threatened violence against monthly-paid staff, a company statement said.

Mr Gary May, public affairs manager, said the strikers were among the 150 Wadeville workers who went on strike on Wednesday, joining the wage stoppage by workers at Isando.

Alrode and Denver

"As no negotiation was possible with the workers SAB management was forced to call the police to protect life and property," Mr May said.

Meanwhile, workers at the Pinelands depot have returned to work, he said.

• The National Union of Metalworkers (Numsa) has declared a dispute with six Gencor subsidiaries for allegedly failing to — among other things — deduct union fees.

A Numsa spokesman

said the companies are Tedelex Hall Longmore contracting division Standard Brass Iron and Steel Foundries, Unique Engineering and Malleable Castings.

Numsa has referred the matter to the Industrial Council.

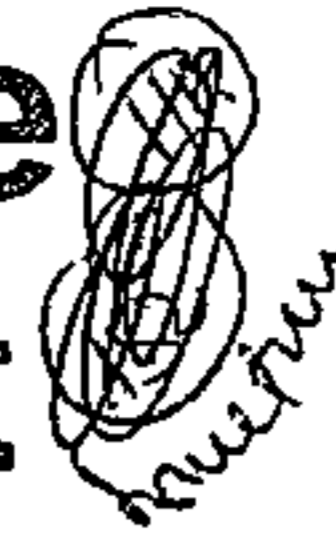
• The Media Workers Association of South Africa (Southern Transvaal region) holds its regional congress at Ipelegeng Community Centre, Soweto this weekend.

The two-day meeting starts tomorrow.

9/10/87
Soweto

UDF's role in boycott

9/10/87



THE United Democratic Front appealed to black community councillors to resign and those who did not heed the call had their businesses boycotted by residents, Mr Moses Chikane, former Transvaal UDF secretary told the Pretoria Supreme Court yesterday.

Mr Chikane denied under cross-examination by Mr P B Jacobs SC, for the State, that the UDF "forced" councillors to relinquish their posts

Unfair dismissal alleged

(S) 9/10/87

A WORKER at a Vanderbijlpark firm claims he has been dismissed from work for being a member of a trade union.

A spokesman for the Orange Vaal General Workers' Union said their shop steward, Mr Zacharia Makhanya, was told in a letter that the company he worked for, Huise Siesta, was to retrench a worker a month.

He was the first to be retrenched.

Later the same day Mr Makhanya was given severance pay in lieu of notice.

The company's chairman, a Mrs Strol, would neither confirm nor deny the claims. She told the *Sowetan*: "I have nothing to say" and referred any queries to a Mr Louw of a management and industrial relation consultancy firm. Mr Louw was "involved" in her company, she said. He was not available for comment at the time of going to press.

The OVGWU is planning legal action against Huise Siesta

Mr Jacobs produced a document and put it to Mr Chikane that the Soweto Civic Association and its affiliates had discussed issues including rent increases and Black Local Authorities and allegedly stated that they had forced 37 councillors to resign

These issues were claimed by the UDF to be their successes, Mr Jacobs said. The SCA was an affiliate of the UDF at the time, the court heard

Document

Mr Chikane denied knowledge of the document and told the court that the document was never adopted as a policy of the UDF. He was seeing it for the first time in court, he said

Mr Chikane and 18 others, including senior officials of the UDF, Azapo, Azanyu and the Vaal Civic Association have pleaded not guilty before Mr Justice van Dijkhorst who is sitting with an assessor to charges of murder, treason, subversion and terrorism

(Proceeding)

TRADE unionists should recognise that, when they propagated sanctions and stayaways and employed confrontationist tactics, employers would resist to protect their businesses, outgoing Seifsa president Keith Jenkins said yesterday.

He told the Seifsa annual meeting: "Trade unions cannot at the same time, in all seriousness, make demands for improved living conditions."

Jenkins said metal industry employers had moved towards a more acceptable relationship between skilled and unskilled wages. The rate for a labourer as a percentage of the artisan rate had increased from 23% in 1973 to 39% in 1987.

He noted the refusal of the National Union of Metalworkers of SA (Numsa) to sign the wage agreement for the fifth consecutive year and the industrywide one-day strike which followed in July.

Jenkins said this had the makings of a serious logjam in future negotiations, as employers could not continue negotiations once they had reached

Employers

^{B/day}
'will resist'
_{13/10/87}

ALAN FINE

agreement with the majority of unions.

He also expressed concern at government attempts to use employers to resolve the rent boycotts by requiring them to make rent deductions from wages. He said this would not address the real issue and would introduce a new major area of industrial conflict.

He also called on government to act speedily on tax reform, saying the Margo proposals should be introduced as a package. To make piecemeal changes would be disastrous.

He hoped major capital projects such as Mossel Bay and the Lesotho Highland scheme would help lift large sectors of industry out of recession.

● See Page 5

been given an honorary doctorate in medicine.

Cape Times 13/10/87 (152)

Go-slow at Vaal hospitals

JOHANNESBURG. — More than 1 000 workers at two Vaal hospitals are on a go-slow strike to put pressure on hospital authorities to recognize their union, the union spokesman said yesterday. Hospital spokesman Dr J van der Vyfer said "day workers" at Sebokeng Hospital had been working at half-pace since last week. He also confirmed the food boycott at two hospitals.

Mrs Graca Machel, the president's widow

GM 7013 13/10/84 (152) 103
Gift for strikers' cause

THE Cape Teachers' Professional Association (CTPA) yesterday gave R1 416 for "the cause" of the 600 striking Spekenam workers, while condemning the sacking of workers as "reactionary and insensitive"

Judge rules bread vans must roll

Staff Reporters

THE bread strike came to a head last night when 25 striking workers at the Duens Cadora Bakery in Epping were ordered by the Supreme Court to allow the delivery of 153 000 loaves of bread early today after management brought an urgent interdict.

Mr Justice P Tebbutt granted a rule nisi ordering the workers, who abandoned work at 4am yesterday, to allow the delivery vans out of the bakery premises.

According to legal counsel for Duens Cadora, workers had "control of the gates".

The successful interdict could result in similar court action by managements of three other Peninsula bakeries affected by almost identical strikes — Enterprise, Good Hope and Silver Leaf.

More than 1 000 workers belonging to the Food and Allied Workers' Union (Fawu) are involved in the strikes.

The workers, who are paid an average weekly wage of R110, are demanding a R32-a-week increase.

Earlier yesterday, some 75 000 loaves of bread were blocked for distribution to Peninsula outlets as workers at Silver Leaf Bakery in Maitland went out on a

To page 2

From page 1

132 Strike

wage strike, leaving the bread to go stale

The strike resulted in several Peninsula supermarkets running out of bread.

Mr Roger Hartley, general manager of OK Bazaars in Adderley Street, said only 10% of the store's bread order had been supplied.

A Silver Leaf spokesman said workers produced the full Sunday night quota before walking out on strike at 4am yesterday and locking the factory gates while 20 bread trucks were inside.

Mr Jan Theron, Fawu's general secretary, said the union recently settled with Premier Milling for an immediate R27,50 increase and a further R1,50-a-week increase from January 1. Other managements were, however, holding out for a substantially lower increase, he said.

Mr Theron said the union's lawyer was contacted at 9.30 last night about the interdict against the Epping workers.

An industrial relations consultant, Mr Johan Baard, said the Duens Cadora wage dispute, which had been to mediation, began four months ago.

Fawu said it had accepted the "R27,50 plus R1,50 more in January" weekly-wage rise the Premier Group had offered, which was why some bakeries were affected and others not.

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will reopen from 7am
tomorrow.— Sapa.

'Fined workers must go'



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SASOL was yesterday
granted a Supreme Court
order evicting 450
dismissed workers from
company-owned hostels in
Sasolburg.

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and cool
n parts
showers

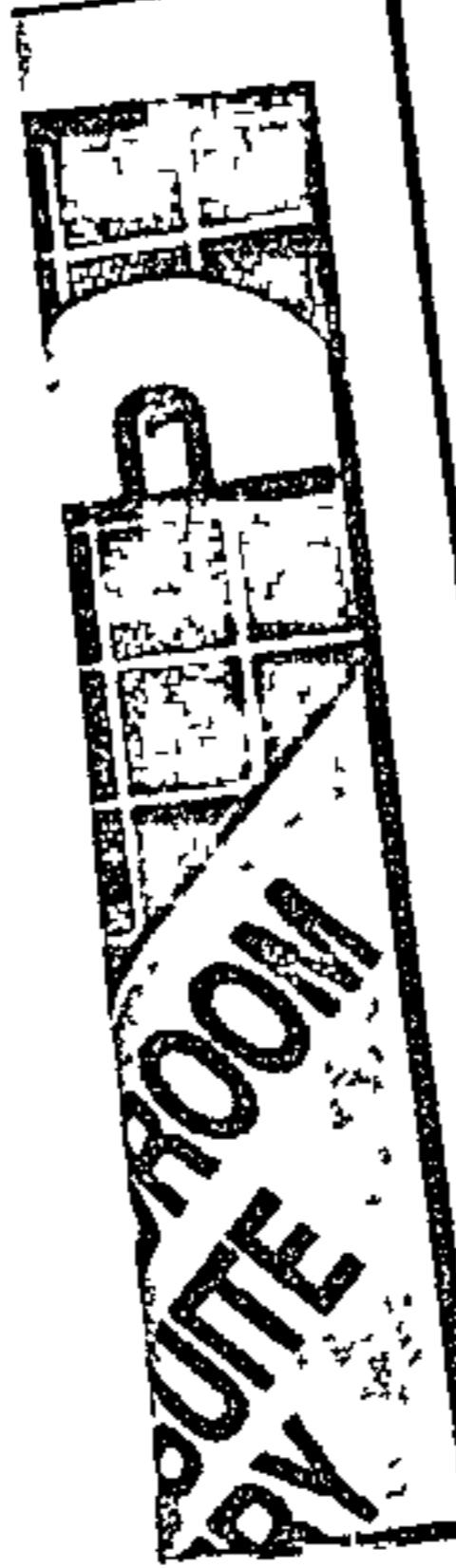
This follows an urgent
application by the
company in the Bloem-
fontein Supreme Court.

ast and

A Sasol spokesman
said his company had
given the workers, who
were among 1300 SA
Chemical Workers'
Union (Sacwu) on a wage
strike, until today to
vacate the premises.

Sacwu members
downed tools at Sasol
plants a fortnight ago,
demanding a R200
monthly increase. They
rejected a management
offer of R100 a month.

13/10/87
Smetham



NUM strike-call was 'hasty'

LONDON — The NUM had acted in haste in calling a general strike and should now concentrate on recruiting a clear majority of black mineworkers, the Guardian said in a leading article yesterday

Under the headline, "Much less than a defeat for South African miners" it said despite the failure to win any concessions on pay the strike could not be seen as a total failure. The fact that the NUM was able to

Own Correspondent

call its workers out for three weeks, the newspaper said, was a considerable feat

However, while the NUM showed it could mobilise and impose massive losses, its tactical defeat showed it did not have the strength to impose its will "on one of the world's strongest industrial cartels"

2/8/87
1/9/87
6/8/87

Go-slow at 2 hospitals

MORE than 1 000 workers at two Vaal hospitals are on a go-slow strike to pressure the hospital authorities to recognise their union.

Regional organiser of the National Union of Public Service Workers, David Ralenala, said non-classified workers at the Sebokeng and Vereeniging Hospitals had been on a go-slow strike since Tuesday last week

Workers at the two hospitals were also boycotting food served at the hospital

Hospital spokesman Dr J van der Vyfer said the "day workers" — cleaners, porters, ward workers — at Sebokeng Hospital had been working at half-pace since last week. He also confirmed the food boycott at two hospitals, but denied that Vereeniging Hospital was involved in the go-slow. Ralenala, how-

ever, emphasised that the go-slow "was more successful" at Vereeniging Hospital

Dr van der Vyfer said initial attempts to ascertain workers grievances had met with silence. A workers' representative committee walked out of a meeting with the hospital, he added

Late last week, the workers said the go-slow was aimed at hospital recognition of NUPSW, Dr van der Vyfer said

Services at the hospital had not been seriously affected, Dr van der Vyfer said, and no violence had occurred

Hospital Services were monitoring the situation and "though there was not enough (happening) to cause concern", they would take action if necessary. Trade unions in the essential services are not recognised — Sapa.

68/10/87
B/day 13/10/87
152
118

Small bakeries boom as 1 000 workers strike

Asus 13/15/82 Pic

Bread Crisis

Four major bakeries in the Peninsula were hit by strikes by about 1 000 workers over a wage dispute, causing a critical shortage of bread as shops and supermarkets sold out

Bakeries affected were Duens Cadora, Silverleaf, Good Hope and Enterprise Attwells and Lakeside bakeries were not affected

Bakery spokesmen were hopeful that some deliveries would be possible today following urgent talks with workers and the Food and Allied Workers' Union (Fawu)

Dancing and singing

About 400 dancing and singing workers picketed the main gates of Duens in Epping Industria today

However, vehicles and non-union workers were allowed to pass.

A Fawu spokesman said deliveries from Duens was "management's problem"

"What is happening is that there is a near-total stoppage at the bakery which has been joined by some non-union employees

"It is not that anyone is defying yesterday's court order but that drivers are refusing to drive"

Urgent interdict

Duens yesterday obtained an urgent interdict ordering strikers to allow delivery vans out of bakery premises, enabling delivery of 152 000 loaves already baked

Urgent talks with shop stewards at Silverleaf and Good Hope took place today and a spokesman said he hoped some bread would be delivered

"But we will not be baking today as production workers are on strike"

Mr George Koning, group manpower spokesman for Sasko bakeries - Sasko owns Enterprise - said the bakery started baking early today

"Customers will be able to collect from the bakery as long as supplies last. Further bakings will depend on demand," he added.

Spokesmen for Duens were not available as they were in negotiation with the union

A spokesman for Good Hope Bakery in Bellville South said they produced an average of 55 000 loaves of government bread daily

The spokesman said their last bread was baked at 4am yesterday, at which point its 70 workers downed tools

He said a dispute had been declared by the union, but this was considered an illegal strike

Negotiations on the wage dispute are continuing and they hoped that the bakery would be back in production soon, as they supplied mainly black and coloured areas

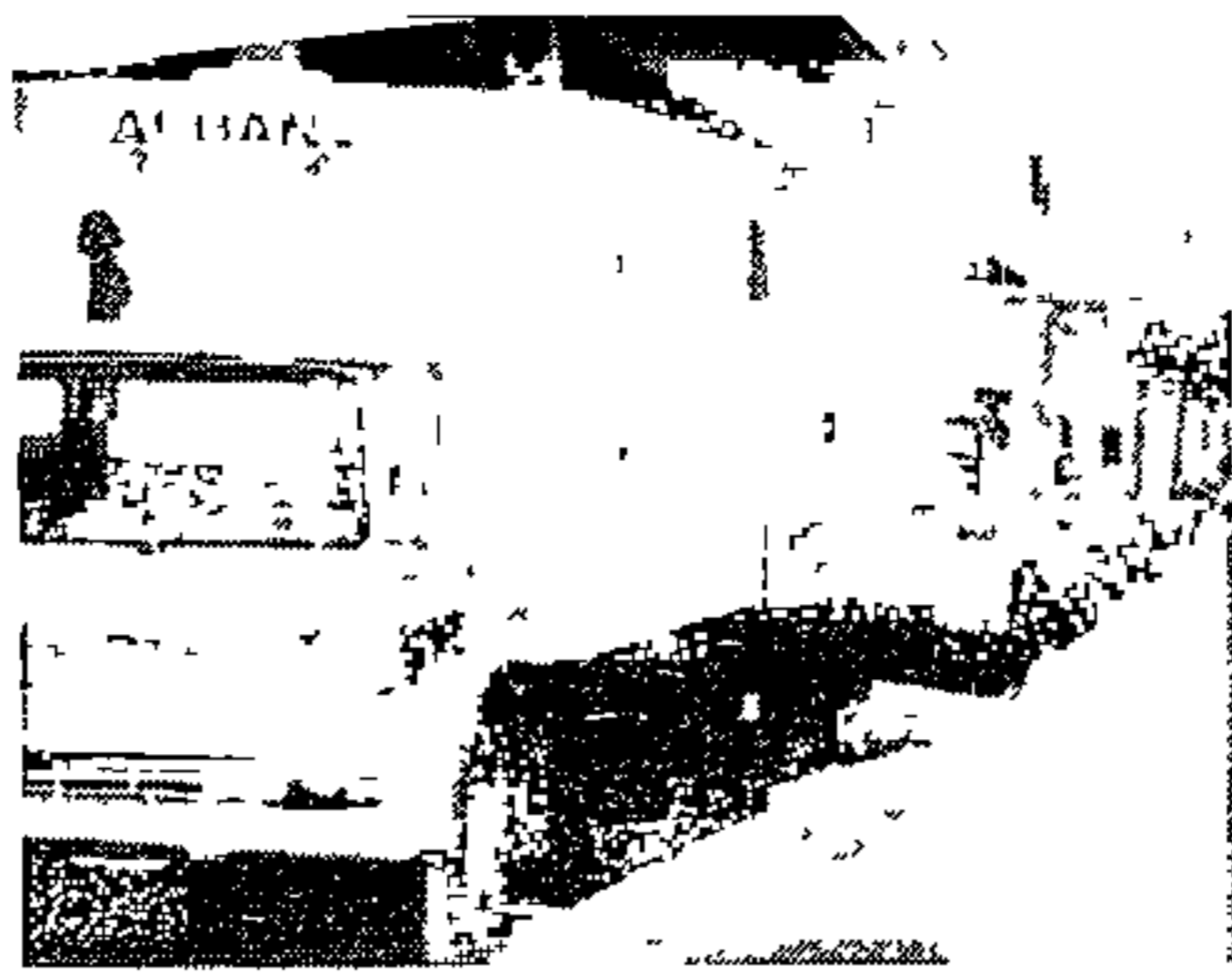
The strike started yesterday after the union and managements at the four bakeries failed to reach agreement on acceptable wage increases

The general secretary of Fawu, Mr Jan Theron, said they had been offered an increase of R19,50 a week. Most workers earned R110,50

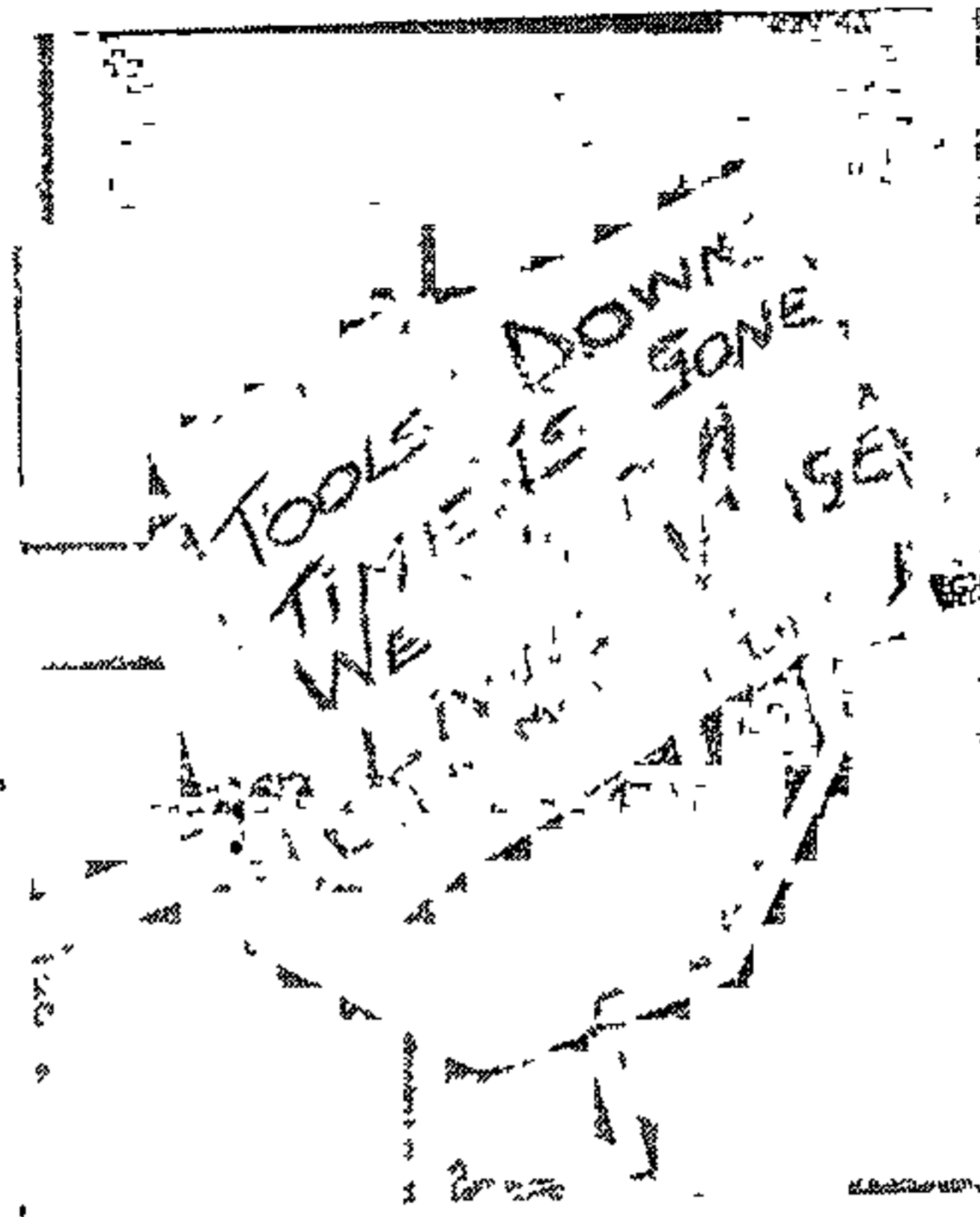
This was R10 a week lower than the increase negotiated at Attwells and Lakeside, both owned by the Premier group, where the union had negotiated increases of R27,50 a week from August 1 with a further R1,50 from Jan 1, bringing minimum wages to R139,50

Independent bakeries and supermarkets, which were not affected by the strike, reported that there was a rush to buy bread

Small bakeries of luxury bread, rolls and cake report booming sales
The Western Cape Traders' Association said its 2 000 traders were seriously affected by the strike

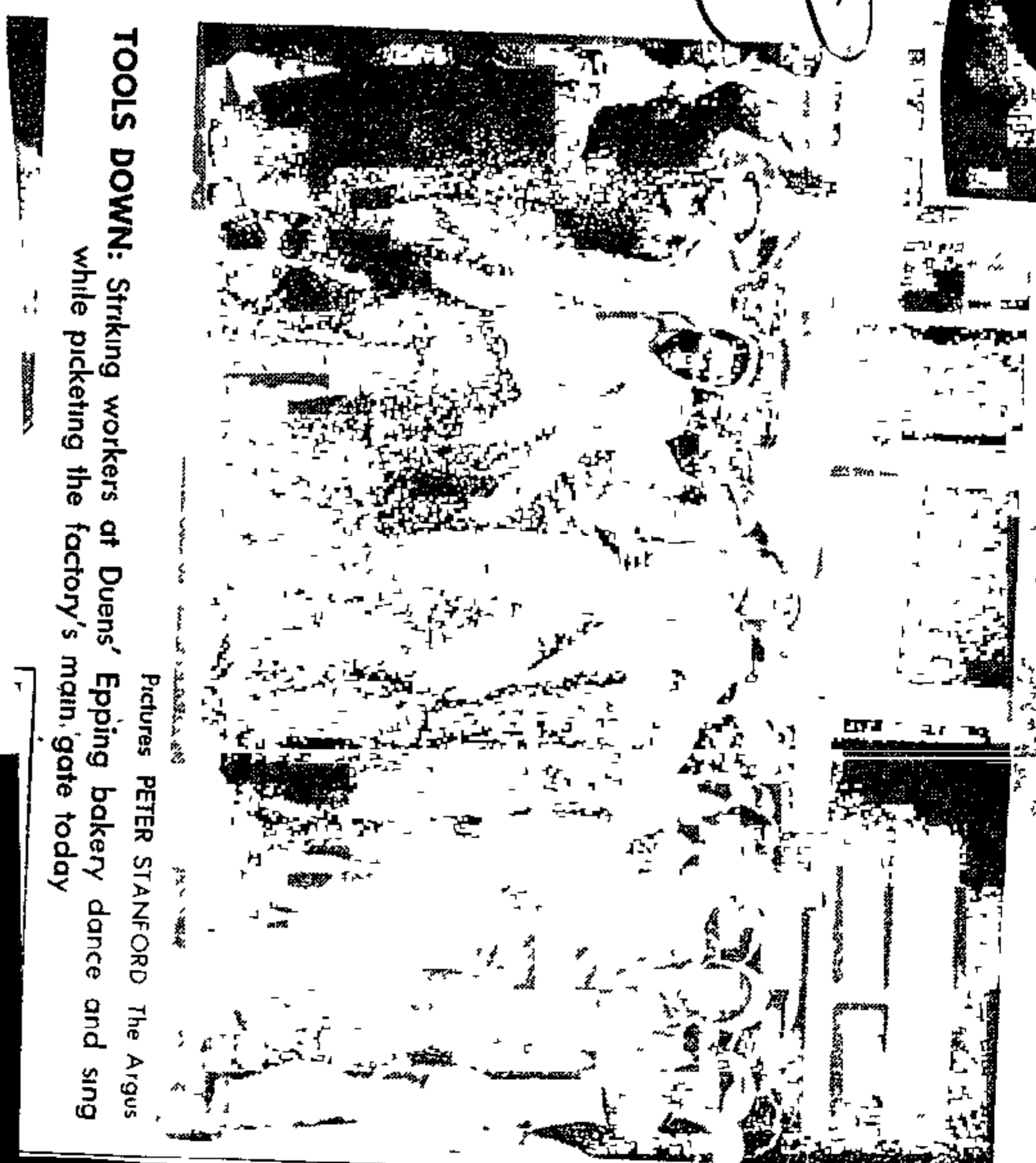


NO DELIVERIES: Delivery trucks line the street at the Silverleaf Bakery in Lansdowne today.



THE MESSAGE: A sign on the boom-gate reads "Tools down, Time is gone, We want a living wage"

DICK USHER, Labour Reporter, and Staff Reporters
The bread supply in the Peninsula is expected to improve today with major bakeries hoping to make some deliveries following urgent talks between managements and workers. All bakeries reported booming sales.



TOOLS DOWN: Striking workers at Duens' Epping bakery dance and sing while picketing the factory's main gate today
Pictures PETER STANFORD The Argus

SAB dispute escalates

THE South African Breweries' strike escalated yesterday with workers at Bloemfontein and East London depots joining the industrial action.

An SAB spokesman, Mr Gary May, said yesterday the Food and Allied Workers' Union (Fawu), had agreed to meet management to resolve the wage strike at the company's depots. The date for the meeting is still to be decided, he said.

About 1400 Fawu members are on strike for a higher wage at SAB's Isando, Alrode, Denver and Wadeville, Denver and Wadeville depots. Fawu members

demand a 43 percent pay rise, against management's 33 percent offer.

Workers at two other depots, in Bloemfontein and East London, had joined the strike, Mr May said.

Beer shortages were reported in some areas as the strike entered its sixth day yesterday.

"We again appeal to consumers to understand that their local retailers may be experiencing some problems with deliveries and we are doing everything in our power to get things back to normal," Mr May said.

Fawu officials were not available for

comment yesterday.

Meanwhile, striking workers at SAB's Rosslyn plant have returned to work and operations were back to normal, Mr May said.

(152) *Somerton*
13/10/87

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Strikes comes to an end

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Labour Reporter

THE strike by about 5 000 Soweto City Council employees has ended.

The strike which was sparked off by a demand for a wage increase and an improvement in working conditions started about a week ago and involved council workers in all categories of work except for policemen

The town clerk, Mr Nico Malan said yesterday that his executive committee and the management committee met worker representatives and resolved many of the demands tabled by the workers

Solution

Although some issues were not finalised the two parties agreed to look further into the grievances so as to find a solution

He said the workers agreed to return to work today and he hoped that the running of the council would return to normal

Some of the workers said yesterday that they were pleased that the interim committee they elected to speak to the council has resolved some of their problems

One said the council had agreed that workers can join any union of their choice The council had also agreed to look into the question of wages and had promised to improve them

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B/day 29/8/87 (2)

Soweto strike called off after salary announcement

SOPHIE TEMA

THE Soweto city council employees' strike, involving thousands of workers across a wide spectrum of services, ended yesterday after workers were told their salaries had been increased by 32,5%.

The workers downed tools on Tuesday last week after handing a list of grievances — including a demand for a 20% salary increase — to mayor Nelson Botile.

Yesterday thousands of council employees — including clerks, electricians, meter readers, garbage removers and grave diggers — agreed to return to work today.

The decision to call off the strike was taken at a meeting at Regina Mundi Catholic Church after the council executive committee and a workers' committee met to discuss the matter.

Soweto town clerk Nico Malan said salaries were increased by 12,5% on July 1. In addition, a 20% increase, effective from April 1, would be paid retrospectively from September 1. This meant salaries increased 32,5% this year, he said.

25/8/87
Source: Sapa

Mercedes strike continues

MERCEDES Benz's East London plant remained closed yesterday because of a wage package dispute with the National Union of Metalworkers of SA.

Workers started a work stoppage on August 4, and the company later dismissed 188 striking employees.

A shortage of stock has developed in showrooms countrywide, but a company spokeswoman in Pretoria declined to quantify the shortage. — Sapa.

F 21

is warned terday said Britain will join the ...

Shop steward in court for assault

Court Reporter

A BREWERIES employee charged with assaulting colleagues and forcing them to stay away from work, yesterday told Wynberg Regional Court he was not at work at the time the alleged assaults took place.

Mr Wennington Nwezo, 43, of Khayelitsha, is charged with intimidating Mr Michael Tete, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsson's Breweries on June 30.

The state alleges that he assaulted and injured them by hitting them with an axe or sharp instruments, punching and kicking them. He is alternatively charged with assault with aggravating circumstances and threatening to kill, assault and injure them.

At a previous hearing, the three complainants told the court they were assaulted about 6am.

Yesterday, Mr Nwezo said he arrived at work about 6 30am and saw policemen on the premises. He was told by fellow workers that there was a "problem with casuals and they had

been chased away". Mr Nwezo, who was elected to be a shop steward, said his duty in this regard was to take workers' complaints to the management. He went in search of the vice-chairman of the shop stewards and while walking around the premises he came across the three complainants.

"Mr Tete, who is a casual, asked why we were quarrelling with them. I said the workers were not quarrelling with them, we were trying to solve a problem with the managers."

"Mr Jubisa pointed his finger in my face and said I had attacked him."

He said a policeman had arrived, told them to go to the main gate and arrested the three when Mr Tete had refused. He himself had been arrested soon afterwards as he was walking away.

"The policeman said I was one of those who wanted more money from the brewery," he said.

Mr Nwezo denied assaulting or threatening the men.

The hearing continues today. Mr A S McCarthy was the magistrate. Mr P Mosfert prosecuted. Mr A Chlat appeared for Mr Nwezo.

Deformities caused by virus?

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CAP Times 25/07/87

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DD 25/8/87

Bakery dumps bread

JOHANNESBURG —
The owners of a Germiston bakery yesterday dumped 120 000 loaves of bread on an open site where a welfare agency and pig farmers went to collect it.

The loaves were dumped as the bakery was unable to deliver them because of a strike.

A statement issued by the Albany Bakery said the loaves were moved to a site after they were baked on Thursday.

“Logistics and no drivers made it impossible to deliver the bread to charities. Some charities were contacted and collections made. Pig farmers are collecting the balance.” — Sapa

Source
28/87

43 apply for bail

FORTY-three members of the South African Black Municipal Workers' Union arrested in Vanderbijlpark on Tuesday are to apply for bail when they appear in court for the second time

today.

The workers, employed by the Vanderbijlpark Town Council, made their first appearance yesterday in the Vanderbijlpark Magistrate's Court and were not asked to plead and no charges were read out to them

Their court appearance is a sequel to their arrest after 600 workers were locked out and subsequently dismissed for taking part in an "illegal strike"

The workers were demanding the reinstatement of three workers who, according to management, were dismissed after their contracts were terminated

150
28/87

12/2/87 (12) *Structure*
SAPA reports that Mercedes-Benz has cancelled the introduction this month of its new 124 range station wagon due to its East London plant being closed as the result of industrial action.
The car — modelled on the same lines as the 184 range — would have gone on sale next month, a company spokeswoman said in Pretoria.
Mercedes-Benz's East London plant remained closed yesterday because of a wage package dispute with the national union of metalworkers of SA.
Workers started a work stoppage on August 4, and the company later dismissed 188 striking employees.

Town council
dismisses 740
Vereeniging Bureau
More than 700 striking
employees of the Vander-
bijlpark municipality
were dismissed after
they failed to report for
work on Tuesday.
A spokesman for the
council last night said 740
workers were dismissed
on Tuesday, after only
150 came to work.
He said the strike was
called to demand the re-
instatement of two men
whose service contracts
had expired.

ACCUS
27/8/87 (150)

CITY/NATIONAL

Textile workers strike over pay

Labour Reporter
BETWEEN 250 and 300 workers at Narrow Fabrics in Steenberg and Wilmill Narrow Fabrics in Salt River have stopped work in support of wage demands.

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union, said wage negotiations broke down when members rejected the company's pay offer.

He said the union had asked for an across-the-board increase of R20 a week and the inclusion of attendance bonuses in the basic wage.

Minimum wage

Mr Kevin Sherry, chairman of the Shop Stewards Council, said the Steenberg workers had downed tools on Tuesday and those in Salt River had followed suit last night.

He said the minimum wage at both factories was R55 a week — although many workers earned more.

"Workers feel dissatisfied over the appallingly low wages.

Committed

"The trade union remains committed to negotiating a fair and acceptable agreement for its members.

"We hope negotiations for a settlement will restart shortly," said Mr Daniels.

The owner of the two factories was not immediately available for comment.

Off centre stage, disputes across every sector

WHILE the two week miners' strike occupies centre stage in the upsurge of labour conflict to hit South Africa in recent weeks, thousands of other workers are involved in their own displays of collective strength

Exact statistics are difficult to complete but it appears that about half a million workers in almost every arena of industry are involved

Some of the major events include

- A nationwide strike by more than 20 000 postal workers

- A legal strike by about 15 000 members of the Chemical Workers' Industrial Union at Sasol's collieries and processing plants in the Eastern Transvaal was aborted this week after two workers were killed. The union says the attackers were vigilantes accompanied by company security. The company said non-strikers were responsible for the killings and denied its security members were involved.

- About 200 CWIU members have downed tools at Mathey Rustenburg

Refiners in Wadeville, East Rand, in a legal strike to protest against company plans to move to Bophuthatswana, where foreign unions are outlawed. The workers are also expressing solidarity with the striking miners

- A national strike in the milling industry by over 4 000 workers began this week after the Food and Allied Workers' Union deadlocked last month with Premier Milling, Fattis and Monis and other employers in the sector over annual wage talks

Fawu is also involved in a protracted strike at the Sapekoe Tea Estate in Richmond, Natal, where about 100 workers have been dismissed after a strike over union recognition

Some 600 members of Fawu were dismissed by Vleissentraal from its Speckanham plant in Cape Town after a wage strike last week

- The metal industry remains volatile as the National Union of Metalworkers shifts its focus to wage bar-

While the miners are at the centre of attention, hundreds of thousands of workers across the country are involved in disputes
ERNEST SIDERIS reports

gaining at company and plant levels after abandoning the one day national strike by more than 100 000 workers last month. The union reports it is already in dispute with major employers like Dorby, Highveld Steel, Middleburg Steel and the Union Steel plant in Eastern Transvaal in the next few days indicate the metalworkers' show is far from over

- The three-week old strike at Mercedes Benz, East London, is set to widen to other motor manufacturers as Numsa considers "solidarity action" at other plants. Shop stewards from all motor firms will meet in Durban this weekend to discuss the dispute, says Les Kettleidas, Numsa

regional organiser. Talks deadlocked this week as workers refused management's offer of the reinstatement of 188 dismissed workers, an increase in minimum wages and an adjustment to compensate for shorter hours which would have brought the total minimum wage from R3,50 to R4 an hour

- Numsa and the Boiler Makers' Union may move towards a legal strike at Cadak, a Shell subsidiary after mediation failed to resolve a wage dispute in which workers demanded R4 and the company offered R3 30

- Workers at the Stellenbosch Farmers' Winery plant in New Germany, Natal, have been on strike since Monday. The strikers, who are members of Fawu, are demanding the company introduce a provident fund to replace the old pension fund.

- The furniture industry has been the scene of numerous wildcat stop-

pages and strikes over union recognition, retrenchment and dismissals. The Paper Wood and Allied Workers' Union reports over 20 stoppages over the last two weeks

Apart from these major displays of industrial action, many more workers are waiting backstage to act out their own demands for improved working conditions. CWIU reported to Cosatu's executive committee last week that it alone is involved in 40 wage negotiations even though these do not take place in the sector at this time of the year. The Commercial Catering and Allied Workers' Union has deadlocked in annual wage talks with industrial council for the liquor and catering industry that affect 18 000 workers in hotels and liquor stores around the country

Most actors in these events are unions affiliated to Cosatu. But signs are that a rival group of players, the National Council of Trade Unions, are involved in a number of less publicised disputes of their own. And the fact that a number of unreported wildcat stoppages are taking place every day was brought home last week. While the National Union of Mine workers held a press conference to announce its strategy of "Operation Exodus" during the miners' strike, a small group of workers staged their own bit of street theatre by singing and marching to Pwawu's offices in downtown Johannesburg after a strike to demand union recognition

The reasons for this outpouring of worker discontent are not hard to find. Management consultants Andrew Levy and Gavin Brown point out that since 1980 between 13 and 27 percent of strikes have taken place in the first half of the year. Most wage negotiations recently trigger for 40 percent of all strikes, reach an advance stage in the July to September period. At the same time real wages are failing to keep pace with inflation while an increase in corporate profits is heightening worker expectations. Brown notes

This helps explain the timing of the current upsurge in industrial conflict but fails to account for the unprecedented scale of the action. An obvious factor is the militant political climate in which the performance is taking place

Labour observers point out that the State of Emergency has effectively choked township based civic organisations and street committees. Trade unions and their network of shop stewards in factories and mines around the country have been able to survive, and indeed expand dramatically, despite numerous detentions of members in this period. This makes them the obvious bearers of township militancy and workplace grievances

Workers confidence and sense of solidarity has been boosted by what they see as recent victories in the marathon OK Bazaars and railway strikes

But organisational factors say little about two key features of the strike wave, the main actors in major conflicts like the railwaymen's and miners' strike have been migrant workers. Their levels of militancy have surpassed even the expectations of union leaders

Wits University researchers investigating rural poverty point out that years of drought, unemployment and impoverishment in the homelands form the backdrop to the drama being acted out in the industrial stage. The number of dependents who rely on migrants' wages increase year by year and individual workers face unprecedented pressures in their struggle to keep family members alive. Sociology lecturer Dr Richard Levine points out that this year's production cycle, which was barren anyway, has just come to an end and meagre stocks of food have been depleted.

That migrant workers are dealing with these stresses in their daily lives by driving their unions into large and lengthy wage strikes is partly reflected in a song composed spontaneously during the miners' strike. Loosely translated, its chorus line goes "Leadership don't come back to us until you have a better offer from the bosses" — Agenda Press



Victims of strike-related violence: A miner injured in clashes receives treatment at the Alexandra Clinic

Picture WALTER DHLADHLA AFP



Injured strikers at Anglo American's Western Deep Level mine show the effects of rubber bullets

Picture GIDEON MENDEL

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DD
27/7/87

THE FACTS ABOUT THE STRIKE OF POST OFFICE WORKERS IN THE EASTERN CAPE

Isolated groups of Black Post Office workers in the Eastern Cape went on strike on 23 June 1987. The number has now reached approximately 1 700.

Despite continued negotiations with the Black staff association, POTWA, the Post Office finds itself in a deadlock situation with the workers because it is unable to meet the following demands:

- (a) Payment of salaries for the full period of the strike
- (b) Re-employment of some 60 workers discharged since January 1985

Workers on strike have been led to believe that they will receive their normal salaries at the end of the month.

The fact is that they will NOT be paid for the period they have been on strike.

The Post Office is appealing to the strikers to commence work and enter into negotiations with the Department with a view to resolving grievances in an orderly manner and without their families having to suffer any further.

The Post Office regrets that its clients have to be inconvenienced but gives the assurance that it is making every endeavour to render services of the highest possible standard under the present circumstances.



152 Sowetan 27/8/87.

PO strike: Cops deliver accounts

MUNICIPAL policemen in Atteridgeville, Pretoria, delivered rent and services accounts as the strike-hit post offices remained closed yesterday.

According to Atteridgeville treasurer, Mr T L van Strijp, policemen were used for delivering the accounts to ensure that residents received them in time. This

followed the nation-wide strike by post office employees.

"To make up for the delay, we have extended working hours to enable residents to pay their

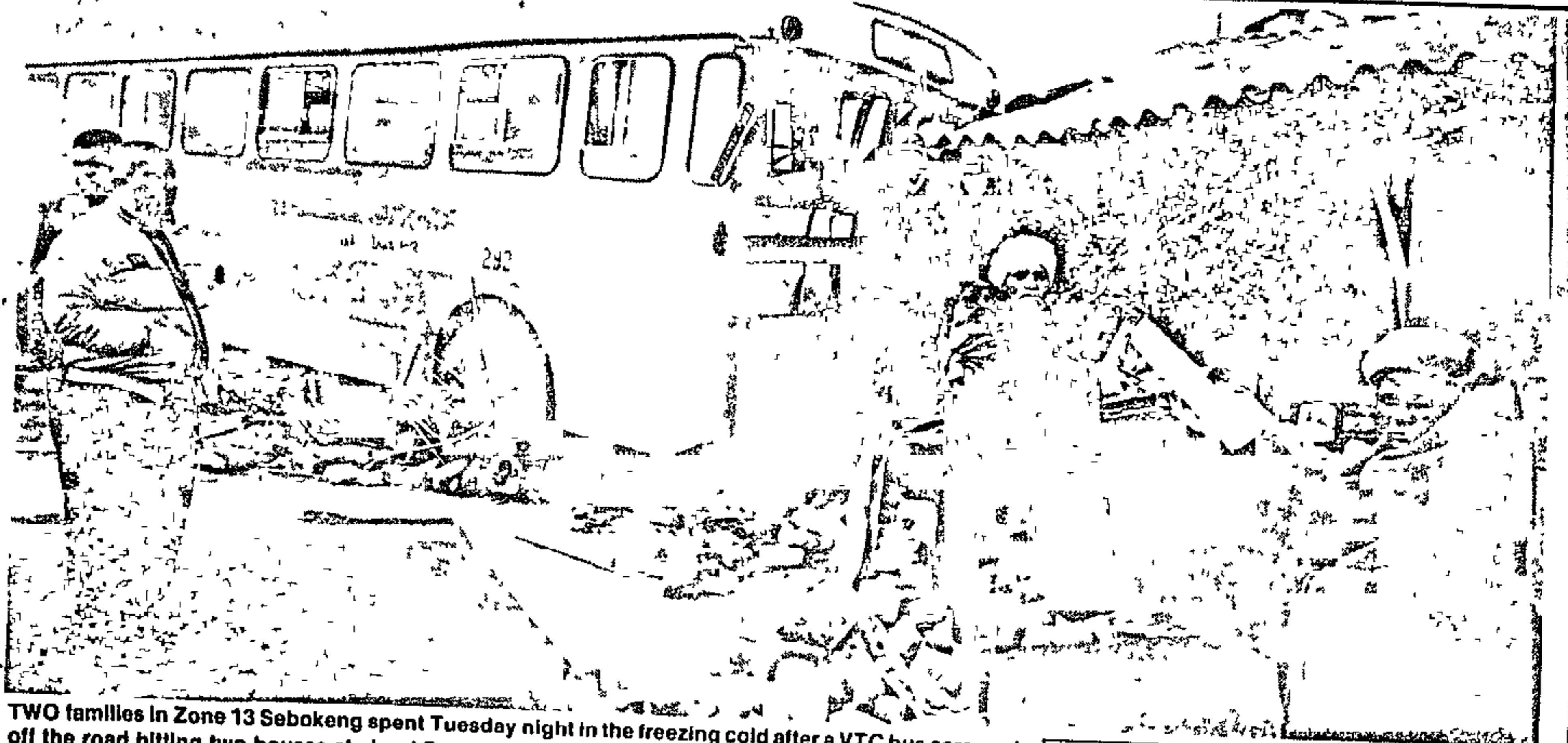
accounts in the next two Saturdays (August 29 and September 5) between 8am and 12,30pm," he said.

● **THEMBA MOLEFE** reports that lawyers representing the Post and Telecommunication Workers Association (Potwa), have sent a telex to the Minister of Home Affairs and Communication urging him to hold another meeting with the association to resolve the dispute

The telex also asks Mr Stoffel Botha to stop the dismissals of workers who have been on strike since June 23.

Meanwhile, the post office said more than 1 900 workers have been dismissed, 1 400 in the Eastern Cape, more than 160 on the Witwatersrand and more than 270 in Pretoria and Bloemfontein

The post office has also described Potwa's demands for parity and the reinstatement of 60 workers in the Eastern Cape in 1985 as "unreasonable"



TWO families in Zone 13 Sebokeng spent Tuesday night in the freezing cold after a VTC bus careered off the road hitting two houses at about 7pm. Both houses were damaged and furniture destroyed. The residents said the driver ran away after saying he could not control the bus which was pelted with stones near the Sebokeng post office — about a kilometre away from the houses.

COPPS GUARD BUSES

152

Sonnetun
22/8/87

THE Vaal Transport Corporation yesterday called in the South African Police to protect its buses and drivers as more than 200 workers continued with a work-stoppage over the retrenchment of 150 employees in Vereeniging.

The District Commandant of police in the Vaal Triangle, Colonel Piet Fourie, confirmed that VTC's general manager, Mr Peter Killick, asked the police to protect the buses and the workers who were not involved in the

By THEMBA MOLEFE

stoppage

"We are patrolling all the bus routes in vans and at the moment we are keeping a very low profile because the situation is still quiet," Colonel Fourie said.

Work stoppage by 200 workers

Mr Killick was not available for comment yesterday.

VTC yesterday dismissed 78 workers — including 17 bus drivers — who failed to return to work by 3pm on Tuesday following a work-stoppage which began on

August 20

More than 200 workers all members of the Transport and Allied Workers Union (Tawu) downed tools on Tuesday in protest against the retrenchments.

VTC has confirmed it is continuing with the laying off of workers.

Union officials at the Vereeniging offices of the National Council of Trade Unions (Nactu) to which Tawu is affiliated yesterday said police searched the premises.

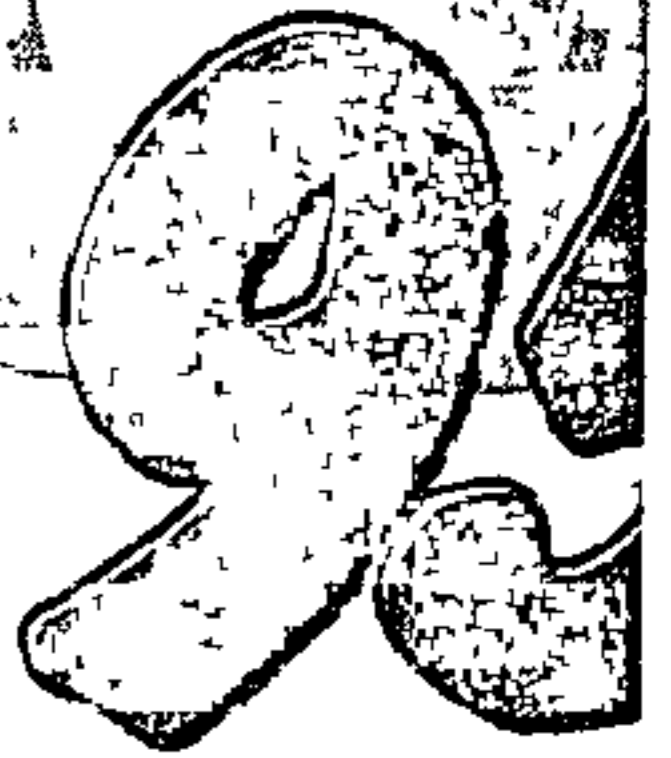
• To Page 2

P.T.O.

VALID FROM 27th AUGUST TO 5th



DAWN SKIN LOTION 200 ml



get more



Sowetan 28/8/87.

Cops guard Vaal buses

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• From Page 1

looking for pamphlets allegedly distributed in the Vaal townships urging residents to support the strike

A spokesman said management had also promised police protection to workers who lived at VTC's Sebokeng hostel and who were not involved in the stoppage

VTC has said it was going ahead with the retrenchments and those to be paid off will receive letters of notification by tomorrow

Nactu said yesterday that VTC was using a

divisive tactic to weaken worker unity by dismissing the 78 workers

The federation's first vice-general secretary, Mr Pandelani Nefolovhodwe said the dismissals came at a time when Tawu was involved in negotiations with transport companies throughout the country

"In Lebowa 12 shop stewards and an organiser are still in detention following a dispute with Lebowa Transport

"We condemn the involvement of security police in the dispute," Mr Nefolovhodwe said

Sarhwu warns of strike

BLACK transport workers are considering another strike, the South African Railways and Harbours Workers Union (Sarhwu) warned yesterday.

The union said Sats had failed to implement terms of an agreement reached to settle the three-month railway workers' strike that ended in June.

The union announced at a Press conference in Johannesburg that it had telexed Transport Minister Eli Louw, Law and Order Minister Adriaan Vlok and Sats management,

calling for renewed talks to avert the possibility of another strike.

Transport Ministry spokesman Leon Els said last night there would be no ministerial response to Sarhwu's telex at this stage.

Sarhwu's general secretary Ntai Sello and education secretary Mike Roussos told the conference Sarhwu wanted to put the conflict behind it and normalise working conditions, but Sats was not implementing the terms of the strike settlement agreement. — Sapa.

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B/Ow 27/8/87

Govt moves on labour disputes

CARL TOWERS
26/9/87

152

Political Staff

THE government has moved to crack down on the undisciplined or "unprincipled" efforts of employers and employees to break any deadlock which may occur in labour disputes.

The target appears to be lock-outs, wild-cat strikes and other industrial action which have been occurring with increasing frequency.

The government's new disciplinary procedures — long speculated on — form the basis of major changes to existing labour legislation contained in the Labour Relations Amendment Bill finally tabled in Parliament yesterday.

The nature of the projected changes has already been widely opposed by organized commerce and industry.

The crucial clauses contained in the 63-page draft bill set out new increased powers for a special labour or industrial court, and spell out a more detailed definition of what it has decided is definitely not an "unfair labour practice".

Of particular significance, the legislation provides for this special labour court to order punitive financial action to be taken against a labour organization whose members, through their actions, are found to have caused financial damage to the companies concerned.

The government's definition of what is not an unfair labour practice is contained in 64 clauses.

One is the dismissal of an employee

or employees who at the time of dismissal, have not been employed by the same employer for a continuous period of at least 12 months.

Some of the other reasons for an unfair labour practice are:

- The dismissal of an employee where an employer fails to hold a hearing or a disciplinary inquiry and the industrial court thereafter decides that it could not reasonably have been expected of an employer to hold such a hearing.

- Any dismissals takes place after substantial compliance with the terms and conditions of an agreement relevant to the dismissal.

- The selective re-employment of employees dismissed for disciplinary reasons.

- The termination of the employment of an employee on grounds other than disciplinary action unless reasonable prior notice of such termination of service, and the reasons thereof, have been given to the employee, or where prior consultation has taken place with the employee.

- The unfair unilateral suspension of an employee.

- The use of misleading or unfair methods of recruiting members by any trade union, employers' organization or official of any trade union.

- The refusal or failure by any trade union or employer's organization to comply with this act.

- Any act whereby an employee or employer is intimidated to agree or not agree to any action which affects the relationship between employer and employee.

Management stands firm on wages

Meeting fails to break Highveld lockout impasse

DEADLOCK in the lockout of more than 2 000 workers at Highveld Steel yesterday remained unbroken after a meeting between management and National Union of Metalworkers of SA (Numsa) representatives.

Another meeting is scheduled for today.

A union source said management "refused to budge" from its previous wage offer of 41c to 76c an hour increases. Numsa is demanding 75c across-the-board.

Numsa hints at return to work

ALAN FINE

IN THE first indication of a possible return to work by 2 800 Mercedes-Benz employees, a National Union of Metalworkers of SA (Numsa) spokesman warned of increased conflict if they returned involuntarily.

Fred Sauls said members "would have to return, voluntarily or otherwise". But he added the union did not wish to be responsible for the consequences of non-agreement.

Mercedes has said it plans to begin recruiting a new workforce on Monday if the workers did not respond to an offer of re-employment.

by Alan

ALAN FINE

The source said at a report-back meeting later workers resolved to "go forward" and ignore the dismissal deadline set for 3pm today unless there was an acceptable change in the company's stance at today's meeting.

Earlier Numsa head office sent a telex to Highveld noting a company statement that it was open to discussion and saying the union was open to consideration of "any reasonable proposal for the ending of the dispute and lockout".

Responding to reported Highveld allegations of intimidation, Numsa said it was unable to comment on unsubstantiated allegations.

"If you send details of specific incidents, we will investigate and take appropriate action. We are, however, informed by our members that no intimidation has in fact taken place and so we specifically deny your allegations," it said.

A Highveld spokesman said as far as the company was concerned there had been no new developments yesterday. Management could not be contacted later to comment on the allegations of intimidation.

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Police on strike

MUNICIPAL policemen employed by the Diepmeadow Council went on strike yesterday over pay.

The strike is a result of dissatisfaction over pay by the entire municipal workforce since the upgrading of the council from town to city council status, said a council worker.

The policemen were milling around their

headquarters at Meadowlands hostel yesterday and refused to take up their posts.

When Pressmen arrived, the policemen were hostile and accused newsmen of labelling them "majekeje" — a name that diminished their status.

Diepmeadow Council officials were not available for comment.

Campaign to 'capture imagination of millions'

25/7/87
192
S.M.C.

● What is a living wage and what is the background to the launching of Cosatu's national Living Wage Campaign?

A living wage is what workers perceive as being enough to enable them to adequately support their families and themselves.

Cosatu has not set an exact figure because wage levels vary in different sectors.

For instance, a demand of R900 or R5,50 an hour would not be an effective negotiating weapon for domestic workers, most of whom earn about R90 a month

Other demands of the campaign include: a 40-hour week; job security; May Day, June 16 and Sharpeville Day to be declared public holidays; an end to tax deductions; a minimum of six months' paid maternity leave; decent family housing near places of work and decent education and training.

The demand for a living wage became an important rallying cry among workers when three major Cosatu affiliates, the National Union of Mineworkers, the National Union of Metalworkers and the Chemical Workers' Industrial Union began waging their own internal living wage campaigns.

We felt the campaign had the potential to capture the imagination of millions of workers.

Workers are also demanding a redistribution of wealth in

Wages have emerged as the biggest cause of strike action in the past three years, costing the economy millions of man-days. ADELE BAILETA interviews Congress of South African Trade Unions' (Cosatu) information officer Mr Frank McIntjies on the federation's Living Wage Campaign which began in March.

South Africa

The campaign telescopes this demand by linking it up with the day-to-day struggles in the factory, and the campaign challenges the control monopolies have over how the wealth that is created is distributed.

● To what extent did rural and urban poverty and the economic climate form a backdrop to the campaign?

Low wages consistently paid by most employers, in many cases below the inflation rate, were an important backdrop to the campaign

Mine employers have historically used the fact that workers come from rural areas as an argument for paying lower wages.

They say families are subsidised through subsistent farming.

Employers use the migrant labour system to separate workers from their families and then claim their only responsibility is to the individual worker.

Limited farming space and the continuing drought in the country has further curtailed the ability of people to provide

for themselves. Forced removals have taken people off viable land and pushed them into areas where grazing and farming is impossible.

These factors together with the economic climate have come to a head. It has resulted in rural workers in the mines and railways coming to the frontline of the campaign in a way that even jeopardises their jobs. This is an indication of how desperate conditions are

● Has the Living Wage Campaign embraced political demands expressed in the Freedom Charter?

The Freedom Charter and its demand for the re-distribution of wealth is assuming a powerful new relevance in Cosatu because it gives workers a vision of a different society

Our members and leadership feel that managements are doing everything in their power to protect profits. A demand of the Freedom Charter is the dismantling of monopoly structures because they do not act in the interests of the majority

Our campaign, which revolves around bread-and-butter issues, is also political because

it is linked to us wanting to change society and to shape it in terms of the needs of our members. As a trade union we are demanding a political and economic transformation of society, the two being integrally linked

● What was the effect of the the recent mine strike on the campaign?

We will have to regroup and re-assess the strategies and tactics within the Living Wage Campaign. In some ways the effect of the strike will lead to more careful planning and will also inspire unions to organise the unorganised in the sectors in which they are represented.

● Can you assess the success of the campaign since its launch?

Objectively we have not yet achieved what we set out to do, but subjectively there have been great advances

Our success can be measured in the way the concept of a living wage has caught on amongst our members. Also, the demand for June 16 as a paid holiday has been won in certain sectors

Managements' co-ordinated resistance, the implementation of oppressive State laws and the detention of our members in terms of the state of emergency in an attempt to curb strike action has caused us several set-backs.

Another post office dispute looms

29/9-11/10/87
By SEFAKO NYAKA

THOUSANDS of postal and railway workers may again go out on strike unless the two parastatals stop violating the terms of the agreements that brought an end to strikes in the two sectors

The Department of Posts and Telecommunications — which has been accused of openly flouting the agreement ending the strike on September 7 — has until today to “adhere to the agreement” or face court action according to the Post and Telecommunications Workers Union (Potwa).

The union has compiled a 14-page dossier listing a range of examples to support its accusations.

● Contrary to the agreement, semi- and unskilled workers are being targeted for dismissal.

To date over 3 000 workers have been dismissed and have been refused the opportunity to apply for re-employment.

● Technicians and other skilled workers are being allowed to resume work without having to apply for re-employment.

● Of the 1 500 workers who went out on strike in the Eastern Cape only 200 have been re-engaged.

● In Bryanston gates were locked when workers reported for duty. Only selected workers were allowed into the depot.

● At the Crown Mines depot in Johannesburg assembled at the gates. A

contingent of police arrived and the chairman of the workers' committee was arrested.

● Almost all shop stewards have been transferred to other depots against their will and in violation of the agreement.

According to Potwa the trend is the same in all the depots that went out on strike

When Potwa and the Post Office reached agreement ending a two-month-old strike by about 16 000 workers certain agreements were

reached between the two parties.

Post Office representative Ben Roodt this week denied his department was violating the agreement.

“We are keeping strictly to the agreement,” he said.

Potwa's ultimatum comes shortly after similar accusations were levelled at the South African Transport Services by the SA Railway and Harbours Workers Union.

Sarhwi claims several of its members have been transferred to other depots while thousands have been refused re-employment. Sats has denied the allegations.

Deadline day for Anglo's fired workers

By ERNEST SIDERIS

ANGLO American's deadline for 2 100 dismissed workers to apply for re-employment was extended to 7am today after employees rejected yesterday's 3pm ultimatum.

The workers at four of Anglo's iron and steel plants in the Eastern Transvaal were fired on Monday after they refused to accept the company's offer on wage increases.

Anglo's Highveld Steel and Vanadium Corporation locked National Union of Metalworkers of South Africa's members out of the plants at the beginning of this week, saying the move was designed to persuade workers to accept their wage offer and that management was prepared to hold further talks to resolve the issue.

But the company had refused to budge from its minimum offer of a 41c an hour increase at talks initiated by the union yesterday — despite the willingness of workers to come down from their initial demand for a "living wage" increase of R1 an hour across the board to below 50c an hour, according to Bernie Fanaroff, secretary for Numsa's steel and engineering sector.

Management had also refused to

●To PAGE 3

25/9-1/10/87 W/Trail

Workers' deadline

●From PAGE 1

consider a union request that the issue be sent to mediation and said the workers would be dismissed if they did not accept the company's offer, either individually or as group, by 3pm yesterday, said Fanaroff.

A meeting of Numsa members at the plants yesterday rejected the ultimatum and refused to return to work under management conditions.

The deadline was then extended to 7am today.

Anglo representative James Duncan said earlier that management had only decided on the lockout after concluding an agreement with five of the six unions that are recognised at Highveld Steel.

The Anglo representative said Highveld Steel management was aware of the allegations made by Numsa but was not prepared at the time of going to press to comment.

The Congress of South African Trade Unions has rejected management's claim that the lockout was an attempt to resolve the dispute.

Agenda News Service

W/Trail

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Teargas at Diazville teenager's funeral

Staff Reporter

ABOUT 600 people attended the funeral yesterday of Diazville teenager Abraham Julies who was shot dead by police in Saldanha 11 days ago

Abraham, 14 was shot as labour-related conflict escalated in the fishing town on Sunday September 13, after 280 Sea Harvest factory workers were sacked earlier in the week. Several others were wounded and arrested in a day of violence in which burning tyre barricades were set up and several homes stoned.

According to eyewitnesses, some teargas was fired at yesterday's funeral as mourners were leaving the graveyard after a police warning to disperse.

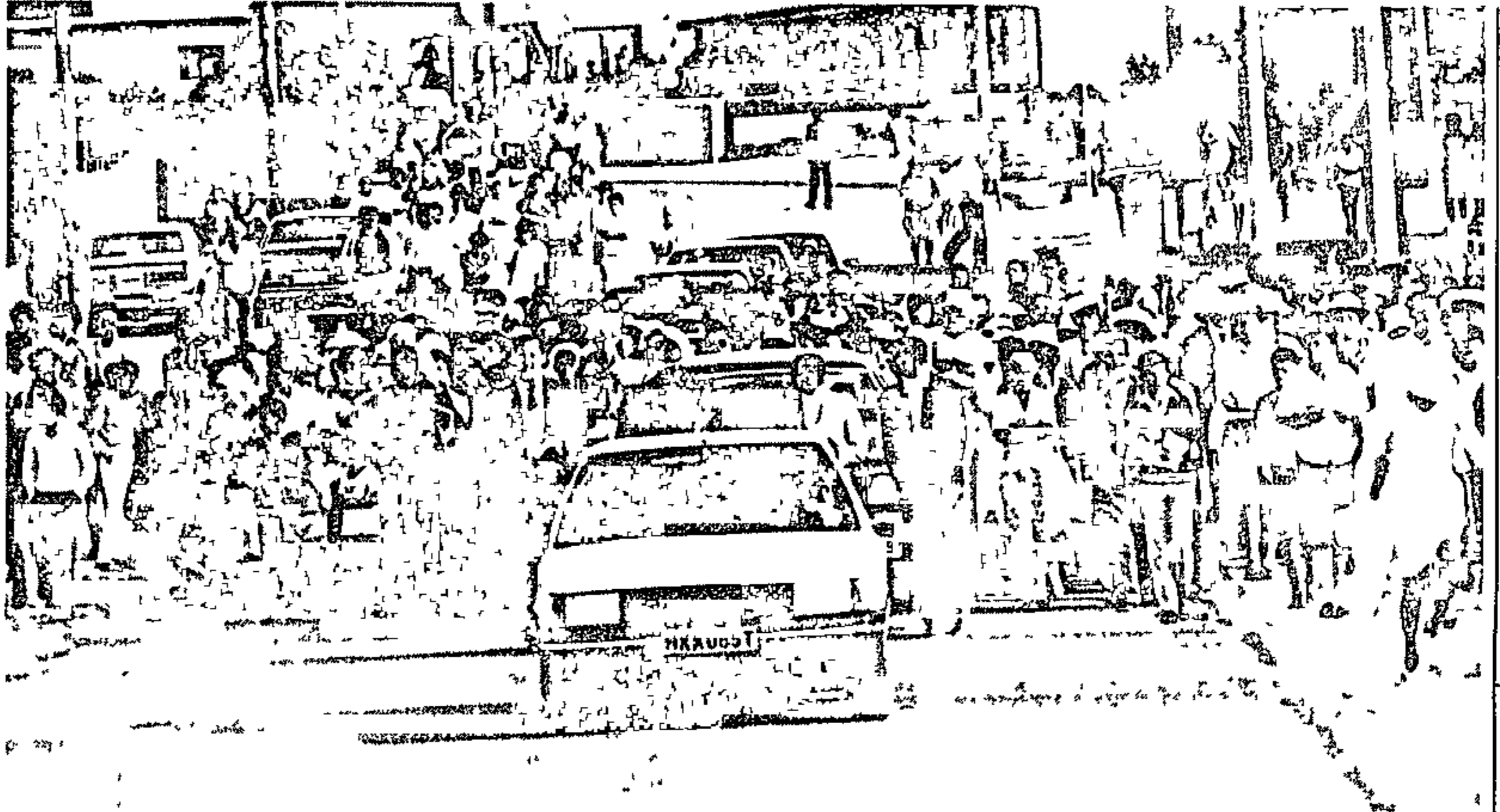
A spokeswoman for the West Coast Council of Churches said the township was cordoned off and only Diazville residents were allowed to attend the funeral.

Buses from other parts of the Western Cape were turned away at roadblocks.

The funeral, which began at the Julies home in Pluto Street at 2 30pm, proceeded to the Apostolic Faith Mission and ended at 5 45pm.

A spokesman for the Police Public Relations Directorate, Captain C J Marais, said last night that if such an incident had occurred it would appear in today's unrest report.

He said no interim reports on unrest were made unless they were "significant".



JULIES FUNERAL Diazville residents yesterday attended the funeral of 14-year-old Abraham Julies, who was shot dead by police in Saldanha 11 days ago during labour-related conflict

Picture OBED ZILWA

Strikers' 3-day deadline

CAF/ TRIS
24/9/87

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HOUSE OF DELEGATES — The SATS Amendment Bill would give a worker who joined a strike against his will a period of three days in which to tell SATS management that he had been intimidated, the Minister of Transport Affairs, Mr Eli Louw, said while replying to second-reading debate on the bill. Earlier Mr Mahmoud Rajab (PRP Springfield) criticised the bill for not providing any right of recourse for SATS strikers who were dismissed. Mr Louw said "I maintain clause 5 (the section of the bill dealing with strikes) is giving an exceptional, recourse to workers, recourse that you won't find in any other Act." It gave the worker "three days to come and tell us he hasn't been taking part in the strike — that he was intimidated in fact" — Political Staff and Sapa

WHY ARE YOU DOWN BUT NOT OUT?

BTR blood tears and repression. This is the title of a campaign launched this week by about 900 BTR Sarmcol workers whose dismissal from the British-owned rubber plant in Howick Natal was last week stamped and sealed by the Industrial Court.

The workers union the National Union of Metal Workers of South Africa have also commissioned the writing of a book with the same title.

The campaign aimed at keeping debate over the dismissal alive was launched in a meeting in Mphahlele where just of the fired workers live on Monday.

The intention of the company and the courts that we should all withdraw and die. But we are not going to die. Our cause is not a short term one but a long-term struggle for freedom one worker said.

The workers vowed to continue their fight against injustice in the face of the Industrial Court judgment which questioned whether the collective democracy promised by the union was tolerable in present day South Africa.

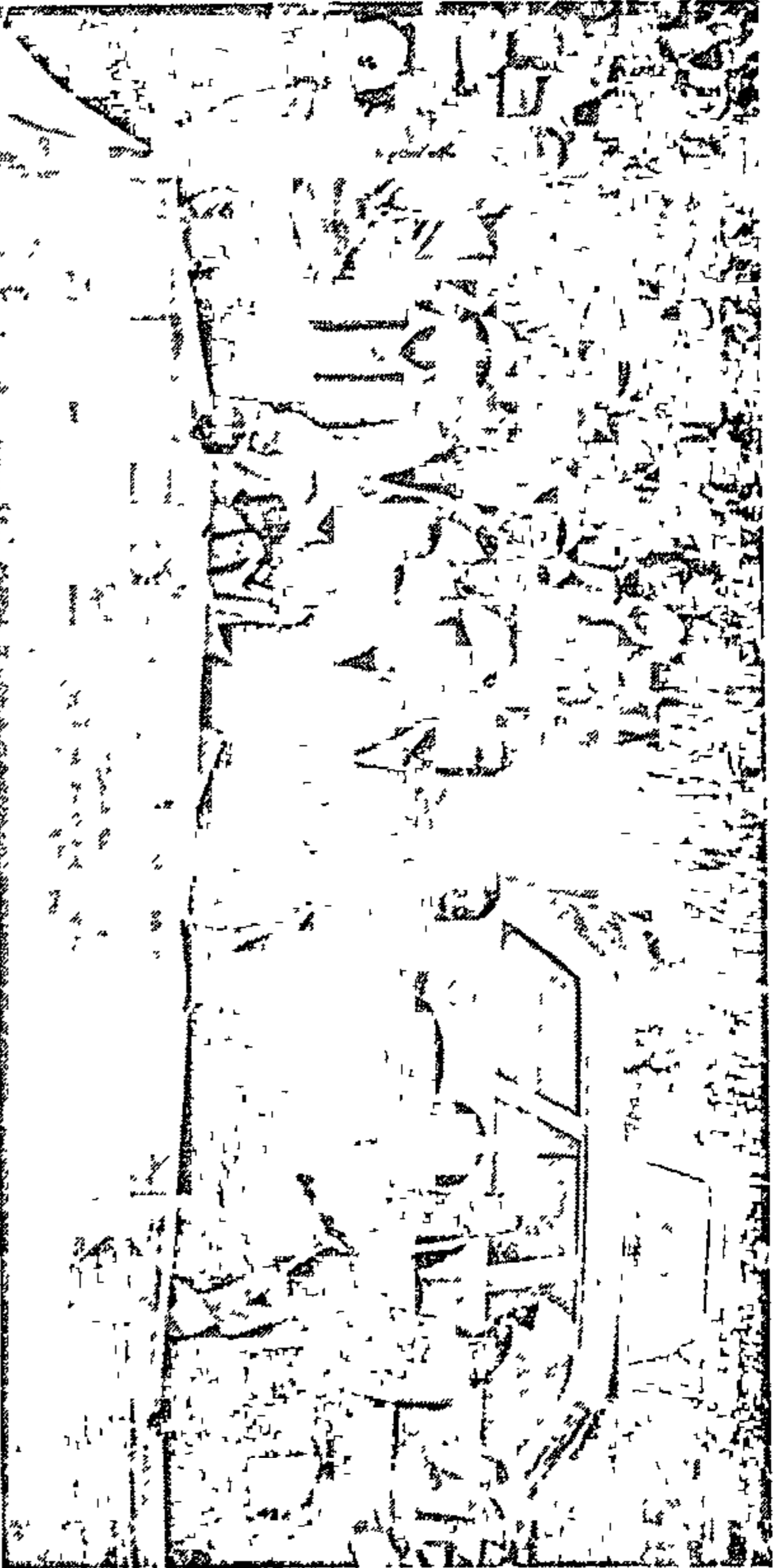
The workers said they had been treated by the judge in the same way as the company had treated them.

Some of us are confused - but we are at war as we walk along this path for justice for being at war.

We encounter a lot of problems - we are confronted with starvation and death but we must always know what we are doing. If we don't we die one worker said.

We should not just become weak because we have lost one battle. We must remember we are giving our way to freedom our children's freedom. he said.

See page 13



BTR-Sarmcol workers at Edendale at the start of the Industrial Court hearing of their case.

Facing a Homeless, Workless Future

CP Correspondent

STILL smarting from their defeat in the Industrial Court, hundreds of former Sarmcol workers will be homeless from today when they have to get out of the factory's hostel.

The workers were fired over two years ago but have stayed on in Sarmcol accommodation while the dispute dragged on in the Industrial Court.

Unemployed and with no income, they have not been paying anything for their accommodation for which they were normally billed R8 a month when they were still working for the company.

Soon after the Industrial Court judgement which threw out their application for reinstatement, BTR told the group to get out at once.

However a few days's grace was agreed to and they will all be pulling out today.

They do not know where they will go nor do they know what they will do if management presents them with a bill for their accommodation during the last two years.

They have no income and say that even when they are paid out their severance pay the hostel deductions will be more than they can afford.

DD. 23/9/87

Sats losses leap to R73 million

PRETORIA — Sats operating losses for the first four months of the financial year increased against the budget by R20,4 million to R73,4m

Statistics show had expenditure not been cut during this period the deficit would have been greater

Budget expectation for total revenue amounted to R3,269,287m against actual revenue of R3,139,5m

Expenditure was cut to R3,212,738m

Railway revenue was down R131,95m to R1,822,773m but R64,372m was saved

Road transport revenue at R93,174m was R5,902m down on budget Harbours revenue at R351,894m was R4,7m down on budget.

Airways showed a R1,146m increase on budget for revenue of R550,8m

Commuter service revenue was R4,179m up on budget to R223,397m — DDR

13.1 81.6
11.8 81.6
1.3

'Go-slow' at beer plants

Labour Reporter

About 2 000 members of the Food and Allied Workers' Union (Fawu) were on a work stoppage for the second day today at three South African Breweries (SAB) plants in protest over the alleged dismissal of 24 colleagues, the union said

But SAB's regional director, Mr Tony Bates, said about 1 200 workers were involved in industrial action

He said workers at two plants had called off the go-slow while the go-slow continued today at Denver. *SAL 25/1/87*

Dispute

• The labour dispute between Mercedes Benz (SA) and the National Union of Metalworkers of South Africa has entered its eighth week with talks to resolve the impasse reaching deadlock on Monday. Management said despite efforts to seek resolution, Numsa (incorporating Naawu) rejected its 37 percent wage offer in the lowest grade and instead insisted on its demand for increases of between 50 and 67 percent

23/9/87



day September 23 1987

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Court confirms ruling on furniture workers

Pretoria Correspondent

An interim interdict ordering members of the Allied Workers' Union to vacate the premises of Furniture City in Verwoerdburg and Pretoria after they refused to leave the buildings because of a deadlock in wage talks, was

yesterday confirmed in the Pretoria Supreme Court.

In August this year Mr Justice Hartzenberg ordered members of the union, including Mr S S Tshidi, Mr H Ratheagne and Mr S Maruba, to leave the premises of the two shops.

He also ordered that they pay costs of the application.

In a statement before the court, Mr Kenneth Nosworthy, personnel executive of Furniture City, said Mr Ratheagne and Mr Maruba were shop stewards at both the branches of the furniture shop and were also members of the union.

Mr Nosworthy said that following several meetings with representatives of the union since May 1987, various proposals from both sides with regard to wages were made but no agreement could be reached and a dispute was declared.

He said the attitude of Mr Tshidi was that he was not prepared to accept a dispute and indicated that he and Mr Ratheagne and Mr Maruba were not prepared to leave the premises until management came back to discuss the issue.

He said the union representatives and members of the union were illegally on the premises and the application was one of urgency since the building housed a security division of Armscor which had various computer installations holding confidential records.

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if the people make it dirty again — DDR

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Fired workers discuss deadlock with Numsa

23/9/87

Daily Dispatch
Reporter

EAST LONDON — Fired Mercedes-Benz of South Africa (MBSA) workers met with representatives of the National Union of Metalworkers of South Africa (Numsa) yesterday to discuss the deadlock in negotiations of the eight week old dispute.

A Numsa spokesman, Mr Viwe Gxarisa, said the dismissed employees were "firm in their position" and that they considered their demand of R5 per hour to be "fair under the circumstances."

"At present it is a case of 'wait and see' but the union has already done everything it can to keep negotiations alive," he said.

The bargaining process broke down after three days of intense discussion and no date has been set for a resumption of negotiations.

Representatives of both parties have blamed the lack of progress in discussions on the rigid stance of the other.

In a statement issued last night, an MBSA spokesman said the company had made every effort to secure a

resumption of production by continuing negotiations with Numsa.

The MBSA wanted to continue talks, the spokesman said, because "of its commitments to the well-being of its employees, suppliers and dealerships throughout South Africa and especially to the economy of the East London area."

The spokesman said the proposed remuneration package included improved wages, full compensation for reduced working hours and an improved attendance bonus.

The offer, which was tabled by the company before the deadlock, had improved the potential income of employees in the lowest grade by 37 per cent over wage rates for January, this year.

This had been rejected by the unions, who had demanded an increase of between 50 and 67 per cent, the spokesman said

"An employee on the lowest grade would not earn less than R752 per month on the proposed remuneration package.

"This compares with the minimum rate of R3 per hour (R572 per month) paid in January

1987 and R3,50 per hour (R667 per month) paid in July 1987

"The additional benefits to which employees would be entitled, include an attendance bonus of R27 per month, which brings the monthly income for the lowest grade employee to almost R780 per month.

"An annual bonus of up to one month's pay, plus leave pay of up to 21 days, also form part of the company's normal benefit scheme, along with subsidised canteen facilities and medical aid, and free life assurance," the spokesman said.

Mr Gxarisa said the statistics quoted by MBSA were "meaningless" because the important figure was a comparison between the amount paid to salaried staff and the total of hourly wages

In an open letter to the dismissed workers, published in today's Daily Dispatch, the company calls on "those who have previously worked here and who as a result of the strike have been dismissed", to consider their position as they had "already lost at least R1 283,00 in wages".

ROGER SMITH

HIGHVELD Steel has given more than 2 000 dismissed National Union of Metalworkers (Numsa) members until tomorrow afternoon to apply for re-employment, a company spokesman confirmed yesterday.

Dismissal notices handed out on Monday, when workers at four plants were locked out, were accompanied by application forms for re-employment. A

Highveld Steel ultimatum to 2 000 workers

Numsa spokesman said the forms required acceptance of management's wage offer and withdrawal from the dispute.

Management was offering an increase of 41c/hour bottom rate, going up to 76c top rate, while Numsa was demanding 75c across-the-board. The Numsa spokes-

man said other unions had accepted management's offer, but it had been rejected by Numsa's membership. He said Numsa was open to negotiations but had had no formal approach from management since the lockout.

The Highveld Steel spokesman said

that there was contact with the union. Cosatu yesterday condemned the company's action as "yet another unreasonable and high-handed management response to workers' fair demand for a living wage" and said the lockout was an attempt to browbeat workers into accepting its wage offer.

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(e) (i) (aa)	DMP	WCC	UIC	NMC
1982	None	None	None	None
1983	None	None	None	None
1984	One	None	None	None
1985	One	None	None	None
1986	None	None	None	None
	(bb)			
1982	DMP	WCC	UIC	NMC
1983	One	None	None	None
1984	One	None	None	None
1985	One	None	None	None
1986	One	None	None	None
	(ii) (aa)			
1982	DMP	WCC	UIC	NMC
1983	—	—	—	—
1984	2	—	—	—
1985	6	—	—	—
1986	6	—	—	—
	(aa)			
1982	DMP	WCC	UIC	NMC
1983	2	—	—	—
1984	3	—	—	—
1985	—	—	—	—
1986	—	—	—	—

Strikes

390 Mr P J PAULLUS asked the Minister of Manpower †

(a) How many strikes occurred in the Republic during the period (i) 1 January to 5 May 1987 and (ii) 6 May to 31 July 1987 and (b) how many Black workers were involved in such strikes in each of these periods?

The MINISTER OF MANPOWER

(a) (i) and (ii) Strike statistics are released by the Department of Manpower on an annual basis. Although notices of the discontinuance of work are received continuously, the statistics for 1987, on the number of employees who took part in strikes are at this stage still unverified, and (b) thusfar 332 strikers have been reported to the Department of Manpower this year

Own Affairs

Aged persons: accommodation

93 Mr K M ANDREW asked the Minister of Welfare:

(a) State-owned homes 0
Subsidised homes 24

(b) The names of the subsidised

Hansaard

homes and where they are situated, are as follows.

Carlisle Lodge	Fish Hoek
Nerina Gardens	Fish Hoek
Arcadia Home	Observatory
Avondrust	Rondebosch
Clareinch	Pinelands
Helen Keller	Pinelands
Newlands Home	Claremont
Zonnebloem	Zonnebloem
Highlands House	Cape Town
Luchhoff House	Cape Town
Kendrick House	Thornton/Goodwood
Nazareth House	Goodwood
Protea Home	Cape Town
Rogelam and Monte Rosa	Goodwood
The Ladies Christian Home	Cape Town
Salvation Army	Cape Town
Men's Home	Cape Town
Sawas House	Pinelands
Sunnyside Lodge	Plumstead
Sea Point Place	Three Anchor Bay
Zonnekus	Milnerton
Princess Christian	Mowbray
Zerilda Steyn	Pinelands
Bay Beach Place	Mouille Point
Munzenberg Place	Munzenberg

(2) (a) No
(b) Yes, 24

TUESDAY, 22 SEPTEMBER 1987

†Indicates translated version

For written reply

General Affairs

Group Areas Act

340 Mr J J S PRINSLOO asked the Minister of Constitutional Development and Planning:†

(1) (a) How many persons are occupying premises in contravention of the pro-

HdA

visions of the Group Areas Act in (i) White, (ii) Coloured and (iii) Indian group areas and (b) in respect of what date is this information furnished,

(2) whether he will make a statement on the matter?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) Unknown and indeterminable
(2) No

Public telephones

457 Mr J VAN ECK asked the Minister of Communications †

With reference to his reply to Question No 227 on 28 July 1987, how many of the public telephones in (a) Guguletu, (b) Nyanga, (c) Langa and (d) Khayelitsha were out of order as at 30 June 1987?

The MINISTER OF COMMUNICATIONS

(a) 2
(b), (c) and (d) Nil

*THURSDAY, 24 SEPTEMBER 1987

*Precedence given to questions for oral reply on this day pursuant to resolution adopted by House on Monday, 21 September 1987

†Indicates translated version

For oral reply

General Affairs

State President

*1 Mr F J LE ROUX—State President † [Withdrawn]

Ministers.

Questions standing over from Tuesday, 15 September 1987

State vehicles

*16 Mr F J LE ROUX asked the Minister in

HdA

49 strikers die of malnutrition

DURBAN — Forty-nine of the 900 black workers, involved in the 28-month long strike for union recognition and higher wages at BTR Sarmcol in Natal, have died of malnutrition, stress and other related illnesses

The workers were living in Mpophemeni, near Howick, since the strike started on April 30, 1985. Mpophemeni is the main reservoir of labour in the area.

The strikers are all members of the National Union of Metalworkers of SA (Numsa), an affiliate of the Congress of South African Trade Unions (Cosatu).

Mr Ian Weir, Numsa's regional secretary, said the deaths in the township were directly related to the "starvation" wages paid to workers.

Following the high mortality rate among the striking workers, the union decided to investigate health conditions at Mpophemeni.

"Appalling conditions"

"We found appalling conditions, directly attributable to low wages. BTR, a British-owned company, has for many years been paying around 24 percent below the supplemented living level — a minimum requirement set down by the European Economic Community," he said.

Following the investigation, the union established a clinic to monitor the health of residents.

"Only 59 percent of the 700 children we placed on a feeding scheme showed signs of improvement or growth.

"In addition to the health clinic and the feeding scheme, the union has initiated a number of projects in the township.

"These include the establishment of a gardening project, a T-shirt and button-making co-operative and the production of a play, The Long March. All these projects are controlled by an umbrella organisation, the Sarmcol Workers' Co-operative."

Long struggle

Weir said the play was written and produced by the strikers and it reflected the long struggle waged by workers against BTR.

Members of the cast recently left for London where they will be the guests of the Trade Union Council of Britain.

The dispute with BTR has been a bitter and a costly one. BTR have not only refused to negotiate with the union, but had instead entered into a recognition agreement with the United Workers' Union of SA (UWUSA), the Inkatha-orientated union.

A number of the union's shop stewards were also killed and many others were injured by vigilantes. The union has now instituted civil claims running into hundreds of thousands of



Numsa branch secretary Ian Weir informs Sarmcol workers of the court judgment

rands against the Kwazulu police and Inkatha for the alleged murder of Simon Ngubane, Phineas Sibaya, Flomenah Mnikatha and Alpheus Nkabunde.

"In spite of these brutal actions against us, and the attitude of BTR, the strikers are still determined to continue the strike because they believe their cause is a just one", said Weir.

Mr John Sampson, BTR's Sarmcol's administrative director, said he could not comment on the health conditions of the striking workers and the deaths that occurred since the strike began.

He referred all queries to Mr Beebee of the Dunlop Industrial Product division in Benoni, who was not available. - PRESS TRUST

Sarmcol workers vow

DURBAN — More than 900 BTR Sarmcol workers, whose dismissal two years ago was sealed by the Industrial Court last week, have vowed to continue their fight.

The Industrial Court questioned whether the collective democracy practised by unions was tolerable in present day South Africa.

In dismissing the workers' application for re-instatement and compensation, the court finally

quashed the workers' twenty-year struggle for recognition of their union, the Metal and Allied Workers Union (Mawu), now amalgamated under the National Union of Metalworkers of South Africa.

Ironically, four years ago the same court ordered BTR Sarmcol to conclude a recognition agreement with Mawu.

The latest ruling justifies the sacking of the 970 workers after li-

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South 17-23/9/87

17-23/9/87
SOUTH LABOUR
SOUTH

Spekenam workers call on MJC for support

STRIKING Spekenam workers called on the Mushm Judicial Council (MJC) to re-consider their halaal certificate to Sams Food

Sams Food is a sister plant of Spekenam and a subsidiary of Vlissentraal

MJC officials and members of the Spekenam Support Committee met to discuss support for the 600 workers, members of the Food and Allied Workers Union, (FAWU), who are on strike for the fifth week

A MJC spokesperson, Imam Yasun Harris, said the Halaal Committee would meet soon to discuss the matter. He doubted whether the MJC could take any action because of a contract they had with Sams Food

"The MJC will most likely render financial and moral support to the

striking workers," he said.

A Support Committee member, Ms Fazlin Anderson, said workers wanted more pressure on Vlissentraal. Spekenam management was always willing to meet the workers, but never produced solutions.

The union was considering taking the matter to court and had already applied to the Industrial Court.

But workers were still feeling strong and determined to get their jobs back, even though they were going through a tough time without income

Scab labour

"The mere fact that management employs scab labour, but not on a permanent basis, is giving us hope," she said.

A group of Spekenam workers went to Johannesburg to explain to other

unions why they were striking.

Most of them were the only breadwinners with families to support

Mr Maria Nathan, of Scottsdale, said she and her family were surviving on bread only. "We have to buy what we can afford"

Mrs Nathan had been working for Spekenam for 13 years and earned R86 a week. She borrowed R40 from her brother and would get R20 from the union which she would use to pay her rent.

"There'll be no money for food then I must see that the rent and electricity are paid," she said

Mr Ollie Kannemeyer's married daughter was supporting him now.

"I don't have any dependants and can survive on my wage," he said

"But other people are in a different position and they need the extra money. I'm on strike with the rest of the workers because I support their demands."

It was ridiculous to think that almost a year ago they still earned as little as R46 and R56 a week until they became unemployed.

"Now they don't want to recognise the unions so they can start exploiting us again," he said

Mrs Johanna September said her unpaid telephone service was disconnected. Rent and electricity were paid first

She always bought a weekly food hamper but could no longer afford it. She had no other income except from her daughter who helped whenever she could.

FRIDAY, 18 SEPTEMBER 1987

country to furnish the names of the persons

(3) Until 8 August 1987

†Indicates translated version
For written reply

General Affairs

Detainees

62 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (1) What is the total number of detainees presently being held in (a) South Africa and (b) the Western Cape in terms of the (i) Internal Security Act, No 74 of 1982, and (ii) emergency regulations,
- (2) whether he will furnish the names of the detainees presently being held in the Western Cape in terms of the (a) Internal Security Act and (b) emergency regulations, if not, why not, if so, what are their names in each case,
- (3) in respect of what date is this information furnished?

Howard

The MINISTER OF LAW AND ORDER

- (1) (a) (i) 232 persons
- (ii) Complete lists of names of persons are tabled regularly in terms of section 3 (4) of the Public Safety Act, 1953
- (b) (i) 11 persons in the Police Division of the Western Province
- (ii) Complete lists of names of persons are tabled regularly in terms of section 3 (4) of the Public Safety Act, 1953
- (2) No
- (a) and (b) I do not consider it in the public interest or the interest of the

HOA

Michael Roussos

105 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was detained by the Police outside Cosatu House in Johannesburg on or about 7 May 1987, if so, (a) why, (b) in terms of what statutory provision, (c) where is he being held and (d) what is his name,
- (2) whether his family has been informed of his detention, if not, why not, if so, on what date?

The MINISTER OF LAW AND ORDER

- (1) Yes
- (2) Because the detainee was allegedly, inter alia, involved in — the so called "co-ordinating committee of the South African Railways and Harbours Workers Union and gave instructions that persons who did not want to participate in the SATS strike, be abducted from their place of employment and taken to Cosatu House where they were assaulted on his instructions and forced to become members of SARHWU, — the distribution of pamphlets which instigated the transport strike that started in March 1987, — the active recruiting of members of the "co-ordinating committee" of

SARHWU who were responsible for abducting employees of the SATS,

— the incitement of crowds of strikers at Cosatu House during April and May 1987 and "people's courts" which were held in Cosatu House to try and sentence persons who did not participate in the strike

In addition to this, a fine-ticket in respect of a specific vehicle was found in the detainee's possession. The owner of this vehicle was also arrested and admitted that his vehicle had been used to transport four SATS employees from Cosatu House to Kaserne where they were murdered

- (b) Regulation 3 (3) of the Emergency Regulations promulgated by virtue of the Public Safety Act, 1953 (Act 3 of 1953)
- (c) Jon Vorster Square
- (d) MICHAEL ROUSSOS
- (2) Yes, on 8 May 1987

"Zebra"

195 Mr R R HULLEY asked the Minister of Economic Affairs and Technology

- (1) Whether the Council for Scientific and Industrial Research has developed and patented an electric battery code-named "Zebra", if so what special features of the battery were patented,
- (2) whether this battery is being developed for commercial use, if not, why not and (b) who took the decision in this regard, if so, (i) who is taking charge of this development, (ii) what progress has been made in the development of the battery and

HOA

(iii) when is it anticipated that the battery will be available on the commercial market,

(3) whether he will make a statement on the matter?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

- (1) Yes An extensive portfolio of patents exists, covering the salient features of the electro-chemical battery system. Patent rights on more than 40 inventions have been secured in ten industrialised countries to protect basic inventions, as well as less important but key functional features. The battery is classed under the group of high energy density, high temperature, ceramic batteries
- (2) Yes
- (a) and (b) Fall away
- (1) The Council for Scientific and Industrial Research (CSIR) through the South African Inventions Development Corporation (SAIDCOR), which is a statutory body to commercialise CSIR inventions and to support technology development in industry. A commercial partner, namely Dynamic Power Systems, (Pty) Ltd was also involved in the further development of the Zebra battery system in view of the high cost of developing such a system and the apparent potential it offered for extending the application of storage batteries in various areas, for example electric traction vehicles of all kinds and load-leveling systems in power stations. The above-mentioned company is a joint venture by SAIDCOR and the Anglo American Group between whom the shareholding in the company is equally divided

HWU

8/9/87

Bakery workers demand a raise

By AYESHA ALLIE

MANY workers at four major Peninsula bakeries continued their go slow this week in support of their demand for a R50 wage increase

The workers, all members of the Food and Allied Workers Union (FAWU) are from Goodhope Enterprise, Duens and Cadora bakeries all subsidiaries of Tiger Oats

Some workers interviewed this week said they could not make ends meet on their present wages. Management's offer of a R19.50 increase would add far too little to their pockets.

Besides wages there were other problems. "But the biggest problem is money. We need more money first then we can negotiate with management on other grievances," Mr Paul Mannikivana, of the workers committee at Goodhope, said.

They took the mild action of a go-slow because they were still prepared to negotiate.

On Sundays they work only six hours instead of eight. This affects production for the rest of the week. It means the bread would always be late every day. Workers are also refusing to work overtime now," he said.

Grievances

"But if management refuses to come to an agreement, we will take action," he said.

Other grievances which management refused to address included:

— Paid holidays on June 16 and Freedom Charter day. The workers were

prepared to swap Freedom Charter day for a public holiday.

— A 40 hour week instead of 46 hours,

— Time off to go to the "homelands" for traditional purposes, and a job back guarantee when they returned.

— Study leave for some of the workers. At the moment they only get off a day before their exams and the days when they write.

Mannikivana, a mechanical assistant earns R135 a week. He has two young children, his mother, a sister and four young brothers to support.

He said the money was not enough to cover his weekly expenses.

Mr Franklin John Abrahams, working for almost six years at Goodhope, earns R105 a week. He also has a family of four to support.

Sometimes when they began work at 6 am the trucks were not loaded and, although not their job, they loaded the trucks to prevent working overtime.

Baskets

When we load the trucks, we start later and finish later as well. But shopkeepers always scold and complain when deliveries are late, and then management questions us about it," he said.

He said they had asked that up-country trucks be loaded first because of the distances to be travelled.

Abrahams said on Monday he had to work until 4:30pm but, like other workers, did not get paid for these extra hours.

About a year ago he broke his arm on the job while pulling a bread basket. "I was not compensated although I filled in all the necessary forms," he said.

The bread baskets they said, were in a bad condition and management had ignored requests to repair them. The bread kept falling out and consumers objected.

Mr David Arendse, who has four years service at the bakery, says he earns R115 a week to support his family of five.

"As soon as I enter the house, my money is finished. We are supposed to work 46 hours a week but often work longer.

Mr Conrad Simon earns R110 a week after four years with the bakery. He was already facing difficulties making ends meet.

"This money is only enough for a few days food. What about other expenses?"

A FAWU official said the workers would meet management soon.

Domingo

London League worker at the time of the AGM

League members, who refused to be named, complained of Domingo "being buddies" with members of the House of Representatives. They partly blamed him for the League's tainted image in the eyes of the community and community organisations.

Domingo was criticised for supporting President PW Botha, over the resignation of the Reverend Allan Hendrickse, in a statement to an Afrikaans newspaper.

It was alleged that the league's name, for some obscure reason, was being "traded" for the eventual success of a multi-million rand holiday resort which, ironically, is beyond the means of most of its members.

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employees after the strikes, if so, (a) why and (b) how many,
(3) whether he will make a statement on the matter?

THE DEPUTY MINISTER OF TRANSPORT AFFAIRS

- (1) Yes, 3 835 persons, including scholars
- (2) Yes

(a) In terms of the agreement reached, the employees who took part in the strike were re-employed as a result of which it became necessary to terminate the services of the White employees who were engaged on a day to day basis

(b) 3 688 persons from the beginning to the end of the strike

(3) No

Mr J J S PRINSLOO Mr Chairman arising out of the reply of the hon the Deputy Minister, could he please indicate how many of the persons who were initially employed on these conditions, were not scholars and how many of them were fired eventually when the striking workers returned?

The DEPUTY MINISTER Mr Chairman, unfortunately I do not have a breakdown of figures at my disposal now, but I shall furnish the hon member with that reply

Hillbrow exemptions from Group Areas Act

*12 **Dr M S BARNARD** asked the Minister of Constitutional Development and Planning

- (1) Whether, since 1 January 1986 his Department has received any applications for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises in the Hillbrow constituency if so, (a) how many such applications had been (i) granted and (ii) refused as at the latest specified date for which information is available and (b) what were the reasons for (i) granting and (ii) refusing each application

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(2) whether any action has been taken against (a) owners and (b) occupants of residential property in the Hillbrow constituency in terms of the provisions of the said Act during the above-mentioned period, if so, (i) in respect of the owners or occupants of which properties, (ii) what action was taken, (iii) who initiated the action, (iv) who decided that action should be taken, (v) why was action taken and (vi) what was the outcome of this action in each case?

THE DEPUTY MINISTER OF DEVELOPMENT PLANNING

Statistics regarding applications for permits in terms of the Group Areas Act, 1966, are not maintained according to parliamentary constituencies. The question, therefore, cannot be answered in its present form

Police Station commanders

*13 **Mr J J S PRINSLOO** asked the Minister of Law and Order

Whether there are any White police station commanders in the South African Police Force at present who do not hold officer rank, if so, (a) how many (b) what ranks do they hold and (c) how many of them are commanders of police stations in urban areas?

The MINISTER OF JUSTICE (for the Minister of Law and Order)

Yes
24/9/87

- (a) 478 station commanders
- (b) 377 warrant officers
90 sergeants
11 lance-sergeants
- (c) 17

Strikes' saving in salaries/wages

*14 **Mr C J DERBY-LEWIS** asked the Minister of Communications

- (1) Whether the recent strike by Post Office employees resulted in any saving in salaries and wages for his Department, if so, (a) what approximate

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amount was saved in this manner and (b) on what date did the strike (i) commence and (ii) end,

(2) whether his Department employed any temporary workers to assist in doing the work of striking employees, if not, what steps were taken to maintain services while the strike was in progress, if so, (a) at what total cost and (b) what steps will be taken in respect of the temporary workers employed for this purpose,

(3) whether this strike was legal, if not, what steps will be taken against the strikers?

The MINISTER OF COMMUNICATIONS

- (1) Yes,
- (a) R6 million,

(b) (i) 23 June 1987 in respect of a specific construction gang near East London and gradually spread to other areas in the country, and
(ii) 7 September 1987,

(2) yes,

(a) approximately R1 million
(b) depending on the quality of their services they are being retained in replacement of workers who have been dismissed as a result of the strike,

(3) Unlike the Labour Relations Act (Act No 28 of 1956), which is not applicable to Post Office officials, the Post Office Service Act (Act No 66 of 1974) does not make provision for either legal or illegal strikes. However by striking the employees concerned contravened stipulations of their service contracts. Strikers were from time to time and during the course of negotiations served with suitable ultimatums and those who failed to resume duty on or before specified dates were dismissed. At the time the strike ended, approximately 4 000 workers had been dismissed in this way. Only 1 431 have to date been re-employed

Cordless telephones for disabled persons

*15 **Mr M J ELLIS** asked the Minister of Communications

- (1) Whether his Department has given any consideration to allowing severely disabled persons to use cordless telephones, if so, (a) when and (b) what was the decision taken, if not,
- (2) whether he will give consideration to this matter, if not, why not, if so, when,
- (3) whether he will make a statement on the matter?

The MINISTER OF COMMUNICATIONS

(1), (2) and (3) The use of cordless telephones has up till now not been allowed as tests carried out on various types of these instruments have shown that they have technical disadvantages which render them unacceptable for use on the telephone network. It was namely found that poor transmission performance, the occurrence of blind spots within a dwelling, noise interference and limited range restrict the use of these present generation cordless telephones, which all operate in the frequency bands below 100 megahertz

Unlike the limitations of the present models, the indications are that the models of the future, which will operate in the 900 megahertz band, will bring about a great improvement in so far as quality and work performance are concerned. These models are not yet freely available, but the Post Office is watching developments closely and if it should be found that the new generation cordless telephones meet with requirements consideration will be given to allowing their use on the telephone network

*16 **Mr J VAN ECK**—Defence [Reply standing over]

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of passenger coaches on passenger trains are not changed during journeys

Mr D J DALLING Mr Chairman arising from the reply of the hon the Deputy Minister, I should like to ask him what "normal circumstances" and "abnormal circumstances" are?

The DEPUTY MINISTER Mr Chairman, an "abnormal circumstance" would be, for example, when a technical defect occurs in a coach, and that coach has to be uncoupled. Obviously there would then have to be a change in the sequence of the coaches [Interjections]

Debt: committal to prison

*7 Mr D J DALLING asked the Minister of Justice

Whether he intends introducing any legislation arising out of the report of the South African Law Commission regarding the committal of persons to prison for debt, if so (a) what is the main import of the legislation and (b) when is it anticipated that this legislation will be placed before Parliament?

†The MINISTER OF JUSTICE

I dealt with the matter at length during the discussion of the Justice Vote in the House of Representatives on 30 July 1987 (Hansard col 16-45). For the hon member's information I reiterate that I indicated on that occasion that it is a matter in which Members of Parliament have an interest and that the report of the South African Law Commission must therefore be referred to the Standing Committee on Justice with the instruction to report on the findings and recommendations of the Law Commission. The Standing Committee may, should it find it necessary, propose legislation.

I have already given notice that I shall move tomorrow that the report of the Law Commission be referred to the Standing Committee on Justice.

Crime-prevention civic-patrol

*8 Mr K M ANDREW asked the Minister of Law and Order

Hansard

(1) Whether he or the South African Police have received any representations from the Cape Town City Council in respect of the possible formation of a crime-prevention civic patrol, if so, (a) what representations, (b) when and (c) what (i) was his response and (ii) were his reasons for giving this response,

(2) whether he received any requests for financial assistance to form such a patrol, if so, (a) what amount was requested and (b) what (i) was his response and (ii) were his reasons for giving this response?

The MINISTER OF LAW AND ORDER (Reply laid upon the Table with leave of House)

(1) Yes, representations were received by the Divisional Commissioner of the Western Province Division

(a) The representations dealt with the establishment of civic patrols to enforce municipal by-laws

(b) 20 February 1987

(c) (i) and (ii) The Divisional Commissioner held discussions with the Executive Committee of the City Council and also attended their meetings

For reasons of efficiency it is however the viewpoint of the South African Police that it is a priority to rationalise law enforcement bodies in the South African context, instead of having fragmented smaller law enforcement components that possess separate executive powers throughout the RSA

After a meeting of the United Municipal Executive on 4 February 1987, during which the South African Police explained the benefits of a national police force with a uniform system, the United Municipal Executive decided at its annual meeting on 12 March 1987, not to negotiate the institution of Municipal Police for White, Asian and Coloured Local

Authorities This subject was not raised again

(2) No, (a) and (b) (i) and (ii) Fall away

Howick: abduction/murder

*9 Mr P C CRONJE asked the Minister of Law and Order

(1) Whether any (a) arrests have been made and (b) charges have been laid in connection with the alleged abduction and murder near Howick on or about 6 December 1986 of three persons, whose names have been furnished to the South African Police for the purpose of the Minister's reply, if so, (i) who were arrested and charged, and (ii) when, in each case,

(2) whether any further steps have been taken in respect of those so arrested and charged, if not (a) why not and (b) when is it anticipated that such steps will be taken if so, what was the outcome?

†The MINISTER OF JUSTICE (for the Minister of Law and Order)

(1) (a) and (b) No

(i) and (ii) Fall away

(2) Falls away

Strikes: employees prosecuted

*10 Mr J J S PRINSLOO asked the Minister of Justice †

(1) Whether any of the employees of the South African Transport Services who took part in strikes this year have been prosecuted under criminal law, if so, (a) how many, (b) when, (c) on what charges and (d) with what result, if not, why not,

(2) whether he will make a statement on the matter?

†The MINISTER OF JUSTICE

(1) Since the required information covers a wide spectrum, it is not clear which information the hon member requires. In order to be of assistance to the hon member, we obtained information in regard to offences related to strikes. Following on this I supply information which is at hand. Should any further information become available I shall inform the hon member in writing.

(i) On 27 August 1987 1 person was found guilty in the Regional Court, Germiston of contravening section 1 of the Intimidation Act, 1982, and sentenced to 4 years imprisonment of which 2 years imprisonment were suspended.

(ii) on 9 September 1987 1 person was found guilty in the Regional Court, Johannesburg of contravening section 1 of the Intimidation Act, 1982, and sentenced to 5 years imprisonment of which 2 years imprisonment were suspended.

(iii) the cases against 11 persons who are charged with contravening section 1 of the Intimidation Act, 1982, have not yet been finalized, and

(iv) a Police investigation against 45 persons which, *inter alia*, includes 4 charges of murder and 1 charge of attempted murder is still pending.

In the light of this comprehensive information and that which I shall possibly furnish still, but which I do not promise to, a statement is in my opinion not necessary.

Strikes: temporary employees

*11 Mr J J S PRINSLOO asked the Minister of Transport Affairs †

(1) Whether during the strikes by employees of the South African Transport Services this year any White persons were temporarily employed to do the work of strikers, if not, why not, if so, how many,

(2) whether the services of any of these White persons were terminated as a result of the re-employment of Black

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Hansard

- employees after the strikes, if so, (a) why and (b) how many,
- (3) whether he will make a statement on the matter?

†The DEPUTY MINISTER OF TRANSPORT AFFAIRS

- (1) Yes, 3 835 persons, including schools
- (2) Yes
- (a) In terms of the agreement reached, the employees who took part in the strike were re-employed as a result of which it became necessary to terminate the services of the White employees who were engaged on a day to day basis
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HOA

Police Station commanders

- (2) whether any action has been taken against (a) owners and (b) occupants of residential property in the Hilbrow constituency in terms of the provisions of the said Act during the above-mentioned period, if so, (i) in respect of the owners or occupants of which properties, (ii) what action was taken, (iii) who initiated the action, (iv) who decided that action should be taken, (v) why was action taken and (vi) what was the outcome of this action in each case?
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- †The MINISTER OF JUSTICE (for the Minister of Law and Order)
- Yes
- (a) 478 station commanders
- (b) 377 warrant officers
- 90 sergeants
- 11 lance-sergeants
- (c) 17

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Hansard

Strikes saving in salaries/wages

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- (1) Whether the recent strike by Post Office employees resulted in any saving in salaries and wages for his Department, if so, (a) what approximate

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HOA

Sats move to save strikes

CAPE TOWN — The South African Transport Services (Sats) Amendment Bill would give a worker who joined a strike against his will a period of three days in which to tell Sats management that he had been intimidated, the Minister of Transport Affairs, Mr Eli Louw, said yesterday.

He was replying to the second reading debate on the Bill, which was earlier criticised by Mr Mahmoud Rajab (PRP Springfield) for not providing any right of recourse for Sats strikers who were dismissed and for not making any provision for the recognition of unions.

Mr Louw said the Bill would "authorise the General Manager to decide, after employees have been given a fair opportunity to explain their participation in a strike, whether or not to

terminate their services.

The recent massive rail strike had shown that Sats needed a legal method to "deal with it in a reasonable way and to bring a strike to a speedy end", he said.

"I maintain clause 5 (the section of the Bill dealing with strikes) is giving an exceptional recourse to workers, recourse that you won't find in any other Act."

He said this clause gave the worker "three days to come and tell us he hasn't (really) been taking part in the strike — that he was, in fact, intimidated."

He said the measure was even fairer than the agreement signed by all workers at the conclusion of this year's strike, which gave Sats the right to sack any employee who went on strike, without granting a hearing. — Sapa

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Whole Southeyhead

The longest labour dispute is over. But

COLLECTIVE democracy of the kind practised by unions should not be tolerated in South Africa, suggested the judgement in the BTR Samcol case last week.

It has also sparked fears that it could signal mass disaffection by workers who will tend to avoid using the industrial court in the future.

Over 800 workers at the BTR plant were dismissed in May 1985 after a strike over union recognition, but the court has found there were no grounds for reinstatement.

Not only is the judgement a blow for the strikers themselves but it is also a serious setback for the community of Mopohomeni, the small township outside Howick where most of the workers lived and which has been increasingly impoverished since the sackings.

In addition, labour experts have seen it as a severe blow to the industrial court system not only because of the outcome, but because of remarks contained in the judgement, for example, a reference to "collective democracy practised by (the) union" which, it is suggested, should not be "tolerated" in South Africa. The experts fear the tenor of the judgement, as well as suspicion that the court was biased against the union from the start, could undermine confidence in the system by workers who will increasingly tend to prefer arbitration — or even strikes — to going to court.

The case ran to 39 days of hearings spread over a year — the second longest in the history of the industrial court. It was attended by about 1 000 people every day, most of them sacked workers, members of the Metal and Allied Workers' Union

(now the National Union of Metalworkers of South Africa), who had an average of 18 to 25 years service with the company.

When the judgement was handed down, it was met with shock by Numsa unionists, not so much at the decision itself, but by some of the content which, they claimed, indicated the "blatant bias" of the court.

The question of the impartiality of the court was an issue which dogged the case from the time the composition was announced deputy president of the industrial court Pierre Roux, professor of commercial law at Rand

Afrikan University Thys Oosthuizen, and labour relations consultant Charl de Wit.

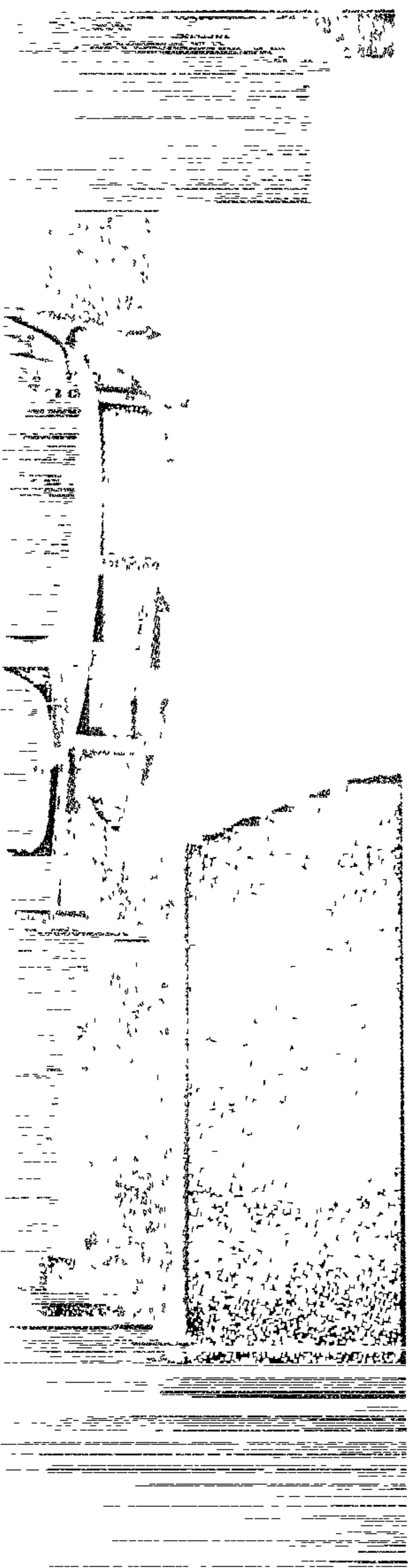
Soon after the names of the three members were released, the union look advice on whether it would be ethical to object to the composition, and propose alternative names. In particular they raised objections with the court to the appointment of De Wit, saying they believed he was on an academic bursary from Anglo American Corporation, that he was a part-time fee-earning management consultant and that he had expressed himself in academic articles as favouring a return to common law for the regulation of disputes between employer and employee.

The court denied the first and third claims and on the other, said De Wit was prepared to consult for "both sides."

Soon afterwards, the union sent the company a telex stressing an issue raised by their lawyers in pre-trial consultations with management — union disquiet about the composition of the court — and suggesting that the matter be sent to arbitration. They added, "The benefit of arbitration is of course that an arbitrator can be chosen who is mutually acceptable to the parties."

"As we told you our clients do not think the bench appointed is appropriate for the determination of the dispute."

The union then put forward the



the dust it kicked up won't blow away

names of two arbitrators, the director of the Independent Mediation Service of South Africa, Juman Riekert, and the professor of law at the University of the Orange Free State, Jimmy Claasen

They suggested that a third arbitrator — either Ismael Mahomed SC or Durban advocate Pius Langa — be invited. This would "ensure (the representation of) a cross section of South African society"

Such a cross section is important, we believe in matters in which equity plays so important a part

The union added, "The ultimate decision must meet with the acceptance of both sides and this is possible only if the bench enjoys mutual acceptance." Management turned down this suggestion

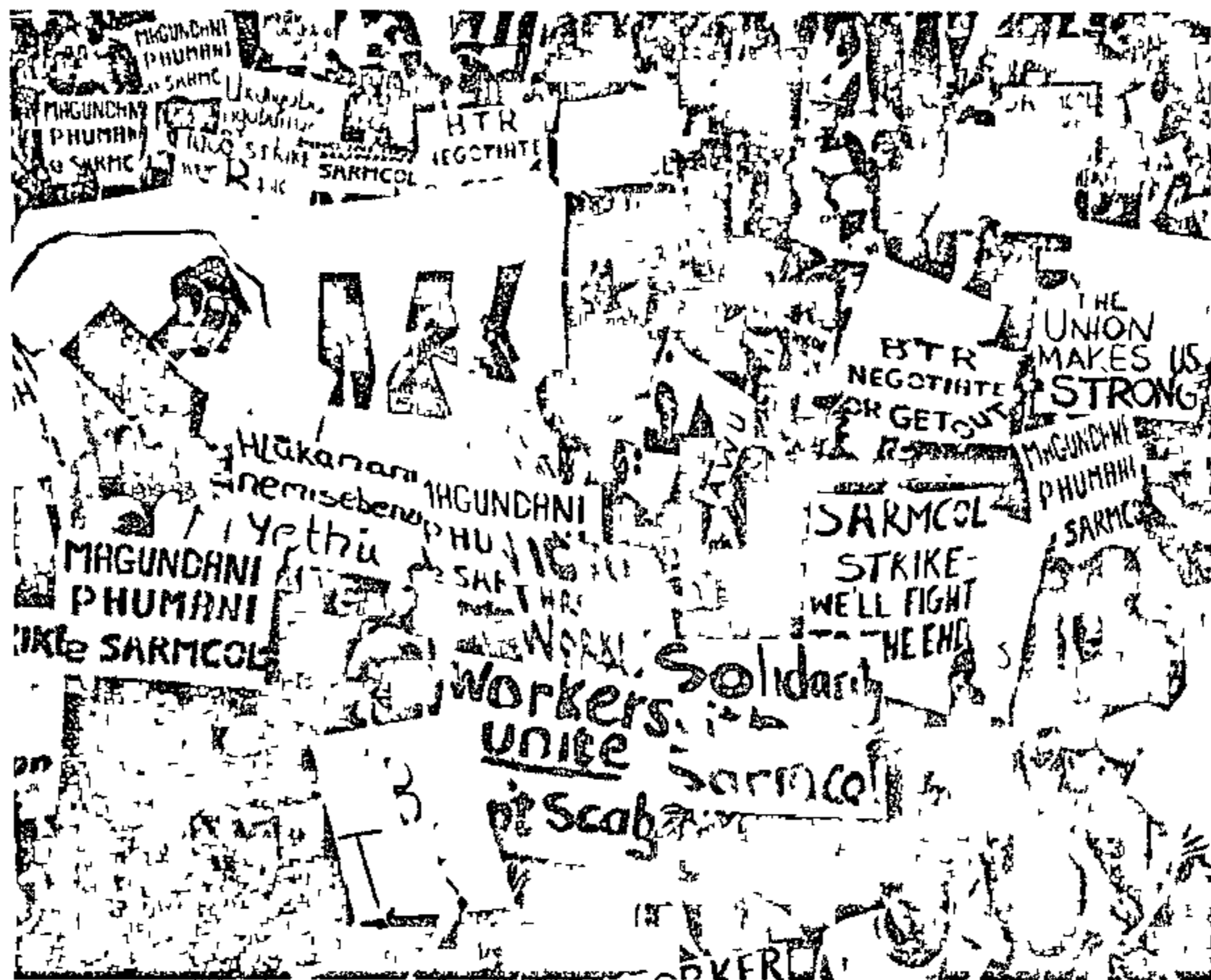
During the hearing there was more friction over the impartiality of the bench with the union asking that the deputy president of the court, Pierre Roux, recuse himself

The call came during the case after it had been conceded by Sarmcol that at the time of their dismissal of the workers, the company had consulted with leading industrial relations adviser, Andrew Levy. They said he outlined certain procedures as a result of which they would be able to exclude shop stewards ("union lads") from the pay roll and they conceded that they considered and were willing to implement his suggestion

As a result of these concessions made under cross examination, it became clear that Levy might well be called as a witness

Then it came to the attention of the union that Levy, industrial relations consultant to BTR, had organised a labour relations seminar geared to management. It was held mid trial and was to be addressed by all the lawyers in the BTR team and formally opened by Roux, the presiding officer of the court hearing the union-Sarmcol case

They objected to Roux's role even before the seminar but he refused to withdraw from the conference. After the event they asked for his recusal,



July 1985 Banner-waving metal union members come out on strike. It will take two grinding years before the matter ends. In a victory for management and a rival union

which was turned down. At the time, workers warned that their problem about the perceived bias of the court was being compounded by the behaviour of the judge on the Levy question

This was raised by workers again after the judgement. They claimed the bias they had feared during the hearing was demonstrated by the attitudes expressed in the judgement

They also complained that large sections of significant evidence given in court, including key concessions by management, were ignored in the

judgement. Another issue ranking with the workers is that the court, in their opinion, "releged" on an undertaking to give the judgement in court before the workers. It was instead released from Pretoria, the standard practice, after a directive by the president of the court

BTR Sarmcol management has expressed relief at the industrial court judgement combined with sadness for the suffering of the misguided workers who lost their jobs

Glen Sutton, group personnel manager of BTR Dunlop (formerly BTR

Sarmcol), said the judgement underlined the company's long held belief that its actions were not unfair

He said it was the union decision to refer the issue to the court. "We took our chances and took a risk as much as the union did. Neither party has any say in the composition of the court." He said the union attitude seemed to be that when the court ruled in favour of the workers it was a good institution and when it went against them, they would criticise it

We believe the court went out of its way to hear the union side of the

Pictures BILLY PADDOCK

Get-out day for sacked strikers

FORMER Sarmcol workers, sacked two years ago, will be homeless from today, the deadline set for them to quit the factory's hostel

Well over 200 of the fired workers continued to live in the hostels during the protracted legal battle over the legality of the strike, but soon after the industrial court's judgement was handed down they were warned to leave

The National Union of Metalworkers of South Africa's Southern Natal branch secretary Jan Weir said that when the company officials ordered the workers out a few days' grace was negotiated for them to sort out their belongings

The 200 workers still face the issue of rent for the period they have been staying in the hostel

At the time of the strike the company had been deducting R8 a month from wages for hostel fees, but the strikers have not been paying for their accommodation since their dismissal

The final pay package for the sacked workers still has to be sorted out, as the workers refused to accept their pay off wages at the time they were dismissed

It is expected that they will be paid a week's wages as well as various benefits such as leave pay and pension contributions

Workers believe that management might plan to deduct hostel fees

This would be a further blow to the strikers who have not earned any money since they were sacked

story devoting 24 of the 39 court days to the union version

Commenting on the threat by the union to continue national and international action against the company, he said: "If they were to do so it would be flying in the face of the order of the industrial court and it would underscore the court's view that they (the union) acted in an undisciplined manner"

THE STRIKE THROUGH THE EYES OF THE TRIBUNAL

AT the start of the judgement, the three members of the industrial court outlined the background to the strike at BTR Sarmcol which led to the sackings of over 800 workers

They dealt with union-management attitudes to each other and said "BTR is a multi-national company controlled by BTR Industries in the United Kingdom. From the evidence it can be adduced that the union may have regarded BTR as a soft target, in that due to its international shareholding and possible pressure from abroad, a more advantageous recognition agreement could possibly be negotiated"

"The management of BTR, in response to the possibility of such perception, and also being a member of the Chamber of Industries in Natal where other members might monitor concessions made in recognition, which may in turn be brought to bear upon them, adopted perhaps a more conservative approach in negotiations than it may otherwise have done"

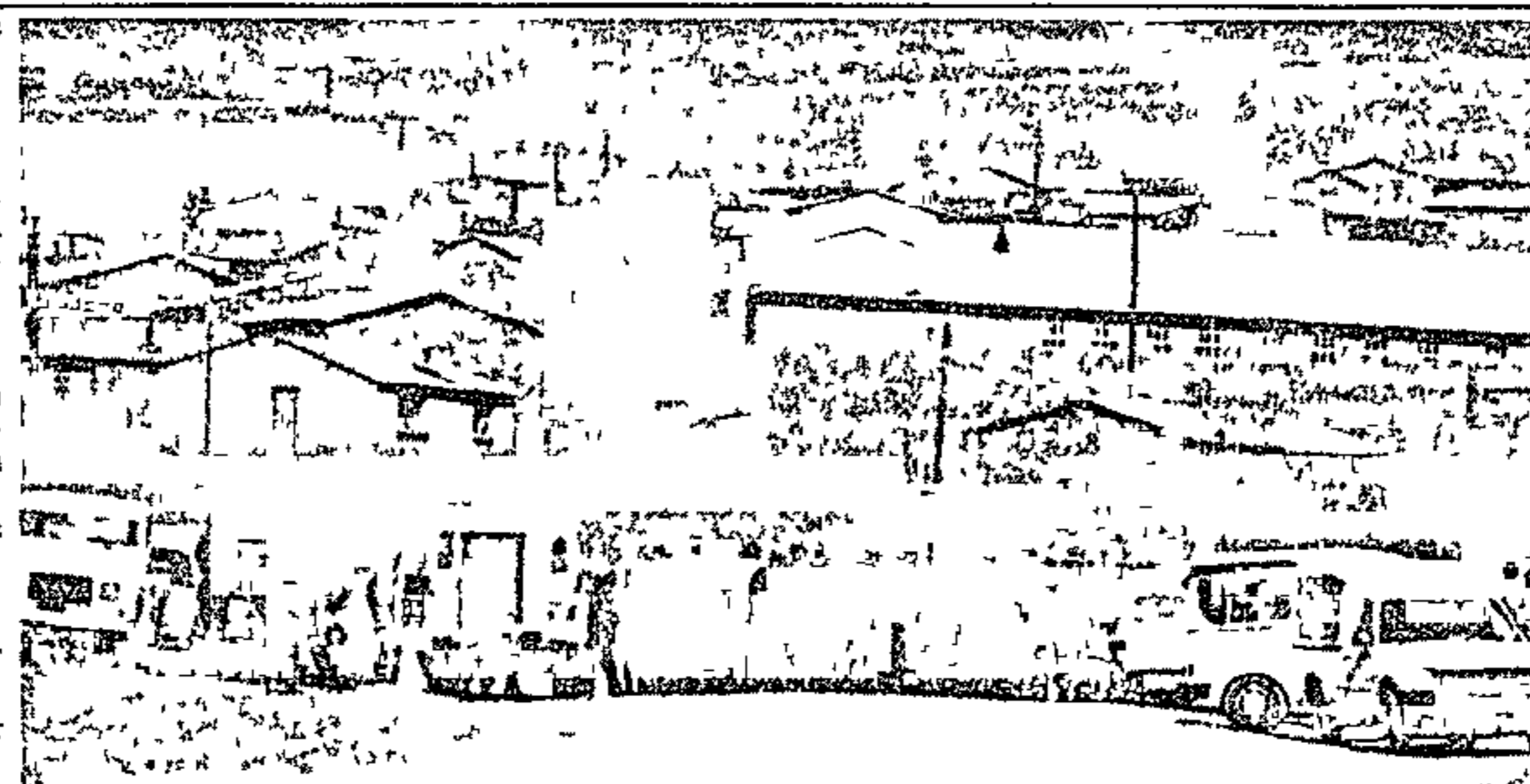
"The protracted negotiations towards a final agreement may perhaps partially be attributed to these perceptions"

They found that during the 19 months before the strike "the union and BTR were involved in a protracted power play"

"Obviously BTR were concerned in maintaining optimum production and managerial prerogative to attain this. The union, on the other hand, was intent on securing the most advantageous recognition agreement with terms which would appear to, or would in fact make inroads into managerial prerogative"

One aspect of this power play was industrial action which, according to the company, resulted in a loss of about R1-million in the first four months of 1985

Deputy president of the court Pierre Roux described the strike as "most unfortunate", saying he chose this phrase "because of (the strike's) economic and social results, (and) because we believe that negotiations had proceeded to a point where the parties were fairly close to resolving their differences and the signing of a final recognition agreement was imminent"



July 1985 Police surround the small Natal township where all the strikers live

Referring to one result of the strike which has caused great bitterness among the sacked workers — the employment of new staff who were unionised by the Inkatha-backed United Workers' Union of South Africa and the subsequent signing of a recognition agreement with Uwusa — Roux said, "The effect of the dismissal of the 890 employees — all members of the Metal and Allied Workers' Union — was that Mawu's influence at BTR waned and for all practical purposes Mawu disappeared from the work place at BTR — consequently Uwusa, a rival union, was allowed to start organising at BTR, and canvassed the majority of the replacement staff"

Roux further justified the court's refusal to reinstate the sacked work-

ers — who had an average of 18 to 25 years service with the company — out of his consideration for the "new workers"

He said he was bound to "have regard to the present work force who stepped into the breach to save the company from bankruptcy, some of them, according to the evidence, suffering great personal loss in the process"

"Without even giving consideration to union rivalry, how could any order which may have the effect of ousting these persons, who are innocent to the present dispute, ever be countenanced as being fair and equitable"

In his judgement, Roux detailed the impressions made on him and the two other members of the court by the witnesses

At this point and elsewhere in his judgement he was critical of Mawu official Geoff Schreiner, saying his evidence was "influenced to a certain extent by his youthful idealism. He was obviously intent on furthering unionism and in evidence he was inclined to justify the actions of union members"

still viewed as presenting a threat to managerial prerogative"

Although it was conceded by management in cross examination that one of the purposes in dismissing the workers was to "smash" the union as an influence among the workers, the judgement specifically rules that there was no such intention

The union is severely criticised by the court for their "complete insensitivity to the economic losses being occasioned to BTR by the sustained industrial action prior to the principal strike" and the judgement also commented on the "nonchalant manner in which the union treated the request by BTR to discipline and restrain their members"

Roux adds, "In contrast to the actions and omissions by the union the responsible manner in which BTR, under intense provocation, was prepared to keep the union members' jobs open to them for a period of three months stands in stark contrast"

On the issue of the way in which union decisions were made, Roux said, "A disturbing feature which was disclosed by the evidence in this case was the form of collective democracy practised by this union. If properly understood union activity depends solely on the collective will of the members. This has the convenient effect that no individual member can be held responsible or be called to account for his action or inaction"

As effective as such a philosophy might be in also promoting solidarity among union members, it would appear to deprive the union of the responsible and strong as well as sustained leadership required in a pending or actual strike situation

"The members of this court, given the circumstances of the present case, have some reservations whether this philosophy, if correctly understood, can properly be entertained or even tolerated by present day society in this country"

By comparison, management witness RJ Sampson, at the time administrative manager of BTR, made no such impression. Roux says Sampson "perhaps true to his profession as an accountant, adopted a conservative approach"

"This conservative approach would probably have been expected of him, both by management at BTR as well as by management in other industries in the Pietermaritzburg area where unionism had probably been, and is

clined to justify the actions of union members"

Roux also implied that Schreiner might have misled workers into thinking the strike was legal and could therefore continue

Roux says Schreiner's evidence on why he believed the strike was legal "left the court with the impression that he perhaps realised belatedly that he might have made the mistake of not having properly advised the union members in this regard and that the strike might have taken a different course had he done so"

New deadline for Vaal strikers

251
24/8/78
9/1/2

By Melody McDougall,
Vereeniging Bureau

The Vanderbijlpark Town Council has agreed to grant its striking workers until Friday to return to work following negotiations with the South African Black Municipal and Allied Workers' Union and a mediator last week.

Workers who decide to end the one-month strike and report for duty by the new deadline will be reinstated at their present salaries, but will lose their annual bonus.

Strikers will not be paid for time absent from work.

According to a spokesman for the Vanderbijlpark Town Council, the move follows the mass dismissal of more than 700 black workers after they called a strike on August 24.

The workers were demanding reinstatement of two colleagues whose service contracts with the council had expired.

The spokesman said negotiations to end the strike had been unsuccessful, but a few days later the council decided to give the strikers until 4 pm on September 14 to return to work.

At further negotiation last Thursday, it was decided to grant the workers until September 25 to resume their duties.

The spokesman added it had also been decided at the meeting that "all intimidators amongst the group still on strike" will be brought before an impartial arbitrator. He gave assurances that the council was prepared to abide by the arbitrator's decision on the matter.

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put before court by the state. — Sapa. sional director of M & R Neil Fraser.

Diary-makers in a daze

B/ DAY

THEO RAWANA

NEXT year's calendars and diaries would have to be sold bearing outdated public holidays, should the President's Council recommendations on changing the holiday calendar be accepted before the end of this year, say Johannesburg publishers.

The PC has recommended the scrapping of Founders' Day (April 6) and Kruger Day (October 10) and proposed a new holiday (Heroes' Day) for the first or second Monday in September.

A spokesman for the Department of Manpower said yesterday the PC's recommendations would have to be taken from the State President to the Home Affairs and Manpower departments, which would in turn advise the respective ministers before being taken to the Cabinet for a decision.

He said although there was no definite time set for the changes to be applicable, it was hoped this could be done as speed-

ily as possible.

18/9/87

Impact Publishers director M J Walsh said yesterday "I would have preferred it if we were notified nine months before the end of the year. Our calendars are printed 14 months in advance and we would be able to make the changes, although that would be costly.

"As it is, next year's calendars are already out and the 1989 consignment will be printed in October. Whatever changes there are will have to be marked by the customers."

A spokesman for Fincorde Stationers (previously Concorde Stationers) said there was nothing the company could do as next year's diaries were already printed and delivered to customers.

Protea Calendars said it was too late to do anything at this stage.

WORKERS at three Clover Dairies plants in Durban launched a strike over wages this week.

The workers, demanding a minimum wage of R605 a month, have been in dispute with the company over wages since July this year.

A spokesperson for the workers union, the Food and Allied Workers Union, Rene Roux, said dairy workers were still among the lowest paid workers in the food industry.

"We are trying to narrow the gap within the food industry where many companies are paying minimum wages for all food workers."

"The figure of R605 a month was also recognised by the University of Port Elizabeth in March as

Dairy workers strike

the level necessary for a family of six to survive with the basic commodities," Roux added.

Clover Dairies management and Fawu have entered into mediation with the hope of settling the dispute.

Meanwhile workers at Sunrise Dairies at Hillcrest, Durban, have also downed tools in support of the wage demands - Concord News.

20/9/81

152

Orange Smith

Pwawu demands ~~(10/10/11)~~ 50 percent increase

ABOUT 280 Paper, Wood and Allied Workers Union (Pwawu) members at Boland Hout in Kuils River downed tools last Thursday in support of a 50 percent wage increase.

The workers want the increase backdated to August 1.

The average wage is R78 a fortnight while the average working week is 40 hours. They receive no fringe benefits.

A Pwawu spokesperson said talks with the management were continuing

152
South
17-23/11/11

~~Cape Times 16/9/77~~
**Maties
stopped
unionist's
arrest** (152)

Court Reporter

A POLICEMAN was unable to arrest a Transvaal trade unionist when Stellenbosch University students protected him by "forming a wall with their bodies", the Stellenbosch Magistrate's Court heard yesterday

Mr Morris Pshililo Khwidzili, 36, a South African Railway and Harbour Workers' Union shop steward, is charged with making subversive statements at the university on April 24

In his plea explanation, his defence counsel, Mr E de Lange, said that while Mr Khwidzili was visiting his union's offices in Cape Town, he had been asked by the students to inform them on the SATS strike in Johannesburg

When he arrived, the hall where the meeting was to be held locked, and it was held in a stadium instead

Sergeant Deon Goosen, of the security police in Stellenbosch, told the court he had taped Mr Khwidzili's speech, during which "Amandla Ngawetu" and "Viva ANC" were shouted

Sgt Goosen said that when he tried to arrest Mr Khwidzili, a student, Mr Jaco Malan, pushed him (Mr Khwidzili) away and other students formed a "wall with their bodies" through which he could not follow.

The hearing was adjourned

Mr GS Classen was the magistrate
Mr FE Els prosecuted Mr De Lange
was instructed by E Moosa and Associates

Bakery go-slow in third week

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10-76/8/87
Scap

152

THE go-slow by workers at some Cape Town bakeries is entering its third week as management refuses to give the wage increase workers demand.

The workers, all members of the Food and Allied Workers Union (FAWU), rejected an offer of R19,15 and demanded a R42 increase across the board.

The FAWU workers have since refused to work overtime until their demands have been met.

The bakeries involved in the dispute are: Cadora, Silverleaf, Goodhope, and Enterprise.

At Nice and Easy in Bellville South, management and workers have come to an agreement on wages.

A FAWU official said the union could not comment at this stage as they were still in a process of negotiating.

Small businesses 'are vulnerable'

Govt 'should help against strike action'

SO
D/Day
3/9/87

GOVERNMENT should appoint an industrial relations task force to help small businesses vulnerable to union actions, the former MD of a strike-hit hotel said yesterday.

Bill Forssman said industrial and legal actions by the Hotel and Restaurant Workers' Union (Harwu) led to the loss of 137 jobs when the Kyalami Ranch Hotel — a family-run business for 25 years — closed this week.

Urging stricter regulations on establishment procedures for unions, he questioned Harwu's sponsorship and motives.

He accused the union of having "an overall political objective".

Harwu organiser Alan Horwitz said the union was unhappy about

NORMAN SHEPHERD

amounts paid for board and lodging by employees. He said the union was applying for an Industrial Council ruling on R220 000 allegedly owed for "excessive deductions" since 1963.

The union was also claiming a further R125 000 for three months' pay in respect of a work stoppage. An attempt would also be made to negotiate retrenchment packages, he said.

Horwitz said Cosatu affiliates had helped with legal costs.

The hotel was sold for R4m — breakeven or possibly a loss, said Forssman — to the Leadership, Education and Advancement Foundation (Leaf), which aims to convert it to a private college by the beginning of next year.

(S2) (S3) B/day 3/9/87

Settlement reached in PO strike

POST Office (PO) officials and union representatives were yesterday afternoon awaiting official approval by Home Affairs and Communications Minister Stoffel Botha of a settlement which would end the strike by at least 10 000 employees.

The settlement was the outcome of more than 20 hours of talks held over the last three days between the PO and the Post Office and Telecommunications Workers' Association (Potwa)

It is understood to include a PO com-

ALAN FINE

mitment to achieving parity in wages and working conditions over the next two to three years, and wage increases as a first step towards wage parity

The accord is also believed to make provision for the reinstatement of most of the approximately 1 000 workers dismissed during the strike.

Union president Vusi Khumalo said earlier yesterday talks were broken off on Tuesday night when the parties

were on the brink of agreement after Potwa negotiators learnt some union members were injured in clashes with police at Khotso House, Lekton House and New Canada station, Johannesburg

"It is high time that security forces learnt that their interference in disputes between management and workers is not conducive to peaceful industrial relations or to peace in this country," he said

152 3/9/87

Marathon talks settle countrywide post strike

By Mike Siluma,
Labour Reporter

The strike by members of the Post and Telecommunications Workers' Association (Potwa), which crippled postal services countrywide for nearly two months, has ended following a settlement today between Potwa and the Post Office management.

The talks, which began at 11 am yesterday, ended at about three this morning after agreement had been reached on wages and the reinstatement of dismissed workers, according to Potwa and Post Office spokesmen.

Between 11 000 and 15 000 strikers will return to work on Monday.

The president of Potwa, Mr Vusi Khumalo, said the Post Office had agreed to increase the minimum wage for unskilled workers by 20 percent from October 1. This would push the starting pay to just under R400.

"Management also agreed that dismissed workers could re-apply for their jobs. If already replaced, workers will be placed on a priority list for re-employment."

A Post Office spokesman said strikers would not be paid for the duration of the strike. The wage increase was "in line with declared Post Office policy for the upliftment of its unskilled work force".

The talks were suspended on Tuesday night when the union learned that about 100 members had been arrested and some seriously injured in violence after a Johannesburg memorial service for two men who were executed on Tuesday.

Strike causes a stink in ^{the} ~~the~~

W Rand town

APR 3/9/87
Night soil has not been collected in Bekkersdal township in the West Rand for the past five days because of a strike by more than 300 municipal workers. Now there is fear of an epidemic.

Water supplies and other services have been affected by the strike.

The workers demand a wage increase, improvement of conditions, recognition of their union, the abolition of the staff association, overtime payment, reinstatement of fired colleagues and an end to race discrimination.

Town clerk Mr F J Knott said yesterday the council was prepared to hold talks. Workers had been given an ultimatum to return to work today or face dismissal.

Cape Times 3/9/87
No decision yet on PO strike

Own Correspondent

JOHANNESBURG — Talks between Post Office officials and union representatives were adjourned again last night — till today

Sources at the meeting said agreement was reached between the two sides and all that remained to end the strike by at least 10 000 employees was official approval by Home Affairs and Communications Minister Mr Stoffel Botha.

The draft settlement was the outcome of more than 20 hours of talks held over the past three days between the PO and the Post Office and Telecommunications Workers' Association (Potwa)

...unaccounted ... on Monday morning.

Epidemic feared

Sowetan

NIGHT soil has not been collected in Bekkersdal township on the West Rand for the past five days following a strike by more than 300 municipal workers.

Now there is fear of an epidemic.

Residents in the area have also been left stranded because even their water supply and other essential services have been affected by the workers' action.

The workers are all members of the African Miners and Allied Workers' Union. They downed tools after demanding wage increases, improvement of working conditions and the recognition of their trade union.

The workers, who are in the cleansing and administration departments said they presented a memorandum which also demanded the abolition of the staff association, payment of

overtime, reinstatement of fired colleagues and the removal of racial discrimination.

The memorandum was presented to the town clerk, Mr F J Knott, last week.

Mr Knott yesterday said the council was prepared to hold talks with the workers' representatives. The council, he said, had also given workers an ultimatum to return to work today or face dismissal. 3/9/87

Wages could not be increased because of the present economic climate in the country and the fact that the council had begun a number of projects to upgrade the township, he said.

Mr Knott confirmed that residents feared an epidemic.

A spokesman for the local Parents' Association said they called on the council to resolve the matter as soon as possible.

State President's sym



PRESIDENT Botha

THE State President, Mr Botha, expressed his deepest sympathy to those affected by the disaster at Gencor's St Helena mine manager.

In his telegram, Mr Botha expressed his shock of the disaster at the mine which had deeply affected the lives of many.

"On behalf of my wife and myself, and on behalf of the families, friends and colleagues of those injured, and the community as a whole, I am heavily struck by the tragic

Some agreement in PO, Potwa talks

NEGOTIATIONS between Post Office management and the executive committee of the Postal and Telecommunication Workers' Association (Potwa) aimed at resolving the strike by thousands of employees continued in Pretoria yesterday.

A spokesman for Post Office management said agreement was reached on Monday on most of the areas of dispute which resulted to the strike action.

The spokesman said a few remaining points would be discussed at a meeting yesterday and it was hoped that an agreement would be reached this week.

The workers' demands include parity in wages, reinstatement of dismissed workers and the removal of racial discrimination in the industry.

The Post Office has reiterated that it did not

By JOSHUA RABOROKO

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Potwa this week

2/9/87

want to dismiss its workers, but wished for a speedy settlement.

The Minister of Home Affairs and of Communications, Mr Stoffel Botha, has indicated that he was prepared to meet with a delegation of

A Potwa spokesman said they were prepared to meet the Minister and his entourage. The workers stood by their original demands and were not willing to go back to work until these were met by the Post Office management.

seen his sister.

Picture GLENN SHERRATT

appearance of 12-year-old Carla Alex- mind is going around in circles."

Handwritten: GAG Times 2/19/87
Postless (153)
Guguletu
feels pinch

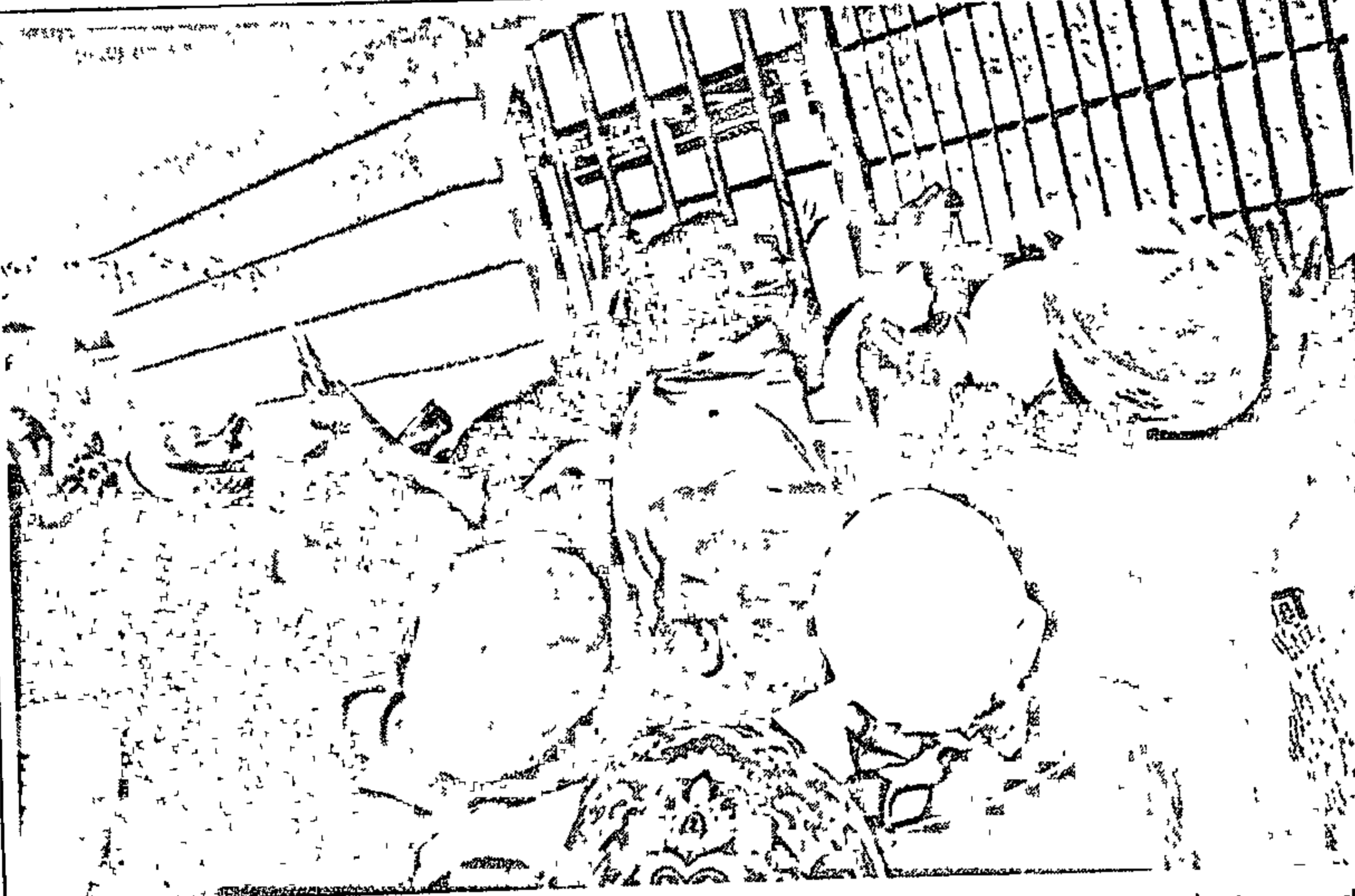
Staff Reporter

THE effects of the countrywide postal strike were felt yesterday in Guguletu where hundreds of residents besieged the township's post office demanding their correspondence

According to other sources, postal deliveries were blocked by sympathisers of the Post and Telecommunications Workers' Association (Potwa) strikers

The Guguletu postmaster, however, declined to comment

According to a Post and Telecommunication Liaison report yesterday, agreement was reached on Monday on most of the disputed points which gave rise to the countrywide strike



PLEASE, MR POSTMAN . . . Feeling the absence of the postal deliverymen, residents crowd outside the Guguletu post office yesterday for their correspondence Picture OBED ZILWA

Handwritten: GAG Times 2/19/87

SACS
The attacks came as the released KwaZulu

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Mine talks continue

JOHANNESBURG — The National Union of Mineworkers and Anglo American are to sit down to another round of talks today to discuss the rehiring of workers dismissed during the three-week long gold and coal miners' strike, which ended last night.

Both sides said different terms had been agreed to with Anglo's head of industrial relations, Mr Bobby Godsell, saying miners dismissed "would be taken back if their jobs were still available".

The NUM general secretary, Mr Cyril Ramaphosa, said at a Press conference the agreement was that all miners dismissed would be taken back. — Sapa

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PO strike talks go on

Monday 2/9/87

ALAN FINE



NEGOTIATIONS between the Post Office and Telecommunications Workers' Association (Potwa) and senior post office officials have been adjourned until 11am today after a further five hours of talks yesterday

The two sides are reportedly close to agreement on a solution to the strike by at least 10 000 postal workers.

Carl Timpf
2/19/87
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Unions can pay strikers

Political Staff

TRADE unions could, by law, provide financial assistance to striking workers, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

As long as trade unions abided by their constitutions, there was no reason to investigate the matter, he said in reply to Mr Arrie Paulus (CP, Carletonville).

In terms of the Labour Relations Act, the constitution of a trade union "must explicitly provide for the purposes for which its funds can be utilized.

"If a trade union's constitution provides that financial assistance can be given to striking workers, it is not contrary to the Act."

His department did not investigate the matter "unless there are actions contrary to the Act", he said

PO hoping that strike will be broken today

Post Reporter 2/9/87

SIXTEEN hours of negotiations over the past two days have failed to break the 10-week-old postal strike, but Post Office management is still hopeful that agreement will be reached during today's talks in Pretoria

The fate of 4 000 postal workers, who faced dismissal yesterday after the expiry of a three-day ultimatum to return to work, is also on the agenda for negotiations today

A spokesman for the Department of Posts and Telecommunications said no action had been taken against the workers because yesterday's talks with the Post Office and Telecommunications Workers' Association (Potwa) had been expected to yield a solution

The spokesman said the talks had broken a lot of

ground and both parties were apparently willing to see a speedy end to the strike

Potwa's vice-president, Mr Bob Mabaso, said it was hoped that today's talks would be conducive to a settlement

Yesterday's inconclusive session had been spent listening and studying management's response to the association's demands regarding pay parity, police detentions, dismissals and a minimum living wage

Mr Mabasa said Potwa had not changed its demands and today would tell whether the Post Office team was prepared to meet them

Up to the end of August, 3 089 postal workers had been dismissed country-wide, of which 1 530 were in the Eastern Cape. They have been replaced by 2 300 new recruits

Under takings (Goods) in Alberton, Brakpan, Germiston, Johannesburg, Randburg, Rodepoort, Springs and Welkom.
Industrial Council: Motor Transport Undertaking (Goods)
Closed-shop agreement: Motor Transport Undertaking (Goods)
Affiliations: Tuccsa, S.A. Council of Transport Workers.
Readings: WIP 14

200 more join strike

SAB 6/10/87

Labour Reporter



About 1 000 workers are on strike at two South African Breweries plants on the Reef.

An SAB spokesman confirmed that the 800 workers who downed tools at the Isando plant on Friday in solidarity with six dismissed colleagues had been joined by about 200 workers at the Denver depot.

He said the dismissed workers at Isando had declined to work at previously agreed levels.

This was rejected by a Food and Allied Workers' Union (Fawu) spokesman.

SAB WALKOUT

Sympathy strike by 800 after dismissal of 6 colleagues



SA Breweries on Friday dismissed six workers from its Isando brewery following their refusal to work to previously agreed conditions, Mr Gary May, the company's public affairs manager, said.

In a statement Mr May said the rest of the workforce — about 800 — walked out in sympathy.

He said the dismissals were regretted but were enforced after normal working hours had "consistently been disrupted" by a series of go-slows and overtime bans "in pursuit of demands by the Food and Allied Workers Union (Fawu) for increased wages."

The disruptions, he said, would inevitably have adverse implications for SAB customers, and SAB had an obligation to protect the interests of beer consumers.

The dismissed staff were from production, warehouse and distribution departments.

Mr May said management had evidence that carton stitchers had, during a go-slow, worked at 25 to 50 percent of what had been measured as normal over a number of years, and warehouse staff had handled only 29 percent of scheduled loads.

Warned

He said stitchers were asked to sign a letter agreeing to work at prescribed levels, and warehouse staff were similarly warned to return to agreed work levels within 24 hours.

SAPA

Staff who declined to do so were dismissed.

"SAB has not excluded the possibility of rehiring staff," Mr May said. "However, this would entail negotiations with the union on watertight reassurances of a return to normal working conditions."

The disruptions, he said, had come at a time when SAB had sought a conciliation board hearing after national wage negotiations had become deadlocked with management offering R4 an hour and the union demanding R4,30.

As a result of the series of disruptions, he said, SAB had been forced to seek an interdict deeming a workers' ban on overtime to be unlawful in terms of the Labour Relations Act. The application will be heard this week. — Sapa

1 000 brewery workers strike at two plants

By Mike Siluma, Labour Reporter

About 1 000 workers are on strike at two South African Breweries' (SAB) Reef plants.

A spokesman for SAB confirmed that the 800 workers who downed tools at the Isando plant on Friday in solidarity with six dismissed colleagues had been joined by about 200 workers from the Denver depot.

He said the six workers dismissed from the Isando operation had declined to work at previously agreed work levels

This was rejected by a Food and Allied Work-

ers' Union (Fawu) spokesman.

"The company failed to prove that there was a go-slow in progress. We are not aware of any go-slow," said the spokesman. He said the workers at Wadeville and Denver had been reinstated.

The SAB spokesman said that the company would apply for a Supreme Court order tomorrow, restraining workers from continuing an overtime ban.

A conciliation board is presently being awaited to consider deadlocked wage negotiations between Fawu and SAB.

Police baton-charge

Cape Times 3/30/87

Rand hospital strikers

152

JOHANNESBURG. Police yesterday baton-charged a crowd of dismissed Hillbrow Hospital strikers after they began throwing stones at members of the force, a police spokesman confirmed

The group was dispersed and one man was arrested and charged with public violence and assaulting a policeman, Constable J Venter.

The police officer was slightly injured when he was hit by a stone on the shoulder.

The strikers — cleaners, porters and attendants — began the strike on Thursday demanding better pay

Six hundred workers have been fired in connection with the stoppage.

Mr A Byrns from Hospital Services in the Transvaal said yesterday only emergency cases were being treated at the hospital.

A spokesman for the National Education and Health Workers' Union said the authorities had not given the workers a chance and had fired members without investigating their grievances. — Sapa

Hospital strikers are back at work

The strikes at Baragwanath and Hillbrow hospitals yesterday are over, according to hospital spokesmen

The Baragwanath spokesman said only a small number of ward assistants, cleaners and gardeners were involved and all had returned to work.

She said she believed the workers went on strike over living allowances and conditions. They were allowed to see the superintendent, Dr. Chris van den Heever to air their grievances

(52)
(10/87)

2/10/87

Bank: strikes cut quarterly GDP

152
00 2/1/87

PRETORIA — The diminished growth of South Africa's real gross domestic output in the second quarter this year could be attributed to work stoppages and a high number of holidays, the South African Reserve Bank said in its September quarterly review

Real output in the second quarter of 1987 was some 2,75 per cent higher than in the second quarter of 1986

"To a not insignificant extent the further shrinkage of the real growth rate in the second quarter of 1987 (and possibly August, inter alia, because of the strike in the gold mining industry) may not have been indicative of a further weakening of the underlying growth trend and would not rule out a return to somewhat stronger rates of real economic expansion during the remainder of the year," the report said

The average real wage per employee declined by two per cent in the first half of 1987 compared with the first half of last year

The report said the average amount of nominal salaries and wages per worker in the non-agricultural sectors of the economy rose by 14,3 per cent during 1986 and the first half of 1987 compared with the first half of 1986

"Relative moderation in wage settlements and wage increases was maintained despite the mild cyclical strengthening of the demand for labour and the increased incidence of strikes in certain industries"

The rate of increase in average nominal labour remuneration in the first half of 1987, as in 1985 and 1986, fell short of the rise in the Consumer Price Index

"The average real wage per employee, which had decreased by 4,3 per cent and 3,7 per cent in 1985 and 1986 respectively, therefore declined further, by two per cent, in the first half of 1987 compared with the first half of 1986"

The 12-month rate of increase in credit extended by banking institutions to the private sector advanced from a low point of 1,7 per cent in February 1987 to 6,6 per cent in July

The seasonally adjusted annual rate of increase in bank credit to the private sector from December 1986 to July 1987 amounted to 6,4 per cent. This rate of increase therefore meant a marked further contraction of the volume of private sector indebtedness to the banking system in real or inflation-adjusted terms

Short term interest rates hardened temporarily in April 1987 but then settled down to more stable levels from May to August 1987

The Reserve Bank said the clearing banks prime rate was held unchanged at 12,50 per cent from late January 1987 through the second and third quarters of 1987 up to mid September despite the firming of deposit interest rates that followed upon the introduction of the so-called Senior Citizen Savings Bonds by the Minister of Finance in his Budget speech in June 1987.

The rate of inflation in consumer and production prices slowed down significantly from high levels in the first and third quarters of last year to comparatively more moderate figures in the first half this year

Measured in the same way, the rate of increase in the production price index fell back from 26,3 per cent in the first quarter of 1986 to 13,7 and 12,7 per cent in the first and second quarters this year respectively

Variations in the rate of increase in the consumer price index also incorporated the effect of sharp and variable upward adjustments in the prices of foodstuffs. "Quarter-to-quarter percentage increases in the prices of consumer goods other than food actually were significantly lower in the first two months of 1987 than the average of such increases in the course of 1986. Decelerations in the rate of increase in the cost of housing and other consumer services from the fourth quarter of 1986 to the second quarter of 1987 also contributed to the moderately lower rates of increase in the consumer price index"

FAIRCRAFT

Flight information
Phone 46 1400

FRIDAY

Arrive

401 Johannesburg	0750
602 Cape Town	0810
603 Durban	0835
404 Port Elizabeth	1025
405 Johannesburg	1045
407 Johannesburg	1150
608 Durban	1225
610 Cape Town	1320
408 Port Elizabeth	1400
413 Johannesburg	1620
412 Port Elizabeth	1645
619 Durban	1840
620 Cape Town	1905
421 Johannesburg	1935

Deadlock in Sasol talks

152

AFTER weeks of conciliations and discussions over wages, the South African Chemical Workers' Union and Sasol have reached a deadlock, the union said

this week in a statement.

SACWU has demanded R300 per month across the board. The company has responded with an offer of R80 per month across the board on September 15.

Sasol finally offered R100 per month across the board and the union lowered its demand to R200 per month across the board.

The publicity secretary for SACWU, Mr Humphrey Ndaba, said in a statement this week that SACWU hoped to announce the results of a ballot, which was started last week.

"In the interim, the company is alleged to be calling workers in groups, and telling them that in spite of a legal strike, the company reserves the right to dismiss the whole workforce and re-employ them with the consequent loss of all benefits.

"This would mean that everyone accommodated in company houses and hostels would be evicted," Mr Ndaba explained.

The company has also said workers are not allowed to talk about SACWU and were encouraged to resign from the union, Mr Ndaba said. — Sapa.

Sowetan
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Evening Post 2/10/87

Rand hospital staff fired one day after work stoppage

JOHANNESBURG — Striking workers at Hillbrow Hospital have been dismissed, the Transvaal Provincial Administration said today.

At least 600 workers were involved in the work stoppage that started yesterday, a spokesman for the National Education and Health Workers Union said today.

The TPA public rela-

tions officer, Mr A Byrne, said that dismissed workers could make representations if they wished

Those dismissed today are non-classified workers, cleaners, porters and attendants

The main grievances of the workers were their temporary job status and low pay, the union spokesman said

He said workers felt their jobs were endangered by the recent Natalspruit Hospital strike where 600 non-classified workers were dismissed in August.

"Workers fear they can be dismissed at the drop of a hat," the spokesman said.

Some non-classified workers were earning as little as R217, he said. They received a R10 rise across the board in December

Another issue was the non-recognition of their union

● Another 1,000 workers at Soweto's Baragwanath Hospital stopped work for three hours yesterday "They feel very concerned by what happened at Natalspruit," the spokesman said — Sapa

Strikes at Hillbrow, Baragwanath

SML 1/10/87

Baragwanath and Hillbrow hospitals were hit by strikes today involving an unknown number of non-classified staff, believed to be members of the National Education, Health and Allied Workers' Union (Nehawu).

A spokesman for Baragwanath confirmed workers had stopped work this morning.

She confirmed that a delegation of workers was meeting the hospital's superintendent, Dr Chris van der Heever, about their grievances.

Spokesmen for workers at Baragwanath said workers had downed tools in support of the "living wage" campaign.

Workers were also demanding the reinstatement of colleagues at the Natalspruit Hospital.

It is understood that workers at the Hillbrow Hospital stopped work over similar demands —

Labour Reporter

Beer shortage in city follows strike at SAB

Strike action by members of the Food and Allied Workers' Union (Fawu) at South African Breweries plants around Johannesburg has resulted in a partial shortage of beer.

SAB spokesman Mr Gary May, saying no "major problems" had been experienced, confirmed there had been "a shortage for about two days, and that has been corrected". Only one brand, which he could not name, had been affected, he said.

"In all our Johannesburg depots everything is normal, but there are still problems at Isando," said Mr May.

A spokesman for one of Johannesburg's major liquor suppliers, Benny Goldberg's, said the supply of pints had been affected. "Everyone is having the same problem," she said.

Fawu members at Denver and Isando stopped work for three days last week in protest at the dismissal of 12 workers.

Workers at the Denver and Isando plants decided to resume work today after management agreed to reinstate the dismissed 12.

● SAB and Fawu are awaiting a conciliation board to resolve a national wage dispute affecting about 5 000 workers and which has led to an overtime ban by workers.

CLASS BOYCOTT AT TURF

THE entire student body of the University of the North boycotted classes yesterday in apparent solidarity with the family of the alleged Mankweng guerilla killed in a shootout with police, a university spokesperson confirmed yesterday.

The alleged African National Congress guerilla insurgent was Mr Andrew Mohuhu Mehlope of Mankweng township near the university campus. He is to be buried this afternoon.

The university's academic registrar, Mr John Malatji said although no reasons for the boycott were "communicated to us, there are unconfirmed reports that the action is in solidarity with the Mehlope family. There are no incidents that we are aware of that occurred on campus," he added.

Student sources confirmed that the reason for the boycott was today's funeral.

~~SECRET~~ (152) "Simitin" 1/10/87

~~14/11/87~~ (15) GMA 30/9/87

SAB workers go back to work after 3-day strike

By Mike Siluma,
Labour Reporter

A three-day strike by members of the Food and Allied Workers' Union (Fawu) at two South African Breweries (SAB) plants has ended.

A Fawu spokesman said the stoppage was in protest at the dismissal of 12 men for taking part in a work-to-rule and an overtime ban, sparked by a deadlock in national wage talks between the union and SAB.

Workers at the Denver and Isando plants decided to resume work today after management agreed to reinstate the dismissed 12.

Confirming the reinstatement of the dismissed workers, SAB spokesman Mr Gary May said the union had agreed "to cease all go-slow activity".

Fawu members at SAB had decided on a national work-to-rule and a ban on overtime to "express dissatisfaction at management's conduct during the present wage talks", the union spokesman said. He denied that workers had been engaged in a go-slow.

The wage dispute involves about 5 000 workers.

● The United African Motor and Allied Workers' Union has signed a wage agreement with the German multinational, August Laeppe, setting a new minimum wage of R3,75 an hour for 350 workers.

STRIKE HITS SHEBEENS

THE downing of tools yesterday morning by employees of the Mzamo Moleko liquor outlets in Soweto has resulted in many shebeens running out of stocks.

Yesterday, business at the two big Mzamo Moleko outlets, one in Dobsonville and the other in Zone 1, Diepkloof came to a standstill

Loaders, cashiers and other employees milled around the premises

Letter

The workers struck after Mzamo Moleko Liquor Enterprises Limited retrenched 22 workers on Monday.

In a letter given to each of the workers who have been retrenched, the company said that due to closure of some stores belonging to companies

By NAT
DISEKO

with which Mzamo Moleko had business connections, 30 employees were found to be redundant.

The letter said this was the result of "unlawful" strike action by some of Mzamo Moleko's workers between September 8 and 10.

Asked to comment on the strike, one of the company's directors, Mr M P Maseko, said the situation was still "very cloudy" He said Mzamo Moleko's management was due to meet union representatives yesterday afternoon

Judges will hear disputes

A NEW labour court presided over by Supreme Court judges will be created under the long-awaited Labour Relations Amendment Bill, which has just been published.

The Bill also clarifies the position surrounding unfair labour practices by giving a list of definitions.

These had been distilled from decisions handed down by the Industrial Courts since 1979, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

The Minister of Manpower is also given power by the Bill to further change the definitions of unfair labour practices by notice in the Government Gazette.

These additions would be published as schedules to the Act.

Dr Van der Merwe

(151) Structure 29/9/89
said that this provision — added since the Bill was published in draft form last December — was to take account of further decisions handed down by the Industrial Court and the new labour court.

Boycotts

This would preclude the need for amendments to the legislation every time a new unfair labour practice was identified

He stressed that the Bill provided for checks and balances on the

Minister's discretion to define unfair labour practices, because he would have to consult with the Parliamentary Standing Committee on Manpower before issuing a new definition

Among the unfair labour practices which the Bill outlaws are commercial boycotts and sympathy strikes by unions. Dr van der Merwe said these clauses had merely clarified prohibitions in the present legislation

The new Bill also makes it clear that unions or employers guilty of illegal strikes or lock-outs will lose their indemnity against claims for damages

Dr van der Merwe said the new Bill was essentially the same as last December's draft

~~SP2~~ (S)

MBSA, Numsa to resume talks

by DAVE MARRS

EAST LONDON — Negotiations to end the dispute between Mercedes-Benz of South Africa (MBSA) and the National Union of Metalworkers of South Africa (Numsa) would be resumed this afternoon, a spokesman for the union said yesterday.

The spokesman, Mr Viwe Gxarisa, said the decision to attempt to break the deadlock through further negotiation had been taken by the 2 800 dismissed workers at their daily meeting outside the plant yesterday.

A telex had been sent to management, who had agreed to a meeting at 2 pm, he said.

A spokesman for MBSA confirmed that the meeting would take place and said "an encouraging response" had been received to an advertisement yesterday calling for applicants for jobs in various categories at the plant.

The vacancies occurred after the striking workers ignored an ultimatum to return to work and were dismissed more than two weeks ago.

The spokesman said "preliminary recruitment" had taken place, but declined to reveal how many new workers had been signed up.

Mr Gxarisa said the National Automobile and Allied Workers' Union (Naawu), had represented the workers at the time of recognition by MBSA, and this was

why the company had said it was dealing with Naawu to resolve the dispute.

"The situation has changed since the industrial council meeting and the organisation that is representing the workers is now Numsa," he said.

Mr Gxarisa confirmed

that members of the Border Chamber of Industry had been approached to attend a meeting with Numsa officials tomorrow to discuss the effect of the strike on industry in the area.

"People who are concerned with the economy of the area should be involved in trying to

achieve a settlement," he said.

Hundreds of former MBSA employees queued outside the Numsa offices in Union Street yesterday to receive their share of the funds given to the union to help support the strikers, who have not received any pay for more than two months.

28/12/86
15
Night school staff deny strike

Daily Dispatch
Reporter

EAST LONDON — A principal, three supervisors and a teacher have denied that there is a strike among the approximately 100 teachers at any of the nine night schools in Mdantsane

They were reacting to a report in the Daily Dispatch on Saturday which said teachers had gone on strike following claims that the Ciskei Department of Education had not paid them since the beginning of the year.

The group who have denied there is a strike are a principal, Miss Jean Macanda, supervisors, Miss Nomsa Makalini, Mr Mxolisi Didiza and Mrs Nokwenza Madolo, and a teacher, Mr Thami Klaas

Speaking on behalf of the group, Mr Klaas said they feared that the untrue allegation about a strike would have a disruptive effect on students who were preparing for final examinations

"There is definitely no strike and classes have been carrying on as usual. We have just had classes now," he said on Saturday morning

He confirmed that there had been a problem with payment but said it was only for one month

"We were told by the department that there had been a delay in processing payment because of the new tariffs for teachers," he said

Mr Klaas said he did not know where the allegation came from that they had not been paid since the beginning of the year.

He did not know of any teachers having terminated their services, as had been alleged in the weekend report, because of the payment problem.

In the report, the deputy director-general of Foreign Affairs and Information, Mr Headman Somtunzi, had explained that the processing of payment for the teachers, who were paid on an hourly basis, usually took a long time and that the teachers had to complete forms outlining their contribution

The forms had to be sent to the department and were not received timeously for processing

Textile strike resolved, workers reinstated

CMF T.M.S 26/9/82
Labour Reporter

WORKERS at Darling Textiles near Atlantis called off their three-day work stoppage yesterday, after management agreed to discuss the settlement of their dispute over payment for eye tests and spectacles, before October 13

The 250 workers who were dismissed on Tuesday morning have been reinstated after negotiations with the Textile Workers' Industrial Union (TWIU), and they will not lose any benefits, TWIU general secretary Mr Normal Daniels said last night.

UDF's role in boycott

9/10/87
Sowetan

THE United Democratic Front appealed to black community councillors to resign and those who did not heed the call had their businesses boycotted by residents, Mr Moses Chikane, former Transvaal UDF secretary told the Pretoria Supreme Court yesterday.

Mr Chikane denied under cross-examination by Mr P B Jacobs SC, for the State, that the UDF "forced" councillors to relinquish their posts.

Unfair dismissal alleged

Sowetan
9/10/87

A WORKER at a Vanderbijlpark firm claims he has been dismissed from work for being a member of a trade union.

A spokesman for the Orange Vaal General Workers' Union said their shop steward, Mr Zacharia Makhanya, was told in a letter that the company he worked for, Huise Siesta, was to retrench a worker a month.

He was the first to be retrenched.

Later the same day Mr Makhanya was given severance pay in lieu of notice.

The company's chairman, a Mrs Strol, would neither confirm nor deny the claims. She told the *Sowetan*: "I have nothing to say" and referred any queries to a Mr Louw of a management and industrial relation consultancy firm. Mr Louw was "involved" in her company, she said. He was not available for comment at the time of going to press.

The OVGWU is planning legal action against Huise Siesta.

Mr Jacobs produced a document and put it to Mr Chikane that the Soweto Civic Association and its affiliates had discussed issues including rent increases and Black Local Authorities and allegedly stated that they had forced 37 councillors to resign.

These issues were claimed by the UDF to be their successes, Mr Jacobs said. The SCA was an affiliate of the UDF at the time, the court heard.

Document

Mr Chikane denied knowledge of the document and told the court that the document was never adopted as a policy of the UDF. He was seeing it for the first time in court, he said.

Mr Chikane and 18 others, including senior officials of the UDF, Azapo, Azanyu and the Vaal Civic Association have pleaded not guilty before Mr Justice van Dijkhorst who is sitting with an assessor to charges of murder, treason, subversion and terrorism.

(Proceeding)

(151)

VICTIONS FOR TOWN CLERK

MR NOEL Gaum, who was allegedly unlawfully dismissed as town clerk of Diepmeadow for his "racist attitude" towards black workers, was reinstated after a successful Rand Supreme Court application.

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The section states that a chief executive officer of a black local authority cannot be removed from office or dismissed from the service of the local authority.

His emoluments and allowances cannot be retrospectively to September 17 after the applicant had submitted

The Diepmeadow Council was ordered by Mr Justice Goldstone to re-instate Mr Gaum retrospectively to September 17 after the applicant had submitted

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His emoluments and allowances cannot be retrospectively to September 17 after the applicant had submitted

Dismissal by council 'unlawful'

reduced except under the authority of a resolution adopted by the majority of members at a special meeting convened for that purpose and unless the Minister has approved the removal, dismissal or reduction.

Mr Goldstone also ordered that Mr Gaum's suspension be withdrawn and that his benefits not be forfeited

The council was also ordered to withdraw allegations of misconduct against Mr Gaum as they were not substantiated. A committee appointed to investigate such allegations must

also be disbanded. The judge said there must be no continuation of such investigations unless they were conducted in compliance with the provisions of the Act

In an interview yesterday, a relieved Mr Gaum said he was deeply

embarrassed by reports that he had been fired as town clerk of Diepmeadow. He said there were some councillors who did not like him at the council

"I now believe that we've all learnt a lesson. They thought they had power. Now they realise they don't have it," Mr Gaum said

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Special meeting

THE Diepmeadow Tavern Association will hold a special meeting at the Old Buck Auditorium in Kerk Street, Johannesburg, next Thursday, October 15.

The meeting will discuss, among others, conditional tavern licences and a pending trip to Pretoria

All members of the association are urged to attend

THE BRAND THAT
MADE AMERICAN CIGARETTE
WORLD FAMOUS

Kemp: unemployment and strikes affect local economy

15x
9/10/87

Daily Dispatch
Reporter

EAST LONDON — The outgoing mayor, Mrs Elsabe Kemp, said last night that she hoped that the strikes hitting "our largest and most important industrial companies" would not have a long-term detrimental effect on the local economy

She was delivering her mayoral minute prior to the public but controversial induction of the new mayor, Mr Robert de Lange and the deputy, Mr Vossie Bezuidenhout

"The unemployment problem continues to plague our area and production at some of our largest and most important companies has been affected by strikes"

She said during the past financial year (1986/87), the municipality had had a budgeted expenditure of R133-million and while the detailed reports of the municipal departments "give a fascinating picture of the complexity and diversity of the municipal operation" she did not propose to elaborate on them

She said during the year there had not been any changes of members in the city council, Coloured Management Committee (CMC) and the Indian Management Committee (IMC)

Elections for these bodies will take place in October 1988, when the present members' terms of office expire

"The recommendation of the National Productivity Institute that five directors be appointed, under the town clerk as chief executive officer, is still being implemented and there remains only one more director to be appointed, being that of the engineering and planning services directorate"

She said during the year, Mr J H Foulis had been appointed as the first director of protection services and Dr L J Botha had been appointed director of finance and administration

Mrs Kemp reflected on the highlights of memorable occasions on the mayoral front

"In February this year, we were visited by the mayor and mayoress of Keelung, our twin city, and their accompanying delegation

"In September, the town clerk and I, paid a reciprocal visit to Keelung accompanied by a delegation comprising several councillors, the director and chairman of the Border Metropolitan Development Corporation (Bomedco) and certain East London businessmen"

Mrs Kemp said that on the positive side of things, beginning with the identification of Region D at the Good Hope Conference as an undeveloped area, there had been "numerous initiatives from central government level downwards, to seek solutions to our problems"

"Industrial development strategies are emerging from government commissioned bodies, one of the most comprehensive being the work under Professor P Black, of Rhodes University.

"Also providing input in the area's drive to overcome the major problems of unemployment and underemployment, is the East Cape Strategic Task Force convened by the University of Port Elizabeth's Professor Charles Wait

"The council's major responsibility is to provide

an environment and an infrastructure to ensure that the city retains its function as the core of this area

"East London's Central Business District (CBD) serves a wide area and important and exciting developments here during the year were the formation of the CBD Association by businessmen in the city, the study undertaken by the CBD Study Consortium and the proposal by the South African Transport Services (Sats) to lease the land it owns adjacent to the CBD for business and ancillary development

"The council has approved in principle the findings of the CBD consortium and its town planning officials are co-operating with the consortium"

Co-operation with Sats on a master plan for the area had also been discussed, she said

"The council is making its contribution to the wellbeing of the CBD by embarking on a major upgrading of the city hall at a cost of R2,5-million and on the provision of further office accommodation for municipal staff in the city administrative centre at a cost of about R700 000

"Plans for further extensions to the city administrative and city engineering centres which will fit in with the CBD consortium's vision of Oxford Street a few years hence, have also been accepted in principle"

She said the council had held discussions with the provincial administration on the developments needed to cope with the annual influx to the city's beaches and the funding of these developments

"A report setting out development priorities and estimates of costs has been accepted and submitted to the provincial administration

"An aspect of the city's infrastructure which concerns our residents is the extension and maintenance of the road system

"Two pluses here are the construction of the third phase of the Mdantsane access road being undertaken by the National Transport Commission and the grant of R7,5-million made to the council towards the cost of constructing the North West Expressway between Albany and Phoenix Streets

"Tenders have been invited for this and work will commence as soon as the tender has been approved

"A disturbing feature of our roads programme is the failure of the provincial administration to proceed with the balance of the first phase of the North West Expressway between Phoenix Street and Amalinda Main Road

"The council is to pursue the whole question of the future of proclaimed main roads in the city

"On the industrial side, a major step taken this year has been the acquisition by the council of the first phase of the North End industrial area and this land will meet some but by no means all of the demand for light industrial sites close to the city centre

"The council is also pursuing the zoning and development of land identified by the Louw Report as suitable for industrial development

"We hope to accommodate members of the Indian community still residing in North End and to acquire and develop phase two of the North End industrial area," she said

SAB and union meet

The Food and Allied Workers Union (Fawu) and South African Breweries (SAB) management are expected to meet today to try to resolve a five-day strike by more than 1 400 Fawu members at four SAB operations.

SAB spokesman Mr Gary May said stock levels were "reasonable" but "some areas could run short of minor brands" as a result of the strike.

Fawu assistant general secretary Mr Mike Madlala said the strike, over the dismissal last week of six workers at Isando, now included the Alrode, Wadeville, Denver and Isando plants. Workers had decided to continue striking until the six were reinstated.

12/19/87 (15)

• See Page 6.

SAB 8/10/87

Hospital poised for new hirings

8/10/87
The authorities at Hillbrow hospital will begin hiring new staff tomorrow if 600 striking workers who were dismissed on Friday do not respond to an ultimatum to apply for re-employment.

A hospital spokesman, Mr J W Olivier, said the 600 workers could be replaced immediately if necessary.

"Only 50 of the dismissed employees have applied for re-instatement and their application forms are being screened at the moment," he said.

A union spokesman said members rejected the "selective procedure" on which the re-appointment of dismissed workers was based.

755

9/10/87

152

Overtime ban at breweries is lawful — Supreme Court

By Lesley Cowling

The refusal of more than 1 500 South African Breweries employees to work overtime until their wage demands were met was not unlawful, a Rand Supreme Court judge ruled yesterday

South African Breweries is presently involved in a wage dispute with the Food and Allied Workers' Union (Fawu) and the overtime ban is costing the company about R150 000 a day

Mr Justice R J Goldstone yesterday dismissed an application by the Breweries to have the overtime ban declared an unlawful strike because it was being used as an industrial action tactic

INROAD INTO WORKERS' RIGHTS

Counsel for Fawu, Mr Streicher, SC, had argued that the overtime ban did not constitute an unlawful strike. He said that in terms of the Labour Relations Act an agreement by two or more employees not to continue work, with the aim of compelling their employer to comply with demands, was an offence.

However, he argued that "work", in this context, must mean work which employees were contractually bound to do. Workers were not contractually bound to work overtime

To deny them the right to withhold work which they had not contracted to do, for whatever reason they withheld it, would constitute a very serious inroad into the rights of employees.

'ILLEGAL STRIKE'

Mr C Z Cohen SC, for SAB, had said the "work" did not mean work employees were contractually bound to do, but work normally done by employees. He argued that the court should find that this was the meaning of the word in the Labour Relations Act and that the refusal to work overtime therefore constituted an illegal strike

Mr Justice Goldstone yesterday refused to find this was the definition. He said that the definition in the Act was ambivalent, that there was merit in the arguments for both sides, but to find that "work" meant work normally done, would lead to confusion and uncertainty

"What is normal and what is usual? The grey areas are legion," he said

He agreed with a finding of a Natal judge, Mr Justice Broome, who ruled that workers should be free to choose whether they wanted to work overtime.

"The notion of a worker being compelled to work overtime as and when required is so unfavourable that the prejudice speaks for itself. This is so, even if the obligation to work overtime is qualified."

The Judge agreed with Mr Justice Broome that employers could protect themselves from overtime bans by employing people to do overtime.

Strikers want apology

By SELLO SERIPE

STRIKING Soweto Council workers vowed this week not to resume their duties unless councillor Letsatsi Radebe - who allegedly referred to them as "radicals and siyayinyovas" - apologised.

Radebe allegedly made the remark on Monday during a meeting between worker representatives and the council

According to a spokesman for the council workers' union, the Municipal Workers' Union of SA, Radebe's remarks, coupled with Soweto mayor Nelson Botile's alleged overturning of a previous agreement that drivers would not be forced to pay when they were involved in accidents, resulted in the meeting ending in a deadlock.

"On Monday, when we were supposed to continue with the talks, the mayor declared the agreement null and void, with Radebe adding fuel to the fire when he said they would not talk to radicals and siyayinyovas," said the spokesman

At a meeting on Wednesday, attended by some 400 workers, the workers unanimously resolved that, once Radebe had apologised, they would go to work but would not do any work until the council met their demands

They decided that, after the strike had been resolved, they would call for the resignation of Radebe, Rasmeni and Johnson Mokoena - who are also councillors

Meanwhile, 23 workers

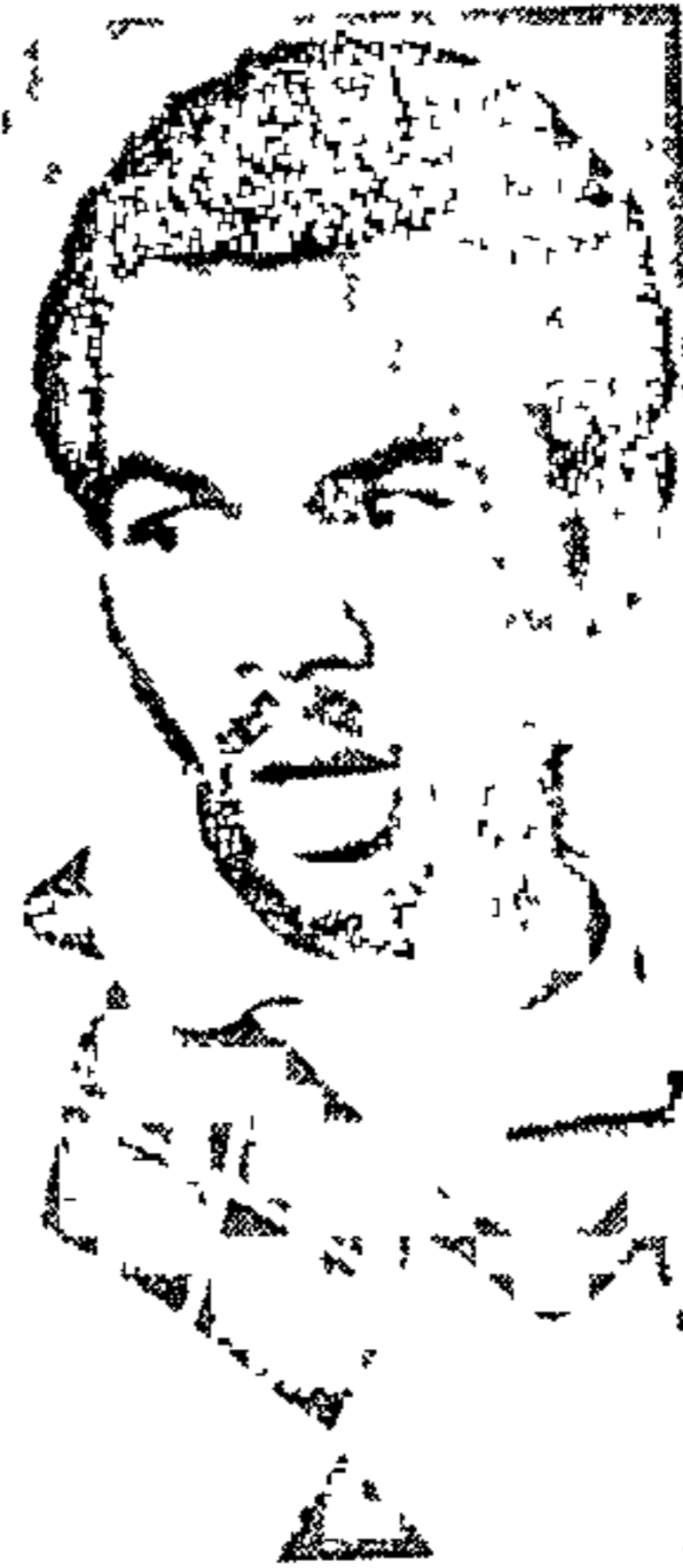
arrested on Tuesday by council police were released on Wednesday. No charges were brought against them

They were arrested near the council chambers in Jabulani after they had gone to seek a meeting with town clerk Nico Malan

There was ululation when two of them, Baxter Mbuthoma and Dorothy Motobatsi, the union regional organiser and chairman respectively, arrived at the meeting

Mbuthoma said police had arrested them after issuing a three-minute warning to disperse

"Before the workers could move council police pounced and charged at them with sjamboks," he said



Baxter Mbuthoma

C/Pres 152 (circled) (circled) 23/8/87

152

June 23/87

Postal talks off

NEGOTIATIONS to end the strike of at least 15 000 postal workers broke down this week, with the Post Office employing new workers in place of those dismissed.

At a meeting on Thursday between Post Office management and the Post Office Staff Association (POTWA), the union renewed its demands for strikers to be paid and asked for the re-employment of 60 workers dismissed in the Eastern Cape since January 1985.

About 1 600 strikers have been dismissed and, in a statement, the Post Office said a similar number had now been employed.

PO employs replacements for strikers

The Post Office has employed more than 1 600 workers so far to replace striking postal workers.

A Post Office Department spokesman said 900 had been employed in the Eastern Cape and the rest on the Witwatersrand.

The Post Office announced last week it would begin dismissing 15 000 striking workers after they failed to heed a return-to-work ultimatum on August 17.

A meeting between the Post Office and the Post and Telecommunication Workers' Association (Potwa) reached deadlock last week after the department rejected Potwa's demands that workers be paid while on strike and that about 60 dismissed Eastern Cape workers be reinstated.

The main demands of the workers, who went on strike on August 3, are for wage parity and an end to alleged discriminatory practices.

Township post offices have been particularly hard hit, with many being closed.

The post office has employed temporary employees, including schoolboys, to help with the delivery backlog in white areas.

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STARL
24/8/87

~~152~~

152

Bakery strike: talks to resume

577R



24/8/87 JS

The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and management of Emporium Bakery in Nelspruit resume wage talks today in a bid to end a strike by 250 employees.

Workers went on strike on Friday morning.

Ccawusa has already reached an agreement with Emporium Bakery management on May Day as a paid holiday. Management and the union are also negotiating a recognition agreement.

14 MNR rebels

Council ultimatum

(152)

TODAY is D-Day for thousands of striking Soweto Council employees who have been given an ultimatum to start work this morning or face dismissal. *Soweto*

Council employees have received letters from the town clerk Mr Nico Malan informing them that they will be deemed to have terminated their services of their own accord if they do not report for duty.

The strike, which is widespread, involves workers across a wide spectrum of council services. Garbage workers, meter readers, clerks, electricians and others are involved. The council's policemen are not on strike.

New laws to curb unions

Cape Times 8/8/87

152

By ANTHONY JOHNSON
Political Correspondent

LEGISLATION to curb militant trade unions who participate in wildcat strikes or other actions that bypass industrial agreements and accepted negotiation processes will be introduced in Parliament this session.

The news comes as over 200 000 miners are expected to take part in industrial action on 46 gold and coal mines — the largest legal strike ever organized by the giant National Union of Mineworkers

A source close to the cabinet yesterday indicated that industrial courts would be given "more teeth" to deal with radical unions who refuse to play by the rules

Unions engaging in illegal industrial actions could, in terms of the legislation, be forced to financially recompense the affected employer for loss of business, the source confirmed

However, it was stressed that the industrial court would treat each case on its particular merits and no blanket executive action by government against troublesome unions was being contemplated at this stage

A court of appeal to deal with cases

of industrial strife would probably also be introduced

Big business has been lobbying against further legislative intervention in labour relations, but the government has been coming under strong pressure from the Conservative Party and within National Party ranks to clamp down on unions seen to be fomenting politically-motivated industrial relations strife

In Parliament yesterday, the Minister of Manpower, Mr Pietie du Plessis, said legislative steps could be expected soon "to bring order" to the trade union movement and restore the balance of power between workers and employers

He said it was essential to have a "balance of power" between the two, since too much power to one side would lead to a revolution

Mr Du Plessis said intimidation was one of the biggest problems in the

labour field at the moment. Thousands of people were being forced by radicals to participate in strikes and work stoppages as a result of threats of violence like the "necklace" method

However, the minister also noted that South Africa had one of the lowest strikes rates in the world. Furthermore, more than half of all strikes were resolved in one day and the average duration of a strike in the country was just over three days

Earlier, Mr J H Cunningham (NP Stilfontein) warned that if certain trade unions and their leaders acted "irresponsibly," they should not complain if the state acted

The Progressive Federal Party's chief manpower spokesman, Mr Peter Gastrow, said that as long as black workers had no representation in Parliament the use of trade unions for political purposes could be justified.

500 000 on strike throughout SA

Cape Times 13/8/87 (152)

By PETER DENNEHY

ON THE eve of President P W Botha's expected crackdown on unions almost half a million workers throughout the country are on strike or engaged in serious disputes with management, according to unionists and labour researchers

The disputes, involving workers from Transvaal miners to Eastern Cape postal employees, are as follows.

- National Union of Mineworkers general secretary Mr Cyril Ramaphosa has estimated the number of miners out on a legal strike at 340 000, while Chamber of Mines industrial adviser Mr Johan Liebenberg puts the number at between 220 000 to 230 000
- A strike by 1 700 Eastern Cape postal workers, sparked off by the dismissal at the weekend of 100 workers, spread country-wide yesterday to involve between 10 000 and 15 000 workers. Mail deliveries to Soweto ceased while 48-hour delays are expected in some Johannesburg areas, a Department of Posts and Telecommunication spokesman said
- The Chemical Workers' Industrial Union announced yesterday that 14 000 workers at the Sasol complex at Secunda had voted in favour of a legal strike, but a final decision on whether to strike would be taken at mass meetings today and tomorrow
- Plans for a legal strike by 80 000 workers belonging to the second

largest union in the country, the 130 000 — strong National Union of Metal Workers of South Africa (Numsa), were abandoned last month when an industrial council agreement was renewed by a proclamation in the Government Gazette

This made their proposed action illegal, so the large-scale strike did not take place

□ On Monday 188 Numsa strikers were dismissed at the Mercedes-Benz of South Africa plant in the Eastern Cape for disregarding a return-to-work ultimatum. The plant remained closed yesterday

□ A union researcher said 1 100 Samcor workers were dismissed about two weeks ago. Yesterday a final order was granted in the Rand Supreme Court directing 488 of them to vacate a hostel at the company's Meyerton plant

□ An information officer for the Congress of South African Trade Unions, Mr Frank Meintjies, confirmed yesterday that 18 000 to 20 000 milling workers, employed by the Premier Group and organized by the Food and Allied Workers' Union, were deeply engaged in a dispute which could lead to a strike

□ A labour researcher who declined to be named in the press said yesterday that this month's list of strikes was 15 pages long, with 10 or 12 strikes detailed on each page

Times slates 'politicisation of strike'

The Star Bureau

5/13/87

LONDON — Leaders of South Africa's National Union of Mineworkers (NUM) and others who have put political connotations on the miners' strike may have done the legitimate aims of black trade unionism a disservice, according to *The Times*

In an editorial today the newspaper said it was easy for observers of the strike "to clothe it in the trappings of a classic contest between good and evil"

"There is much that is unpleasant about mining in South Africa and the NUM would be failing in its duty to its members if it did not continually push for improvement

"But those members' living standards — in the last 16 years black miners' wages have risen four times faster than the cost of living — are not helped when sympathisers in the rest of the world treat an industrial dispute as a morality play."

The Times said there was little doubt that NUM general-secretary Mr Cyril Ramaphosa wanted to propel the union into the vanguard of the liberation struggle.

It said many black South Africans now had the expertise and economic security to undermine apartheid.

"The rhetoric of the NUM leadership shows no interest in such slow processes of change. It speaks of bringing down the system now, and to achieve this purpose it is prepared to use its membership

"It is hard to assess how far the NUM will go to turn this rhetoric into reality, but recent surveys among South Africa's mineworkers have shown that their main reason for joining the NUM is to ensure job security and protection from dismissal," the paper said

120 000 loaves are dumped

The owners of Albany Bakery, Germiston, yesterday dumped 120 000 loaves of bread on an open site where a welfare agency and pig farmers went to collect them.

The bakery had been unable to deliver the bread because of a drivers' strike.

On Thursday an illegal strike had been started by 350 Food and Allied Workers' Union (Fawu) members, a bakery spokesman said.

They would be dismissed unless they resumed duties.

10
25/8/87
S.M.C.

115 unionists arrested

bl Day 26/8/87

ABOUT 115 National Union of Metalworkers of SA (Numsa) members were arrested on Monday at the compound of Samancor's Metalloys plant at Meyerton and would be charged with trespass and contempt of court, Numsa said yesterday.

The union said Samancor had refused to withdraw the charges.

The arrests follow a dispute between Numsa and Samancor arising from a strike by Numsa members between July 14-16.

Two weeks later there was a stoppage at Meyerton in protest against the dismissal of more than 20 workers and the suspension of their shop stewards. The

shop stewards were later dismissed for having incited workers to take part in a stay-away on June 16.

More than 1 100 workers at Meyerton were dismissed on July 30 for taking part in a stoppage on July 29.

On August 11, the company obtained a Supreme Court order evicting the workers from the Samancor compound.

However, Numsa said, talks continued in an attempt to settle the dispute and the eviction was not carried out.

Samancor's legal representative said the company would give reasonable notice to the

union before implementing the suspended eviction order.

Re-employment failed when workers refused to sign new conditions of employment and Samancor also reduced the number of jobs by 300.

Last Friday, workers were informed verbally they were required to leave the compound by 4pm that day. After Numsa lawyers intervened, Samancor agreed it would not continue with the deadline. It did not set another deadline for eviction.

□ In Bloemfontein, the Post Office dismissed 166 striking workers yesterday — Sapa

Am. Times 28/8/87

Fabric workers continue strike

Labour Reporter

WORKERS at two fabrics-manufacturing factories in Steenberg and Salt River continued their work stoppage yesterday after wage negotiations between the Textile Workers' Industrial Union and management broke down last week.

TWIU general secretary Mr N Daniels said that between 250 and 300 workers went on strike at the Narrow fabrics factory in Steenberg and Wilmill Narrow Fabrics in Salt River when the company's wage increase was rejected. The union had requested a R20-a-week increase and the inclusion of the attendance allowance into the basic wage.

But the managing director of the two factories, Mr Michael Raphaely, said last night that not more than 100 workers were involved in the dispute.

Lawyer in bid to settle PO strike

A RENEWED effort to settle the postal strike has been launched by the lawyer representing the 12 000 Potwa members facing dismissal

The lawyer said a telex had been sent to Home Affairs and Communications Minister Stoffel Botha calling for talks to settle the issue of parity between the wages and conditions of black and white workers

He said "The minister has claimed black workers were given job parity on July 1, but they don't really have this

"Black workers were effectively

HAMISH McINDOE

put on a scale at lower rates than their white counterparts"

The lawyer said a relatively small number of strikers had been dismissed "so the whole dispute is ripe for settlement"

The Post and Telecommunications Department has acknowledged that dismissing the strikers will be a lengthy process

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed

Deputy Postmaster-General, personnel and postal services Johann de Villiers said last night the strike of 11 978 workers countrywide was being maintained only by large-scale intimidation.

He said "Few workers are voluntarily taking part in the strike Reports of the intimidation of workers wishing to work are received daily"

It was a pity loyal workers would, besides losing their salaries, also forfeit service benefits such as pensions, medical aid and housing benefits

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③

28/8/86
Sally

19/87 (152)

at a lower rate, rather than using a high tax rate of 35% on a narrower base of say R500 000

The ball is now clearly in government's court. With Steyn's clear support for mineral beneficiation already on record, it would be unwise to delay the scrapping of the *ad valorem* tax much longer. ■

tion of 2 000-odd passenger cars and some 250 heavy commercial vehicles has been lost. With MB monthly passenger car production split fairly evenly between Mercedes-Benz and Honda cars, an average price of R65 000 a vehicle is assumed for purposes of calculation — though, of course, commercial vehicles come in closer to R200 000.

According to *FM* sources, MB's final offer to the National Automobile and Allied Workers' Union (Naawu) in the middle of last month was rejected. Naawu demands full financial compensation for the fact that MB has cut working hours from 44 to 43 per week in line with market demand. Naawu is also calling for a minimum wage for all employees of not less than R5 an hour.

MB says it agreed to reinstate 188 employees who were dismissed for failing to return to work following an earlier ultima-

MERCEDES STRIKE *FM*

R150m down drain

Calculations show that the four-week strike at Mercedes-Benz's (MB) East London manufacturing plant has already cost the company close on R150m in lost vehicle production.

An MB spokesman says to date produc-

tum, to partly compensate workers for the hour lopped off the weekly roster, and also to a minimum wage of R4 an hour. This offer was rejected by Naawu.

The company has now sent out letters to all workers restating its final offer to each employee. The new deadline for workers to indicate acceptance of the offer and return to work was due to expire as the *FM* went to press.

Naawu is an affiliate of the National Union of Metalworkers of SA (Numsa) and is the representative union at Samcor, Delta and Volkswagen as well.

As with the recent mine strike, there could well be political undertones to the union action aimed at hitting at the producer of the country's most prestigious motor cars. The company, understandably, offers no opinions.

MB has recently experienced quality control problems with its new W124 car series, but this is apparently unrelated to the strike which completely halted production at the plant. The quality control problems apparently relate to the company having to adapt to new manufacturing techniques demanded by the W124 range. ■



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Post Office, Potwa still at odds

The postal strike has entered its third month, with no sign of an early resolution to the dispute. The union claims there are 25 000 workers on strike; postal authorities say 15 000 have stopped work. The Star spoke to Post and Telecommunication Workers' Association (Potwa) president Mr. Vusi Khumalo and the Deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers, about issues in dispute. Report by Mike Siluma and Adele Baleta.

ON SALARY NOTCH PARITY

The Post Office introduced standardised salary scales for all races on July 1. Previously, whites, coloureds and Indians were on the same salary scale, while blacks were on a different scale. The new standardised scale provides for several salary notches. Although blacks are now on the same scale as whites, they have been placed on lower notches and so earn less.

UNION Potwa is demanding notch parity so that a black and white worker of the same rank and with the same experience, qualifications and number of years' service, will be paid equally.

Although blacks now have scale parity, this does not mean an end to discrimination in the Post Office. Black workers with the same experience are being paid between R88 and R300 less than their white colleagues.

Although black workers will now be able to advance to the same positions held by whites, this could take up to 10 years.

MANAGEMENT: If we granted notch parity to blacks, we would be compelled to apply the same principle to Indians and coloureds. This would mean increasing salaries substantially for some people and would be in addition to the 12 percent increase granted in July. This would have to be budgeted for after considering the many implications attached to such a dispensation.

DISCRIMINATORY PRACTICES AND RANK

UNION We are opposed to the attitudes of some people in authority who, because of a political background, are accustomed to issuing orders. Unfair dismissals occur and strike action follows when this authority is challenged. Blacks with the same training as whites are not given the same authority.

MANAGEMENT We have initiated supervisor courses to guide people on how to handle staff and on how to deal with dismissals. At present, white technicians supervise both black and white employees while black technicians supervise other blacks. Potwa insists that blacks must also supervise whites. The situation may change in the future but it is difficult to say when this will happen. It is a question of evolution.

MINIMUM WAGE INCREASES

UNION We want the minimum wage to be pushed up from R310 to R600 for the general assistant grades. We regard this as a living wage and the demand is in line with demands by most workers throughout the country.

MANAGEMENT This is negotiable and will be looked into. The Post Office does try to pay market-related salaries and salary adjustments are considered periodically depending on the availability of funds.

PAYMENT OF SALARIES DURING THE STRIKE

MANAGEMENT We have told the union time and again that payment of salaries to striking workers is not acceptable and a non-negotiable issue. No employer in the country would pay people who are on strike.

UNION During negotiations, workers have always insisted that the Post Office is responsible for dragging out the dispute by not addressing grievances. The workers feel they are therefore entitled to payment. During negotiations, we were prepared to concede to no work no pay provided that we were given notch and rank parity and workers were reinstated. This has not happened and the strike continues.

EMPLOYMENT OF DISMISSED WORKERS

Potwa is insisting on the unconditional re-employment of about 60 workers dismissed in the Eastern Cape since 1985.

MANAGEMENT This is negotiable. We have told the union to submit cases where workers have allegedly been wrongfully dismissed so redresses can be made. Of the 15 000 workers who are on strike, about 12 000 are not skilled and can be replaced. However, we will be losing a lot of expertise and experienced staff. It will be difficult to replace skilled workers with three years' training and we won't have enough technical staff until we can train more. A total of 1 700 new unskilled workers have been hired so far.

UNION The workers feel their demand for re-employment of dismissed workers is the only way to stop the Post Office from continuing to sack employees for no apparent reason.

POSTAL SERVICES

MANAGEMENT We will not hire new workers to man postal services in the townships. Postal services in these areas will remain closed until the workers return to work.

UNION The Post Office is an essential service and should not be disrupted but as worker grievances have not been redressed we have no alternative but to continue with the strike. It has always been Potwa policy not to catch the community in the crossfire between the union and the Post Office. The community supports us as they recognise that this is a struggle for human rights and therefore affects all blacks. The Post Office service can only improve when manned by satisfied and contented workers.

OFF TOPICS
4/9/87

Cal

Potwa 152 strike solution

PRETORIA — Post office strikers who return by Monday will not be penalized in terms of an agreement reached between the department and their employees' association yesterday

No one will be paid for the time they were on strike

The Department of Posts and Telecommunications said their agreement with the Posts and Telecommunications Workers' Association (Potwa) stipulated that workers return by Monday or, if able to explain, not later than Monday, September 14, to be employed on the same terms. Those who did not would be liable to dismissal

Detained members unable to return by Monday would be entitled to resume on their release, unless convicted of a criminal offence for which they would be liable for dismissal

Those dismissed before detention, could apply for re-employment within seven days of release

Others dismissed could apply for re-employment.

The department said it would keep on replacements for dismissed strikers.

Allegations of wrongful dismissals in the Eastern Cape would be submitted by Potwa to the department and, where substantiated, the worker would be re-employed — Sapa

Strike upsets Unisa students

The postal strike which ended this week has thrown into disarray the delivery of tutorial material on the Witwatersrand for correspondence students of the University of South Africa (Unisa) — only a month before they start their examinations

To counter this, Unisa has made special arrange-

SATURDAY STAR CORRESPONDENT

ments for delivering tutorial matter to students

Students may call in person at the Tony Factor In-Town Centre in Johannesburg before Monday and request that their study material be re-

directed to the university's study centre

The students can then personally collect their material from the study centre

This can be done up to September 30 after which all correspondence will once again be sent to present addresses

(150) sent
SM 5/187

An invitation to

EL Hoover plant dismisses 200 striking workers

Daily Dispatch Reporter

EAST LONDON — Some 200 workers have been dismissed from the Hoover plant here following a dispute over minimum hourly wages and a failure to negotiate a recognition agreement

The South African Allied Workers' Union (Saawu) said the workers were fired after management refused to negotiate on an hourly minimum wage of R5 and to discuss signing a recognition agreement with the union

Hoover's management had not commented on the issue by the time of going to press

The chairman of the workers' committee, Mr Meshack Salman, said management had agreed to discuss a recognition agreement and hourly wage rates, at a meeting in August

It was understood these negotiations would be held during the first two weeks of September

Mr Salman said the company had later re-

fused to negotiate claiming the wage demand was "unrealistic and ridiculous"

The workers "withdrew their labour" on August 28 after management said negotiations were closed owing to a drop in production.

"The management pegged ultimatums to wage packets setting August 31 as the deadline failing which the workers would be summarily dismissed

"Again on Monday, August 31, the workers willingly accepted to resume their duties on condition that management resume negotiations on wages after two days of production"

Mr Salman said the workers were given a further ultimatum to return to work by 2 pm that day

"On Tuesday morning at noon notices were pinned to the factory gates with the names of dismissed workers"

Management had refused to negotiate further and had confirmed that no other meetings would be held to resolve the dispute, he said

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Post workers' strike ends after 10 weeks

6/9/87
CP Press

CP Correspondent

THE ten week old strike by more than 11 000 black Post Office workers that has cost more than R7-million in lost salaries has ended and workers will resume their normal duties on Monday

This was announced in a joint statement by the the

Post Office and Telecommunications Workers' Association and Post Office management

Management said agreement had been reached on the main issues discussed and that workers would receive no salary for the time they were on strike

Another condition of the

settlement was that the dismissed workers could apply for re-employment

"Their applications, previous work records and availability of posts, would be considered, together with those of new applicants," Post Office management said

Post Office management agreed to an increase in the minimum wages for unskilled workers from October 1.

"This is in line with declared Post Office policy, for the upliftment of its unskilled workforce," management added

Management expressed its "gratitude to the public for the understanding and co-operation during the strike" and said services would return to normal soon

Potwa president, Vusi Khumalo, confirmed the workers would return to work

He said salaries would be increased with General Assistant Grade One salaries upped by 20 percent, with effect from October 1

Khumalo said the Department of Posts and Telecommunications had accepted that wage disparities did exist and a mechanism was being set up to achieve parity and equality. A review on progress made in this regard would be held in April next year

He also said the department had accepted that all workers in the Eastern Cape region dismissed prior to the work stoppage would be re-employed if their cases could be substantiated.

Khumalo said national report-back rallies were being organised for today, with a view to getting members back to work by Monday

He said Potwa's national executive committee congratulated the association's members on their "discipline, dedication and unity throughout the stoppage"

Sarmcol's 'long City Press 6/9/87 152 march' nears end

SOUTH Africa's longest industrial dispute over the sacking two years ago of nearly 1 000 workers by BTR Sarmcol from its rubber plant near Howick in Natal, draws to a close with judgment expected this month.

The president of the Industrial Court has undertaken to deliver his judgment in front of the 965 striking workers and their families.

The hearing, originally set down for two weeks in November last year, carried on into 1987 and ended on July 10.

The workers were dismissed in May 1985 while striking in protest against the British owned multinational's refusal to recognise their union, the Metal and Allied Workers Union, which has since been incorporated into the National Union of Metal Workers of South Africa.

Numsa's lawyers have called for the reinstatement of the workers as they say the mass dismissal was

an unfair labour practice and the company acted in bad faith.

They have also called for an order requiring the company to conclude a recognition agreement with the union.

The company's bench insists that the dismissed employees - almost the entire workforce of the Howick rubber plant - resorted to "unnecessary, unjustifiable, unlawful and disorderly strike action" on May 2, 1985, while the company was negotiating in good faith.

In papers before the court Numsa's lawyers said the Mawu had sought recognition since 1974, but had met with increased resistance from management.

The papers cited several examples of the company involving the aid of the South African police in preventing the union from organising the workers.

In 1983 the Industrial Court ruled that the company recognise the union as the workers' bargaining re-

presentative and ordered BTR Sarmcol to conclude a recognition agreement with the union.

Although negotiations continued for another two years, by May 1985 no agreement acceptable to both the union and the company had been reached.

While Numsa maintained negotiations had reached a deadlock, BTR Sarmcol said negotiations were still proceeding and that a draft recognition agreement had been unwittingly rejected by the union.

The outcome of the hearing in South Africa will affect not only the workers themselves - 49 of whom have already died, mainly from stress, lack of food, or violence - but also their entire community of Mpophomeni.

A recent survey shows that since their dismissal, about 40 percent of the strikers' children have begun to suffer from malnutrition.

Before the dismissals the Sarmcol workers - the majority of whom were older married men who had spent most of their working lives with the company - represented the backbone of Mpophomeni township.

In a statement before the court hearing began, Mawu said "Mpophomeni has been effectively destroyed by the company. There is no income being brought into the township and the population of 17 000 are condemned to gradual starvation and death."

While the hearing continued for months on end, the workers formed a co-operative, printing T-shirts, posters and pamphlets.

They also produced a play *The Long March* which tells the story of their struggle.

An international hearing in Brussels last year found that BTR Sarmcol had infringed basic the European Economic Community code of conduct by not recognising Mawu.

Barlows puts 150 workers on ice over tea dispute

CP Correspondent

A TOTAL of 150 workers have been dismissed from the Barlows refrigeration plant in East London following a dispute over proposed changes to working conditions

The workers, who are all members of the South African Allied Workers, were dismissed on August 28 after they failed to heed an ultimatum by management demanding that their return to work.

Chairman of the workers' committee, L Mngqolo, said the dispute began on Monday last week when the company introduced changes to their tea and lunch break times.

The total time allocated for breaks was to remain the same, but redistributed to drop the afternoon tea break.

The workers had refused to accept the conditions as they had not been referred to the workers' committee

Management had later threatened to withdraw housing and burial loans unless the changed times were accepted.

The workers in turn demanded that pensions should be paid out.

Mngqolo also said that the company was refusing to recognise the worker's committee.

A deadlock was reached and some 150 workers were fired after management issued three ultimatums for them to return to work

"The dismissal of workers showed that management completely disregards good industrial relations and is undermining the feelings of the workers and the recognition agreement," Mngqolo said.

A company spokesman, Neil Davies, said this week that the plant was operating and new workers were being recruited

He denied that threats to withdraw housing and burial loans had been made.

"Workers did not have these benefits so it is not a point of contention," he said.

Davies said management had, on numerous occasions, urged workers to follow the procedures set out in an agreement between the company and Saawu.

"Despite management's willingness to discuss and resolve their grievances, Saawu failed to follow the procedures and continued with the illegal strike.

"On August 27, and again early on the morning of August 28, the company made final appeals to the striking workers to return to work on Friday, August 28

"The workers failed to heed the final ultimatum. The company had no other alternative, but to dismiss the workers participating in the illegal strike," he said.

Davies said dismissed workers could re-apply for employment - Elnews

AZZAYO BODIED AND KILLED

IN ORDER TO PREVENT POSTAL STRIKE

By SOWETAN REPORTER

IN last Friday's *Sowetan* we reported that the Department of Posts and Telecommunications had given in to a demand by the Post and Telecommunications Workers' Association (Potwa) that scab labour should be dismissed.

A spokesman for the Post Office has pointed out this report was incorrect. The agreement between both parties, according to a telex received from the Post Office is that "the department does not

intend dismissing new workers employed as a result of the work stoppage". This means that all people employed after the postal workers were dismissed during the strike will retain their jobs and the dismissed workers will have to reapply for their posts. We regret the inconvenience caused by our error.

Meanwhile, writes Mathata Tsedu, a moment of silence for the late black consciousness leader, Steve Biko, was observed at a rally of the Post Office and Telecommunications Workers' Association at Seshego, near Pietersburg yesterday.

Ccawusa

The observance, by about 200 workers attending a report back meeting on the recently ended nationwide strike by Post Office workers, came at the

EIGHT members of the Azaman Youth Organisation were detained by police on Thursday 3/9/87.

SOWETAN Reporter

And on Friday national executive members of Azapo, Nkosi Molala (president) and George Wauchope (general secretary) were detained and later released. According to Mr Molala he was questioned on the Biko week that starts today.

Five of the Azayo members are from Mamelodi in Pretoria, while the remaining three are from Orlando West, Soweto.

Escalated

Police said the eight are not held under security legislation.

The five from Mamelodi are Mr Eric Sibya, Mr Rocky Sibanyon, Mr Joseph Phatswane, Mr Mandla Magudulela and Mr Mandla Lekalakala. The rest are Mr Veli Moses Lale (21), Mr Siphwe Khuno and Mr Abednigo Radebe. A statement from Azayo said the detention

of its members since its launching has escalated. "This is aimed at destroying the organisation for it is the only relevant youth organisation that situates black youth in a proper perspective," the statement read.

"It is also aimed at destabilising our preparations to observe the 10th anniversary of the death of our gallant comrade Steve Biko, who was killed while he was in detention in 1977."

Standing enhanced

THE leader of Umta, Dr Jonas Savimbi, and the French prime minister, Mr Jacques Chirac, have emerged as the two men whose international statures have gained most

PRAGMATICAL COURSES IN

PREPARATION FOR TRADE TEST

- Carpentry • Plumbing • Electrician • Motor Mechanic • Auto Electrician
- DRIVING LICENCE
- MOTOR MECHANIC
- PANELBEATING
- BRICKLAYING
- PLASTERING
- CARPENTRY
- WELDING
- BRICKLAYING
- TYPING
- PERMING
- BRAIDING

Sowetan

7/9/87

(S2)

(S2)

CAPE TIMES 8/9/87
152
Postal workers return to work

PRETORIA About 4 000 of the 11 000 postal workers who had been on strike, returned to work yesterday, a Post Office spokesman said.

He said it appeared that the other 7 000 would be returning this week as news that the strike had ended filtered through to rural areas.

The stoppage, which lasted nearly two months, crippled postal services countrywide, especially in the townships.

The spokesman said township post offices would be reopening soon — Sapa

152
Workers locked out of factory after 3-day sit-in

CAPE TIMES 11/9/87
Staff Reporter
FORTY workers at the Inmont ink factory in Kinghall Avenue, Epping, were locked out of the factory yesterday after a "sit-in" on the premises which lasted for three consecutive days.

One of the workers said the dis-

pute arose over the dismissal of one of the other workers for absence from work after he had asked for leave and apparently had been refused it.

The workers belong to the South African Chemical Workers' Union, which is an affiliate of the

second-largest union grouping in the country, the National Council of Trade Unions (Nactu).

A spokesman for the factory management said he would telex comment on the matter to the Cape Times, but by late yesterday this had not arrived.

DISCOUNT

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POTWA'S TOP BRASS MISSING

HIGH-ranking Post and Telecommunication Workers' Association leaders have gone missing as thousands of the organisation's members return to work after a 14-week strike.

The return was, however marred by accusations that management is harassing workers

Potwa said its president, Mr Vusi Khumalo, general secretary Mr Gabisi Mosunkuthu and assistant general secretary Mr Floyd Mashele, have been missing from their homes since last Thursday

The union and management reached the settlement which ended the strike that day

National organiser Mr Bob Mabaso said the men had not been seen by their families since last week

Referring to the harassment Mr Mabaso said at some Post Office plants only qualified workers were allowed to enter the premises while labourers were turned away yesterday

Notices

He said the workers who had received dismissal notices during the stoppage could re-apply for their jobs in terms of the agreement between Potwa and the Department of Posts and Telecommunications last Thursday

"Workers at five plants on the Reef and in the Eastern Cape were told to return later because their cases were being assessed. Only qualified staff was allowed to fill in the forms," Mr Mabaso said

Mr Mabaso said the affected plants were Milner Park, Power Park, Bryansfontein, all

Harassment of workers denied

ly tried to meet the area's regional director of the post office to discuss the situation

A spokesman for the post office said about 4 000 workers returned to work yesterday and because of enormous

administrative work the situation would take a few days before being normal again

The spokesman said no worker at the plants referred to by Potwa had been refused entry

"It was a matter of

order. Management wanted to first admit the workers not dismissed during the strike and then deal with those seeking to re-apply"

He said he was not aware of the disappearance of the Potwa executive members and would relay the matter to the Deputy Postmaster-General Mr J H de Villiers

By THEMBA MOLEFE

round Johannesburg Lupaardsvlei on the West Rand and Eastern Cape

He said Potwa's Eastern Cape regional committee unsuccessful-

9/19/87 10

D-Day dawns for strikers at Mercedes

by BARBARA HART
EAST LONDON — Some 2,800 workers at Mercedes Benz of South Africa (MBSA) stand to be dismissed this morning after 11th hour talks to end a five-week strike here ended in deadlock yesterday afternoon

Representatives of the National Union of Metalworkers of South Africa (Numsa) and the company met for over three hours at the giant Mercedes Benz plant on the West Bank yesterday but failed to reach agreement on a minimum hourly wage rate

The company said last night it would stand by its ultimatum that employees return to work by 7:30 am today or face dismissal.

Numsa's regional organiser, Mr Les Kettle-das, said workers would go to the plant but would not resume work as agreement had not been reached on wages

The workers would hold further discussions at the plant this morning and, although no talks were scheduled with management, the union hoped an acceptable agreement would be reached.

Mr Kettle-das and the union's local chairman, Mr Viwe Gxarise, were excitedly greeted at about 4 pm by the 1,000 workers gathered in the plant grounds

Security guards prevented the press from entering the grounds

At 5:15 pm the workers ran chanting out of the premises

No incidents were reported and the crowd dispersed peacefully

Mr Kettle-das said the union had put proposals to the company in an attempt to reach an agreed settlement to the dispute

While management had agreed that employees would not suffer a loss of earnings owing to the working week being reduced from 44 to 43 hours, it had refused to reconsider its ultimatum to the workers and the dismissals of workers who do not resume work this morning

There was also no agreement on wages

In a statement last night, MBSA, which injects R120 million annually into the Border economy, said it had agreed to reinstate its previous offer on wages and that employees would be compensated for reduced working hours

"The company, in an attempt to reach a final settlement of the dispute, made a gesture to the union in order to come to a resolution

"The offer to compensate fully for the reduction of working hours from 44 to 43 was made, as well as a proposal for a planned reduction in working hours to 40 hours per week over the next two years

"Full compensation would be paid for the reduced hours

"The wage package offered, including the compensation for hours

Company stands by strike deadline

of work, represents a minimum monthly income for the lowest grade of employee in the company of R752 per month

"The union delegation stated it would report back to its members but found the company's package to be inadequate," the company said

Soviet satellites launched

MOSCOW — The Soviet Union launched six satellites into orbit on Tuesday with a single rocket

The satellites for 1975-1980 carry scientific equipment to explore outer space Sapa-AP



Striking Mercedes Benz SA workers stream out of the plant gates yesterday following a meeting between management and union representatives
Photograph by MARLENE VU MAVA

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AREA A
Springs

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AREA D

Fired workers deny deadline extended

Daily Dispatch
Reporter

EAST LONDON — The 200 workers dismissed from Hoover denied yesterday that they were given an extra hour after the company's final ultimatum to return to work, and dismissed the managing director's views as untrue

In a written statement signed by the secretary of the workers' committee, Mr Elliot Dikimolo, the workers said that they had decided to return to work on August 31, but found the factory

and above the company's final ultimatum

Last night Mr Ashdown said he had nothing to add to his previous statement

The workers' committee statement said that Mr Ashdown spoke to the workers through bars of the locked gate and told them that they had been dismissed and would be able to read on the notices posted outside when they would be able to collect their benefits

"The workers strongly deny that they were

The workers demanded that the South African Allied Workers' Union (Saawu) be recognised as the union representative of the workers, and R5 as a minimum hourly wage

Mr Dikimolo said management restated its unwillingness to negotiate on August 28, and issued individual letters stating August 31 as the deadline to resume normal work

"On the 31st the workers willingly accepted to resume normal work on condition that management re-open the negotiations after two days of production

"The meeting (on August 31) ended at 1 55 pm and Mr Ashdown expected workers to be back at work by 2 pm, which was an impossible ultimatum since the workers were to be given a report," he said

AR 645 11/10/87

9/9/87

250 fired at Sea Harvest after stoppage

Labour Reporter

ABOUT 250 workers have been dismissed from Sea Harvest at Saldanha following a work stoppage, according to a union spokesman

The spokesman said that since last month members of the Food and Allied Workers' Union had been in dispute with the company over wage increases due to have been introduced in July.

They were demanding pay parity with employees of the company's major competitor

"Last week we told management we wanted to hold a report-back meeting with members last-

ing one to two hours," he said

"They won't allow us facilities at the factory, so it was due to be off the premises. But they threatened to take action against the union if the meeting went ahead"

He said that while negotiations were taking place on Monday the workers heard about the company's attitude towards the meeting and refused to return to work after lunch

"Management, without going through the shop stewards, gave the workers an ultimatum to return at work in 10 minutes. When they refused to accept this about 250 were fired," he said

Then the night-shift refused to work and the bulk of the factory has been on strike since

According to Mr L Penzhorn, a director of Sea Harvest, the workers were dismissed when they refused to return to work after their lunch break on Monday

"The workers were clearly in breach of their contract and we dismissed them"

Mr Penzhorn said the 250 posts would not be filled immediately

"At the moment it is not necessary because the factory is running well without them," he said

"We might have to fill some of the vacancies at a later stage"

SOUTH REPORTER

THE Chamber of Muslim Meat Traders Association (COMMTRA) has intervened in the Spekenam strike, now in its fifth week.

Last week the Food and Allied Workers Union (FAWU) and representatives of the Congress of SA Trade Unions (Cosatu) met COMMTRA to discuss support for the striking meat workers.

About 600 workers are presently on strike in response to management's refusal to include union

officials in wage negotiations. All have been dismissed by Spekenam.

According to a spokesperson, COMMTRA has held discussions with Sams Foods, a meat wholesale company. No Muslim butcher has any dealings with Spekenam itself, but several butchers buy their meat from Sams

Foods.

Sams Foods and Spekenam are subsidiaries of the holding company, Vleissentraal, which controls more than 70 percent of South Africa's meat industry.

A COMMTRA delegation this week met representatives of Sams Foods to discuss the situation.

Meat traders take a stand

On Tuesday morning, Mr A Jaffer, of COMMTRA, said: "We have been informed by Sams Foods that the union has taken legal action and that therefore Sams Foods would not be negotiating further."

"We wish to express our disappointment that our intervention has been of no avail."

A spokesperson for FAWU said: "We have instituted legal proceedings against Spekenam on the grounds that the workers were unfairly dismissed."

Cap Times 16/9/87

Villagers rally after weekend of violence

By CHRIS BATEMAN

THE small West Coast township of Diazville, near Saldanha, rallied yesterday to support the families of those wounded — and one killed — in clashes after 280 Sea Harvest workers were dismissed early last week.

The violence in the town was described by one local church leader as having “politicized and conscientized local people more in a week than it could have in six months”

Last Monday 280 workers were sacked for refusing to meet a management deadline to return to the factory floor. They were later joined by 140 colleagues

On Sunday, burning tyre barricades were set up and several homes stoned. Five residents were shot and wounded and a 14-year-old boy, Abraham Jules, a Std 4 pupil at Diazville Primary School, was killed

Relatives of the boy yesterday said he had been shot while climbing over a fence after a road barricade had been set alight on Sunday evening

Sea Harvest managing director Mr Eckart Kramer denied claims by union officials that he had told them he had called on police to protect those still working

Mr Kramer said negotiations with the union deadlocked on July 31. This was followed by “sporadic disruptions”. Management issued a warning notice to workers on August 17 that “we could no longer tolerate any form of disturbance or go-slows”

The township violence had “nothing to do with the dismissals”, he said

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[Handwritten scribbles]

MBSA strike talks resume



Daily Dispatch
Reporter

SD
14/9/87

EAST LONDON — Negotiations between management and striking employees at the Mercedes Benz of South Africa (MBSA) plant here were resumed yesterday after more than a week of deadlock

Both MBSA and the National Union of Metalworkers' of South Africa (Numsa) confirmed that talks took place yesterday, but declined to elaborate

The regional organiser of Numsa, Mr Les Kettledas, said the company had agreed to put its proposals to the workers in writing and that negotiations would continue on Thursday

None of the some 2 800 fired workers had been rehired as far as the union was aware, Mr Kettledas said

The workers met again at the plant yesterday morning and resolved to return again this morning

They are demanding a minimum hourly wage of R5 The company has offered R4,04 an hour

An MBSA spokesman confirmed the meeting between the union and management yesterday but declined to comment "while talks continued so that negotiations are not jeopardised"

The workers were dismissed on Wednesday last week after protracted negotiations to reach an agreed settlement were unsuccessful

Fired workers have been given until Friday next week to re-apply for employment

(15) ~~15~~ 15/9/87

Hospital ignores ruling by court

The authorities have refused to re-instate 198 striking workers from Natalspruit Hospital on the East Rand despite a ruling in a Rand Supreme Court test case that overturned the dismissal of one of the strikers, a spokesman for the National Education Health and Allied Workers' Union (Nehawu) said yesterday

Sacking was unlawful

The Director of Hospital Services, Dr Hennie van Wyk, refused to comment on the union's claim that the case should apply to the other dismissed workers

Mr Justice Goldstone found on Friday that the sacking of a temporary worker, Mr Simphiwe Si-

fumba, was unlawful Mr Sifumba, who had worked as a cleaner at the hospital since 1979, was fired from the Alberton hospital for alleged misconduct

According to the union, negotiations with medical authorities were continuing, but the latter had refused to acknowledge that Mr Sifumba's case constituted a test case

The hospital dismissed another group of about 100 workers last week and Nehawu was considering bringing an action against the Department of Health and Welfare to oblige it to accept the ruling of the court, the spokesman said

Hospital authorities were considering an appeal against the judgment on the grounds that Mr Sifumba's case was not a true test case, he said.

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Teenager shot
Argus 15/9/87
1572

Dead in Saldanha

By DICK USHER,
Staff Reporter

A WEEKEND of violence in the little Saldanha community of Diazville has left one person dead and several injured

Township residents told of two days of clashes, gunshots, barricades in the streets and teargas

They said the spark which ignited the weekend's events was a clash on Saturday afternoon between supporters of two rugby clubs from different unions

But tension had been simmering all week after the dismissal of about 600 workers by Sea Harvest, one of the area's largest employers.

Stoning

Residents said that Saturday's clash between supporters of the Saldanha Marines, a member of the South African Rugby Union affiliated to the South African Council on Sport (Sacos), and Tigers Rugby Football Club, a South African Rugby Federation member, was broken up by police using teargas

This was followed by stoning of houses during Saturday evening

On Sunday, shoppers and a group waiting outside a cafe for a bus to take them to a South African Youth Congress rally in Cape Town were dispersed by police

The dead youth, 14-year-old Abraham Julies, was shot on Sunday night

His father, Mr Jacob Jacobus Julies, said he last saw his son about 8pm on Sunday before he went to work

"About 10 45 one of my colleagues told me that Abraham had been shot," he said yesterday

"That is all we know about it

"We have not been allowed to see Abraham's body

"We have been told that there will be a post-mortem today"

Sources in the township said at least seven people had been injured by police action

Two of them, Gert Cloete and Rochelda Samuels, were admitted to Vredenburg Hospital

A hospital spokesman said they had "small wounds in the legs"

Sixteen-year-old Felicia Cloete was admitted to Tygerberg Hospital

Her father, Mr Jacobus Cloete, said she was shot in the face with a revolver or pistol

Dissatisfaction is also spreading over this weekend's Harvest of the Sea Festival which is to be opened by President Botha

● A spokesman for the police directorate for public relations said yesterday's unrest report, which mentioned two days of unrest in Diazville, was incorrect in saying that a youth had been "slightly injured"

He said the statement should have read "fatally wounded"



Picture HANNES THIART, The Argus

Mr Jacob Jacobus Julies and his wife Elizabeth, parents of Abraham Julies who was shot dead on Sunday evening.

Move on papers 'intimidatory'

The Argus Correspondent

JOHANNESBURG — Requests by the new Directorate of Media Relations for certain newspapers to submit copies of their publication for perusal are seen as ominous attempts to intimidate editors, says a statement issued yesterday by the Anti-Censorship Action Group

The statement says the request that copies of newspapers be submitted to the "Government's new chief censor is clearly an intimidatory move with serious consequences for the truly free flow of information which Minister Stoffel Botha claims he believes in"

The statement is signed by author Nadine Gordimer, Dorothy Wheeler of Ravan, and Pat Sidley, president of the South African Society of Journalists.

'Draconian laws inconceivable'

Argus Africa News Service

WINDHOEK — It is inconceivable that the citizens of SWA/Namibia should still be subject to the "draconian" powers of the Terrorism Act — a law scrapped by the South African Parliament 15 years ago — says a Windhoek Supreme Court judge

Mr Justice Kenneth Bethune made the remark in his written reasons for ordering the release of six Swapo detainees, who were freed on Friday. The men were arrested and held under Section 6 of the Terrorism Act

He said the Terrorism Act conflicted in a number of respects with the Bill of Fundamental Rights proclaimed with the installation of the current Transitional Government in Windhoek in 1985. The current legislators in Windhoek had, however, so far made no use of their power to revise or scrap the Act

Kimberley's 'wedding of the

The Argus Correspondent

KIMBERLEY — The "wedding of the year" here featured Irish schoolteacher Thomas O'Neil and his former pupil, Eulah Bothoile Mothibi, at the St Boniface Catholic Church

The former St Boniface High School head prefect said "I do"

to her one-time matric teacher in the presence of hundreds of enthusiastic, and mostly curious people, who packed the church

The couple had been the talk from the town from the time they started courting

"Yes, indeed, we are living in a changing world," said one el-

derly woman again

Eulah is a local student worth Univ a lecturer

They regard as pretty of fathom the fuss"

AR6a5

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Strikes at AECI 'suspended' for talks

Labour Reporter

STRIKES by workers at two AECI plants have been "suspended" pending talks today between their union and management

A spokesman for the South African Chemical Workers' Union (Sacwu), an affiliate of the National Council of Unions, said the workers went on strike at AECI operations in Bellville and Salt River yesterday in support of demands that they be included in a central bargaining forum

Mr John Russell, personnel manager for AECI's paint division, said the forum covered mostly the older AECI operations and involved about nine trade unions, but there were "a lot of other sites where we have an established practice of plant-based bargaining"

UNDERMINING

In a statement Sacwu condemned Inmont Inks, Epping, for seeking an order from the Industrial Court to end a strike at the company

"The union was shocked by the company's action and finds it frustrating that work-related issues cannot be resolved at the workplace

"The workers also find it frustrating that companies are using the Industrial Court as a mechanism to bypass negotiating machinery, thus undermining the employer/worker relationship on the shop floor," said Sacwu

No dismissed MBSA strikers seek rehiring

Daily Dispatch Reporters

EAST LONDON — None of the 2 800-odd dismissed Mercedes-Benz of South Africa (MBSA) workers were rehired here yesterday morning

The workers, who were fired last Wednesday after wage negotiations to settle a five-week strike failed to achieve an agreed settlement, gathered at the plant yesterday morning but did not seek re-employment

Workers said they would meet at the plant again this morning but would not seek re-employment until their wage demand had been met.

The company announced on Friday last week that dismissed workers would be rehired until Wednesday this week.

The workers are insisting on a minimum hourly wage of R5

MBSA have offered R4,04 an hour, which includes compensation for time lost owing to the working week being reduced from 44 to 43 hours.

The regional organiser of the National

Union of Metalworkers of South Africa (Numsa), Mr Les Kettleidas, confirmed that workers had not sought re-employment yesterday.

An MBSA spokesman said yesterday afternoon "it is still too early to comment" on the rehiring programme or what the company intended doing in the future.

Mr Kettleidas said more than 80 per cent of the dismissed workers were skilled

There was no indication yesterday whether the West German metalworkers union, based at the Daimler-Benz headquarters in Stuttgart, would come out in strike in support of the MBSA workers, he said

The union, IG Metall, sent a telex of support to the local Numsa office yesterday and telephoned the Daily Dispatch on Sunday to confirm this support

Meanwhile, shop stewards from Delta, Samcor and Volkswagen will visit East London, in the next two days, to meet with the workers at Mercedes-Benz to discuss the plans of action to be implemented in their support

1579/82

Boy, 14, shot dead after firings

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USA

By CHRIS BATEMAN

A TEENAGE boy was shot dead, at least seven people were wounded and at least four people were arrested in Saldanha on Sunday as labour-related conflict escalated after 280 Sea Harvest factory workers were sacked in the town on Monday.

The toll of wounded could be as high as 10, Diazville township sources have named seven residents they said were wounded, while police said four residents and three security force members were wounded.

Since Monday at least 20 people have been arrested, 11 of them women who appeared briefly before a Vredenburg magistrate on Friday on charges of failing to obey police orders. The 11 were granted bail of R100 each.

Township sources gave the names of nine men they said were arrested outside a township cafe early on Sunday. Relatives said they were told by police that the men had been taken to Victor Verster Prison outside Paarl where they were being held in terms of the emergency regulations.

A senior police spokesman in Pretoria, Colonel Steve van Rooyen, yesterday said that a "coloured male" — identified by township sources as Abraham Julies, 14, a Std 4 pupil of Diazville Primary School — had been shot dead on Sunday.

Spokesmen for the Food and Allied Workers' Union (Fawu) and the Saldanha Advice Office said two women and a man, aged 18, 19 and 21, with pellet wounds in their legs, were under police guard in Vredenburg Hospital while a 15-year-old girl with pellet wounds in her head had been transferred to Tygerberg Hospital.

They said they had traced another wounded man to the Saldanha police station but were still looking for two more people reportedly wounded and in police custody. Colonel Van Rooyen said that any additional information received by police headquarters and "worth mentioning" would be released today.

The trouble began after Sea Harvest management fired 280 workers for refusing to meet a 10-minute deadline to return to work on Monday. The workers had demanded an answer about a pending meeting before returning to work, Mr Louis Penzhorn, general manager of Sea Harvest, said yesterday.

300 ^{Cape Town 15/7/8}
¹⁵² Kuils River
workers ⁽¹⁵²⁾
on strike

Staff Reporter

ALMOST 300 Cosatu-affiliated workers at the Boland Wood Industries factory in Kuils River have not worked since Wednesday afternoon, in support of wage demands, a union organizer said yesterday.

Ms Geraldine Kennedy, a branch organizer of the Paper, Wood and Allied Workers' Union, said the union had sent management a letter requesting a meeting on Wednesday afternoon, but management had responded that wage demands would not be discussed before an interim recognition agreement had been made final.

Mr J F Hattingh, administrative manager of the firm, said the employees had been striking illegally since 2pm on Wednesday. It was presumed this was "in connection with wage increases"

Ms Kennedy said: "The basic minimum wage at that factory is R78 a fortnight

"The union said the workers are demanding a 50% wage adjustment from August 1 this year."

There were about 300 workers at the factory, 280 of them union members, she said.

In July this year the workers had received a wage increase of R3 each a fortnight, but they regarded this merely as recompense for a R3 wage reduction two years previously, Ms Kennedy said

DATE TIME 15/9/87
Striking workers back after provisional order

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Staff Reporter

STRIKING workers at the Inmont ink works in Kinghall Avenue, Epping, returned to work yesterday afternoon after the Industrial Court provisionally declared the strike illegal on Friday.

South African Chemical Workers' Union organizer Mr Sizakele Mahlutshana said the workers had been forced to stop the strike and return to work. They had been shocked and frustrated by this.

The temporary order called on Mr Lucas Rampomana and 33 others to show on September 29 why a final order should not be issued declaring the strike illegal.

The final order will also direct the respondents to cease participating in the strike and restrain them from encouraging any employee from continuing with or participating in the strike.

Yesterday the deputy sheriff of Goodwood served the order on all the striking workers and it will also be served on the SA Chemical Workers' Union, according to the Industrial Court order.

A copy was also attached to the factory gates and the order was broadcast at the premises.

ARGUS 14/9/87

Shotguns, tear smoke used after stoning at Saldanha

Staff Reporter

TEARSMOKE and shotgun fire were used to disperse a group of people at Diazville, Saldanha, after a woman and three security force members were struck by stones and slightly injured, according to the police unrest report.

Security force members, their vehicles and a private home were stoned "by a group of coloured" yesterday, the report said.

"A black woman and three security force members were struck by stones and slightly injured. The group was dispersed with tear smoke and shotgun fire.

ARRESTED

"A coloured male was slightly wounded. A coloured woman and two coloured men were slightly injured.

"Three coloured men and a woman were arrested in connection with these incidents," said the report.

The Argus has been given information about injuries and a possible fatality at Diazville at the weekend.

The Argus also has information about disturbances involving supporters of two rugby teams and after a dance on Saturday night.

STATEMENT

Details cannot be reported in terms of the emergency regulations and the police have been asked to comment.

Boland police liaison officer Captain Gys Boonzaier said a full statement about the events of the weekend was being drawn up and would be sent to the Police Directorate of Public Relations in Pretoria for release to the Press later.

Bus strike's 'over'

BUSES in the Vaal are running normally again after services were disrupted for three weeks following the dismissal and retrenchment of workers by the Vaal Transport Corporation, the company said at the weekend.

General Manager Mr Peter Killick said in a statement that the company was "pleased" to announce that all services in the area were operating normally after three weeks of disrupted services.

He said the company wished to apologise to passengers and suggested that passengers buy their weekly tickets for this week.

The announcement came after VTC dismissed 78 workers for taking part in a strike over the retrenchment of about 150

By TEMBA MOLEFE

employees.

The workers belong to the Transport and Allied Workers Union (Tawu).

The VTC called in the South African Police to escort buses in the area following the stoppages last month. During that period offices of the National Council of Trade Unions — which house Tawu — in Vereeniging were raided by security police who were looking for pamphlets allegedly distributed by Tawu in the townships.

The pamphlets urged residents to support the VTC workers in their strife with management.

Officials of Tawu were yesterday not available for comment.

(152) Sometan 14/9/87

FOR EMPLOYERS, waiting for the President's Council's report on public holidays had become almost comparable to waiting for Margo

In the event, in what many would call a cop-out, the PC has thrown the ball back into the employers' court leaving them no wiser than they were

Certainly the PC report released on Tuesday makes all the right noises about negotiation and consensus, which most employer groups have applauded.

Worries

But tucked away in the last few paragraphs of their statements are worries of a variety of implications which threaten to make the issue of public holidays even hotter, should the report be adopted. Perhaps there should be some

Employers have a hassle with the new public holiday plans

sympathy for the PC's failure to come to grips with the problem. After all, conflict over public holidays symbolises the political conflict in SA as a whole.

As the FCI diplomatically — and Nactu more forthrightly — pointed out, even the four recommended "core" statutory paid holidays, and particularly Republic Day and the Day of the Vow, are hardly recognised universally as days to celebrate.

Selfa yesterday welcomed the principle of negotiation, but warned there could be serious

ALAN FINE

problems for industry if there was ultimately no national co-ordination of public holidays.

The PC proposals could, presumably, result in a situation where on several days each year businesses could find themselves without banking or other service facilities, with suppliers or customers not operating, or a non-availability of transport for employees

The opposite would also apply — bankers, railwaymen and bus drivers operating at full stretch with clients and commuters taking the day off. All in all, not a recipe for efficiency.

Furthermore, one wonders how, for example, the Chamber of Mines intends to reach consensus with both the NUM and the Mineworkers' Union on appropriate days to be commemorated.

There are also social objections. Nactu general secretary Phiroshaw Camay has made the point that *ad hoc* public holidays would

be an obstacle to their important purpose of facilitating gatherings of friends, family and communities.

Finally, apart from these problems, the system is all very well for organised labour. But what about the millions of unorganised workers, particularly those employed in small firms and with little bargaining power?

Polarised

They are unlikely to be mollified by assurances that they will at least have the four statutory paid holidays to look forward to.

The best that can be said for the PC report is that it tries not to alienate anyone. It demonstrates, though, that the only way to succeed in the polarised SA of today is to do nothing.

CAN-TRANS 12/9/87

~~203~~ ~~203~~ 152

SATS anti-strike move

By BARRY STREEK
Political Staff

THE General Manager of the South African Transport Services (SATS), which was hit by a major strike in April this year, is to get increased powers to act against illegal strikes.

In terms of the South African Transport Services Amendment Bill, which was released in Parliament yesterday, the General Manager will have the power to fire strikers three days after he has told them to return to work.

If the general manager considers that a SATS employee or a group of employees are participating in a strike, he shall, in substitution for normal disciplinary procedures "extend to the employee or group of employees concerned an opportunity of providing, within three days, a written explanation for not complying with his or their normal duties"

He can give notice to the workers to do so by means of verbal communication, letter, publication or notices at their place of work.

After the expiry of the three-day period, the general manager shall take these representations into consideration and "shall thereafter have the right to terminate the services of such employee or employees"

The new law gives the SATS general manager far wider powers to dismiss workers who participate in illegal strikes

A memorandum, attached to the bill, says the amendment provides for "practical and effective steps which may be taken by the general manager in the case of an illegal strike"

VOICE OF AMERICA
0300 News, 0310 Daybreak Africa 0330 News Summary
0335 Daybreak Africa, 0400 News 0410 Saturday
Morning 0430 News Summary/Saturday Morning, 0500
News, 0510 Closeup, 0530 News Summary/Saturday
Morning 0600 News 0610 Daybreak Africa

WHAT
ARE YOU

BUTKUS, AFTER A VIGOROUS
WORKOUT - IT'S NORMAL TO

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SEA HARVEST workers toyi-toying outside the Diasville Civic Centre soon after being barred from the factory in Saldanha Bay

280 fired after meeting row 152

By CHRIS GUTUZA

ABOUT 280 Sea Harvest workers in Saldanha Bay were this week dismissed after protesting against management's refusal to allow them time off to meet.

A further 200 went on strike in solidarity with the dismissed workers.

Unhappiness over wages and treatment of union officials caused several work stoppages this year.

The workers also claim they had notified the bosses last week that they would meet at the nearby Diasville Civic Centre on Tuesday to report back on wage negotiations.

"We are not allowed to meet on the factory premises," said a dismissed worker, Ms Theresa Jansen.

On Monday shopstewards were told union members could not take time off to meet because "there was too much work".

Workers refused to resume work after lunch "They also infuriated us by announcing we would

be fired if we did not resume work within ten minutes," said Ms Anna Goldman.

Workers claimed they had been barred from entering the factory premises on Tuesday morning. On Wednesday they were stopped from boarding buses to Sea Harvest.

The Food and Allied Workers Union's general secretary Mr Jan Theron said: "Management checked all cars at the entrance to the factory to prevent shopstewards and union officials from entering"

Officials were reaching a settlement with management on Monday when an ultimatum was issued that workers would be fired unless they started working.

A spokesperson for Sea Harvest denied that any workers had been barred from the premises.

He confirmed that more than 200 workers were absent from work. Workers were told it would not be possible to re-organise the work structure for the meeting to take place on Tuesday. Management suggested a later date for the meeting

Colgate workers to strike

(15) *Sometras*
10/9/87

MORE than 300 members of the Chemical Workers Industrial Union employed at a multinational Colgate-Palmolive Company in Boksburg have voted in favour of a strike action following their dispute over wages and improvement of working conditions.

In a statement the union yesterday said the workers were now discussing plans for action after a strike ballot was conducted when the Minister of Manpower, Mr Piet du Plessis failed to appoint a conciliation board within 30 days of application

ENG Title 10/9/87 (152)

Fired workers deny getting 'extra time'

EAST LONDON. — Two hundred workers dismissed from Hoover denied yesterday that they were given an extra hour after the company's final ultimatum to return to work, and dismissed the managing director's views as untrue.

In a written statement, signed by the secretary of the workers' committee, Mr Elliot Dikimolo, the workers maintained that they decided to return to work on August 31, but found the factory entrance closed.

Mr Dikimolo was reacting to a statement by Hoover managing director Mr Edward Ashdown that the workers did not resume normal duties despite being given an extra hour over and above the company's final ultimatum.

"The workers strongly deny that they were given an extra hour by Mr Ashdown," Mr Dikimolo said. — Sapa

Monday at work for returned postal strikers

THOUSANDS of post office workers are expected to return to work on Monday after agreement was reached between their union, the Posts and Telecommunications Workers' Association (Potwa) and Post Office officials early yesterday morning.

But an eight-hour consultation between Department of Posts and Telecommunication negotiators and Home Affairs and Communications Minister Stoffel Botha for official approval nearly scuttled the delicately negotiated agreement to end the month-long

By SEFAKO NYAKA

stoppage.

According to Potwa president Vusi Khumalo, the parties had reached agreement early on Wednesday evening when post office officials indicated they had to discuss the contents of the agreement with the minister.

"At about 6pm we had reached a favourable position towards a settlement, but then the negotiators on the management side said at this stage they needed ratification from the Minister."

ister.

"When it (the Minister's reply) came through at about 7pm, he had tragically altered most of the points we had earlier agreed upon and that prolonged the meeting to the early hours of this morning. We waited until about 2 o'clock this morning for the ratification."

According to Potwa, the minister wanted to alter what the union regarded as the two central issues: the agreement reached on pay and rank parity and the issue of the Eastern

Cape workers who had been on strike since April.

The department had pointed out that before parity could be implemented a budget had to be passed in parliament.

The issue was resolved when the union suggested that the labour relations expert appointed to work on grievance procedures and the disciplinary code could also work out a mechanism for implementing the

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Back to work for post strikers

● From PAGE 1

issue of parity. At the moment white supervisors have authority over all workers of a lower rank. However black supervisors of the same rank or higher cannot exercise authority over white employees.

After protracted negotiations, the parties agreed that pay parity, introduced in commencing salaries, will be extended to other salary scales.

The post office also undertook to continue "all reasonable steps to achieve parity in all its facets".

The union and management will the jointly review progress in this regard next April.

It was also agreed that those cases where it is alleged Eastern Cape workers had previously been wrongfully dismissed be submitted "and where the allegations are substantiated, they will be re-employed".

Although the union had demanded a minimum wage of R600, the post office has improved the lowest wage structure from R310 per month to R375 and the highest from R375 to R450 per month for general assistants between grade 1 and 11.

On Tuesday talks were broken off when the parties were on the brink of an agreement after Potwa negotiators learnt that several union members had been injured in clashes with police at Khotso House, Lekton House and the New Canada railway station outside Soweto.

Other clauses in the agreement are

● Those workers who are unable to return to work by Monday will be given until September 14 to do so "provided they give a reasonable explanation for such failure".

● Those members who are in detention will be entitled to resume work upon their release, unless they are convicted of a criminal offence for which they are liable for dismissal.

● Dismissed workers will be entitled to apply for re-employment. The applications will be processed within five days.

● Without admitting that members had been harassed, the department gave an assurance that members who returned to work would not be harassed.

● No salary will be paid to members for the period of stoppage of work.

The Postal, Telegraph and Telephone International is believed to have played a pivotal role in the resolution of the strike.

The PTTI threatened international disruption of South Africa's communication links if a settlement was not reached.

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Fired workers deny deadline extended

Daily Dispatch
Reporter

EAST LONDON — The 200 workers dismissed from Hoover denied yesterday that they were given an extra hour after the company's final ultimatum to return to work, and dismissed the managing director's views as untrue.

In a written statement signed by the secretary of the workers' committee, Mr Elliot Dikimolo, the workers said that they had decided to return to work on August 31, but found the factory entrance closed.

Mr Dikimolo was reacting to a statement made by the managing director, Mr Edward Ashdown, that the workers did not resume normal duties despite being given an extra hour over

and above the company's final ultimatum.

Last night Mr Ashdown said he had nothing to add to his previous statement.

The workers' committee statement said that Mr Ashdown spoke to the workers through bars of the locked gate and told them that they had been dismissed and would be able to read on the notices posted outside when they would be able to collect their benefits.

"The workers strongly deny that they were given an extra hour by Mr Ashdown," Mr Dikimolo said.

He said the workers withdrew their labour on August 24 and 25 when management failed to respond to demands

The workers demanded that the South African Allied Workers' Union (Saawu) be recognised as the union representative of the workers, and R5 as a minimum hourly wage.

Mr Dikimolo said management restated its unwillingness to negotiate on August 28, and issued individual letters stating August 31 as the deadline to resume normal work.

"On the 31st the workers willingly accepted to resume normal work on condition that management re-open the negotiations after two days of production.

"The meeting (on August 31) ended at 1 55 pm and Mr Ashdown expected workers to be back at work by 2 pm, which was an impossible ultimatum since the workers were to be given a report," he said.

Ciskei toy stamp issue next week

Daily Dispatch
Reporter

BISHO — Special stamps depicting home-made toys would be is-

cobs

A painted clay horse featured on the 25c stamp. Fine mouldable clay, the statement said.

CMS 4/15 12/8/7 (152)

Govt not so neutral about strikes after all

THE government has so far been careful to project an image of relative neutrality and non-involvement in South Africa's largest legal strike

The Minister of Manpower, Mr Pietie du Plessis, has given an undertaking not to become embroiled in the dispute, saying government interference would immediately lead to the politicization of the stand-off between management and workers

The minister has been at pains to stress that the government did not want to take sides in the strike since it was a question "purely" for the National Union of Mineworkers (NUM) and the Chamber of Mines

This attitude of sober sensitivity has taken some observers by surprise since it stands in stark variance with the import of a number of bills currently in the legislative pipeline that are virtually guaranteed to spark serious confrontation in the labour relations field

And the government's statements and actions directed at the more militant sectors of the union movement in recent months have left little doubt that it is spoiling for a fight

In the past week Mr du Plessis confirmed suspicions that the government planned to crack down on what it regards as radical labour unions that are seen to be fanning industrial strife for political motives

Unions that participate in wildcat strikes or deviate from industrial relations agreements and accepted negotiation processes will be in for the high jump in terms of legislation to be introduced in Parliament this session

One of the potentially explosive provisions understood to be included in the legislation is that unions that fail to play by the rules will be forced to financially recompense the affected employer for loss of business

Such a move could provide ample excuse for a showdown, especially if it is seen by workers as an attempt to break their union

At very least it could set a precedent certain to sharply raise temperatures in the industrial relations environment and further polarize the relations between management and workers

In this sense the proposed legislation is reminiscent of the Promotion of Local Government Affairs Amendment Bill, or "Rent Bill", which will



Midweek Politics
By ANTHONY
JOHNSON

force employers to deduct from their employees outstanding rent

Should employers agree to become the state's rent collectors, they are certain to stir up a veritable hornets nest with their workers, should they fail to do so, local authorities to whom rents are owing will be entitled to attach their property

The Bill, if passed, has the potential to sow enmity between employers and workers across a wide front, from the factory floor to the suburban home

Another item of proposed legislation which has the potential to inflame the labour relations environment, is the Temporary Removal of Restrictions on Economic Activities Amendment Bill

While the legislation is ostensibly aimed at promoting "economic development" and increasing employment opportunities in the informal sector by removing regulatory red tape, unions have voiced extreme concern at the possible implications of the bill

Of special concern is that if the bill becomes law, President P W Botha will be granted sweeping discretionary powers to curtail the benefits won over the years by the union movement and introduce the "sweat shop" conditions obtaining in the homelands

Fears have also been expressed that such a law could lead to the possible scrapping of health and safety protections, the enforcement of contributions to UIF and the Workmen's Compensation Fund, and of provisions such as the supervision and use of machines

Any such a rollback in hard-won benefits could spark serious labour unrest in both the urban and rural areas, critics have warned

So, while the government has been treating the latest miners' strike with caution, it appears determined to curb unions, politicize the workplace and bedevil labour relations via its legislative programme

But until black workers have their representatives in Parliament, the government will fight a futile battle in its bid to contain the influence of "political" unions

One dead, but strike is low key

JOHANNESBURG
— A coalminer was found dead in his bed yesterday afternoon at the Blinkpan colliery near Witbank.

A statement issued by Gencor said the 36-year-old man was apparently murdered for continuing to work despite the strike by gold and coal miners.

He is the first person to die in the strike.

“He was one of a small number of production workers who continued

working despite the strike by almost the total workforce,” the statement said.

The South African Police are investigating but the man's name will not be released until his next-of-kin have been informed.

Meanwhile, the Anglo American Corporation said in a statement that support for the strike on its mines was unchanged.

“Disturbing incidents of intimidation are continuing, and management is very concerned with NUM actions at six gold mine hostels and

four coal mine hostels where NUM shaft stewards are interfering with access to the hostels,” the statement said.

“This action is preventing workers from exercising their free choice to work or not and, in addition, is obstructing the delivery of food supplies.”

A spokesman for the Chamber of Mines said yesterday there had been no perceptible difference in the number of miners participating in the strike.

“Today was the second day of the strike and our information shows that there are between 220 000 and 230 000 miners away from work,” said the chamber's industrial relations adviser, Mr Johann Liebenberg.

“This is the same number of workers who joined the strike on the first day.”

Mr Liebenberg said that, although there had been several deplorable incidents, the level of violence had remained “gratifyingly low.”

He said 68 of the chamber's 99 gold and coal mines were operating normally.

Thirteen out of 55 coal mines and 16 out of 44 gold mines had been sig-

nificantly affected by strike action, with two gold mines partially affected, he said.

However, the total number of mineworkers out on strike was disproportionately high relative to the number of mines affected since a large number of strikers were centred on a small number of big mines.

Stoppages on Gencor gold mines are “approximately the same as reported yesterday,” a spokesman for the group said.

The same situation existed on mines in the Trans Natal Group of Collieries, he added.

The NUM has received messages of support from the World Federation of Trade Unions, the head of the budget committee in the United States Congress, Mr William Gray, and the US labour movement, the AFL/CIO.

Both Mr Gray and the AFL/CIO said the strike was receiving extensive media coverage in the United States and wished the NUM well in its efforts “to end apartheid.”

Britain's National Union of Mineworkers has launched an international appeal for funds to support the striking miners — Sapa

12/8/87

Miners' strike turns violent: 80 arrested

About 80 members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers injured in violence, marring the relatively peaceful four-day national miners' strike.

Seventy-eight members of the National Union of Mineworkers (NUM) will ap-

Five held after coal mine death

By Therese Anders,
Highveld Bureau

MIDDELBURG — Five Blinkpan coal mine employees have been arrested in connection with the death of a driver at the mine, police reported.

A spokesman for the National Union of Mineworkers said yesterday five men had been held briefly and then released. A police spokesman, however, said the men they arrested were still in custody.

The dead man was Mr. Joseph "Boetman" Mtumunye (36), a heavy vehicle driver at Gencor's Blinkpan Colliery near Middelburg, where, a Gencor spokesman said, he had worked since 1978.

appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters.

The 78, including NUM office bearers, were arrested yesterday at the NUM office in Klerksdorp.

The police spokesman said they were being held in terms of the Criminal Procedures Act and the Internal Security Act, Act 74 of 1982.

Police action followed alleged discussions that "radical action had to be taken to prevent mineworkers from returning to work."

Five Blinkpan coal mine employees were arrested in connection with the death of the first man to die violently in the strike, Mr. Joseph "Boetman" Mtumunye (36).

Anglo American reported the injury of 15 people at the President Steyn Gold Mine after mine security fired rubber bullets when attacked after entering a hostel to protect workers.

An Anglo spokesman added that at Saalplats a fight between workers resulting in the injury of four strikers.

NUM general secretary, Mr. Cyril Ramaphosa, said the arrests at Klerksdorp were part of a campaign by the Chamber of Mines and the Government to crush the strike.

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